

Research on the Training Innovation Practice of High Vocational School Teachers under the Perspective of High-Quality Development of Vocational Education

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Abstract: At present, China's vocational education has ushered in a new period of historical opportunity and historical mission period of high-quality development. The newly revised Vocational Education Law has anchored the direction and provided a legal guarantee for accelerating the transformation and upgrading of modern vocational education and promoting high-quality enabling economic and social development. However, from the perspective of the current situation of vocational education teacher training, the new curriculum reform has entered a comprehensive and in-depth stage, and the traditional teacher training mode has obviously been unable to effectively adapt to the teaching needs of vocational education in the new era. Higher vocational school as the main force of cultivating modern society skilled talents, not only to combine the relevant requirements of "vocational education reform", to develop more perfect teachers construction mechanism, but also the appropriate combination of modern society for skilled talents, take more timeliness and innovative teacher training strategy, in order to more effectively improve the construction of teachers.

Keywords: Vocational Education; High-Quality Development of Teacher Training

1. Background and significance of the research

Since the 18th National Congress of the Communist Party of China, a series of important instructions have been made on vocational education, with forward-looking, rich connotation and profound implication, which is the action guide for the reform and development of vocational education in China in the new era. This document points out that "to build a vocational education system with Chinese characteristics" more to deepen the reform of system and mechanism, innovation at all levels, various vocational education mode, adhere to the integration, cooperation, engineering, mobilize the social from all walks of life, especially industry enterprises actively support vocational education "to increase the rural areas, ethnic areas, poor areas of vocational education support, efforts to let everyone have a chance of life". It accurately clarifies the problem of "what kind of vocational education to do and how to do vocational education". In recent years, the national level has issued the Decision on Accelerating the Development of Modern Vocational Education (No.19,2014), Several Opinions on Deepening the Integration of Industry and Education (No.1,2018), the Implementation Plan of National Vocational Education Reform (No.4,2019) and other relevant supporting documents. It points out the principle, reform focus, innovative methods and development direction of vocational education in the new period. Vocational education has historically entered a period of great development opportunities from level education to type education.

Under the background of the high-quality development of vocational education in the new era, the new curriculum reform has entered a comprehensive and in-depth stage, and the traditional teacher training mode has obviously been unable to effectively adapt to the teaching needs of vocational education in the new era. For the field of vocational education, it not only requires teachers to have more professional basic teaching knowledge, but also has new and higher requirements for teachers' professional quality and ability. Therefore, in order to be more effectively the improve the teaching quality and efficiency of vocational education, for the modern society skilled application personnel training to provide a more comprehensive guarantee, higher vocational colleges should not only combine the requirements of "vocational education reform", to develop more perfect teacher team construction mechanism, and appropriate combination for skilled personnel training needs in the modern society, adopt more timeliness and innovative teacher training strategy, in order to more

effectively improve the construction of teachers.

2. The current situation of the training of teachers in higher vocational colleges

Under the background of "vocational education reform", the scale of vocational education has been further expanded, but the number of teachers is still in a state of shortage for a long time, and it is difficult to fully adapt to the actual requirements of educational reform in the new period. This, to some extent, it is not conducive to the training and development of skilled personnel in modern society. And, in terms of the overall teaching level of existing vocational teachers, cannot effectively meet the actual learning needs of the students of each major, on the one hand is due to higher vocational colleges in the process of hiring teachers, the lack of certain talent introduction mechanism and more attractive policy, it is difficult to stimulate the enthusiasm of teachers' participation. On the other hand, in the process of hiring teachers, higher vocational colleges lack a set of more perfect and strict employment standards, which makes teachers' professional ability uneven and greatly affects the overall effect of teacher team construction. Second, most teachers of vocational education did not produce sufficient cognition, in daily curriculum practice, the lack of certain innovation teaching ability, only a single attention to students' professional theoretical knowledge absorption and digestion, ignored the students to practice ability to improve and strengthen, not according to the modern society for skilled personnel training requirements, constantly improve the teaching concept, it is difficult to effectively play the guidance of teachers.

In addition, due to the lack of a more diversified and information systematic training mechanism, the comprehensive teaching level of higher vocational teachers is always in a relatively backward state, and the actual learning needs of teachers cannot be fully guaranteed, which makes the teaching vitality of teachers quite limited. In addition, the training content formulated by higher vocational colleges at the present stage lacks certain pertinences, which cannot effectively improve the actual teaching ability of teachers, resulting in the gradual reduction of teachers' enthusiasm for participation. In addition, higher vocational colleges do not improve and adjust the evaluation mechanism more comprehensively according to the training situation of teachers, and it is difficult to effectively ensure the effect of training and teaching activities.

3. An effective way to train teachers in high vocational schools based on the high-quality development perspective of vocational education

3.1 Improve and optimize the teacher selection system

Higher vocational colleges according to their own development actual implementation of talent introduction work, based on vocational education reform spirit, change ideas, from focus on high education to pay attention to high skills, full-time and part-time organic with introduction of high-tech talents, and bring school professional construction industry advanced technology and concept, help professional clear training goals and connotation construction direction, promote and optimize professional brand and curriculum construction, but also as the professional cultivating "double" teaching innovation teachers, thus enhance the connotation of higher vocational colleges.

Therefore, in order to better conform to the development trend of vocational education reform, higher vocational colleges can according to the professional teaching characteristics, to develop more professional talent employment standards, in addition to apply for teachers must have the corresponding teacher qualification certificate, but also to the teachers' teaching practice experience to have a certain understanding, can better provide students' comprehensive ability to cultivate comprehensive guarantee. In addition, for the students in higher vocational colleges, they have higher requirements for the application ability of professional skills after entering the corresponding vocational field. Therefore, higher vocational colleges can develop more perfect talent employment system, choose more professional and practical teachers to carry out the professional course teaching, on the one hand, can better help students constantly improve their professional skills, make it can more quickly adapt into the workplace. On the other hand, by raising the selection threshold of teachers, teachers can also have a clearer understanding of their own comprehensive teaching ability, and carry out necessary adjustments according to their own shortcomings, so as to promote the overall quality construction of vocational education teachers.

3.2 Innovate the training mechanism

At the present stage, although teachers in higher vocational colleges have assessed their teaching skills in teaching work, most of vocational colleges cannot effectively meet their lack of practical experience. Therefore, higher vocational colleges should not only pay attention to the teachers' professional knowledge level, whether it can effectively complete the daily curriculum teaching objectives, but also real-time according to the relevant requirements of vocational education reform, develop more innovative teaching and training mechanism, in order to more effectively improve the training quality and efficiency of teachers.

According to the spirit of vocational education reform, higher vocational colleges should organize more targeted training and teaching activities for them according to the relevant teaching requirements of teachers. First of all, schools can select teachers to the corresponding enterprises or training bases, and let teachers receive three-month teaching training in the training bases or cooperative enterprises, to help teachers accumulate more rich teaching practice experience. Secondly, schools should formulate more perfect curriculum teaching plans according to the teaching objectives of different majors, and strictly strengthen teachers' functional service consciousness in accordance with the plan, so that teachers can better understand their own teaching responsibilities as teachers in the process of participating in teaching and training. At the same time, the school can also create more targeted teaching training platform, let new teachers before the teaching practice, accept more systematic and sustainable teaching training, and encourage teachers in the training platform through real-time interaction and communication, in the process, further effectively improve teachers' personal teaching ability.

3.3 Innovate the management mechanism.

Building a "double-qualified" team is the focus of higher vocational schools to train high-quality technical talents. Therefore, in order to ensure that "double" teacher training work can be comprehensive and continuous, higher vocational colleges must according to the actual training of teachers at the present stage, develop more targeted and perfect teacher training management system, and establish the corresponding management institutions, to continuously strengthen the quality of teachers' training. First of all, higher vocational colleges can according to college teaching characteristics, to set up special teacher training institutions, and according to the actual teaching level of teachers implement hierarchical management, such as teachers daily teaching mode by the leadership of the direct management, and teachers' professional curriculum construction is responsible for the office, and for teachers' research guidance can be directly by the school cooperative enterprises to the corresponding quality supervision. And each teaching in charge of the unit should not only earnestly in accordance with the corresponding teacher training management system, constantly improve the actual results of the management, the teaching management department to keep more closely cooperate, timely solve problems in the process of teacher training, the present situation of teacher training can be more effective grasp, reuse school resources advantage of wet adjustment and optimization, in order to more comprehensive effective for teachers training work to provide more powerful guarantee.

In addition to the above, to do modern vocational education well, it is necessary to strengthen the deep integration of school and enterprise talents, scientific and accurate employment, full-time and part-time jobs and parallel is an important and effective way to strengthen the construction of teachers. Therefore, higher vocational colleges can develop a more targeted management mechanism of part-time teachers based on the traditional management mode of part-time teachers and combined with the management advantages of part-time education reform. Such as school can according to its professional characteristics, in cooperative enterprises to choose excellent professional elite to part-time teaching, and require part-time teachers in accordance with the relevant requirements of the personnel department pass the corresponding teacher qualification certificate, to further enhance the part-time teachers' identity of the teaching work, thus more quickly promote part-time teachers teaching skills, to promote the overall improvement of vocational education teaching level.

4. Formulate incentive policies and improve the assessment mechanism.

Higher vocational schools to the superior and local government policies on vocational education reform, and suggested that the government according to the regional industry development and the actual needs of higher vocational schools, a targeted "double" teacher training and incentive policy, encourage higher vocational schools and enterprise industry to use their own advantages, actively create win-win cooperation community, promote force "double" teacher team construction.

Therefore, in order to more effectively improve the quality and efficiency of teachers training work, higher vocational colleges can through the corresponding teaching sharing policy, make teachers and enterprise talent more effective two-way flow, according to the actual situation, take more humanized material incentive policy, encourage teachers to actively cooperate with the enterprise talent sharing policy, to not only can effectively broaden the teachers' teaching vision, improve teachers' practice teaching ability, at the same time, also can bring the teachers' teaching potential to the extreme.

Compared with the "National Vocational Education Reform Plan" (20 vocational education reform articles), the training of "double-qualified" teachers in higher vocational schools should grasp the long-term and dynamic characteristics. In order to provide more effective support for the quality of teachers training construction, higher vocational colleges in addition to take more innovative practical measures, constantly improve the teachers' actual teaching ability, but also to the teachers in the comprehensive ability, and develop more perfect evaluation mechanism, to fully reflect the practical value of the quality construction of teachers. Such as higher vocational colleges can combine the development direction of various colleges and universities, in different to take different teaching period, evaluation mode and combined with the requirements of vocational education reform to teacher training, to develop more targeted assessment standards, which not only can better ensure the timeliness of teachers training quality construction, also can be more effective to strengthen the construction of teachers.

5. Conclusion

To sum up, in order to better solve the related problems existing in the current vocational education, more fully meet the training requirements of modern society, under the environment of vocational education reform, vocational colleges and vocational education in the new period, with the help of more information training means, constantly improve the teachers' professional teaching level, strengthen their comprehensive literacy ability, further promote the development of vocational education.

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