



**APPROVE**  
**Member of the Management Board,**  
**Vice-Rector for Operations**  
**Uvalieva A.B.**  
**2023-2024**

**ROAD MAP**  
**for the development of inclusive education in**  
**Al-Farabi Kazakh National University**  
**on 2023-2025**

#	Activity	Completion form	Deadlines	Responsible
<b>1. ORGANIZATIONAL AND LEGAL ISSUES</b>				
1.	Arrangement of the Coordinating Council for creating an inclusive environment in Kazakhstan universities.	Minutes of the meeting of the Coordinating Council	January 2024	RUMS, Center for Inclusive Environment
2.	Development and approval of the Regulations and Job Descriptions of the Director and employees of the Scientific and Practical Center for Inclusive Environment.	Position, job descriptions	January 2024	RUMS, Center for Inclusive Environment
3.	Making a proposal on the requirements for issuing a license for educational services of the organizations of higher and postgraduate education (hereinafter - OHPE), taking into account the conditions for students with special educational programs (SEN).	Offers to the Committee of the MSHE	December 2023	DAV, Deans, Center for Inclusive Environment
4.	Preparation of a proposal to include a paragraph on students with special educational needs studying in the OHPE system and their employment in the National Education Database (NED)	Offers to the Committee of the MSHE	April 2024	DAV, Deans, Center for Inclusive Environment
5.	Making additions to the internal regulatory documents of the university, with the inclusion of a clause on accounting for the education of students with special educational programs (starting with career guidance and support when entering universities to final certification and employment).	Information in the Committee of the MSHE	March 2025	KazNU legal service, DAV, Deans, Center for Inclusive Environment

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6.	<p>Creating the Regulations on the Resource Center for the Support of Students with SEN with 2 services/areas of work:</p> <ol style="list-style-type: none"> <li>1. The psychological assistance service implements individual consultations and group trainings for the development of students with SEN.</li> <li>2. Social pedagogue service implements socialization and communication programs for students with special educational needs.</li> </ol>	<p>Regulations on the Resource Center for Supporting Students with SEN at KazNU</p>	September 2023	<p>Center for Inclusive Environment Department of General and Applied Psychology Department of Educational Management. Department of Sociology. Institute for Advanced Studies DAV Deans</p>
7.	<p>Development of the Advanced Training Program for teaching staff for the training and socialization of students with special educational needs at the university.</p>	<p>Advanced Training Program</p>	2023-2024 with annual update	<p>Institute for Advanced Studies DAV Deans</p>

## 2. EDUCATIONAL ACTIVITIES

8.	<p>Acquisition of special textbooks for students with SEN according to their EP and specialty</p>	<p>Handbook of Special Education Research, Volume I by Terese C. Aceves, Thomas W. Farmer, Elizabeth Talbott, Kristen McMaster, David Lee. ISBN: 9781003156857. Publication Date: 2022</p>		<p>Deans, Library Director</p>
9.	<p>Organizing the learning space and learning environment for students with special educational needs: adaptation of the learning place for people with disorders of the musculoskeletal system; line magnifiers and screen magnification programs for the visually impaired; voiced programs for the blind; audiences with sound amplifying equipment for the hearing impaired; sign language interpreter for the deaf.</p>	<p>Guidelines for accompanying and supporting students with SEN at the university</p>	2023-2025	<p>Deans Center for Inclusive Environment</p>
10.	<p>Providing students with special educational needs with access to educational resources (printed and electronic) with the formation of a bank of teaching materials, audio and video libraries that take into</p>	<p>Bank of teaching materials, audio and video libraries for all EPs</p>	2023-2025	<p>Deans, Library Director Center for</p>

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	account the specifics of students' data impairment. Bank of teaching materials, audio and video libraries for all EPs	A Rector Order on the Resource Center for Supporting Students with SEN at KazNU	September 2023	Inclusive Environment
11.	<p>Creating the Resource Center for the Support of Students with SEN with 2 services/areas of work:</p> <ol style="list-style-type: none"> <li>The psychological assistance service implements individual consultations and group trainings for the development of students with SEN</li> <li>Social pedagogue service implements socialization and communication programs for students with special educational needs.</li> </ol>			<p>Department of General and Applied Psychology</p> <p>Department of Educational Management.</p> <p>Department of Sociology.</p> <p>DAV</p> <p>Deans</p>
12.	Inclusion of the item "Conditions for the implementation of the EP for students with SEN" in educational programs, which contains a description of the SEN for students, methods and tools for their learning, tasks, methods and criteria for intermediate and examination evaluation of learning outcomes, training materials.	60% EP by the beginning of the 2023-24 academic year	September 2023 August 2024	DAV Deans
13.	Development of Additions to the syllabus based on the fact that there is a student in the group with an SEN, taking into account teaching methods and tools, types of tasks, methods and criteria for intermediate and examination evaluation of learning outcomes, teaching materials.	Augmented syllabus taking into account specific students with SEP studying in the discipline	September 2023 January 2024 Each semester	DAV Deans
14.	Jointly with RUMS, adaptation of AMCD according to the psychological, medical and pedagogical needs of students with special educational needs.	Approved adapted UMKD.	During a year	RUMS DAV Deans
15.	Development of Minor programs for a future teacher in preparation for working with students with SEN Minor program	Minor program	December 2023	
16.	Organization of advanced training courses for teaching staff to work with students with special educational needs in various educational programs	Advanced training program with the issuance of certificates	July 2024; annually	Institute for Advanced Studies DAV Deans
17.	Training of teachers who provide training in the specialties "Special Pedagogy", "Pedagogy and Psychology", "Psychology" in the basic course of applied analysis, the method of early diagnosis of autism ADOS-2, correctional support for children with SEN in order to introduce these methods into the educational process.	Courses	2023-2024	

18.	Introduction to the staff of each faculty of a special teacher-consultant who has knowledge and skills in "Special Pedagogy" in order to maintain a sustainable inclusive educational environment and prompt consultations of the teaching staff and the administration of the faculty on issues of inclusion.		DAV Deans
19.	Development of the Model of support for students and graduates with SEN throughout the university life - from career guidance and support when entering a university to final certification and employment).	Model and guidelines	January 2024 Deans Career Center
<b>3. RESEARCH ACTIVITIES</b>			
20.	Conducting an online sociological survey of teaching staff of universities of the Republic of Kazakhstan to identify their awareness of the latest changes in the NLA on inclusive education and their perception and attitude towards inclusive higher education: <a href="https://docs.google.com/forms/d/e/1FAIpQLSfutMlpgoi9HwnjhHTUIQLcSv8rU3eleulqRVlJgxVjghzzjQ/viewform?usp=sf_link">https://docs.google.com/forms/d/e/1FAIpQLSfutMlpgoi9HwnjhHTUIQLcSv8rU3eleulqRVlJgxVjghzzjQ/viewform?usp=sf_link</a>	3 scientific articles were published: - Inclusive education in the perception of university teachers in Kazakhstan. Collection of materials of the International scientific method. conf. "Inclusive education in universities: strategies, practices, resources". 02/15/2023. pp.34-49 - Examining Sustainable Development Goals for Current Situation of Inclusive Education Policies and Practices in Kazakhstan Universities. Journal of Computing and Information Technology. Special Issue (in the post-review process). - Factor analysis of the variables of inclusiveness in higher education. Bulletin of KazNU. Series "Ped. Science" (in the process of reviewing). Proceedings of conference materials.	January - June 2024 Co-authorship: Tazhina G.O., Syrgakbaeva A.S.
21.	Holding an international scientific-practical conference "Inclusive education in higher educational institutions: strategies, practices, resources"		February 2024 RUMS, Coordinating Council for

				creating an inclusive environment in Kazakhstan universities	
22.	Development of the international scientific project "Employability of Kazakhstan higher education graduates with special educational needs" within the framework of ERASMUS + CBHE.	Creation of a consortium of 14 universities of the Republic of Kazakhstan and 4 universities from the EU. An application has been submitted for the ERASMUS+ CBHE program competition.	February 2024	Tazhina G.O.	
23.	Conducting an online survey of students with SEP to identify their educational and social needs and wishes for successful education at KazNU	Statistical analysis of the results	During a year	Tazhina G.O., Syrgakbaeva A.S.	
24.	Analysis of the survey results of students with SEN	Report and publication of the results	During a year	Tazhina G.O.,	
<b>4. MATERIAL AND TECHNICAL EQUIPMENT</b>					
25.	<p>Ensuring physical barrier-free access and movement for students with special educational needs in infrastructure units, including educational buildings, libraries, Internet rooms, multimedia and computer classes, the Students' Palace, a medical center, a catering facility, a sports complex, shopping and production. centers, cinema, post office, public services center:</p> <ul style="list-style-type: none"> <li>- Ramps;</li> <li>- Entrances equipped with special fixed railings;</li> <li>- Non-slip coating;</li> <li>- Tactile guide strip;</li> <li>- A device for moving to the floors - a lift and / or an elevator (for example, Faculty of F&amp;P)</li> <li>- Expansion of doorways;</li> <li>- Equipped sanitary facilities (toilet);</li> <li>- Speech informants and beacons;</li> <li>- Sound amplifying equipment.</li> </ul>	Physically barrier-free environment at the university for students with SEN	December 2024		

26.	<p>Ensuring physical barrier-free access and movement in student dormitories for students with SEN:</p> <ul style="list-style-type: none"> <li>- Ramps;</li> <li>- Entrances equipped with special fixed railings;</li> <li>- Non-slip coating;</li> <li>- Tactile guide strip;</li> <li>- A device for moving to the floors - a lift and / or an elevator (for example, Faculty of F&amp;P)</li> <li>- Expansion of doorways;</li> <li>- Equipped sanitary facilities (toilet);</li> <li>- Speech informants and beacons;</li> <li>- Sound amplifying equipment.</li> </ul>	Physical barrier-free access and movement in student dormitories for students with SEN:	December 2023	
27.	Providing students with disorders of the musculoskeletal system with means of transportation: crutches, walkers, wheelchairs.	Perhaps for those who live in a dormitory? Or for those who do not have the opportunity to buy themselves - then at their request?	During a year	
28.	Monitoring the number of students with SEN in the context of the EP of the university and in the context of individual disorders	List of students with SEN for each EP	Each semester 2023–2025	Deans Chairs
<b>5. SOCIO-CULTURAL SUPPORT</b>				
30.	Organization of meetings with specialists - doctors, teachers, psychologists - on the issues of medical and preventive work among teaching staff and students with special educational needs.	Photo and video materials, a report on the event on the website of the Center.	During a year	Deans Center for Inclusive Environment
31.	Organization of a meeting with university lawyers to clarify the rights of students with SEN among the teaching staff and all university students, including students with SEN	Photo and video materials, a report on the event on the website of the Center.	During a year	
32.	Creation of online chats for students with special educational needs by faculties.	Chat	October 2023	Admins – deputy deans for educational work, curators-advisers
33.	Regular updating of the special tab of the Center on the university website with news, announcements and materials of ongoing events for teaching staff, students, incl. students with NEP and the public	Counting for the number of visits to a site tab <a href="https://www.kaznu.kz/ru/26144/page/">https://www.kaznu.kz/ru/26144/page/</a>	During a year	Center for Inclusive Environment

34.	Conducting a raid together with curators-advisers and deputy deans for educational work to identify the living conditions of students with special educational needs in the hostel.	Photo and video materials, a report on the event on the website of the Center.	During a year	Deans, deputy deans for educational work, curators-advisers
35.	Conducting a round table with the invitation of leading experts of the Republic of Kazakhstan on the creation of an inclusive environment in higher schools of the Republic of Kazakhstan with the publication of reports and the submission of a resolution to the Mass Media and the EHME	Photo and video materials, a report on the event on the website of the Center Resolution and publications in Mass Media.	February 2024	Coordinating Council for creating an inclusive environment in Kazakhstan universities
36.	Holding a meeting with representatives of state and public organizations, public funds, public associations (NGOs, PFs, PAs) dealing with issues of social assistance and employment of persons with disabilities.	Photo and video materials, a report on the event on the website of the Center. Resolution and publications in Mass Media.	April 2024	Department for Social Work Career Center
37.	Organization of events to assist in the employment of students with special educational needs (job fairs, forums, festivals and meetings) together with the employment department of Almaty		2024–2025	Department for Social Work Career Center
38.	Organization of work to secure the "patronage" of the university and business enterprises for special schools. Launch of pilot projects on "patronage".		2024–2025	
39.	Involving students with SEN in social and cultural activities		2023–2024	Department for Social Work
<b>6. FINANCIAL AND BUDGETARY ISSUES</b>				
40.	Determination of mechanisms for remuneration of the director and employee of the Center	Regulations on wages	August 2024	
41.	Determination of the mechanisms of remuneration for the work of a psychologist and a social pedagogue	Regulations on wages	August 2024	
<b>7. REPORTING</b>				
42.	Providing a report on the work done with analysis and proposals for improving the work of the Center to higher departments of the university.	Reporting documentation on the results of the center's annual activities and recommendations to management for the further	December 2023. June 2024. Annually.	Center for Inclusive Environment

**ROAD MAP for the development of inclusive education in Al-Farabi Kazakh National University on 2023-2025**

		development of an inclusive environment at the university.		

**Based on:**

1. Roadmap of the INHE for 2023-25 from 27.03.2023
2. Letter to Rectors of Universities from Acting Chairman B. Narbekova No. 14-4 / 187-vn dated 06/06/2023
3. State program for the development of education and science of the Republic of Kazakhstan for 2020 - 2025 (dated December 27, 2019 No. 988). <https://www.gov.kz/memleket/entities/edu/press/article/details/20392?lang=ru>
4. Law of the Republic of Kazakhstan "On amendments and additions to some legislative acts of the Republic of Kazakhstan on inclusive education" dated 06/26/2021. <https://adilet.zan.kz/rus/docs/Z2100000056>
5. Salamanca Declaration on Principles, Policies and Practices in the Education of Persons with Special Needs. [http://www.conventions.ru/view\\_base.php?id=118](http://www.conventions.ru/view_base.php?id=118) accessed 27.02.2023