

# Exploration on the Construction of High-quality Teachers in Application-oriented Private Undergraduate Colleges and Universities in the New Era

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**Abstract:** Teachers are the foundation and source of education. In the new situation of China's popularization of higher education to the stage of popularization, the construction of high-quality teachers in most of China's application-oriented private colleges and universities still needs to be strengthened. Research and practice on the construction of high-quality teacher team based on the development of application-oriented private undergraduate colleges and universities is an important task to build a "four-oriented" good teacher team in the new era, and has great historical and practical significance to improve the ability of application-oriented talents cultivation. This paper starts with the current situation and necessity of the construction of high-quality teachers in application-oriented private undergraduate colleges in the new era, and puts forward corresponding countermeasures.

## 1. Introduction

General secretary xi jinping delivered an important speech at the national education conference, "To build China into a great modern socialist country, new and higher requirements are put forward for the construction of teachers, and for the whole party and society to respect teachers and value education." Standing at the strategic height of the overall development of the cause of the party and the state, he spoke highly of the great contributions made by the majority of teachers to the development of the country and the rejuvenation of the nation, and placed great hopes on the construction of a large contingent of high-quality and professional teachers. It has put forward clear requirements for strengthening the construction of the teaching team, which greatly encourages and motivates the majority of teachers to make new and greater contributions to the cause of the party and the people. Teachers undertake the historical mission of disseminating knowledge, ideas and truth, and shoulder the important task of shaping soul, life and human beings, which is the first resource of education development. In the face of the new era, new journey and new mission, the construction of teachers cannot fully adapt. Therefore, actively adapting to the modernization of education is the requirement for the construction of teachers, and improving the quality of teacher education is the core of the construction of teachers, which is of great significance for forging a new era of high-quality and professional construction of teachers.

## 2. The current situation of the construction of high-quality teachers in the new era

At present, more and more local application-oriented private undergraduate colleges are committed to improving the construction of professional teachers. For example, some private undergraduate colleges and universities have established a systematic evaluation index system for the nurturing results of young teachers, which covers such indicators as the cultivation and evaluation of young teachers, the cultivation and evaluation of teaching ability, and the cultivation and evaluation of scientific research ability. Most private undergraduate universities in China mainly pay attention to the construction of high-quality professional teachers at two levels: "high-end policy" and "talent plan" led by the national administrative department, and pay more attention to the excavation of

top-level talents; The current management system of teachers in colleges and universities is insufficient to encourage the development of teachers, especially young teachers. Although most private undergraduate colleges and universities are actively exploring ways to improve the comprehensive quality of professional teachers, for example, optimizing the system of teacher selection and recruitment and strictly controlling entrance; Improve the training system of young teachers, improve the professional development ability of teachers; Build a platform for teacher development and promote talents to stand out; Improve the teacher evaluation mechanism, optimize the talent growth environment, but the effect is not significant.

The quality of private higher education in European and American countries has always been recognized as the world's top level, and a large number of outstanding private colleges and universities have been consistently ranked at the top of world university rankings. Its strict teacher management system has been concerned and referred by many universities in China, such as the appointment system and tenure system. However, due to regional differences and cultural background differences, these systems cannot adapt to the construction and development of professional teachers in China's private undergraduate colleges and universities. Therefore, in the current period when local undergraduate colleges and universities are actively carrying out the transformation to application-oriented undergraduate education, it is more important to seek ways to build high-quality professional teachers, so as to meet the training requirements of application-oriented undergraduate education and meet the demand for high-quality and skilled talents in the upgrading of economic and industrial structure.

### **3. The necessity of the construction of high-quality teachers in application-oriented private undergraduate colleges in the new era**

At present, education in the world is in a period of constant change, development and adjustment. Socialism with Chinese characteristics has entered a new era, which requires the construction of university teachers to meet the requirements of high-quality and specialized teachers in the new era, as well as new positioning, expectations and requirements of high-quality and specialized teachers in the new era. Xi Jinping, general secretary of the emphasis on the particularity of the classroom, the teachers put forward the cut expectations, hope the broad masses of teachers with "four have good teacher" for the Japanese standard, insist on "four unity", "four lead", make teachers become a sacred profession, enviable Wells, honor, and are particularly interested in the post to social with pride. At present, the state advocates giving priority to the development of education, so application-oriented private undergraduate colleges and universities should take the initiative to adapt to the modernization of education, further improve the high-quality and professional teaching team in the new era, and build a high-level and high-quality teaching team with Chinese characteristics in the new era.

### **4. The path selection of high-quality teachers' team construction in application oriented private undergraduate colleges in the new era**

In applied run by the local undergraduate colleges and universities to develop the implementation of the key period of transition and comprehensively deepen reforms in the new period, education field is also gradually thorough, comprehensive reform of the existing teachers team construction has not meet sustainable development needs, personalization, diversity of teachers in colleges and universities, especially the most applied currently run by the local undergraduate colleges and universities to cultivate the students' management and high quality teachers, there are a lot of problems. This paper will discuss and strengthen the construction of high-quality teachers in application-oriented private undergraduate colleges and universities from the following aspects, hoping to provide some references for the construction of high-quality teachers in application-oriented private undergraduate colleges and universities in China.

#### **4.1. Strengthen the construction of teachers' ethics and ethics**

Applied in our country run by the local undergraduate colleges and universities in the process of high quality teachers troop construction, should first through the establishment of mechanism, perfect the system, propaganda guidance, measures such as strengthening teachers' virtue in colleges and universities strengthen construction, lead teachers love teaching, fall in love of teaching, research teaching, to create a textbook teaching teacher team, with excellent teaching to promote good style of study and school spirit. Ethics strengthen construction is a long-term, continuous work, therefore, the school shall establish a special management department to regulate teachers' ethics, strengthen the execution, and collaborative school related departments to make the teacher's ethics can strengthen construction in the school within the scope of coverage, ensure that the work can truly implement to the center of the teacher team construction, insist on for the teachers to set up the correct world outlook, the outlook on life and values; We should take students as the foundation, enhance teachers' sense of pride and honor, and promote the effectiveness and scientificity of the construction of high-quality teachers in application-oriented private colleges and universities.

#### **4.2. Improve the overall level of the teaching staff**

The key to education lies in the quality of teachers. Only when teachers have strong professional beliefs can they be truly transformed into practical actions of teachers, can they achieve the goal of high-level and professional personnel training, and can they build high-level application-oriented private undergraduate colleges and universities. Therefore, application-oriented private undergraduate colleges and universities can learn from the advanced experience of other colleges and universities to make plans in line with their own development. According to the actual situation of the school, we should strengthen the connotative development and construction of colleges and universities, such as strengthening teachers' professional belief, formulating scientific talent introduction and evaluation system, establish a standard scientific research assessment and reward system, establish and standardize the training and assessment system for teachers, and encourage teachers to participate in high-level professional and academic conferences at home and abroad. We should attach importance to teachers' career development and curriculum construction, encourage teachers to carry out diversified and multi-level teaching reform in the daily teaching process, and constantly improve teachers' teaching level and academic ability, so as to improve the overall level of teachers.

#### **4.3. Teaching team building**

Application-oriented private undergraduate colleges and universities should give play to the role of grassroots teaching organizations such as departments (centers, teaching and research offices) when building a contingent of high-quality teachers. Firstly, an appropriate and high-level academic leader should be selected as the core of the team, this leader can drive the teaching and research level of the whole teaching team to improve steadily. Secondly, reasonable teaching echelon should be built in the teaching team. Reasonable teaching echelon structure is the premise and necessary condition for the sustainable development of teaching team. Finally, the teaching team should conduct regular teaching discussions and collective lesson preparation under the leadership of the academic leaders, promote the exchange of teaching experience between the teams, update the teaching content and methods, and constantly develop new teaching resources.

#### **4.4. Constantly improve the teaching quality evaluation mechanism**

Application-oriented private undergraduate colleges need to build a high-quality teaching team, moreover, we should constantly improve the teaching quality monitoring and mutual evaluation mechanism that teachers, students and teaching units participate in, realize the multi-directional and multi-angle teaching evaluation mechanism, and change from the former teaching evaluation to learning evaluation, constantly improve teaching work, constantly improve the quality of education and teaching. Always adhere to the idea of "student-based", adhere to set up "to" student learning and development results as the core of the education quality view, create a good teaching quality culture.

## 5. Conclusion

Under the background of the new era, the construction of high-quality teachers in application-oriented private undergraduate colleges and universities needs to be developed in a diversified, multi-channel and multi-angle way. It is necessary to stick to the core of moral cultivation, strengthen teachers' education and teaching philosophy, improve the overall level of teachers, strengthen the construction of teaching teams, constantly improve the teaching quality evaluation mechanism, and broaden the development channels of teachers. Only in this way can the social status and academic level of application-oriented private undergraduate colleges and universities be comprehensively improved and help the sustainable development of private colleges and universities.

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