

# Research on Teacher Evaluation Mechanism of Higher Vocational Colleges

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**ABSTRACT.** With the continuous development of higher vocational colleges, their academic standards and the faculty have received more attention in recent years. The evaluation mechanism for teachers determines the academic standards in higher vocational colleges and plays an important role in the development of higher vocational colleges. However, analyzing the current teacher evaluation mechanism, we can find that there are many problems which determine whether the evaluation is scientific and comprehensive or not. And these problems are not conducive to the sound development of higher vocational colleges. Therefore, higher vocational colleges need to carry out scientific and reasonable teacher evaluation mechanism, formulate effective solutions according to the existing problems, promote the innovation of evaluation mechanism, constantly optimize the teaching team, and improve comprehensive quality, so as to help improve academic standards in higher vocational colleges.

**KEYWORDS:** Higher vocational colleges, Teacher evaluation mechanism, Innovation

## 1. Introduction

The field of education has been in the stage of reform and innovation, which puts forward stricter requirements for teachers' comprehensive literacy. In the new era, higher vocational colleges pay more attention to the developmental evaluation, and closely link the development of teachers and schools, so as to improve comprehensive strength and achieve sustainable development. In view of this situation, higher vocational colleges need to optimize the existing teacher evaluation mechanism, and pay attention to the implementation of developmental evaluation, because a people-oriented and sound scientific evaluation mechanism is really important for the improvement of teachers' comprehensive abilities.

## 2. The Current Situation of the Teacher Evaluation Mechanism in Higher Vocational Colleges

### 2.1 *The One-Sided Evaluation Subjects*

Most of the higher vocational colleges have one-sided evaluation subject when they evaluate teachers. The main reason is that they adopt the single evaluation system from the higher level to the lower level, ignoring the participation of students and teachers in the evaluation process, which leads to teachers being in a passive position and unable to express their subjective ideas. The evaluation of teachers by superiors only focuses on teachers' daily performance, teaching result, teaching ability and so on, which leads to the lack of comprehensive and scientific evaluation. Sometimes, when higher vocational colleges evaluate teachers, they will adopt the evaluation from colleagues and students, but these are all one-sided, students and colleagues may consider their own interests, resulting in that the evaluation content is not real and comprehensive.

### 2.2 *Simplification of Evaluation Method*

In the higher vocational colleges, the evaluation method for teachers is basically reward and punishment evaluation, ignoring the implementation of developmental evaluation. Most of the higher vocational colleges think that the evaluation of rewards and punishments can play a higher role in motivating teachers to improve their professional skills and practical operation for their own development. But this causes the utilitarian development of teachers, which is lack of long-term development vision. This evaluation method does not have a guiding role in the development of teachers. Influenced by this mechanism, the development direction of teachers has also changed qualitatively, which is not

conducive to the improvement of academic standards and affects the development of teachers and vocational colleges. At the same time, the evaluation results are directly related to the teachers' bonus, which is lack of the implementation of the people-oriented concept, neglecting the emotional experience of teachers, then the talents will be difficult to retain. Because of the great job mobility, it is difficult to form a strong teaching staff.

### ***2.3 Fuzziness of Feedback Mechanism***

The feedback mechanism plays a decisive role in the teacher evaluation mechanism. It can guide the development direction of higher vocational education and improve the quality of teaching. However, in the process of actual evaluation mechanism, the feedback mechanism is gradually blurred, which is difficult to achieve the expected goal of teacher evaluation, and gradually becomes a mere formality. The feedback channels of some colleges and universities are not smooth, the results obtained by teachers are more one-sided, ignoring the evaluation process and feedback process, so it is difficult to analyze the reasons in detail for the evaluation results, so we can't find solutions. Teachers pursue evaluation results too much and ignore the feedback process, which leads to the loss of value of feedback mechanism.

### ***2.4 The Characteristics of Higher Vocational Education Gradually Degraded***

Higher vocational colleges pay attention to the cultivation of applied talents with professional and practical skills and pay attention to the combination of practice and theory in daily teaching. However, with the continuous development of the times, the educational characteristics of higher vocational colleges are gradually degrading, affecting the comprehensive evaluation of teachers. On the one hand, the school does not pay enough attention to the cultivation of students' practical ability. In the evaluation work, it tends to focus on the teaching ability of teachers and ignore the evaluation of practical operation. On the other hand, the establishment of school-enterprise cooperation mode could be promoted, the school lacks the corresponding evaluation mechanism, and in the process of school-enterprise cooperation, the participation of teachers is relatively low, the practical ability is difficult to be fully developed, and the evaluation is not comprehensive.

## **3. Innovative Measures for the Teacher Evaluation Mechanism in the Higher Vocational Colleges**

### ***3.1 Improve and Perfect Teacher Evaluation Standard***

Through the analysis of the traditional evaluation mechanism of teachers in higher vocational colleges, we can find that the evaluation standard of teachers is not perfect and innovative, so we can integrate the evaluation mechanism of industry experts and employers, then build the evaluation standard of "Double-Teacher". Higher vocational colleges should fully understand the concept of "Double-Teacher". When establishing the evaluation standards of teachers, it is necessary to adjust various indicators, and add the indicators of teachers' practical teaching ability, so as to reflect the importance of practical teaching and attract more attention of teachers. Secondly, we need to pay attention to the dynamic evaluation of teachers. According to the dynamic evaluation standard, we need to evaluate teachers' situation of teaching rationally. In addition, higher vocational colleges should attach importance to the construction of school-enterprise cooperation, guide teachers to actively participate in enterprise practices, constantly improve their professional skills, reflect the infiltration of the concept of "Double-Teacher", and promote the healthy development of higher vocational education.

### ***3.2 Innovate the Evaluation Method***

In the new era, higher vocational colleges pay more attention to the implementation of developmental evaluation in the teacher evaluation mechanism, closely link the development of teachers with the development of higher vocational colleges, so as to carry out diversified and perfect evaluation work. We can integrate the evaluation of rewards and punishments with the evaluation of development organically, innovate the evaluation methods, enrich the evaluation contents, and attach importance to the growth and learning of teachers. Teachers' practical ability, teaching quality and other factors are added to the evaluation content to reflect the scientific and comprehensive evaluation method. We can divide the evaluation work reasonably, carry out the periodic evaluation, set up the personal files of teachers, file the periodic evaluation reports, and integrate all the periodic evaluation when carrying out the comprehensive evaluation, understand the development of teachers in certain stage and carry out the efficient developmental evaluation. We should analyze the advantages and disadvantages of teachers and improve teaching quality, so as to promote the infiltration of modern education concept.

### **3.3 Improve the Teacher Evaluation Mechanism**

First of all, higher vocational colleges should pay attention to the construction of formative evaluation mechanism to track and evaluate teachers' teaching and daily performance, which pays more attention to the process. Analyzing the results through the process, the evaluation results will be more objective and comprehensive. Secondly, it is necessary to incorporate the on-the-job training into the teacher evaluation mechanism. The core of evaluation work is the professional ability and comprehensive quality of teachers. The training direction of talents in higher vocational colleges lies in practicality, applicability and comprehensiveness. According to this, strict requirements are put forward for teachers' professional ability. Only through on-the-job training and continuous improvement of their professional knowledge and practical operation ability can teachers meet the needs of higher vocational colleges' development. Thirdly, we need to pay attention to the standardization of feedback mechanism. Improve and innovate the existing feedback mechanism to form a closed system to ensure the reliability of the evaluation results. It is necessary to guide teachers to define the main purpose of the evaluation work, make effective attribution of the evaluation results, analyze and discuss the evaluation results in depth, guide teachers to know their own advantages and disadvantages, formulate effective improvement plans and clear their own development direction. In order to pay more attention to the feedback results, teachers need to study the process of feedback deeply when receiving the feedback results, adjust their own development according to the feedback results, enhance the effectiveness of the feedback mechanism, so as to reflect the importance of the value of the feedback mechanism.

### **3.4 Pay Attention to the Diversification of Evaluation Subjects**

To improve the traditional teacher evaluation mechanism, we need to pay attention to the diversification of the evaluation subjects. First of all, we need to reflect the dominant position of teachers in the evaluation, guide teachers to participate in the evaluation process, for example, exchanging ideas and interacting with each other, guide teachers to recognize their own shortcomings, then they will have a clear development direction. Secondly, it is important to guide colleagues to lead students to evaluate objectively and comprehensively, combining with teachers' self-evaluation, to discover the potential and creativity of teachers, enrich the evaluation content, and fully reflect the scientific nature of the evaluation. In addition, in the process of evaluation, we should pay attention to create a democratic and equal evaluation atmosphere and eliminate teachers' objection to evaluation.

## **4. Conclusion**

All in all, in the new era, the field of education has been in the process of continuous reform. In order to achieve a more rapid and stable development, higher vocational colleges need to improve the emphasis on teachers. This paper makes a comprehensive analysis of the existing teacher evaluation mechanism, clarifies its shortcomings, and innovates some advanced idea for the mechanism, constructs a comprehensive teacher evaluation mechanism, fully embodies the main position of teachers in the platform, pays attention to the organic integration of development evaluation and reward and punishment evaluation, constructs a standard and perfect feedback mechanism, and forms a closed system, which can provide teachers with scientific and comprehensive evaluation results, guide them to study the causes, know their own shortcomings, formulate improvement plans, so as to gradually improve the teaching quality and practical ability.

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