

# Teachers' Creativity Promotes the Teacher Team Building

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**Abstract:** Teachers' creativity refers to the creative thinking and problem-solving ability shown by teachers. In private higher education institutions (PHEIs), the significance of teachers' creativity in promoting the construction of the teaching team is self-evident. This paper analyzes the key role of teachers' creativity in the construction of the teaching staff of PHEIs in Guangdong Province. In view of the current problems such as some teachers lack creative awareness, some institutions do not provide enough support for the cultivation of teachers' creativity, insufficient emphasis on creativity in teacher evaluation systems specific solutions are proposed. By strengthening the cultivation of creative awareness and incentive mechanism, building a platform to support and develop teachers' creativity, reform and improve the teacher evaluation systems, it aims to fully stimulate the creative potential of teachers, improve the quality and effectiveness of teaching, and promote the sustainable development and high-quality development of PHEIs in Guangdong Province.

**Keywords:** Teachers' creativity; Teacher team building; Private higher education institutions; Cultivation of creative consciousness

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## 1. Introduction

In a rapidly changing educational environment, teachers' creativity has become a key factor in improving teaching quality and promoting institutions reform and development. Especially for PHEIs in Guangdong Province, cultivating a team of teachers with creative consciousness and practical ability is crucial to improving the overall competitiveness of the institutions and promoting the all-round development of students. With the popularization and development of higher education, PHEIs have occupied an important position in country's education system. However, in the face of new educational situations and challenges, how to improve the overall quality of the teaching staff, especially to stimulate teachers' creativity, has become an urgent problem to be solved by PHEIs in Guangdong Province. Starting from the significance of teachers' creativity, this paper explores how to stimulate teachers' creativity through systematic strategies and thus promote the construction of the teaching staff.

## 2. The Significance of Teachers' Creativity

Teachers' creativity refers to the novel and unique thinking and ability to solve educational problems that teachers demonstrate in the teaching process, and the ability to flexibly apply knowledge, skills and experience to creatively solve teaching problems. The significance of teachers' creativity to teachers is reflected in :

On the one hand, it improves teachers' teaching level and education quality. Creativity enables teachers to constantly explore new

teaching methods and strategies, so as to impart knowledge more effectively and improve students' learning effects. By creatively designing teaching activities, teachers can better stimulate students' interest in learning and cultivate their creative thinking and practical ability. In addition, creative teachers can also flexibly adjust teaching methods according to individual differences of students to meet the needs of different students and further improve teaching quality.

On the other hand, it promotes the overall development and progress of the teaching staff. A creative teacher will serve as a role model and leader in the team, inspiring other teachers to pursue professional growth and innovation. The development of creativity often requires teamwork and communication, which helps promote communication and collaboration within the teaching staff and form a good educational atmosphere. By sharing creative achievements and experiences, the teaching staff can jointly improve the level of education and teaching, and promote the improvement of the overall education quality of their institution.

### **3. Current Status of Teacher Team Building in PHEIs in Guangdong Province**

Guangdong Province is a region with relatively rapid economic development in China, and its private higher education is also showing a booming development trend. However, in terms of teacher team building, especially the aspect of teachers' creativity, there are still some problems that cannot be ignored, including:

#### **(1) Some teachers lack creative awareness**

Some teachers are often accustomed to traditional teaching methods and means, and are not very receptive to new educational concepts and teaching technologies. They may think that traditional methods are sufficient to cope with daily teaching tasks, so they lack the motivation to try new methods. This conservative attitude not only limits the improvement of teachers' own teaching level, but also hinders the improvement of the overall teaching quality of their institution. In the context of the new era, educational needs are becoming increasingly diversified. Teachers who lack creative awareness will find it difficult to adapt to this change, and it will be even more difficult to cultivate students with creative thinking and abilities.

#### **(2) Some institutions do not provide enough support for the cultivation of teachers' creativity**

Some institutions lack a systematic creative training mechanism, which makes it impossible for teachers to effectively improve their innovation ability; they fail to provide teachers with sufficient innovation practice platforms, which makes it difficult for teachers to transform innovative ideas into actual teaching results; and they lack to allocate resources to creative teaching, which makes teachers face many difficulties in the innovation process. The existence of these problems makes teachers feel isolated and helpless on the road of innovation, lacking continuous motivation and passion of themselves.

#### **(3) Insufficient emphasis on creativity in teacher evaluation systems**

The current teacher evaluation systems often focuses too much on the quantity of teaching results and neglects the quality, especially the evaluation of creative components. This makes it difficult for teachers to get due recognition and rewards for their efforts in creative, thus dampening their enthusiasm for creativity. At the same time, due to the imperfection of the evaluation system, some teachers with creative potential may choose to give up their creativity attempts because they cannot get fair evaluation.

### **4. Stimulate teachers' creativity to improve the teacher team building**

To specifically solve the problems of teachers' creativity in PHEIs in Guangdong Province, effectively stimulate the creative spirit and creativity of teachers, and thus improve the overall quality and teaching level of the teaching staff. And to create a more open, inclusive and creative educational environment, and promote the sustainable development and quality improvement of private higher education in Guangdong Province, we put forward the three strategic suggestions:

#### **(1) Strengthening the cultivation of creative awareness and incentive mechanism**

Through creative awareness training, it is necessary not only to impart theoretical knowledge of creativity to teachers. But more importantly, to demonstrate the great role of creativity in improving teaching effectiveness. And enhancing students' learning interest and ability through actual cases and successful teaching innovation practices. This can help teachers deeply realize that creativity is not just the pursuit of novelty, but an effective way to improve the quality of education and meet the diverse needs of students. When teachers recognize the value of creative from the heart, they are more likely to actively try and apply new teaching methods and means in daily teaching. In addition, an creativity reward system should be established to give teachers motivation and recognition for innovation from the outside. This reward system should be multi-dimensional, including material rewards, such as bonuses and allowances, as well as spiritual rewards, such as honorary certificates and commendation conferences. Through such an incentive mechanism, a positive creativity atmosphere can be created, allowing teachers to feel a sense of accomplishment and belonging in creative teaching, so that they can more actively engage in creative practice.

## **(2) Building a platform to support and develop teachers' creativity**

To continuously improve teachers' teaching creative ability, an creative teaching research center can be established. This center will bring together experts and scholars in the field of education and focus on studying the latest teaching theories and methods. Through regular seminars and workshops, we will teach teachers the essence of creative teaching and guide them on how to integrate cutting-edge educational concepts into classroom practice. In this way, teachers can not only obtain systematic theoretical knowledge, but also get professional guidance in actual teaching, so that they can more confidently transform creative ideas into vivid and interesting teaching activities. In addition, in these activities, teachers can share their teaching experience, discuss problems encountered in teaching, and jointly find solutions. Through this interactive learning, teachers can not only broaden their teaching horizons, but also continuously improve their creative ability in mutual encouragement.

## **(3) Reform and improve the teacher evaluation systems**

To comprehensively evaluate the creative teaching ability of teachers, the evaluation indicators of creative teaching should be explicitly added to the existing evaluation systems. These indicators will cover the creative of teaching methods, the frequency of updating teaching content, the cultivation of students' creative ability and other aspects. Through such an evaluation system, the efforts and achievements of teachers in creative teaching can be measured more accurately, so as to give them due recognition and encouragement. In addition, a regular evaluation and feedback mechanism should be established to timely adjust the evaluation standards and methods according to the latest trends in education and teaching and the needs of teachers' creative development.

## **5. Conclusion**

This paper deeply analyzes the significance of teachers' creativity in the construction of the teaching staff of PHEIs in Guangdong Province, and proposes a series of practical solutions to existing problems. By strengthening the cultivation of creative awareness and incentive mechanism; building a platform to support and develop teachers' creativity; reform and improve the teacher evaluation systems, their can fully activate teachers' creative spirit and ability, thereby improving the overall quality and teaching level of the teaching staff , and promoting the overall progress of the institutions. The implementation of these strategies will not only help teachers' personal career growth and job satisfaction, but also inject a steady stream of innovative vitality into the long-term and high-quality development of private higher education in Guangdong Province.

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