

Research on Improving the Teaching Ability of Young and Middle-aged Teachers in Private Colleges and Universities

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Abstract: Young and middle-aged teachers in private colleges and universities have basically the same rights as teachers in public colleges and universities at the legal level, but in the actual practice process, the social identity and status of teachers in private colleges and universities are generally quite different from those in public colleges and universities, which makes it difficult to maintain the legal rights and interests of teachers in private colleges and universities. The teaching ability of young and middle-aged teachers in private colleges and universities is positively related to job burnout and the quality of students. This paper will focus on the path to improve the teaching ability of young and middle-aged teachers in private colleges and universities.

Keywords: Private colleges and universities; Young and middle-aged teachers; Improvement of teaching ability

There is a great difference in the strength of teachers between private and public colleges and universities, which will directly affect the implementation quality of higher education and teaching, and will also have a profound impact on the employment and future career development of college students. Young and middle-aged teachers in private colleges and universities are the backbone of the teaching staff, so their teaching ability level can be linked to the quality of students. However, young and middle-aged teachers are generally in an awkward situation at the school and social level, so it is difficult to mobilize the enthusiasm of lifelong learning.

1. The dilemma of young and middle-aged teachers' teaching ability improvement in private colleges and universities

1.1 The embarrassing situation of teacher status

Private colleges and universities in different regions are mainly classified into two categories: profit-making and non-profit. However, the embarrassing situation of young and middle-aged teachers' identity cannot be underestimated. The teacher teams of private colleges and universities generally pay various security fees according to the standard of enterprise employee insurance. However, teachers of public colleges and universities generally enjoy the benefits of career establishment, so the gap between the pension benefits after retirement is very wide^[1]. The embarrassing situation of teachers' identity can directly affect the enthusiasm of young and middle-aged teachers in private colleges and universities in teaching work. The potential identity difference is related to the treatment of teachers. The embarrassing situation of teachers' identity is related to the cognitive differences within the school and at the social level. The overall stability of the teaching staff of private colleges and universities is very critical. Therefore, private colleges and universities need to gradually improve the salary of young and middle-aged teachers and gradually balance the negative impact of the differences in status. Compared with teachers in public universities, the way of employment of teachers in private universities is more flexible, but it will also bring a more embarrassing status situation. The recognition rate of young and middle-aged teachers in some private universities is generally lower than that of teachers of the same rank in public universities, which will seriously hinder and restrict young and middle-aged teachers to improve their education and teaching ability. The embarrassing situation of teacher status will accompany most of the career of young and middle-aged teachers in private colleges and universities, which is very unfavorable to their psychological quality,

job competition and promotion ^[2].

1.2 Potential concerns about teacher input

The selection of teachers in many private colleges and universities in the same industry is very flexible, so it is difficult to promote the construction of teachers in many schools. Young and middle-aged teachers will be attracted by the establishment of public institutions in public colleges and universities, and their loyalty is not high. Therefore, private colleges and universities have many potential concerns in the process of teacher investment, and the source of funding for running schools is relatively single, which cannot effectively improve the salary level of young and middle-aged teachers, so they do not have strong competitiveness in the same industry ^[3]. The number and scale of young and middle-aged teachers in private colleges and universities are very limited. If colleges and universities need to expand their faculty, they need to raise their original salary income to the same level as teachers in public colleges and universities, and also need to pay five insurances and two gold in full, which will increase the human resource management costs of private colleges and universities. The potential concerns of teachers' investment are basically concentrated in the loyalty of young and middle-aged teachers and the proportion of salary input, while the restrictive factors of school funding are mainly concentrated in the policy level and financial accounting system level. The input of teachers will directly affect the professional loyalty of young and middle-aged teachers, and will also have a profound impact on education and teaching activities during school.

1.3 Job burnout of teachers

Many young and middle-aged teachers in private colleges and universities are generally suffering from job burnout, which will directly affect their own education and teaching ability, and will also be limited by various internal management systems of private colleges and universities, and it is difficult to ensure the consistency of salary and career development and promotion speed. The job burnout of teachers is related to the high work pressure and psychological pressure. Therefore, the cohesion and centripetal force of teachers are significantly insufficient. Many young and middle-aged teachers will leave and change jobs after upgrading their academic qualifications and ranks, which is not conducive to the construction of teachers and teaching and scientific research in private colleges and universities. Especially for young and middle-aged teachers, job burnout will be reflected in the daily teaching activities and teaching and research work process. Many private colleges and universities are very easy to ignore the actual needs of young and middle-aged teachers, accumulate a lot of teaching tasks, and implement high standards for teaching work, but ignore the psychological needs and life needs of young and middle-aged teachers, and cannot fully implement humanistic care measures. The job burnout of teachers is directly related to the strategy of using more than training adopted by private colleges in most regions. Many young and middle-aged teachers have too heavy teaching tasks, which makes it difficult to reasonably arrange daily life and study teaching and research resources.

2. Ways to improve the teaching ability of young and middle-aged teachers in private colleges and universities

2.1 Improve the assessment, reward and punishment system to encourage teachers' self-development

Young and middle-aged teachers in private colleges and universities need to be compensated in other ways for their differences in social status with those in public colleges and universities. Therefore, colleges and universities need to further improve the assessment, reward and punishment system corresponding to different grades of teachers, and encourage young and middle-aged teachers to improve the quality of self-development. Private colleges and universities need to carry out regular exchanges with public colleges and universities, gradually strengthen the awareness of benign competition among young and middle-aged teachers in the industry, and encourage young and middle-aged teachers to learn and improve their teaching ability through various forms such as inter-school professional teaching seminars and experience exchange meetings. Private colleges and universities need to gradually improve the assessment, reward and punishment system applicable to teachers' posts. They can evaluate the actual teaching ability level of young and middle-aged teachers through innovative teaching activities, professional skills competitions and teaching hour evaluation. Private colleges and universities also need to focus on assessing the academic ethics, innovation awareness, teaching attitude and learning awareness of young and middle-aged teachers, and give reasonable incentives to teachers who are conscientious and responsible and perform well in the assessment process. Perfecting the various assessment, reward and punishment systems of private colleges and universities is the key to encourage the self-development of young and middle-aged teachers. However, it is necessary to deeply explore the actual needs of young and middle-aged

teachers, and comprehensively implement a fair assessment and evaluation model based on people.

2.2 Improve the teacher training system and promote the all-round development of teachers

Private colleges and universities in different regions need to further improve the training system for young and middle-aged teachers, effectively promote the comprehensive development of teachers, organically integrate teaching theories and professional practice models, ensure the flexibility of online and offline training forms, and respect the independent will of young and middle-aged teachers. Private colleges and universities need to adapt young and middle-aged teachers of different grades, titles and teaching positions to the corresponding professional training and teaching skills training mode based on the overall needs of young and middle-aged teachers. To effectively promote the comprehensive development of young and middle-aged teachers in private colleges and universities, it is necessary to take the improvement of teaching ability as the phased talent training goal, introduce teachers' talents into the training process for the whole process of recording, adhere to the integration of teaching theory and professional practice forms, and also need to promote young and middle-aged teachers' talents to adapt to the benign competitive environment. To improve the teaching and training system for young and middle-aged teachers, the ultimate goal is to improve the quality of professional teaching and the ability of independent learning.

3. Conclusion

To sum up, in view of the embarrassing situation of young and middle-aged teachers in private colleges and universities in society and schools, it is very necessary to improve the teaching ability of such teachers. Teachers in private colleges and universities need to establish a lifelong learning awareness in time, summarize and analyze the teaching theory and skill practice points displayed in the professional teaching process, and conduct teaching design based on students' knowledge level and psychological state. Private colleges and universities also need to improve the teacher training mode and the assessment, reward and punishment system in a timely manner.

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