## Glossary

**Disadvantaged:** there is no common definition across OECD countries of what is a disadvantaged school. Typically a disadvantaged school is a school with a high proportion of disadvantaged students. In PISA (Programme for International Student Assessment), disadvantaged schools are defined as schools where the average socio-economic background of students is below the national average. Students are considered disadvantaged on the basis of their personal and social circumstances, such as ethnic origin and family's socio-economic status.

**Equity in education:** refers to the degree of fairness and inclusion in education. Equity as inclusion means ensuring that all students reach at least a basic minimum level of skills. Equity as fairness implies that personal or socio-economic circumstances, such as gender, ethnic origin or family background are not obstacles to educational success. Equitable education systems are fair and inclusive and support their students in reaching their learning potential without either formally or informally pre-setting barriers or lowering expectations.

**Low performing:** refers to schools failing to achieve adequate levels of student performance, without taking into account external factors, such as the average student intake's socio-economic background. Students who obtain scores below Level 2 in PISA can be considered as low performing as they lack basic skills.

**School:** refers to an educational organisation that offers primary, lower secondary and upper secondary education. In Kazakhstan, school education (grade 1 to grade 11) is known as *secondary* education.

**Small-class schools:** are characterised by having a small number of students, low student-teacher ratios and small classes (malokomplektnyye shkoly, in Russian). They typically provide multi-grade teaching (and are sometimes referred to as "ungraded schools").

**Stavka system**: refers to the concept of teacher employment in Kazakhstan, whereby teachers are employed under a weekly teaching load system with their basic compensation purely associated with their teaching load.

**Subnational governments ("oblasts" and "rayons"):** includes regional governments (also referred to as *oblasts*) and local/district governments (also referred to as *rayons*).



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