

# *Research on the path of college teaching management team building under the background of the new era*

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**Abstract:** With the rapid development of China's higher education, higher requirements have been put forward for the teaching management team of colleges, which are mainly reflected in whether it can meet the basic requirements of college education and teaching reform and innovation. Judging from the current situation, most colleges still have some problems in the construction of teaching management teams, such as low theoretical literacy of teaching managers, weak professional ability, lack of innovation ability, etc., which makes it difficult to effectively guarantee the quality of college education and teaching. To this end, this paper first briefly expounds the importance of colleges teaching management team building, then focuses on analyzing the existing problems in the current colleges teaching management team building, and puts forward some scientific construction ideas for reference.

## 1. Introduction

Under the background of the new era, the state's investment in higher education is increasing, but in the process of building some colleges, it is not deeply aware of the importance and urgency of teaching management team building, resulting in problems such as low comprehensive quality of teaching managers and lagging teaching management concepts, which limits the improvement of teaching quality in colleges, resulting in a greater impact on the development of colleges. Therefore, it is of great practical significance to study how to do a good job in teaching management team building in the new era, and relevant personnel should attach great importance to it.

## 2. The Importance of College Teaching Management Team Building

In the rapid development of higher education, new requirements have been put forward for the reform of college education and teaching, and as the formulator and implementer of the top-level design, the comprehensive quality of teaching management personnel has a great impact on whether the top-level design of the school is forward-looking, overall and systematic, and determines the final implementation effect. From this point of view, strengthening the construction of teaching management teams is conducive to promoting the deepening reform of teaching in colleges and improving the level of running schools. In addition, as the formulators of various policies and systems of the colleges, teaching administrators need to fully understand the development strategy and

development reality of the colleges, and also have a deep understanding of the new ideas, concepts, and requirements of higher education in the new era, so as to ensure the rationality and feasibility of various policies and systems. Moreover, teaching administrators also play a non-negligible role in promoting the implementation of various policies and systems, which requires them to have strong professional capabilities to ensure that various policies and systems are implemented and effective<sup>[1]</sup>.

### **3. The Problems Existing in the Construction of Teaching Management Teams in Colleges in the New Era**

At present, some colleges pay significantly less attention to the construction of teaching management teams, especially some colleges that have been running schools for a short time, pay more attention to the construction of teachers in their daily work, and lack attention to the construction of teaching management teams. The reason is mainly that the relevant school leaders and administrators have insufficient understanding of the importance of this work, believing that teaching management is only some simple "arrangement" work, spending a lot of time, energy and funds for the construction of the teaching management team is not too high value, and the construction of the teaching team can ensure the improvement of teaching quality, which leads to teaching management work becoming a daily affairs work, insufficient staffing, and some teaching management personnel are part-time, lack of teaching management experience. The effectiveness of teaching management is low, which affects the full play of its value and utility. In addition, even if some colleges pay more attention to the construction of teaching management teams, from the actual situation, they have not achieved too good construction results, because in specific practice, they have not combined the requirements of the development of colleges in the new era, scientifically planned and designed the teaching management team building program, such as failing to establish a long-term and normal training mechanism, and the assessment and evaluation of teaching management personnel is unreasonable, etc., making the construction of teaching management teams formal. In this context, the current colleges teaching managers generally have problems such as outdated management concepts, weak business capabilities, and lack of innovation ability, which makes teaching management work impossible to carry out scientifically and effectively, and eventually leads to the predicament of college education and teaching reform.

### **4. The Path of Strengthening the Construction of College Teaching Management Teams in the New Era**

#### **4.1. Change Traditional Thinking**

As the main body of the implementation of teaching management in colleges, the overall quality of the teaching management team will directly affect the quality of education and teaching of the colleges, so the leaders and administrators of relevant schools must clearly understand the importance of strengthening the construction of the teaching management team and deepen their understanding of this work. At present, some colleges have a one-sided understanding of teaching management, feeling that teaching management refers to some basic and simple "arrangement" work, and do not really recognize the importance of this work to the high-quality development of education and teaching, so they do not attach great importance to the construction of teaching management teams. For this problem, in addition to the relevant school leaders and administrators to change the traditional thinking, it is also necessary to improve the understanding of teaching administrators of this work through some publicity and management mechanisms, clarify their status in the school, and establish a new teaching management work concept. In addition, the excessive involvement of teaching administrators in daily teaching work should be reduced, so that they can devote themselves to

teaching management, which will help deepen the reform of teaching management, improve the professionalism, standardization and scientific nature of teaching management, and fully demonstrate its important value <sup>[2]</sup>.

#### **4.2. Improve Theoretical Literacy**

In order to carry out teaching management work scientifically, teaching managers must improve their political position, in short, to strengthen the study of the latest policies of the government, deeply implement the government's comprehensive leadership over education in their daily work, and constantly innovate teaching management methods and strategies according to the actual work to help the smooth formation of the school's "three comprehensive education" pattern. In addition, when formulating and implementing relevant policies in teaching management, it is necessary to combine the national situation and the requirements for higher education, so as to ensure the efficient and high-quality development of the school's talent training. On the other hand, teaching managers should continue to learn advanced teaching management theories and understand the trends and requirements of higher education development in the new era, so that they can carry out scientific and effective teaching management in combination with the actual teaching situation of the colleges, and then promote the "double first-class" construction of the school.

#### **4.3. Strengthen Operational Capabilities**

In the case of certain theoretical literacy, as a teaching manager, you must also have strong professional ability, so as to better adapt to the requirements of college teaching management in the new era. In this regard, colleges should do a good job in training their professional ability in the construction of teaching management teams, and establish a long-term and regular training mechanism. In addition, in the actual training, it is necessary to combine the professional quality and knowledge level of teaching management personnel, and regularly carry out professional training activities, such as holding special lectures, skill competitions, etc., on this basis, it is necessary to provide financial support for teaching management personnel to carry out relevant theoretical research or practical research, which is also of great help to improve their business ability.

While carrying out regular training, it is also possible to build a scientific rotation system, so that teaching managers can learn more business content in their daily work, broaden their vision and vision, so that they can stand in a higher position in the future work for overall control, and then effectively promote the development of various work of the school. At the same time, teaching administrators should also be provided with opportunities to go out to study or communicate, such as sharing with teaching administrators of sister institutions and learning from the excellent experience of others, which will help further improve the professional capabilities of teaching administrators.

In strengthening the professional capacity of teaching and learning managers, emphasis needs to be placed on improving their information literacy and their ability to understand information technology and effectively use it for related work. Under the development trend of education informatization, the construction of informatization in the reform of higher education has become a very important content, if the teaching management personnel do not know enough about information technology, and do not have the ability to effectively use information technology to deal with various affairs, it will inevitably be eliminated in the near future. From the perspective of the development of teaching management in colleges, the emergence of information technology has greatly improved the efficiency and level of teaching management, such as teaching administrators using information technology can quickly complete the collection and processing of various data, providing important reference for the formulation of targeted teaching management measures, compared with the traditional work mode, not only reduce the workload of teaching administrators, but also improve

work efficiency. In this regard, great attention should be paid to the improvement of information literacy of teaching managers, especially some commonly used knowledge and skills should be focused on learning to ensure that they can effectively use information technology in teaching management affairs<sup>[3]</sup>.

#### **4.4. Enhance Innovation Capabilities**

The teaching management of colleges involves a wide range of areas and has certain complexity, coupled with the deepening of the current reform of higher education, so that the teaching management of colleges also needs to keep pace with the times and carry out continuous innovation in practice. In this regard, as a teaching administrator, it is necessary to have forward-looking thinking ability and innovative thinking ability, and be able to combine the requirements of talent training in the new era and the current situation of school teaching work in practical work, and constantly optimize the concepts, ideas and action plans of school education and teaching reform and development to ensure the improvement of the overall teaching level of the school. Taking "curriculum ideology and politics" as an example, teaching managers need to understand what curriculum ideology and politics are and how to solve problems in promoting curriculum reform, and then do a good job in system construction and policy guidance based on reality, so as to ensure the effectiveness of curriculum ideological and political reform and truly achieve the goal of comprehensive education.

In this context, teaching managers should first have a strong level of business management, that is, they can act as managers in the school's teaching reform, professional construction, innovation and entrepreneurship education, etc., and can also act as internal experts to provide corresponding help and guidance in specific practice, so as to improve the connotation and quality of the project. Simply put, it is to become an "expert" manager. In addition, it is necessary to establish a good sense of service, and do a good job in related service work as a "service-oriented" manager, such as actively organizing relevant teaching reform practices, solving some problems encountered by teachers in their daily work, etc., so as to improve the effectiveness of management.

#### **4.5. Optimize the Top-Level Design**

First of all, it is necessary to strengthen the links between different departments within the school, and properly handle their relationships, such as the relationship between the administrative department and the secondary colleges, centers (rooms), etc., to ensure harmony and unity between each other, so as to provide synergy for promoting the sustainable development of the school. In this practice, it is necessary to focus on strengthening the construction of communication and exchange mechanisms between colleges, departments or departments to ensure smooth and efficient information exchange. Secondly, it is necessary to optimize the organizational structure of teaching management, which is mainly based on the support of teaching management personnel, age, gender and comprehensive ability and other factors, optimize and adjust the organizational structure of teaching management, ensure that the whole team has strong endogenous force, and form a strong and continuous combat effectiveness, so as to provide a guarantee for promoting the development of school education and teaching reform. Finally, a corresponding assessment and incentive mechanism should be established and improved, the purpose of which is to increase the enthusiasm of teaching administrators so that they can devote themselves to their work. In the construction of the assessment and incentive mechanism, it is also necessary to follow the humanistic principle, reasonably set the assessment indicators and content, and ensure that the work performance is reasonably linked to the title review and job promotion, so as to enhance their sense of belonging and sense of ownership.

## 5. Conclusions

As a key element affecting the level of teaching management in colleges, the construction of teaching management team should become an important part of the reform and development of colleges, especially in the context of the new era, colleges must strengthen the construction of teaching management teams if they want to improve the quality of talent training, so as to ensure the high-quality development of daily teaching work, so that the quality of talent training is upgraded to a new level, so as to provide important support for the overall development of colleges.

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