

Research on the Path of College Teaching Staff Construction in the New Era

Zhuo Wang

Hulunbuir University, Hulunbuir, Inner Mongolia 021008

Abstract: Based on the new period of development in our country, to train a team of excellent teachers with both virtue and ability and rich in innovative spirit is to improve the level of school running and the quality of education. It is also an important measure and a basic guarantee to promote colleges and universities to achieve high-quality development. Under the background of the new era, higher education has given new connotation and extension to the construction of professional talents in colleges and universities, so it is necessary to strengthen the construction of college teachers. Only when the education level of teachers is effectively improved, can they excellently complete the new mission and new tasks in the new era, and calmly cope with new contradictions and new challenges. Based on the actual situation of college construction in the new period, this paper makes an objective analysis and proposes countermeasures to optimize the structure of teachers, improve the system construction and improve the quality of teachers, so as to provide theoretical reference for the research on the path of college teacher construction in the new period.

Keywords: New period; Higher education; Teaching staff

1. The realistic dilemma of college teaching staff construction in the new era

1.1 The Structure of the Teaching Staff is Unreasonable

The unreasonable structure of teachers in colleges and universities is mainly reflected in the inappropriate proportion of the age structure of teachers. In recent years, the average age of teachers in colleges and universities has been declining due to the imbalance between young teachers and old teachers^[1]. Specifically, some universities have problems such as discontinuity of discipline levels, shortage of reserve talents, shortage of top talents, aging of discipline leaders, etc., resulting in a severe situation in which the cadre of backbone teachers are alternately old and new^[2]. Young teachers lack teaching experience and professional knowledge, while old teachers face the problem of slow updating of knowledge and outdated teaching methods.

1.2 The Teaching Staff Construction System is Not Perfect

At present, the construction system of college teachers has not yet been perfected, and there are still some problems that some systems are mere forms, cannot be implemented and lack of some systems. On the one hand, the construction of the teaching staff of colleges and universities needs a perfect system guarantee, but some colleges and universities may have imperfect systems or ineffective implementation in recruitment, promotion, assessment, incentive and other aspects, which makes it difficult to retain excellent teachers and has an impact on the stability and development of the teaching team of colleges and universities^[3]. On the other hand, some colleges and universities evaluation system has not played a practical evaluation effect. In the regular annual assessment of colleges and universities, the assessment is usually based on the four indicators of "morality, ability, diligence and performance". In the process of teacher evaluation in some colleges and universities, the setting of indicators is simplified and formalized, and the assessment indicators are not scientific and reasonable, which leads to the lack of comprehensiveness of the assessment of college and university teachers, and it is difficult to stimulate the enthusiasm of teachers.

1.3 The Quality of Teaching Staff Still Needs to be Improved

On the one hand, there are many problems such as lack of teaching research among Chinese college teachers at present, which are embodied in the lack of novelty seeking ability and pluralistic development. In classroom teaching, some college teachers still

use the traditional theoretical teaching methods of higher education and cannot organically combine theory with practice, resulting in weak demonstration effect of practical training courses^[4]. On the other hand, some colleges and universities have insufficient teachers and heavy teaching burden, which leads to a short time for teachers to spend on scientific research and participate in skill training^[5].

2. The path of the dilemma of college teaching staff construction in the new era

2.1 Improving the Structure of Teachers

Training comprehensive talents is a strong guarantee for the strength of the teaching staff. One is to bring the point to the surface. By establishing the supporting mechanism of the talent team, colleges and universities can realize the talent leading and agglomeration effect, and effectively enhance the core competitiveness of the teacher team according to the connotation and development needs of the school discipline construction. At the same time, broaden the channels of talent introduction, innovate the ideas of talent introduction, and accurately introduce leading talents with academic competitiveness and outstanding young doctors. The second is to adhere to the classification evaluation of teachers' professional titles. Colleges and universities promote the reform of the salary system, fully stimulate the enthusiasm of teachers, promote healthy competition among teachers, establish an effective incentive mechanism, change the original employment system, implement the "pre-employment - long-term employment" and implement the annual salary system to optimize the structure of teachers. The third is to play the role of "helping and guiding". Encourage teachers to provide help for the rapid growth of outstanding talents by teaching the old to the new, selecting and sending outstanding young and middle-aged teachers to study abroad, participating in international academic exchange activities, implementing on-campus talent project support programs, and pursuing doctoral degrees. Fourth, the implementation of the combination of introduction and going out, full-time, part-time as a supplement, the appropriate introduction of enterprises, industry experts as off-campus instructors and visiting professors, hiring influential experts in the subject field as part-time professors, to achieve resource sharing. To sum up, it is an indispensable way to optimize the structure and resource allocation of teachers and improve the level of college teachers.

2.2 Improving Institutions

Colleges and universities should establish a sound system to provide security, in order to build a high-quality, high-level, high-quality teacher team, to build a strong teacher team is inseparable from a sound system support. First, establish a scientific assessment system of teaching quality. To evaluate the work of teachers in colleges and universities, it is necessary to consider the morality, ability, diligence and performance of students' evaluation, teaching and research department evaluation, department comprehensive evaluation and teaching supervision evaluation. Teachers are encouraged to actively participate in the academic research and application work of scientific research topics, write papers according to their achievements, participate in teaching competitions, and evaluate the best. The comprehensive quantitative assessment results should be recorded in teachers' business files, and the assessment results should be communicated with teachers to encourage teachers to take measures to improve teaching. Second, improve the incentive mechanism and create a competitive atmosphere. We will reform the distribution system, introduce a competition mechanism, and simultaneously implement the famous Teachers project, promote the social status and economic benefits of teachers, and create a good working environment and living conditions for teachers. Colleges and universities should give more support to famous teachers and teaching backbone in the distribution while exploring the new policy of evaluation and recruitment of higher vocational teachers. For example, teachers who have outstanding performance in "production, learning and research" can be hired as "experts in the industry". In order to promote talents to stand out, colleges and universities can also provide support and guarantee in emotional, career, mechanism, treatment and other aspects, and strive to create a campus environment favorable to talents to ensure that talents are retained. Third, universities set up special funds to support teacher development. The annual budget for the construction of the teaching staff of colleges and universities shall be set up by the competent government departments and school-running units. The purpose of these funds must be clearly designated for the construction of teachers, and the funds must be fully guaranteed.

2.3 Improving the Quality of Teaching Staff

The practical ability of college teachers is to meet the basic requirements of the training of application-oriented talents, and only the combination of theory and practice can play its due role. While consolidating the basic professional quality of teachers, colleges and universities should encourage teachers to take temporary positions in party and government organs or enterprises to form a two-way flow model of "please come in and go out". First, by docking local advantageous industries, building a school-enterprise cooperation platform, guiding teachers to carry out scientific research around the needs of enterprises, promoting exchanges and cooperation

among teachers of different specialties in the school, cultivating the spirit of cooperation among teachers, and thus improving the overall quality of teachers. Secondly, professional and technical personnel or senior management personnel of enterprises are invited to impart practical experience to college teachers. The advanced technology and management mode of enterprises have a certain inspiring effect on the professional growth and teaching of college teachers. Third, strengthening the in-depth cooperation with enterprises and actually participating in the research and development of enterprise projects and other practical exercises are conducive to promoting the transformation of scientific and technological achievements in colleges and universities. At the same time, it can also enable teachers to have a deeper understanding of the needs of modern enterprises for talents, and provide good practical reference for colleges and universities in professional setting and personnel training plan formulation, so as to improve the quality of teachers. College teachers shoulder the important mission of training socialist builders and successors, and build a team of high-quality teachers, which will surely gather a great force to promote the development of education reform.

3. Conclusion

Schools should pay attention to the importance of the construction of teachers, have an objective understanding and reason analysis of the problems in the construction of school teachers, and combine the strategic goals of school development. At the same time, colleges and universities have taken targeted optimization measures to introduce more high-level and high-quality talents with discipline construction and academic team construction as the starting point. In addition, a series of incentive measures will be adopted to promote a good employment environment, stimulate the initiative and enthusiasm of the majority of teachers, such as the establishment of a high level of education, rich work experience, comprehensive quality of college teachers. Strengthen the training of teachers, enhance the ability to learn and grow, and ensure the smooth progress of college education.

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