

Change the Teaching Organizing-training Mode and Cultivate High Quality Sergeant Talents

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Keywords: organizing-training mode, Education mode, Vocational and technical education, teacher

Abstract: This paper first analyzes the characteristics of sergeant vocational and technical education in the new era, on this basis, it puts forward that Sergeant vocational and technical education in the teaching mode of training should be changed from the first line flat push mode to the double line parallel mode, and analyzes the characteristics and advantages of the double line parallel mode. In order to improve the teaching quality and effect, it is proposed that Sergeant Vocational and technical colleges should continue to strengthen the construction of basic links and accelerate the reform of education methods. At the same time, in order to meet the new requirements of Sergeant vocational education, it is necessary to build a high-quality sergeant vocational education teachers.

1. Introduction

The sergeant vocational education refers to the special education for the training object to obtain the professional knowledge and technology to meet the needs of a specific military post, or to have the ability to engage in a certain military post. But we should also see that the new era of sergeant education has new characteristics, put forward higher requirements: it has a clear post orientation, has a clear timeliness, pay attention to improve practical ability, and should be close to the post, close to the actual combat. To do a good job of sergeant vocational education, we must start from many aspects, but the most important factor is "people", that is, teachers engaged in Sergeant vocational education. The key to the development and success of non commissioned officer education lies in whether the teachers of sergeant vocational education can give full play to their enthusiasm, initiative and innovation, and whether the non commissioned officer school can build a team of high-quality teachers of sergeant vocational education. The following is to put forward some views and Thoughts on Sergeant vocational and technical education.

2. Change the teaching organizing-training mode, accelerate the transformation of sergeant education mode

To speed up the transformation of teaching group training mode, it is necessary for Sergeant education to transform to practical type. As a non commissioned officer college, we should change the teaching mode as soon as possible, and focus on cultivating a high-quality non commissioned officer team with skilled skills, familiar with all kinds of weapons and equipment, and professional skills.

2.1 In the teaching organizing-training, we should realize the transformation from one-line horizontal push mode to two-lines parallel mode

The so-called "two-lines parallel" teaching organizing-training mode means that in the training of sergeant's professional and technical ability, the theoretical teaching of basic courses, professional basic courses and professional theory courses is taken as a main teaching line, and the practical teaching of procedure training course, weapon equipment operation training course (including actual equipment and simulation equipment), equipment maintenance training course and comprehensive exercise is taken as another main teaching line. The two main lines form their own system, which are carried out synchronously according to their respective teaching rules. The two main lines are

independent of each other in teaching organization, develop synchronously in teaching process, promote each other in teaching effect, and focus on cultivating practical skills in teaching purpose. It is a unique teaching mode of sergeant teaching.

The essence of the "two-lines parallel" teaching organizing-training mode is to focus on the core task of training students' practical skills in Sergeant teaching, and organize teaching by establishing the main line of systematic practical teaching and the main line of theoretical teaching to provide continuous horizontal support, so as to realize the teaching purpose of training practical talents.

For a long time, the traditional one-line horizontal push teaching mode has been applied to the teaching mode of ordinary higher education. Its teaching process is generally based on the teaching ideas from theory to practice, from universality to particularity, according to the teaching process of "basic courses- professional basic courses-professional theory courses-and professional skills practice". Its starting point is to "guide the cultivation of practical ability with theoretical basis", therefore, the first emphasis on the theoretical basis of training students, on this basis to train students' professional practical skills, can be called a "one-line horizontal push" teaching mode. The advantage of the traditional teaching mode is to lay a solid theoretical foundation for the students, to broaden their knowledge, and to accumulate the stamina for their development. However, for Sergeant education, the training objectives are practical skilled talents, the two-year or three-year schooling period is short, the students' entrance cultural foundation is low, the graduation post is relatively fixed, and they are required to have strong practical skills. If we continue to apply the teaching mode of "one-line horizontal push", there must be obvious inadaptability, which is mainly manifested in the following aspects: first, the system of practice teaching is not strong and relatively scattered, and the unique laws of practice teaching can not be effectively brought into play; Second, there is a lack of close relationship between theory and practice; Third, the late contact with equipment and the short teaching process are not conducive to the idea of "teaching for war". On the basis of overcoming the defects of traditional teaching mode, the training mode of "two-lines parallel" is constructed by facing the reality of sergeant education and highlighting the characteristics of sergeant education. Compared with the traditional education mode, it is more in line with the scientific principle of combining theory with practice in teaching, more suitable for the reality of the cultural basis of sergeant students, more suitable for the requirements of practical talents, and more suitable for the requirements of the leap forward development and information development of the army. The advantages of the "two-lines parallel" training mode are as follows:

1) Established a complete practice teaching system, the core position of practical skills training is more prominent

The teaching mode of "two-lines parallel" takes theory teaching and practice teaching as two main teaching lines with parallel status. Theory teaching and practice teaching form their own system, promote each other and implement synchronously. Sergeant education takes practical skills training as the first requirement, and the "skills" index has clear post requirements. Therefore, the teaching content and process should also be a complete system. Through the training of single installation, single item and comprehensive operation and the cultivation of demonstration ability of maintenance, repair and group training, a complete set of teaching process from simple to complex and from operation to maintenance system has been formed. Especially in the initial stage of simple operation training, it does not need systematic theory to support, it is possible to use independent practice teaching system to implement. The establishment of practical teaching system will make the skill training more systematic and perfect, and the purpose of teaching more prominent.

2) Strengthen the relationship between theory and practice, theory teaching serve practice teaching more directly

In the teaching mode of "two-lines parallel", the two main lines form their own system. They do not separate the relationship between theory and practice, but strengthen the relationship between them. Although practical teaching and theoretical teaching are advancing at the same time, they are not completely independent, and their internal relationship is closer than the "one-line horizontal push" teaching mode, which can support and promote each other. And this internal link is carried out throughout the teaching, and becomes the internal driving force to affect the quality of teaching and

promote the development of teaching. The teaching mode of "two-lines parallel" also follows the guiding role of theory to practice, but this teaching mode aims to highlight the cultivation of practical ability. It does not regard the teaching process of "theory practice" as a one-time development process, but cyclic development process. The main line of theoretical teaching not only provides guidance and support for practical teaching vertically but also horizontally. At the same time, practical teaching also provides traction and power for theoretical teaching. Due to the small cycle, multi cycle, horizontal and continuous support, for Sergeant education with weak theoretical foundation and high requirements for practical skills teaching, it is more conducive for students to learn practical skills as soon as possible and solidly, and the theoretical teaching itself will achieve better teaching effect.

3) Expand the process of practical skills training, personnel training is closer to the needs of the army

The teaching training mode of "two-lines parallel" brings the professional skills training to the initial stage of teaching, and implements it in the whole process, which has direct practical significance for the sergeant colleges to adapt to the leap forward development of the army and the preparation for military struggle. It requires the sergeant education to establish "the concept of facing war" and "the concept of urgent need", and to produce more, earlier and better talents. The teaching training mode takes strengthening the cultivation of practical skills of sergeant talents as the core, as well as early cultivation and whole process cultivation of practical skills as measures, which is conducive to shortening the adaptation period of graduates, and can quickly fill the army and form excellent combat effectiveness if necessary.

Therefore, the "two-lines parallel" teaching organizing-training mode breaks the traditional teaching mode and organically integrates the theoretical teaching and practical teaching, which makes the teaching training arrangement more suitable for the sergeant teaching characteristics with practical skills training as the core. It is not only different from the traditional teaching mode, but also different from the simple skills training, and has significant innovation.

2.2 In terms of training objectives, it should be close to the post and actual combat

Generally speaking, non commissioned officers have their own specific jobs and special positions, and the sergeant colleges and universities provide talents for these jobs. Therefore, efforts should be made to cultivate current specialized talents. At the same time, we should also pay attention to the cultivation of "all-round talents" in "professionals", so as to make them become a "versatile person" in our major. Therefore, Sergeant education must have clear school running orientation, teaching pertinence and practical content, and be close to the work post, actual army and combat tasks to the greatest extent, so as to solve the problem of "mismatch" between Sergeant training and actual work post. Some professional personnel training programs are not clear and scientific. After all, there is only one post for a sergeant to graduate. However, their training programs aim at "multiple posts" with different professional directions. The targeted post training in post education is not clear, and "professionals" and "generalists" are confused.

3. Strengthen the construction of basic links and speed up the reform of educational methods

Based on the current situation of Vocational and technical education colleges, in order to accelerate the transformation of sergeant college education, we need to grasp the basic links and improve the education methods.

3.1 We should improve the supporting construction of professional training as soon as possible

1) The division of specialties should be adjusted as soon as possible

Expand the major with large demand, transform some traditional majors, and add some urgent majors to make the division of majors more reasonable and scientific.

2) Update the teachers structure

The construction of teaching staff should closely follow the characteristics of sergeant education, and complete the transformation from "knowledge" type to "ability" type. The level of teachers should

be considered not only by their diploma, but also by their practical ability. It is necessary to increase the training of new teachers, arrange new teachers to sign equipment training contracts with their equipment manufacturers and scientific research institutes, so as to form the practical teaching ability of equipment and the army support ability and mechanism in time.

3) Talent training program should be revised

According to the requirements of being close to the army and practice, we should revise the personnel training plan, highlight new knowledge, new methods and new achievements, and make the personnel training plan more suitable for the needs of the army. Only by strengthening the long-term exchanges and cooperation between colleges and the army, and doing regular research, can we better grasp the development direction of the army and the development direction of the new non commissioned officers required by the Army posts, better and timely adjust the personnel training program of the non commissioned officers' post education in Colleges and universities, and better and more timely deliver the new non commissioned officers to meet the needs of modern military posts.

3.2 Quickly promote the reform of teaching methods of sergeant vocational and technical education

1) Construct innovative teaching methods

In the sergeant teaching method, it should fully reflect the main role of students' learning, the organization and guidance role of teachers in teaching, and truly establishes the modern education thought of students as the main body and teachers as the leading role.

2) Mobilize students' learning initiative

Starting from arousing the enthusiasm and initiative of the students, we should flexibly use a variety of teaching forms and methods in teaching, explore the internal motivation of the students' learning, and make the students' learning from passive to active.

3) Diversified training methods, highlighting the training focus

In addition to the required training objects, tasks and length of schooling, colleges and universities should also carry out training at different levels according to the actual needs of the army, such as short-term equipment training, Sergeant upgrading training, etc. It highlights that the front-line forces are in urgent need of NCO talents and new equipment in combat, forms the NCO talents training urgently needed in combat effectiveness, truly undertakes the task of training NCO talents urgently needed in scientific and technological training and preparing for the actual military struggle, and fulfills the historical mission entrusted to the military academy by the times.

4. To meet the new requirements of the professional education of the sergeants, and to build a high-quality faculty team

The construction of the Faculty of high-quality professional and technical education is the most important task in the construction, reform and development of the school, and also a long-term system project. It is necessary to meet the new requirements of the vocational and technical education of the high-quality sergeants and build a high-quality contingent of teachers.

4.1 Establishing the system of teacher training to improve the practical ability of sergeant vocational and technical education teachers

The characteristics of pertinence and directivity of sergeant vocational and technical education determine that the teachers must have very rich practical experience in the army and understand the specific situation of the army's training and equipment. Therefore, the relevant departments should formulate corresponding systems and increase investment, so that young teachers have more opportunities to take temporary training in the grass-roots units. It is necessary to regularly organize teachers to go to the army for investigation and research to understand the actual needs of the army's equipment maintenance. Relevant teachers should be sent to assist the work and learn experience during military exercises and large-scale training. Only in this way can the teaching and scientific research of sergeant vocational and technical education focus on the actual needs of the army. At the

same time, we should further improve the pre class training system. In addition to trial teaching, teachers should also carry out systematic training in combination with curriculum content and requirements. In this regard, we can learn from the more mature practices and experience of foreign forces.

4.2 Adopting various methods and means to improve and optimize the overall structure of the teaching staff of sergeant vocational and technical education

The improvement and optimization of the overall structure of the teaching staff is also an important link in the construction of the teaching staff of non commissioned officers' Vocational and technical education. The following measures can be taken: first, to enrich and strengthen the teaching staff of non commissioned officers' Vocational and technical education by introducing excellent graduates from military academies and local areas and selecting and transferring excellent cadres of the army to teach; second, we should make full use of the military and social education resources, and invite experts and scholars inside and outside the military and leading cadres at all levels of the grass-roots units to give lectures at schools from time to time, so as to expand the vision of all teachers.

References

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