

Yerevan State College of Culture

/SNPO/

5-year (2017-2022) Development Plan

"The new should be achieved with hard work and the old will go on
surviving and enduring"

Alexander Herzen

Composed by Vrezh Kirakosyan

1. INTRODUCTION

1. According to the RA Law on "Primary Vocational (handicraft) and Vocational Education" one of the bases of state policy is to provide conditions for the normal development of the activity of primary vocational and vocational education system, and the programme of the college is considered to be one of the most important bases for its organization.
It is aimed at the development of a comprehensively developed and professionally oriented personality educated by the spirit of patriotism, statehood, and humanity. If the working plan of the college focuses mainly on the current educational issues of the educational institution, the development programme is considered to be the strategic plan of the college, which mostly focuses on the future, not only on the solution of everyday issues, but also on the solution of future ones.
2. I have developed the "2017-2022 Programme" (from now on "The Programme") according to the Education Development State Programme of the Republic of Armenia.
3. The Programme is also based on the peculiarities of Shengavit district and the strategic programmes and development concepts of the separate spheres established by the Government of the Republic of Armenia.
4. Basing on the already recorded achievements of the college my Programme is aimed at their gradual development firstly mentioning the primary directions and strategies.

2. THE CURRENT STATE AND THE MAIN PROBLEMS OF THE COLLEGE

1. I shall launch the reforms of the college immediately after being elected to the executive body's, the director's post implementing a democratic management. Those values for me are not only the education, but also impartiality and innovativeness.
2. Today the building of the college, to put it mildly, is not in a good condition. It hasn't got a local heating, for the last time was rebuilt, furnished, technically and materially equipped in 1983. The college hasn't got an up-to-date computer class, but is provided with internet connection. Due to the international relations developed by the ex-director of the college the college has a high ranking in numerous countries of the world, but this work remained unfinished.
3. The continuous improvement in the quality of Vocational Education and Training and the integration in the international education system have aroused new

challenges, with the accomplishment of which the future of the college is conditioned.

4. **The chief problem** of the college is the improvement of the education quality ensuring the promotion of the creative work, the development of students' abilities of analytical and critical thinking, gaining and practicing their knowledge themselves and using information technologies.

2.1. More important current problems of the college are as follows:

- 1/ the availability and the usage of modern information and telecommunication technologies is inadequate during the educational process, there is a lack of electronic educational materials;
- 2/ the educational-material base of the college, especially of the laboratories, does not meet the modern demands;
- 3/ the mechanisms of additional funding and its effective usage need improvement;
- 4/ there is a need for development in management abilities, effective management mechanisms on every level of the college management;
- 5/ the student's desire to get quality education is little;
- 6/ the cooperation with employers, RA schools as well as foreign institutions is incomplete;

Yerevan State College of Culture /SNPO/ is an educational institution with a legal entity status, which acts according to its charter. The educational institution carries out a vocational programme and can also carry out general and (or) primary vocational (handicraft) education programmes according to the order established by RA Legislation.

In the 2017-2018 academic year the college has 260 students, 203 of which study in the free-of-charge (state-funded) system, and 57 study in the fee-based education system. 27 groups are formed, in each group on average 10 students.

The college has 73 employees, 53 of which have qualifications of pedagogues and professionals or 5 or more years' pedagogical experience. Almost everyone masters the up-to-date pedagogical technologies, possesses computer knowledge and has high professional qualification (according to the certificates).

In the teaching staff there are both experienced lecturers and beginners.

7/ The college carries out education in 10 professions:

1. Directing
2. Vocal and singing
3. Fashion design and styling
4. Photography
5. Acting
6. Variety art

7. Cosmetics and make-up art
8. Conservation and restoration of works of art
9. Accounting (according to the fields)
10. The usage of motion picture and video equipment

In the case of being elected I intend to cease the admissions in the professions "accounting" and "the usage of motion picture and video equipment" and return the licenses, as they have no demand in the labour market and also do not correspond to the college strategy of training staff in the sphere of art. And also to review the current list of the professions of the college.

In the case of being elected, as the college was founded in 1929 and with its activity has greatly contributed to training staff in the sphere of primary vocational and vocational education, I intend to solve the problem of the nomination of the college in the near future.

Teaching and Learning Equipment

The college has't got modern, up-to-date laboratoty equipment for physics, chemistry and biology. One computer class is equipped with 5 used computers and educational materials. There is a necessity to update the base of the teaching and learning equipment, the furniture, to equip the college with modern means of information and communications technologies, to develop the computer versions of the educational materials, to enrich the library stock, to create an online library and classbooks.

Building Conditions

The college has one building, which needs to be rebuilt completely. Almost all the classrooms and toilets are in a very poor condition, the college hasn't got a sports ground. By the decision of RA Government since 2007 a part of the building (820 square kilometers) has been temporarily given to Yerevan State College of Variety and Jazz Art. This part of the building was partially rebuilt with the money of the alienated college building. Today the separation of the building is a core problem, as a result of which the classrooms are not enough and, predicting the 2018-2019 admissions, I can surely say that both educational institutions will face a big problem. In the case of being elected I consider a primary and core problem to raise the issue of the building to the authorized body to find the corresponding solutions.

2.2. The Development of the College Relevant to the Education Quality

To provide high quality education for the new generation the best modern organizational methods must be used, proceeding from the sphere peculiarity of the college a new version must be created putting several required principles in the basis of its development:

- organization of education basing on national ideology;
- education of the students with national moral standards;
- knowledge delivery relevant to the state educational standards;
- training of competitive graduates according to the market requirements;
- establishment of optimal educational workload, excluding of unnecessary innovations, which add to the already high workload of the student;
- through the "Teach the student to learn" methodological complex techniques accomplish the successive processes of analysis, revelation and perception;
- to combine the student's educational process with the investment of a new technology to check the knowledge always keeping the way of quality education open for the student and the lecturer;
- to strengthen and make the interdisciplinary cooperation and the additional education more comprehended;
- to renew the management system of the education making the student-focused educational work the main condition of the education;
- to keep the students away from complexities;
- to invest a new management system of education quality, which will be based on signing contracts of cooperation with educational institutions in different countries of the world with the aim of experience and student exchange;
- to arouse love and devotion towards education, to show the real way to the rich and prosperous life which goes with acquiring the right professional orientation.

I can reach my goal only with a powerful team of competent, willing pedagogues (not lecturers), who walk along with the modern educational demands, the team which will be able to implement the policy of the college.

The above-mentioned goals arise from the demands of modern reality, which will be achieved by the following principles:

- development of competitive spirit through team fighting;
- development of free communication skills;
- development of mutual respect;
- aspiration for victory;
- cooperation: aspiration to reach the best results and to complete the work;
- self-affirmation.

2.3. The Ways and the Methods of Education Organization

Led by the principle legitimated by the RA Law on "Primary Vocational (handicraft) and Vocational Education", according to which in the sphere of vocational education the state guarantees the promotion of creative work in educational institutions, the priority of the development of students' abilities of analytical and critical thinking, gaining and practicing their knowledge themselves and using information technologies, the continuous improvement of the quality of Vocational Education and Training, Yerevan State College of Culture will carry out tutorial education.

While organizing education it is necessary to consider the following baseline points of educational demand:

- every student is able to get the correctly pedagogically and psychologically chosen and presented educational any material;
- students are differentiated from each other not by the principal differences in their learning abilities of educational programs, but with their thinking, psychological characteristic features, language thinking and perceiving peculiarities;
- the student's positive attitude towards the education is conditioned by both the content of the educational material and the successful process of its digestion.

The Professional Development of the Lecturer

To conduct an extracurricular training the lecturer should pass a serious retraining, should not only perceive the ideology, master collective educational methodologies, but also make radical changes in his/her views about the organization possibilities of the educational process – he/she should be able to change the annual structure of the subject, change the structure of the educational training, accounting and controlling system, his/her and the students' ways of working, the nature and aim of his/her work, the processes of the organization, preparation and management planning of the education, perceive the student as a subject of the education activity, as a partner in the organization of the educational process, sense the necessity of permanent retraining, improvement and self-education. Before beginning the educational trainings the lecturers pass a long preparation (lectures, seminars, mental activity games etc.) and that process is continuous (weekly discussion, monthly seminars of reflexions, reports etc.)

2.4. Improvement of the Effectiveness of the College Management

To improve the management quality of the works done in the college it is necessary to create an evaluation system the immediate supporters of which should be the participants of the educational process in the college, that is the student, the parents of the student, the lecturer and other pedagogues, the administrative employees, the college management board. It will make the college management more transparent and effective. For that it is necessary to develop their activity and to enhance their role.

Career Center

To create a career center in the college which will enhance the cooperation among the employers and other institutions.

With the career center the college graduates will have the possibility to find a job in the labor market corresponding to their professional skills.

The center of career will also contribute to the process of professional orientation organizing professional orientation consultations at the state schools.

Board of Trustees

The board of trustees will have a great role in the effective organization of the educational process, as well as in the support of the development programs and in the effective cooperation with the community. It is necessary to create a board of trustees in the college. Include in the staff of the board people interested in the activity of the college, private entrepreneurs, local authority representatives. During the upcoming years I shall try to engage them in the acquisition of the financial means for the college, in the development of the material-technical base, in the enrichment of the off-budget funds. Cooperating with the parents, head of the administrative area we shall implement social programs. The aim of the activity of the board of trustees should be to engage investments and donations from individual benefactors, college graduates and voluntary funders. The process should be more transparent and accessible for the benefactor, college, local self-management and state bodies.

Student Council

With the purpose of autonomy and self-management of the students it is necessary to launch the activity of the student council. In the circle of the college we should promote their participation in the decision making and their ability to express their opinion freely.

The developed student council at the college will contribute to the development of the young generation and their due behavior, to the development of the civil society. As the students are the demanders of quality education their opinion should be considered about the content of education, quality of knowledge acquisition, their behavior, improvement of the discipline.

In the circle of the college development programme it is anticipated that the student council will create a youth club with the name "I'm your future defender, motherland". Cooperating with the education and culture department of Shengavit administrative district the students will make their community as an "educational garden" well-groomed, interesting and attracting. The participants will become provident, caring, active, patriotic citizens. The aim of the Club is to prepare the students for the creation of the ideology "Nation - Army" adopted by the state and for the development of an individual life.

To start a students' theater-studio which will contribute to the alive creative activity of the students as well as to the improvement of the future professional skills. The best staged performances and films will be popularized.

Improvement of the Skills of the Teaching Staff

The success and the effectiveness of the college reforms and the development programmes are mostly conditioned by the professional preparedness of the lecturers, by their engagement and willingness to lead high quality educational achievements and to bring them to life.

The lecturers are the active participants of the improvement process of the college. Under the usual working conditions they feel comfortable but they are afraid of any innovation. While making reforms such factors must be taken into account as the needs of the lecturer, system of values and the degree of preparedness. We need to achieve to the point that the majority of the lecturers are convinced that new ideas are necessary in the improvement of the educational process. The most important is that the lecturer should be practical and not official. Being practical is the opposite of being theoretical. The lecturer acquires practical knowledge while working directly with the students in the auditorium. It is meant to improve the discipline of the students, their attendance rates and success. One of the aims directed to the college improvement will be reached through the development of new social facts for the lecturer.

Considering the fact that day by day numerous modern educational methods are developed the current methods used by the teaching staff can't bring to the desired result. So it is also necessary to improve the retraining process engaging the lecturers in the continuous retraining courses, in the improvement of the computer and the English language knowledge. It is necessary to create favorable conditions for the pedagogues' self-education. One of the important factors of the college reforms is to develop mechanisms for the encouragement of the lecturers, for the discovery of the best lecturers, as a result of which

the policy of the pedagogues' salary increase will be put in with a differentiated approach based on the effectiveness of the activity. To that purpose will also serve the periodical attestation of the pedagogues basing on the objective indicators of the activity. To put in an evaluation system of the pedagogues' activity with the purpose of improving the education in the college and making decisions concerning the lecturers. It will include an information gathering related to the teaching-learning process, analysis and presentation. In my opinion it will guide the lecturers in the improvement of the teaching and professional development. After the implementation of works the following results are expected:

- increase in the level of professional quality of the lecturers;
- coordination of the main directions and the content of the methodical works;
- increase in the demand of the lecturers' methodological works;
- ensurement of the competitiveness of the lecturers' methodological works;
- coordination of the theme and content of the lecturers' research activities.

Management Board

To make the activity of the college more transparent it is necessary to increase the role of the management board engaging it in the control process.

The tight cooperation between the board of trustees and the management board should be strengthened. I shall present reports quarterly, organize the discussion of the suggestions made and take actions to bring them to life.

The board will actively be engaged in the financial planning, will contribute to the more targeted usage of the financial means of the college.

Establishing the main directions and proportions of profit management the priority will be given to the discovery of the gifted and talented students, organizing and evaluating education according to the level of their skills.

The Computerization and Modernization of the Educational Process in the College

The computer enviroment and the information technologies are already available in the college. Information covering the college activity and the students' professional skills should be regularly posted, which will be done by creating an official website for the college.

It will contribute to the advertizing of the college, the students and their parents will be aware of the events in the college.

In the following years of the college development it is necessary to increase the level of computerization.

The number of computers should be added, smart boards and other equipment should be obtained.

To organize the educational process effectively the level of computer usability in the circle of the students and the instruction quality of "Informatics" should be improved.

Interesting and innovative educational methods should be set up. Develop and add modern electronic educational stocks.

Enhance the usage of information-communication technologies in the educational process as a teaching means.

At the very first moment an electronic management system will be set up in the college, with which the educational process will be controlled. Making use of that conference system parents can follow the educational process of their children at any time.

Development of International Relations

One of the most important problems of the college development is the cooperation (through telecommunication) with regional, Yerevan as well as foreign educational institutions. The cooperation can contribute to the experience exchange in the sphere of management and education methods, as well as to the strengthening of social and cultural connections with other countries. For the promotion of international cooperation can be very useful the creation of a global internet environment, which will give me and the lecturers the chance to contact online with the educational institutions of those cities and countries, to exchange the best experience of the college management and educational methods.

Financial and Economic Activity

A special significance should be given to the effective coordination of the funding sources of the college.

As we know, the funding of the college is provided by the RA state budget according to the current main programme and depending on the number of the students studying in the free-of-charge system off-budget means are provided, which are collected from the fees of the students studying in the fee-based system.

It is necessary to take actions to find additional financial means:

1. From the state budget
 - carry out special or additional educational programmes for children with exceptional abilities;
 - carry out an educational methodological experiment and (or) alternative programmes;

- create educational methodological manuals and educational materials (electronic including).
2. Enrichment of the off-budget
 - organize short-term fee-based educational services. Courses of singing, theatrical-acting mastery, painting, fashion design and styling, dancing, cosmetics and make-up art, photography, directing can be organized at the college corresponding to the current norm.
 - be engaged in business activity according to the established order (for example, to produce clothing and and create the college brand)
 - apply to businessmen, foundations, successful college graduates, individual benefactors.
 3. To direct the money economized from the budget and received off-budget funds
 - to the restoration of the college building;
 - to the improvement of the yard surrounding the college;
 - to the acquirement of educational equipment;
 - to the formation of the computer class, acquirement of smart boards;
 - to the fund of encouraging the students and the employees;
 - to keep the off-budget means of the college in a special bank account and spend for the aims provided by the charter;
 - to summarize the issue of the expenses made the previous year every year until May 30.
To ensure the transparency and the awareness.

4. In 2017-2022 the college wants

1. to add the third foreign language – French (according to the current requirements);
2. to equip the laboratories with communication and security systems, modern equipment;
3. to create a base of implementation of short-term courses.

5. The college needs

1. complete restoraion and equipment of the college building;
2. an improved events hall, a sports ground and a gym;
3. rifle range to improve the military-patriotic upbgringing in the college.