

# Multi-dimensional Analysis of University Teacher Evaluation under the Background of “Breaking the ‘Five-only’ Higher Education Evaluation”

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**Abstract:** As a product of the reform of the university teacher evaluation system guided by artificial intelligence,people-centered development philosophy and the actual demand of diversified personnel training,the“breaking the‘Five-only’higher education evaluation”aims to transform the unscientific development orientation of university teacher evaluation,break through the ideological shackles of the traditional teaching concept of“score only,thesis only,further education only,official hat only,and diploma only”for higher education teachers,and promote the multi-dimensional development of university teacher evaluation under the background of“breaking the‘five-only’higher education evaluation”.Therefore,this paper conducts an in-depth analysis and exploration of the multi-dimensional evaluation of university teachers under the background of“breaking the‘five-only’higher education evaluation”,in order to promote the objective,scientific,and professional development of university teacher evaluation.

**Keywords:** Background of“breaking the‘five-only’higher education evaluation”;University;Teacher evaluation;Multi-dimensional;Analyze

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## Introduction

With the deepening of the connotative transformation of China’s education,in order to fundamentally promote the improvement of the overall quality of university teaching and the construction of the multi-dimensional university teacher evaluation system under the background of“breaking the‘five-only’higher education evaluation”,it is necessary to enhance the importance of“breaking the‘five-only’higher education evaluation”in the process of optimization,innovation and development of the university education system to lay a solid foundation for the good development trend of the government related education departments,higher education institutions,teachers,college students and the multi-dimensional evaluation of employment.Therefore,the correct concept of personnel training,of student and university teacher is derived from the background of“breaking the‘five-only’higher education evaluation”. Each higher education institution needs to fully follow the general laws of university teaching practice activities,uphold to the teaching philosophy of putting college students at the center,and implement the fundamental goal of“Nurture Morality and Foster Talent”.

## 1. The Importance of Multi-dimensional Analysis of University Teacher Evaluation in the Context of“Breaking the‘Five-only’Higher Education Evaluation”

According to the“Overall Plan for Deepening the Reform of Education Evaluation in the New Era”,new requirements have been put forward for the reform of the evaluation system for university teachers.In the context of the new era of breaking the‘five-only’higher education evaluation”,various higher education institutions need to effectively apply measures such as improving the achievement evaluation of university teachers,exploring value-added evaluation,deepening process evaluation,and establishing sound and perfect developmental evaluation,systematically analyze,summarize,and integrate the rating standards and academic evaluation

of university teachers, explore the fundamental reasons for the emergence of the “Five Only” higher education evaluation, and explore targeted scientific and reasonable rectification measures to achieve multi-dimensional development of university teacher evaluation. Therefore, in order to solve the problems of the “five-only” evaluating teachers in the evaluation system of higher education, solve the problems of utilitarianism in the evaluation of university teachers under the background of “break five-only” and make up for the shortcomings, and uphold the construction concept of a multi-dimensional university teacher evaluation system with comprehensiveness, diversity, and extensibility to realize the optimization, upgrading, transformation and innovation of university teacher evaluation under the background of “breaking the five-only”.

## **2. Necessity Analysis of the Multi-dimension of University Teachers’ Evaluation under the Background of “Breaking the Five-only”**

### **2.1 The motive source of promoting the academic modernization development of university teachers**

The modernization of society, the rapid development of information technology, and the development of social economy, politics and culture have promoted the transformation of the internal relationship between local government departments, higher education institutions and society. Therefore, the multi-dimensional evaluation of university teachers under the background of “breaking the five-only” provides a steady stream of power and support for the sound and rapid development of the academic modernization of university teachers in the new era, and plays a vital role and key influence on the improvement of the overall teaching quality of various disciplines in higher education institutions. The modernization of the academic governance structure system of university teachers and their comprehensive practical ability of academic governance can point out specific reform directions for the diversified development of the evaluation of university teachers. All local colleges and universities need to carry out scientific and reasonable evaluation reform of the external governance of university teachers. It aims to better deal with the relationship between the multi-dimensional reform of academic evaluation of university teachers and the society and related policies, deepen the evaluation reform from the perspective of internal governance of the evaluation of university teachers, break through the unscientific problems existing in the development of the evaluation of university teachers, create a better atmosphere for students to learn subject knowledge and practice social life, and implement the fundamental task of “Nurture Morality and Foster Talent”.

### **2.2 The inevitable requirement of the transformation of the traditional university teacher evaluation concept under the development of the new era**

University teacher evaluation is the key task of the “Overall Plan for Deepening the Reform of Educational Evaluation in the New Era”. The traditional evaluation of university teachers is mainly embodied in the managerialism concept based on performance and accountability, which leads to the close relationship between the evaluation of university teachers and the rising competition mechanism of the social market. Although the traditional university teacher evaluation concept has a certain effect and influence on the unified management of university teachers to some extent, and has a positive effect on the improvement of the academic production efficiency of university teachers. However, it has also to some extent led to conflicts between the academic community and the unit evaluation of many university teachers to some extent. It is not conducive to the stimulation and cultivation of personal academic interests, professional abilities, and teaching practice abilities of university teachers in the new situation. Therefore, the multiple dimensions of university teacher evaluation under the background of “breaking the five-only” need to fully consider the characteristics and attributes of the lagging development of teaching practice and results of personnel training, devote to the development of trust cooperation and developmental evaluation with multiple dimensions, and better adapt to the actual demand of the rapid development of modern society for university teacher evaluation.

## **3. The Reform Practice of Multi-dimensional University Teacher Evaluation under the Background of “Breaking the Five-only”**

### **3.1 Emphasizing the multi-dimensional evaluation of university teachers’ ethics and standards**

Teachers’ ethics and standards is the key measurement standard for the multi-dimensional evaluation of university teachers under the background of “breaking the five-only”, and it is necessary for all colleges and universities to combine the actual situation of school development, fully consider the improvement of professional quality and professional ability of university teachers, and realize the normalization and long-term development of the construction of university teachers’ ethics and style through the construction of perfect rules and regulations of university teachers’ ethics and standards, as well as the clear delineation of the red line of university teachers’ ethics and standards. All colleges and universities should also focus on the improvement and optimization of the evaluation

standards and contents of the teaching practice results and performance of college teachers,so as to promote the return of academic and honorable talent titles of college teachers.In view of the problem of false assessment of some college teachers in the process of multi-dimensional evaluation of teacher ethics and standards,scientific and reasonable solutions and measures should be taken in a targeted manner.We will maximize the implementation of the multi-dimensional assessment and evaluation of university teachers'ethics and standards.

### **3.2 The multi-dimensional reform of academic evaluation of university teachers**

In order to break through the“five-only”problem in the construction of the evaluation system of university teachers,it is necessary for colleges and universities to help university teachers establish the correct fundamental goal of“Nurture Morality and Foster Talent”through correct guidance,and take“Nurture Morality and Foster Talent”as a comprehensive evaluation standard for university teachers to strengthen teachers'ethics and standards and teaching and educating achievements,and pay attention to the improvement of the overall quality of classroom teaching.On this basis,a scientific classification and sorting of the comprehensive evaluation of university teachers are carried out to ensure that the scientific evaluation of university teachers in multiple dimensions can fully respect the general laws of academic development in universities.In addition,under the background of the multi-dimensional evaluation of university teachers that breaks the“five-only”,all colleges and universities should actively and proactively establish and improve the university academic community with the characteristics of clean and positive atmosphere,and promote the cultivation of self-discipline and rigorous teaching habits of university teachers in the academic community through the construction of community norms and serious systems.Furthermore,it can lay a foundation for college students to learn professional knowledge in universities and better meet the training requirements of high-quality comprehensive applied talents for the rapid development of social modernization.

### **3.3 Establishing a sound and perfect multi-dimensional evaluation system for university teachers**

In order to overcome the“five-only”problems existing in the development process of traditional university teacher evaluation,promote the deepening of the reform of the university education system,and carry out the fundamental task of“Nurture Morality and Foster Talent”,local higher education institutions need to establish and perfect the multi-dimensional evaluation system of university teachers according to their actual situation in the development of social modernization,change the traditional unscientific orientation of university teacher evaluation,promote the development of classification and peer evaluation with the professional development of university teachers as the core,pay attention to the development of the landmark academic achievements and performance of university teachers,and comprehensively promote the construction of the academic community of higher education institutions.Therefore,under the background of“breaking the five-only”,higher education institutions should systematically supplement and perfect qualitative evaluation criteria and evaluation items on the basis of quantitative evaluation of university teachers,pay attention to the process evaluation of university teachers,guide university teachers to establish a correct and multi-dimensional evaluation concept of university teachers,and realize the reconstruction of the evaluation system of university teachers in a real sense.

## **Conclusion**

To sum up,the multi-dimensional reform,optimization and innovation of university teacher evaluation under the background of“breaking the five-only”play an important role and influence on the improvement of professional quality and professional ability of university teachers,and can also better promote the professional development of university teachers in the new era.Therefore,universities need to effectively apply scientific and reasonable strategies such as increasing the importance of multi-dimensional evaluation of university teachers'ethics and standards,establishing a sound and perfect multi-dimensional evaluation system for university teachers,in the context of“breaking the five-only”,to deeply promote the multi-dimensional development of university teacher evaluation.

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