

# *Research on the Status Quo and Promotion Strategies of Young Teachers' Teaching Ability in Senior Vocational Colleges*

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**Abstract:** Due to the continuous enrollment expansion of High school vocational and Technical College, the proportion of young teachers in High school vocational and Technical College is rising, so young teachers will gradually become the main force in the team of high school vocational colleges in China. Because the current knowledge structure of young teachers is relatively not very mature and perfect, and their teaching experience in this aspect is not sufficient and rich, most young teachers in High school vocational and Technical College are relatively backward and poor in their own education and teaching ability. On this basis, this paper will analyze the changes in the teaching ability of young teachers in High school vocational and Technical College, combined with the basic elements of teachers' teaching ability, It will publish some effective strategies to promote the teaching ability level of young teachers in high school vocational and technical colleges.

Teachers are the important foundation for the development of education and teaching work. Unless teachers' teaching ability is improved and the quality of education is improved, the effectiveness of education will not be strengthened. Up to now, high school vocational and technical colleges are a very important part of China's higher education system, and the task they undertake is also very important. At present, High school vocational and Technical College are gradually expanding enrollment, and the number of young teachers in High school vocational and Technical College is also increasing. Whether the teaching ability of young teachers can meet the needs of education and teaching in High school vocational and Technical College has become a focus of people's attention. It is of great significance to take effective measures to strengthen the teaching ability of young teachers, which is directly related to the quality of talent training in high school vocational and technical colleges.

## **1. Elements of teaching ability of teachers in senior vocational and technical colleges**

### **1.1 teaching cognitive elements**

The so-called teaching cognitive ability mainly refers to the ability of teachers to analyze the direction and objectives of education and the means of application. It not only improves teachers' comprehensive quality and professional level, but also develops the quality of education, which is the most basic condition to achieve the corresponding educational goals[1].At present, in the process of education and teaching in High school vocational and Technical College in China, students' employment is regarded as a main orientation, and more attention is paid to the effective cultivation of students' practical ability, which requires teachers' own practical teaching ability to be developed and further improved.However, the actual situation is that young teachers in High school vocational and Technical College have not received systematic and standardized normal education at present, and only learned some relatively simple theoretical knowledge before entering the post, which obviously can not meet the relevant objectives of education and teaching put forward by High school vocational and Technical College at present.Therefore, it is necessary to strengthen the scientific training of young teachers' educational cognitive ability in High school vocational and Technical College, let young teachers can grow up quickly, and finally improve the quality of education of young teachers.

### **1.2 teaching operation elements**

The teaching operation is relatively easy to understand, mainly the ability of teachers to solve problems in the actual educational process, including language organization ability, and the application ability of multimedia equipment, etc[2].The responsibility of high school vocational and technical colleges is very important, and it is necessary to cultivate more practical talents for the society. Therefore, it is very important to cultivate students' time and hands-on ability in educational work.This requires teachers in High school vocational and Technical College not only to have more solid theoretical knowledge, but also to constantly improve their practical ability. Only when all kinds of educational operation ability and theoretical knowledge are perfectly combined, can a stronger educational atmosphere be created, and the smooth development of educational and teaching activities can be guaranteed in this way, so as to achieve the ultimate goal of education.

## **2. The current situation of young teachers' teaching ability in high school vocational and Technical Colleges**

### **2.1 The quality of dual-qualified teachers is insufficient, which restricts the improvement of talent training quality**

Double qualified teachers not only have strong theoretical knowledge, but also have strong practical operation ability. Because High school vocational and Technical College mainly cultivate some professionals with high quality and strong ability, they also attach great importance to practical ability when practical requirements are met.Therefore, the practical operation ability of teachers is quite crucial, as important as their practical ability, scientific research ability and education level, and is the basic ability that teachers in High school vocational and Technical College must possess[3].Therefore, young teachers in High school vocational and Technical College should pay more attention to the cultivation of their own practical operation ability, which

is the most basic requirement of the school personnel training for teachers. At present, the proportion of double-qualified teachers in China is still low, and there are even fewer young teachers with double-qualified teachers' quality, which to some extent hinders the effective improvement and development of talent training quality in High school vocational and Technical College.

## **2.2 The teacher management system is not perfect, which affects the enthusiasm of young teachers**

The management system of teachers is an important institutional guarantee to ensure the smooth development, continuous progress and continuous improvement of scientific research ability of young teachers in High school vocational and Technical College in China. It needs to combine the characteristics of schools and the main goal of talent cultivation[4].However, there are still many defects in the management system of teachers' team in some High school vocational and Technical College. Some High school vocational and Technical College lack the direction and main objectives of teachers' team construction, which has no more scientific positioning.The system of teacher management does not have the characteristics of personalized development, so it cannot provide a correct direction for young teachers in teaching and scientific research activities. The defects in the teacher management system seriously restrict the management of young teachers in High school vocational and Technical College.

## **3. Strategies for improving the teaching ability of young teachers in high school vocational and technical college**

### **3.1 Attach importance to lifelong learning and improve young teachers' consciousness of thought and action**

Especially young teachers in high school vocational and technical colleges should not only take the initiative to learn and constantly strengthen the concept of lifelong learning, but also strengthen their own consciousness[5].First of all, the professional quality education for young teachers in High school vocational and Technical College can make these young teachers really take teaching and educating as their mission. Young teachers must abandon the original backward ideas, shoulder the responsibility of teaching and educating people, and strive to become an excellent teacher.Next, young teachers in High school vocational and Technical College also need to do a good job in their patriotic education, so that these teachers can combine their own development with the fate of the country, strive to become excellent talents of the country and make certain contributions to the development of the country.The third is to carry out effective moral education for teachers in High school vocational and Technical College, so that these teachers can love the cause of education more from the bottom of their hearts, advocate the construction of harmonious and equal teacher-student relationship, so that young teachers pay more attention to their own moral cultivation.Finally, for young teachers in High school vocational and Technical College, we also need to do a good job in innovation education to cultivate these young teachers' innovation ability and corresponding consciousness.

To improve the practical operation ability of young teachers is to pay attention to the combination of work and study

It is far from enough for young teachers in high school vocational and technical colleges to have more professional theoretical knowledge, and their practical operation ability also needs to be mastered.These High school vocational and Technical College must cultivate students' practical

ability and need a group of excellent teachers with strong practical operation ability. High school vocational and Technical College should take the initiative to encourage these young teachers and let them use the rest time of winter and summer holidays to study inside the enterprise and exercise their practical ability. Help teachers to innovate and optimize the teaching mode in the later teaching, attach importance to the combination of work and study, and pay attention to effectively cultivate students' practical operation ability. First of all, High school vocational and Technical College should establish cooperative relations with excellent enterprises in the industry to provide more opportunities for these teachers to operate. Next, High school vocational and Technical College should also hire some excellent mentors from enterprises to do part-time jobs in schools, carry out some technical lectures, create a good atmosphere for teachers to learn. Later, High school vocational and Technical College can also organize some skills competitions to stimulate the teaching enthusiasm of these young teachers and constantly improve their ability level.

### **3.2 Do a good job in pre-job training, focusing on improving the teaching skills of young teachers**

Because of the effective development and education of high school vocational and technical colleges, the enrollment scale is gradually expanding. Some higher vocational college teachers themselves have a certain gap[6]. Although there are more young teachers recruited in High school vocational and Technical College, they lack more practical education experience. Therefore, before teaching, young teachers need to receive effective training before taking up their posts, so as to make up for their shortcomings in teaching practice.

## **4. Conclusion**

Up to now, in the process of educational development of high school vocational and technical colleges in China, young teachers are very important. The continuous development of high school vocational and technical education is also very necessary for the requirements of young teachers' teaching ability. High school vocational and Technical College must understand the important role of young teachers at present, pay more attention to the training of young teachers, and effectively strengthen the educational ability of these young teachers.

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