Institution " Kostanay Humanitarian College”

Claim

The Director of the institution

"Kostanay

Humanitarian College»

\_\_\_\_\_\_\_\_\_\_\_\_ A. Bayeshov «\_\_\_\_\_» \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_2017

Regulations on the rating system of evaluation of educational, scientific and methodical

the work of College teachers

1. Generalities

The construction of logical structure of educational information with regard to future activities and goals development of the individual requires the teacher's deep, the system of possession of academic discipline and knowledge of its scientific basis. Therefore, properly organized methodological and research work contributes to the effectiveness of teaching.

The main way to summarize the results in this area is a rating system.

1.1. The present position is based on the integral assessment in points of results of educational, scientific and methodical work of teachers.

1.2. Rating system of evaluation of educational, scientific and methodical work is a system of evaluation of professional activity of the teacher, based on the summation of individual points.

1.3. The purpose of the rating system of evaluation of educational, scientific and methodical work is to improve the quality of scientific and methodical work of teachers.

 1.4. The introduction of the rating assessment will solve the following problems:

- optimize the management of educational, scientific and methodical work in the college;

- to activate social and psychological types of motives of scientific and methodical work of teachers;

- stimulate self-realization, self-actualization and self-organization of teachers;

- to stimulate teachers to self-comprehension and the solution of their professional problems;

- - monitor the dynamics of changes in the achievements of teachers.

1.5. Teachers should be familiar with the content and procedure for the introduction of the College rating system of evaluation of educational, scientific and methodological work.

1.8. Criteria of rating assessment of educational, scientific and methodical work are allocated on the basis of requirements of the job description and "Regulations on a portfolio of the teacher of college".

2. The order of rating evaluation of educational, scientific and methodical work of teachers

2.1. Evaluation of the quality of work in the rating system is cumulative (cumulative) and is used to structure the systematic work of the teacher throughout the school year.

2.2. The method of calculating the rating of scientific and methodical work of the teacher consists of the following criteria:

1. Work on the scientific and methodical theme

2. Introduction of new pedagogical technologies

3. The preparation and conduct of the open lesson

4. Preparation and holding of an open extracurricular activities on the subject, including the subject of the week

5. Creation of educational and methodical documentation

6. Work EUMK discipline/module

7. Generalization own innovative teaching practices

8.Participation in the work of CMC, pedagogical and scientific-methodical councils, temporary creative team.

9. The proliferation of private teaching experience .

10. Participation in competitions of pedagogical and professional skills, in methodical exhibitions

11. Peer review of teaching materials, manuals, work programs

12. Visit the lessons peers.

13. Professional development (course training, internship, etc.))

14. Management of creative and research work of college students.

3. Organization of the rating system

scientific and methodical work of teachers

3.1. At the end of the academic year, the teacher fills in a special form of form 2 column (Annex 1), indicating the activities, and passes the Chairman of the CMC completed rating form.

3.2. The chairmen of CMC together with the Commission in the process of checking note in the 3rd column of the form (Annex 1) the number of points scored by the teacher for each criterion, calculate the amount and puts the rating on CMC.

3.3. The chairmen of the CMC completed the rating form, signed by the Chairman and members of the Commission, passed to the Deputy for scientific and methodological work to summarize the overall results of the rating evaluation of educational, scientific and methodological work of teachers at the College.

3.4.Deputy Directors of the UPR, NMR, OIA exercise control over the objective rating and make the overall rating of the College for the academic year. The data are recorded in a summary table, on the basis of which a diagram is constructed, and the results are analyzed for further planning and professional development of College teachers.

Considered at the meeting of the Methodical Council

 from 13 September 2017 Protocol No. 1.

Annex 1

THE RATING OF EDUCATIONAL,

SCIENTIFIC-METHODICAL WORK OF TEACHERS COLLEGE

 2017 - 2018 academic year

ФИО \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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| ***Evaluation criterion*** | ***Type of activity*** | ***Points*** |
| 1. The theme of scientific and methodical work of the teacher, the degree of its development, implementation  individual self-education plan (from 0 to 10 points) |  |  |
| 2. Introduction of innovative pedagogical technologies (from 1 to 10 points) |  |  |
| 3. The preparation and conduct of the open lesson: ( a) in traditional form; b) using innovative technologiesC) integrated, panoramic, etc. (from 1 to 10 points) |  |  |
| * Effectiveness of educational activities of the teacher;
* (a) 100 per cent academic achievement and above the General quality of knowledge . (+10 points).
* b) below 100% of academic performance and General quality of knowledge . (-10 points).
 |  |  |
| 5. Preparation and holding of an open extracurricular activities on the subject, including the subject of the week (from 1 to 10 points) |  |  |
| 6. Creation of educational and methodical documentation: a) work program of discipline (practice) (from 3 to 5 points)b) study guide (from 5 to 10 points)C) methodical grant (from 5 to 10 points)d) methodical development (from 3 to 7 points)e) methodical recommendations (from 3 to 7 points) e) didactic means: (from 3 to 7 points)- test; - visual, printed (job cards, instructional and technological cards, etc.));ж) computer programs: (from 5 to 10 points)- teaching; - controlling |  |  |
| 7. Work on electronic educational and methodical complex (EUMC) of discipline / module (up to 10 points) |  |  |
| 8. The synthesis of its own best teaching practices (theme) (up to 10 points) |  |  |
| 9. Participation in the work: (a) cyclic methodical Commission; b) the pedagogical Council; C) methodical Council;d) temporary creative team or research laboratory;e) methodical seminar, lectures (from 5 to 10 points) |  |  |
| 10. Dissemination of own experiencePerformance: a) at a scientific, scientific and practical conference, seminar; b) at pedagogical readings (from 5 to 10 points)Publication: a) abstracts and articles; (from 5 to 10 points)b) textbooks, teaching materials (methodological developments, guidelines, etc.) (from 10 to 20 points) |  |  |
| 11.Participation in competitions of pedagogical and professional skills, in methodical exhibitions (from 5 to 10 points) |  |  |
| 12. Peer review of teaching materials, manuals, work programs (2 points) |  |  |
| 13. Visit the lessons peers (leaves and journal of peer-reviewed) (0.5 points for the lesson) |  |  |
| 14. Professional development (course training, internship, etc.) (2 points) |  |  |
| 15. Management of students 'creative and research work- - student professional club, section, subject circle (1-2 points);- course and final qualifying works (1 point for one job);-- preparation of students for competitions, competitions, conferences, seminars (3-7 points); - prizes; publication of materials (+10 points). |  |  |
| 16. Executive discipline of the teacher:a) Timely maintenance and delivery of educational and methodical documentation (magazines, reports, etc.). (5 to 10 points)b) compliance with the terms of the employment contract. (+10 points).C) violation of the terms of the employment contract. (-10 points). |  |  |
| **Total points:** |  |  |