

Research on University Teaching Management Mode Based on Innovative Talent Training

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Abstract: As the training base of innovative talents, the educational status of colleges and universities is beyond doubt. Colleges and universities need to keep up with the pace of the development of The Times, establish a three-dimensional, mature, scientific and effective teaching management mode, consolidate the training foundation of innovative talents, implement the goal of talent training with the help of creative teaching management mode, and realize the integration, utilization and scientific allocation of high-quality educational resources. However, the traditional backward education management mode has many historical factors, the teaching management concept is relatively rigid and single, the teaching management mode is old and rigid, and the teaching management is not valued, which ultimately leads to the difficulty of implementing the innovative talent training plan. Combined with the actual situation of teaching management in colleges and universities, this paper deeply analyzes the innovation principles and countermeasures of teaching management mode in colleges and universities based on the training of innovative talents, in order to provide theoretical reference for realizing the ultimate goal of education, and promoting the reform and innovation of teaching management mode.

Keywords: Innovative talent training ; University teaching management; Model research

1. Current situation of university teaching management

First of all, the quality of teaching management in colleges and universities is not good, the teaching management force is very weak, and the training of innovative talents is not valued. Teaching managers not based on the basic goal of talent training actively implement the teaching management, part of the teaching management personnel will focus on repetitive labor, not delve into the business, still follow traditional backward education teaching idea, cause part of the teaching management lags behind The Times, the educational role is very effective, greatly hindered the cultivation of innovative talents.

Secondly, the management experience of teaching management personnel in the school is relatively limited, and the management mode is traditionally rigid, and they are accustomed to the unified arrangement of the superior education administrative departments. The equal communication and cooperation between superiors and subordinates, between administrators and teachers and students, and between teachers and students is out of the question. The education and teaching management mechanism can not be optimized and innovated, and the essence of the innovative talent training work is useless.

Finally, the teaching management barriers of various departments are obvious, ignoring the cooperation, insufficient teaching resources, it is difficult to form a joint teaching management and realize collaborative force, part of the teaching management resources are wasted.^[1]

2. The principle of teaching management mode based on innovative talent training

First of all, schools need to adhere to the people-oriented education standards, and actively practice the modern education and teaching management concept. As the main body of education and teaching activities in colleges and universities, teachers and students should not be ignored. When cultivating innovative talents, schools need to expand their service objects, put people in the first place, and attach great importance to the overall growth and development of people. By providing perfect and scientific services to implement the teaching management work, mobilize the subjective initiative of all teachers and students, give play to the wisdom of teachers and students.^[2]

Secondly, schools need to adhere to the educational standards of advancing with The Times, take the initiative to learn from advanced educational experience, and innovate management methods. Education management staff need to maintain a broad vision and a clear mind, achieve mastery and inclusiveness, actively learn from advanced management experience, establish a sense of service, and pave the way and prepare for the cultivation of innovative talents. The advantages of western education management mode are obvious, and there are many points for reference. The teaching management staff of colleges and universities should adhere to the principle of taking me as the main and using me, actively improve and enhance the management ability and level, and explore new teaching management path on the basis of reference.^[3]

3. Innovative countermeasures of college teaching management mode based on innovative talent training

Based on the innovation of university teaching management mode innovation work on the high difficulty coefficient is difficult, immediately, teachers need to rational view this difficult system engineering, its teaching management, steadily improve the overall teaching quality and innovative personnel training level, actively bear the responsibility of teaching burden. The renewal of teaching concept is the first step. Teachers need to adhere to The Times and specific analysis of specific problems, comprehensively optimize the teaching management mechanism, realize the coordination and cooperation of multiple teaching subjects, cultivate students' good doubt spirit, study ability and innovative thinking, and escort the sustainable development and social practice of students.^[4]

3.1 Concept of forerunner, update the concept of education and teaching

As the premise and forerunner of innovative teaching management, the innovation of teaching management concept should not be ignored. Teachers need to organize and carry out the teaching management work around the student-oriented education standards, accelerate the process of teaching management and reform, and guide the teaching management work with advanced and scientific teaching management concepts. First of all, colleges and universities need to clarify the core position of teaching, take all the school teachers and students as the main management object, understand the main needs of students, and give students systematic professional guidance and services. On this basis, we should innovate the educational mode and educational concept, and gradually form a management mode and working means that meet the needs of innovative talent training, and help students' deep learning, rational thinking and bold innovation. Secondly, schools need to make flexible use of multimedia information technology, break through traditions, strengthen education and publicity work, realize effective communication among multiple subjects, and actively obtain the help, support and understanding from all sectors of society. The students can complete the learning task in the harmonious and friendly social environment, participate in the whole learning activities, to achieve the smooth transition from school people to social people. Finally, the school should start from the campus cultural environment, and gradually create an open, efficient, relaxed and democratic management atmosphere and educational environment. Let the students can take the initiative to establish a harmonious interpersonal relationship with others in a good class style of study, take the initiative to create creative talents, fully display their own talent, to realize the ideal of life.^[5]

3.2 Grasp the key and optimize the teaching management mechanism

In order to cultivate more creative talents, colleges and universities need to properly lengthen the front line, base on the process characteristics of talent training, innovate the teaching management mode around the key teaching management links such as teaching decision-making, teaching implementation and teaching supervision, and gradually form a scientific, efficient, flexible and perfect teaching management guarantee mechanism. First of all, schools need to follow the scientific teaching standards, optimize the teaching management system, and gradually build a three-dimensional and mature two-level teaching management system at the school level and the school level, and clarify the responsibilities, rights and obligations of the two levels. Schools need to adjust teaching management policies and mechanisms in the process of top-level design and macro overall planning, while faculties and departments should comprehensively supervise teaching quality and teaching process, move down the focus of teaching management, simplify management levels, and fully highlight the dominant position of faculties and departments in teaching management. Ensure that grassroots teaching units can take the initiative to offer suggestions for teaching management work, maintain a strong work initiative and enthusiasm, establish an efficient, standardized, rigorous and scientific teaching management system, and implement teaching management work one by one, reflecting the scientific and democratic work. Secondly, schools need to follow the principle of diversity and integrate a variety of talent training models. In today's comprehensive enrollment expansion, the comprehensive quality of colleges and universities is uneven, and the difference of student quality is obvious. The teaching management mode based on innovative talent training tests the teaching strength of colleges and universities. In order to keep pace with The Times, colleges and universities need to give full play to their own advantages, take flexible management as the leading role, combine innovative credits,

innovative funds and flexible academic system, actively explore modern talent training mode, fully highlight their own characteristics, and build a talent training system with multiple intelligence structure. Finally, schools need to follow the principle of refinement and comprehensively strengthen teaching quality management and monitoring. As an important link in the teaching and education work of colleges and universities, the assessment of students' curriculum achievements cannot be ignored. When cultivating innovative talents, schools need to practice the evaluation concept of full development, no longer regard students' curriculum scores as heroes, pay too much attention to students' curriculum scores, appropriately adjust the evaluation method, and improve the teaching management, monitoring and evaluation mechanism. Students' graduation thesis, practical practice, experimental teaching, classroom teaching and course examination results are included. From the perspective of students' thinking quality, skill level, knowledge and information, the content of evaluation indicators is gradually improved to create a creative and multi-dimensional student evaluation system. In the form of examination, teachers should combine examination, written examination and skill assessment, comprehensively consider students' problem analysis ability and knowledge application ability, encourage students to give full play to their imagination, think and analyze problems from different perspectives, and propose unique and diverse answers. When evaluating course examination results, teachers should separate teaching and examination, comprehensively consider students' final exams, classroom discussions and regular tests, increase the proportion of regular results, make rewards and punishments clear and balance strictest and leniency, adhere to incentive evaluation and encouraging evaluation, and gradually build a teaching quality supervision mechanism integrating examination analysis, class evaluation and listening, so as to consolidate the foundation for training innovative talents. Successful implementation of talent training targets.

4. Peroration

To sum up, when cultivating innovative talents, colleges and universities need to innovate the teaching management mode, realize multiple measures, keep pace with The Times and apply the right medicine. From the teaching management concept, trying to practice modern education idea, the key to seize the teaching management, combining with the characteristics of the process of the talent training and educational goal comprehensive optimization teaching decision, teaching execution, teaching supervision, and other links, build scientific, efficient, flexible and perfect teaching management guarantee mechanism, promote good teaching management together. Effectively integrate various teaching elements, achieve harmonious operation, and provide excellent and qualified innovative talents for the society.

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