

Analysis on the development path of the teaching management personnel ability in the new era

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Abstract: In the new era, with the rapid development of social economy and the deepening of education reform, the teaching management personnel in colleges and universities are facing new challenges and opportunities. This requires the teaching management personnel in colleges and universities to continuously improve their professional quality and work ability, so as to achieve the education goal of training high-quality innovative talents in the new era. This paper starts from the importance of improving the ability of teaching management personnel in colleges and universities, analyzes the current situation of teaching management personnel in colleges and universities, and briefly describes the path of promoting the ability of teaching management personnel in colleges and universities in the new era, in order to promote the further innovation and development of teaching management work in colleges and universities.

Key words: The new era; University teaching management; Personnel ability development

Teaching management is an important premise for colleges and universities to carry out education and teaching, and it is also the basic guarantee of teaching quality and students' learning effect. The professional quality and working ability of teaching management personnel directly affect the quality of talents training in colleges and universities. In this regard, teaching management personnel should stand on a higher level and improve themselves based on the overall consciousness. Colleges and universities should build a teaching management team with strong professional ability and high ideological and political accomplishment through various ways. At the same time, improving the ability of teaching management personnel and promoting their career development is also the only way for colleges and universities to carry out the fundamental task of "cultivating morality and talents" education and practice education reform.

I. The importance of enhancing the ability development of teaching management personnel in colleges and universities

Through scientific management and effective supervision, teaching administrators in colleges and universities ensure the smooth progress of teaching work and improve the quality of teaching and students' comprehensive quality. At the same time, teaching administrators in colleges and universities need to pay attention not only to students' academic development, but also to their physical and mental health and all-round growth. By providing all-round guidance and support, they help students realize their potential and achieve their dreams. Therefore, the role and responsibility of university teaching and management personnel can not be ignored, they need to continuously improve their professional quality and ability in the new era, and make due contributions to the university education and teaching work and the overall development of students.

II. The status quo of teaching management personnel in colleges and universities

1. The teaching administrators in colleges and universities face the challenge of job burnout

The daily work of the teaching administrators in colleges and universities is very complicated, including the management of student status, course entry, course arrangement, teaching plan, examination management, scientific research and teaching research project management, etc. Over the long run, the teaching administrators slowly have the job burnout of teaching management. On the one hand, teaching administrators in colleges and universities often need to bear a lot of work pressure, such as dealing with complicated teaching affairs, and establishing good cooperative relations between teachers and students. The workload of these tasks may lead to emotional fatigue, loss of interest in work and other job burnout. On the other hand, teaching managers in colleges and universities often face relatively unstable and challenging work tasks, and the degree of support and recognition of their work by the organization will also affect their work attitude and emotional response.

2. The division of responsibilities of teaching administrators in colleges and universities needs to be improved

It is an important factor that affects the effective development of teaching management in colleges and universities that the duty division of teaching management personnel needs to be improved. In the teaching management work, there may be multiple departments or individuals for the same affairs of management, resulting in repeated work and waste of resources. At the same time, the lack of effective communication and cooperation mechanism, it is difficult for different departments or individuals to effectively share information and work together. This may lead to low work efficiency, problems that cannot be solved in time, and even have a negative impact on teaching quality and students' growth.

3. The composition of the teaching management team in colleges and universities is constantly changing

In the new era, the problem of changing the composition of the teaching management team in colleges and universities has become increasingly prominent. Due to various reasons, many university teaching administrators choose to leave the post of university teaching management and engage in other professions or pursue better development opportunities. This kind of personnel change brings about the instability of the team. At the same time, some teaching managers lack enthusiasm and enthusiasm for their work, which leads to a decline

in performance and makes them incapable of corresponding responsibilities. This situation also has an impact on the stability of the teaching management staff. In a word, colleges and universities need to pay attention to the problems of changes in the composition of teaching management personnel, and take corresponding countermeasures to solve them.

III. The new era to promote the development of college teaching management personnel ability path

1. Strengthen the ideological and political cultivation of teaching and administrative personnel in colleges and universities

Teaching administrators in colleges and universities play an important role in the new era. They are not only an important part of the higher education system, but also a key force for guaranteeing teaching quality. Therefore, it is of great significance to further strengthen the ideological and political cultivation of teaching administrators in colleges and universities. As managers and supervisors of teaching quality, the ideological and political cultivation of teaching administrators in colleges and universities can help them correctly grasp the direction and goal of higher education, promote the construction of teachers and teaching reform and innovation, and effectively improve teaching quality. Colleges and universities can strengthen the ideological and political cultivation of teaching management personnel in the following ways. The first is to carry out the training and education of relevant courses for the teaching management personnel. By offering ideological and political theory courses and relevant training, the level of ideological and political theory of teaching and management personnel in colleges and universities is improved, and their study and research on the reform and development of higher education and the reform and development of first-class undergraduate education are strengthened. The second is to strengthen the practical training and experience accumulation of teaching management personnel. Teaching administrators in colleges and universities can accumulate practical experience and improve their ability and quality in practical work by participating in educational research projects and organizing teaching reform experiments. The third is to provide learning and communication platform for teaching administrators. Teaching administrators in colleges and universities can participate in academic seminars, educational summits and other activities to exchange ideas and experience with their peers, broaden their horizons, expand their thinking and improve their ideological and political accomplishment.

2. Improving the professional level of teaching administrators in colleges and universities

The teaching administrators in colleges and universities play a vital role in the work of education administration. Improving the professional level of the teaching management personnel in colleges and universities is helpful to guarantee the teaching quality of colleges and universities, promote the development of students and improve the teaching management level of higher education. First of all, the teaching management personnel in colleges and universities should constantly strengthen the study and update of professional knowledge. Administrators should continuously improve their professional knowledge in these fields by participating in training courses, seminars, academic exchanges, etc., so as to provide scientific basis and guidance for educational management. Secondly, teaching and administrative personnel in colleges and universities need to have good communication and coordination skills. Teaching management needs to cooperate and communicate with many people, including teachers, students, superiors, parents and so on. Therefore, managers should have good communication skills and coordination ability, and be able to effectively communicate with all parties to solve problems and promote the smooth progress of teaching management. In addition, teaching administrators in colleges and universities should strengthen their leadership and organizational ability. Finally, they should take an active part in teaching management practice. Theoretical study is important, but to really improve the level of business needs to be exercised and improved through practice. Managers should actively participate in various teaching and management work, in-depth practice, constantly sum up experience, familiar with the specific operation of various work, and improve their practical ability.

3. Optimize the organizational management system of teaching administrators in colleges and universities

In the new era, the organizational management system of teaching administrators in colleges and universities needs to be continuously optimized and improved to adapt to the changes in the educational environment and the needs of the development of higher education. Therefore, the work evaluation mechanism of teaching administrators in colleges and universities also needs to be improved. It is necessary to establish a scientific and fair evaluation standard and system, fully consider the characteristics and requirements of management work, pay attention to the evaluation of comprehensive quality, avoid too much emphasis on simple quantitative indicators, so that the evaluation results truly reflect the individual's work ability and contribution. At the same time, it is necessary to strengthen the feedback and summary of the work results, and improve the methods and strategies of management work by constantly summarizing experience and lessons. In addition, strengthening information construction is an important means to optimize the organization and management system of college teaching and management personnel. Through the construction of information management system and platform, the centralized management and sharing of teaching management data can be realized, the transparency and information level of work can be improved, and the occurrence of repetitive work and mistakes can be reduced. At the same time, through the introduction of advanced information technology, information query and analysis tools are provided for teaching management personnel to provide convenient work support and decision-making assistance. Finally, a good incentive mechanism and value orientation should be established to stimulate the enthusiasm and creativity of teaching managers. A good working atmosphere and development environment should be created through a fair salary system, evaluation and promotion channels, so that teaching managers can fully display their talents and abilities, and get due rewards and recognition.

4. Strengthening the information-based construction of teaching management in colleges and universities

The informatization construction provides more convenience, efficiency and accuracy for the teaching management in colleges and

universities. By means of information technology, administrators can obtain teaching data in real time, carry out fine analysis and decision-making, find problems in time and make improvements. First of all, the construction of information technology can strengthen the scientific and normative teaching management in colleges and universities, and improve the scientific and accurate management decisions. Secondly, the strategies to strengthen the informatization construction of teaching management in colleges and universities mainly include the following aspects. First, it is necessary to improve the construction of information infrastructure, including network facilities, hardware equipment and software support. Only with a good infrastructure can we provide solid support for informatization construction. Second, it is necessary to cultivate the information literacy of teaching management personnel and improve their ability to use information technology for teaching management. This includes training managers' ability of information search, information evaluation and information processing, so that they can obtain and analyze teaching data accurately and quickly. At the same time, it is also necessary to strengthen the cultivation of information security awareness to protect the security and privacy of teaching data. Third, we should promote the process optimization and information transformation of teaching management. The standardization and automation of teaching management should be realized through the establishment of perfect work flow and information system. The fourth is to strengthen the data integration and sharing of teaching management work. Through the establishment of a unified data platform, the teaching related data will be integrated and provided to managers at all levels to use, to promote the sharing and common use of information.

5. Innovating the learning platform for teaching administrators in colleges and universities

In the development path of college teaching administrators' ability in the new era, it is of great significance to innovate the construction and application of the learning platform for college teaching administrators. The learning platform for teaching administrators in colleges and universities is an online learning platform based on the Internet and constructed with modern technical means, aiming at improving the professional knowledge and ability of teaching administrators in colleges and universities. The platform can integrate the internal and external learning resources of colleges and universities, including course materials, academic papers, teaching experience, etc., to provide a comprehensive and diversified learning environment for the teaching and management personnel of colleges and universities. Through the diversified learning resources, the teaching administrators of colleges and universities can carry out in-depth study and research, and improve their academic level and professional ability. Finally, the construction and application of innovative learning platform for teaching administrators in colleges and universities can also promote the information-based construction of teaching management. The learning platform can integrate various teaching management resources and work information to realize the sharing and circulation of information. Through the information construction, the teaching management personnel in colleges and universities can carry out the teaching management work more efficiently and improve the work efficiency and quality.

IV. Conclusion

College teaching management is an important part of college education and teaching. It is a new proposition for college education in the new era to promote the ability development of college teaching management personnel. In this regard, colleges and universities can provide the source power for the comprehensive development of college education and teaching by strengthening the ideological and political cultivation of college teaching and management personnel, improving their professional level, optimizing the organization and management system of college teaching and management personnel, strengthening the information construction of college teaching and management work, and innovating the learning platform of college teaching and management personnel. In the process of constantly improving the teaching management of colleges and universities and improving the working ability of corresponding personnel, the educational concept of advancing with The Times is formed, so as to provide the most solid educational backing for the teaching quality and talent training quality of colleges and universities in the new era.

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