

Research on Teaching Team Construction and Formation Mechanism of Excellent Teaching Team

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Abstract: This paper takes the teaching team of automotive major as an example to carry out research, with team building as the starting point, policy guidance as the guarantee, teacher team construction as the support, training excellent teachers as the main line, teaching reform as the core, team cooperation as the means, construction of curriculum system and quality course construction as the carrier, and training students' practical innovation ability and improving teaching quality as the goal. Finally, a teaching team with good political quality, strong teaching ability and high cultural accomplishment will be formed.

Keywords: Team building; Teaching team; Teaching staff

1. Introduction

In this paper, the team building and the implementation of moral cultivation, carry forward the traditional culture organic integration; The quality engineering teaching team construction, professional construction and teaching research teaching reform organic integration; Under the talent training mode of "application ability training" as the main line, the construction of teaching staff and curriculum construction are organically integrated; Under the reform of teaching mode, the construction of practical teaching platform is integrated with the cultivation of teachers with dual ability. In the process of implementing the teaching reform, the improvement of teachers' teaching and research level and the establishment of teachers' professional self-confidence should be organically integrated.

2. Research process

2.1 The organic integration of team building with the implementation of moral cultivation and traditional culture

Team building and teaching staff building must be compatible with professional development; The construction of teaching staff needs the leadership of high-level teachers, the guidance and guidance of famous and backbone teachers; In order to improve the overall teaching level and teaching quality of teachers, establish teachers' professional self-confidence, and build a positive teaching team with "overall consciousness, development consciousness, cooperation consciousness and reform consciousness", we must pay close attention to the construction of teachers.

① The cultivation of talents takes virtue as the first priority, and integrates traditional culture in the ideological and political work of moral cultivation

In the teachers to carry out "study the Party constitution and party regulations, study a series of speeches, do qualified teachers" "two learn one do" activities, in the teachers and students to learn the Party's knowledge learning activities. The work meeting will be closely combined with the party building work meeting.

② Strengthen the construction of the team of counselors

Student counselors are the main responsibility of students' ideological and political work, and students have a natural sense of trust and dependence on counselors. Organize and hold weekly student work report meeting regularly; Adhere to the three-level duty system of school leaders, school council members and counselors to ensure campus safety and stability; A series of measures have been taken to strengthen the ideological and political work of college students by establishing a student management team of

counselors and ideological and political deans, and selecting excellent ideological and political deans and counselors to participate in training every year.

Strengthen cultural construction, carry out traditional culture into the campus, into the classroom activities

We should vigorously carry forward traditional culture, carry out traditional culture into campus and classroom activities, and integrate traditional culture education into the ideological and political work of Lide and cultivating people. The school carried out morning reading "disciple rules" and "Filial piety Classic" traditional culture into the classroom activities; In the implementation of the fundamental task of moral cultivation, with the essence of Chinese traditional civilization "filial piety" to interpret "morality", training teachers and students "reverence, gratitude, responsibility".

2.2 Integrate teaching staff construction with professional construction, teaching research and reform

① Adhere to the guiding ideology of teaching staff construction of "clear way, channel and preach, and teach with virtue"

The teacher is the engineer of the human soul; the educator is the first to be educated. The Teacher says: "Teachers, so preach and receive instruction to solve doubts." If the teacher himself does not understand the Tao, does not understand the Tao, and does not believe, then he can only "make people clear by his stupor." The teaching separated from the teacher's understanding is the confused teaching, and the teaching separated from the teacher's faith is the hypocritical teaching.

② Clear professional construction objectives, highlight professional characteristics, and form professional advantages

In the process of professional construction, team members pay close attention to the direction of professional development, condense professional characteristics, and study professional advantages, so that everyone is a professional expert.

③ Professional construction promotes the improvement of teachers' teaching and research level

"Innovate the scientific research mechanism, achieve new breakthroughs in scientific research", implement "project-driven" scientific research projects, adopt "project-driven" scientific research development strategy, and actively strive for all types of scientific research projects at all levels.

2.3 Organically integrate the improvement of teachers' teaching level with the reform of personnel training mode and curriculum construction

① Establish safeguard measures for the construction of teaching staff

Establish a discipline (professional) responsible person, introduce highly educated teachers, encourage in-service teachers to improve their academic qualifications, encourage college teachers to actively participate in scientific research, teaching and research, "double quality" teacher training, enterprise part-time teacher management and other mechanisms to ensure the development of teachers.

② Carry out three projects

Implementation of high-level talent team introduction project; Implement the training program for young talents; Implementation of professional leader training and introduction projects.

③ Adjust the three structures

Adjust the age structure and increase the proportion of teachers aged 35-50; Adjust the quality structure of dual teachers and improve the proportion of dual teachers' quality; Adjust the proportion structure of part-time teachers and full-time teachers in industrial enterprises, and increase the proportion of part-time teachers in industrial enterprises.

④ Establish a regular enterprise research and job analysis system

Every year, professional teachers lead students to walk into the front line of enterprises, go to the society, carry out follow-up surveys of graduates, etc., improve the professional teachers' attention to the society, in turn, understand the development trend of the profession, and walk in the forefront of teaching reform.

⑤ Build a teaching system of "four layers and three sections" with "application ability training" as the main line

According to the characteristics of the growth process of automotive professionals and the development of students' career, the talent training process is divided into:

The first is the growth stage of three steps: "vocational position cognition (recognition) - vocational position experience (training) - vocational position practice (post)";

The second is to divide the training of application ability into four levels: innovation practice module + professional cognitive practice module (recognition of post) + campus practice module (training) + comprehensive practice module (post).

The implementation of the "curriculum reform" deepening project to improve the professional level of teachers

One is to reconstruct the curriculum system and reorganize the core curriculum. The new curriculum system embodies the new idea of strengthening the practice teaching link, paying attention to the individualized development of students, and paying attention

to the improvement of students' comprehensive quality. Reorganize the core curriculum, establish a new curriculum system based on job groups, revise the curriculum syllabus, and cooperate with enterprises to develop teaching materials.

The second is to implement the construction project of high-quality core courses (groups). Record and produce course teaching links, improve students' learning interest, improve teachers' classroom efficiency, and improve the use of information means in teaching and learning process.

The third is to establish the course (group) responsible system. The person in charge of the course (group) will organize a construction team by himself, and continuously improve and enrich the project from course construction, course standard formulation, course handout compilation, and quality course construction, and finally build a high-quality course (group).

The fourth is to establish curriculum standards. Curriculum standards should reflect the basic requirements for students at different stages in knowledge and skills, processes and methods, emotional attitudes and values, stipulate the nature, objectives and content framework of each course, and put forward teaching and evaluation suggestions.

Fifth, according to the employment group, the "1+1+4+1" module course system is built. According to the orientation of personnel training, the traditional culture course is integrated into the training program according to the requirements of humanistic quality; According to the requirements of professional positions, the courses of new energy vehicles are integrated into the training program.

2.4 Organically integrate the training of "dual-qualified and dual-capable" teachers with the construction of a comprehensive platform for practical teaching and the reform of the teaching mode for the integration of teaching practice and practice

① Through new construction, expansion, school-enterprise co-construction and other ways to build a comprehensive platform for practical teaching

The first is the new new energy vehicle battery testing, the real integration of vehicle engine mechanism and other experimental training room; University-enterprise automobile new energy design training Center; The expansion of the experimental training room for complete vehicles; It meets the needs of professional development such as teaching, training, production, technical service and skill appraisal.

② Through the construction of a comprehensive platform for practical teaching, the reform of the "six in one" teaching and the integration of theory and practice is implemented

Establishing integration of schools and enterprises; Classroom and production site integration; Integration of students and staff; Operation, product integration; Teachers, teachers teaching integration; The "six in one" teaching practice teaching system with the integration of examination and assessment standards, the implementation of the reform of the teaching mode with the integration of teaching and practice, and the reform of the talent training mode with the training of applied talents as the goal.

③ Through the construction of a comprehensive platform for practical teaching, the training process of "double-qualified and dual-capable" teachers should be accelerated

The construction of the teaching staff of "double qualified and double capable" structure is the key to the training of application-oriented talents. Through "recruitment, introduction, training, training" and other ways to speed up the construction of dual-professional and dual-ability teachers. Through the practical teaching such as the experiment, practical training and practice, teachers can improve their professional technical level and comprehensive practical ability, and speed up the training process of "double-qualified and double-capable" teachers.

3. Summarize

With the purpose of "educating people by virtue" and the goal of high-quality applied talents who "understand technology, good management and good service", we strive to build an excellent teaching team with excellent quality, sufficient quantity, reasonable structure and "dual ability" to meet the needs of higher education reform and development.

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