

On the career planning of young college teachers in the new era

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Abstract: The young teachers in colleges and universities do a good job in career planning and management, which is in line with the goal of building a new era of teachers, and is also an important means to make teachers' career planning from passive acceptance to active planning and development. This paper mainly introduces the concept of career planning for young college teachers, the importance of career planning management for young college teachers, and puts forward some suggestions for the formulation of career planning for young college teachers according to relevant literature.

Keywords: teacher development; Young teachers; Career planning

1. Definition of career planning for young college teachers

Career planning mainly refers to the establishment of personal career development goals based on personal interests, personality characteristics and internal potential, and the setting of short-term, medium-term and long-term goals in the future career according to their own conditions. According to these goals, the channels for self improvement at different stages are planned. In short, a planning process is called career planning, in which you determine different stage goals through future career development and achieve goals through different ways of self-improvement.

At the beginning of their employment, young teachers in colleges and universities lacked post awareness and industry awareness. As young college teachers, they should have a certain understanding of their job responsibilities and development direction. The formulation of career planning can help young teachers in colleges and universities to generate self cognition, post cognition and industry cognition in advance, and understand their own weaknesses in advance.

The United Nations Educational, Scientific and Cultural Organization calls people between the ages of 14 and 34 as youth, while China stipulates that people between the ages of 15 and 34 are youth. It can be seen that young college teachers in China are between the ages of 18 and 34. Nationwide, teachers of this age group account for a large proportion of teachers in higher education, which affects the quality of higher education in our country to a large extent. Therefore, it is necessary to emphasize the importance of career planning for young college teachers.

2. The importance of career planning for young college teachers in the new era

2.1 Strengthening the Career Planning of Young Teachers in Colleges and Universities is in line with the goal of building a contingent of teachers in the new era

“To rejuvenate the country, we must first strengthen education and teachers.”. Teachers are the first resource for the development of education and an important cornerstone for the prosperity of the country, the revitalization of the nation and the happiness of the people. The Party and the state have always attached great importance to the construction of teachers, and have issued a series of policies to improve the quality of teachers and ensure the quality of education. At present and for some time to come, the urgent task for the development of China's education is to strive to cultivate and bring up a large number of first-class teachers and constantly improve the overall quality of the teaching staff. In October 2017, the report of the 19th National Congress of the Communist Party of China clearly required that “strengthen the construction of teachers' ethics, cultivate high-quality teachers, and advocate the whole society to respect teachers and value education”. Then, in January 2018, the Central Committee of the Communist Party of China and the State Council issued the Opinions on Comprehensively Deepening the Reform of the Construction of Teachers in the New Era (hereinafter referred to as the Opinions). The Opinions put forward the goal and task of improving the teacher training system, and the size, structure, quality and ability of the teacher team basically meet the needs of various educational development at all levels. In March 2018, in response to the decision and deployment of the Opinions, the Ministry of Education and other five departments issued the Action Plan for Revitalizing Teacher Education (2018-2020) (hereinafter referred to as the Plan). The Plan once again emphasizes the era goal of improving the teacher training system, innovating the teacher education model and cultivating outstanding teachers. To achieve the macro strategic goal of improving the overall quality of teachers, it is necessary for young teachers to realize the importance of their careers and the ultimate goal of their career development. The recognition of the importance of the profession and the ultimate goal of career development depends on the effective planning of teachers' career.

2.2 Career planning is an important way to improve teachers' enthusiasm for participating in education

Teachers should improve their understanding of their own career planning, have a clear position for their future development, and link their work with the realization of their own values. When teachers are in school, the education administration department and the school should actively guide teachers to make good plans for their own careers, and give them some incentive policies, so that they can realize that career planning can help improve their professional quality and achieve their own development needs, thus improving teachers' enthusiasm to participate in educational activities.

2.3 Career Planning is the Embodiment of Teachers' Principal Position

Only when teachers have a sufficient understanding of the social attributes and importance of their own careers can they mobilize their enthusiasm and consciousness to engage in education, urge teachers to study hard to be competent for their own work, and strive to improve their core literacy and ability to improve their own competitiveness and value. There is another aspect of teachers' professional status, that is, teachers' dominant position in teaching activities. Teachers play a commanding role in educational activities. They should clearly understand that their ability determines the teaching effect and affects the process of students' growth. The good environment of respecting teachers and valuing education needs to be created by teachers themselves and both inside and outside the society. In addition to the above mentioned teachers themselves need to recognize their important professional status, the state and relevant departments need to combine the requirements of the times to give practical meaning to respecting teachers and valuing education, further improve the working and living environment of teachers, enhance their social status, and significantly enhance their sense of happiness in life, Really feel their importance. Therefore, we should adhere to the measures to ensure that the average salary of college teachers is not lower than or higher than the average salary of local civil servants.

Because the in-service teachers are one of the main bodies of educational activities, the reason for the lack of enthusiasm of some teachers is that they are not fully aware of their dominant position, and they blindly believe that professional development is just a task assigned by their superiors, which has little to do with themselves. They are the passive side, so that they can participate in various educational activities or other types of activities in their work in the field, As a result, it is difficult to improve the effect of professional quality training. But teachers' subjective consciousness is an important part of teachers' core quality and ability, and is the internal driving force of teachers' professional development. Therefore, in order to improve the enthusiasm of teachers to devote themselves to the cause of education, we must start from the teachers themselves to enhance teachers' subjective consciousness. It is required that rural junior middle school teachers should put their minds right, face up to their dominant position in educational activities, learn cutting-edge knowledge and skills by participating in various educational activities and other forms of activities in work, and constantly improve their professional level in actual educational practice. This is a necessary means for teachers to achieve self-improvement and professional development, and an important embodiment of teachers' responsibility for themselves and society. Through the enhancement of subject consciousness, teachers can actively participate in the formulation of career planning as the leading role in the process of educational activities, which can greatly improve the efficiency and effect of teaching, and is of great significance for teachers to master new educational information, knowledge and skills, promote the construction of professional development ideas, and realize the social value of teaching and educating people and the life value of self-improvement.

2.4 College teachers' career planning can play a good exemplary role for students

Career planning is a required course for every college student. The purpose is to guide students to enhance their professional awareness, form a correct outlook on career, understand the characteristics of career planning and its relationship with career ideals, clarify the importance of career ideals for life development, and help students understand their majors, personal characteristics, and social needs from a professional perspective, based on reality, Combine personal development with economic and social development to enhance self-confidence for career success.

When college students leave campus, they will enter their own jobs. As one of the most important functions of college teachers, teaching and educating people is necessary to improve their guiding role in students' career planning. Therefore, only when college teachers make their own career planning, can they imperceptibly convey the positive outlook on employment, career selection and development to students in the classroom and curriculum, and can students feel the professional outlook and values of teachers. Therefore, the career planning of college teachers can play a good leading and exemplary role for college students, the teaching objects.

2.5 Career planning is an important blueprint for teachers to improve their professional quality

Because of its super applicability and creativity, teachers are different from other professions, which requires in-service teachers to not only have the ability to solve practical teaching problems, but also have the ability to constantly reflect and improve teaching. It can be seen that this profession can not rely on the accumulation of teachers' own pre service education, but also need to constantly learn and progress in the promotion of working hours. As the world is always in the process of development and change, and the contents of the disciplines we teach are constantly enriched and developed, the teaching methods are also constantly updated with the progress of science and technology.

The career planning of young teachers in colleges and universities is conducive to the development of teachers' professional quality and the improvement of their cultural quality. Improving teachers' professional quality is one of the elements that must be considered in teachers'

career planning, and the career planning in this area can also guide teachers to constantly improve their professional quality in their future work, and can also promote teachers to actively participate in teaching work, Improve teaching efficiency.

3. Suggestions on career planning of young college teachers

3.1 Fully improve self cognition

Teachers should do a good job in self cognition. Although they evaluate and understand themselves subjectively, from the perspective of development, teachers can fully understand their abilities and shortcomings to a certain extent, and can play a role in self-regulation and personality improvement. When teachers are conducting self cognition, they should properly understand themselves and evaluate themselves realistically. As Plato said; “The first and final victory is to conquer ourselves. Only by scientifically understanding ourselves, correctly designing ourselves, and strictly managing ourselves can we stand at the forefront of history and create a new life.” It can be seen that it is very necessary to evaluate self skills and abilities in the formulation and implementation of career planning. Self evaluation is actually the reflection and regulation of young college teachers on their own learning awareness and behavior. You can evaluate your work skills and abilities against career planning, find strengths and weaknesses, and make timely improvements.

In this way, we can know which of our abilities can help in the education cause, and we can also know which of our abilities are insufficient or lacking in the education cause. For the purpose of complementing weaknesses and deficiencies, we will set learning objectives to achieve learning objectives to acquire skills and abilities for career development, and finally achieve the phased goals of career.

3.2 Comprehensively analyze the current education industry environment

Since ancient times, China has been a country that attaches great importance to education. The government’s investment and attention in education have only increased. Education is and will always be an industry with unlimited prospects in China. After a clear understanding of the prospect of China’s education industry, teachers still need to keep a good grasp of the current situation, so that they can make changes in content and methods in response to the changes in the current situation, improve their professional level and make good achievements in education.

First, actively participate in various trainings related to career development. College teachers will participate in relevant training every year after they take up their jobs. Among them, young college teachers need to participate in pre job training before teaching, and there are courses related to college teachers’ career planning in pre job training. In addition, school-based research and other lectures or trainings held by the Education Bureau and the school authorities have related contents to the professional development of college teachers. Actively participating in the above activities and training will help young college teachers understand the career development in colleges and universities and improve their understanding of job responsibilities.

The second is to take the initiative to understand the policies issued by the state, local authorities and schools related to teachers’ professional development. The consideration of career development and post promotion is an important part of career planning. The country, local governments and institutions of employment have certain requirements for the conditions of career development and post promotion. Only by specifying and meeting the requirements can the career planning of young college teachers be effectively realized. It can be seen that young teachers in colleges and universities should know in advance or in a timely manner the policies and requirements issued by the state, local authorities and schools related to the professional development of teachers after their entry and when necessary.

3.3 Establish clear career goals

“Soldiers who do not want to be generals are not good soldiers.” Starting education is not the ultimate goal of a teacher. Since you have chosen the profession of teacher, you should set a career goal for yourself. The highest goal of a career is the peak that one hopes to climb, but this goal is not achieved overnight, but is carried out in stages. To achieve their career goals in education, teachers must strive to achieve their own development, and to achieve their own development, they must continue to learn, so that teachers’ enthusiasm for educational activities will be significantly improved.

Although teachers are not special public figures such as actors and administrative staff, they are also public groups with certain social responsibilities. Regardless of the differences in the setting of individual career goals, the goals of professional image and professional ethics development cannot be ignored or weakened. Therefore, in the overall goal of career development, young teachers in colleges and universities should not be short of teaching, serving as models and strengthening the cultivation of teachers’ ethics; Based on the post, life-long learning, improving professional quality and other related content.

3.4 The realization of career planning requires the joint efforts of teachers and schools

The career planning is just a plan for the future development of young college teachers. If the plan is to be implemented, rather than just on paper, it needs to be gradually realized by the teachers themselves in their work. In order to achieve the goal of career planning, in addition to the improvement of young college teachers’ abilities and skills, schools should also provide help and support for teachers to achieve the goal of career planning. Only when teachers form a joint force in the school can they help young college teachers achieve their

career planning and goals.

First, provide regular continuing education. Because of the particularity of their profession, teachers need to supplement and support their teaching ability, psychology and management knowledge regularly and irregularly. Due to the rich work content at ordinary times, cognitive teachers may not be able to obtain the whole period of time for learning and supplement, so the school needs to provide relevant continuing education activities regularly to supplement relevant teaching ability, psychology and management knowledge.

Second, provide appropriate professional training. The school can reach the common goal of joint training with excellent enterprises. The school enterprise alliance not only refers to cultivating students, but also provides teachers with professional skills training. For example, finance and economics majors can sign agreements with finance and accounting enterprises to provide teachers with training in learning teaching financial software, and computer related majors can sign agreements with high-tech enterprises to provide teachers with training in learning customized software and programs.

The third is to purposefully provide phased visiting scholars and overseas research projects. Providing teachers with periodic visiting scholars and overseas study is not only for the needs of teachers' own career planning, but also a necessary condition to improve the quality of school talents. Visiting scholars or overseas study refers to studying abroad for the purpose of research and further study, which is one of the conditions for some university teachers to evaluate their professional titles. Besides, teachers can improve their own language skills while studying professional courses overseas, Through extensive reading of foreign literature, it provides teachers with innovative research ideas and research methods.

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