

# *Study on the Construction and Development of the Teachers' Team of English Major in Colleges and Universities*

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**Abstract:** With the urgent need for applied talents in foreign-related languages in China, the importance of English is also increasing. The construction and development of English teachers in colleges and universities is related to their English teaching level. Therefore, colleges and universities should actively solve the problem of the construction and development of teachers' team. The construction of teachers' specialization is the foundation for the survival of higher education. The work of colleges and universities should closely focus on the construction of teachers' specialization and actively explore and think about the effective connotative development model. Therefore, on the basis of deeply exploring the characteristics of teachers' team construction in private colleges and universities, exploring the connotative development mode of teachers' team construction is conducive to the survival of colleges and universities, the overall improvement of teachers' quality and the level and quality of personnel training.

## **1. Introduction**

With the rapid development of national economy and the increasing demand for high-level diversified talents, the development of higher education has become an important supplement to the cause of higher education. At the same time, its development is directly related to whether the reform of higher education can be well developed and deepened. The construction and development of university teachers is related to the smooth realization of the functions of training high-quality talents and serving the society. In addition, the research on the construction and development of specialization of English teachers in Colleges and universities is of great importance. The construction and development of specialization of English teachers in Colleges and universities is related to the improvement of teaching quality, the improvement of training quality of Applied Talents in Colleges and universities, and the prosperity and development of higher education as a whole. Therefore, exploring the connotative development model of teacher team construction is conducive to the survival of private colleges and universities, and ultimately to improving the quality of teachers in higher education and the level and quality of personnel training in higher education.

## 2. English teachers' team construction in colleges and universities

Colleges and universities should help English teachers understand the relevant policies issued by the state, stimulate the enthusiasm of English teachers, enhance their sense of honor, strictly carry out the management of colleges and universities in accordance with the relevant laws and regulations of the state, and enhance the happiness index of English teachers. Colleges and universities should be aware of the objective concerns of English teachers, take the initiative to improve the treatment of teachers, and link the performance level of teachers with the number of substitute courses. In addition, the school is not only a platform for teachers' work, but also a carrier of life. In order to improve the enthusiasm of English teachers, universities should also manage their teaching according to law, keep people scientifically, improve the treatment of teachers and create a first-class environment. The theoretical research on the comprehensive literacy of university teachers should focus on the practical application value and explore the operable ways and methods to achieve the desired research objectives.

## 3. Current situation and problems of teachers' team construction in colleges and universities

Among all the subjects offered by universities, English has a long history and typical representative significance. English is a compulsory course for all majors, so we can see the importance of English course. The professional level of English teachers is a hard condition to ensure that students learn English well. From the point of view of practical teaching, there are still some problems in the construction of teachers' team in colleges and universities, as shown in Figure 1 below.

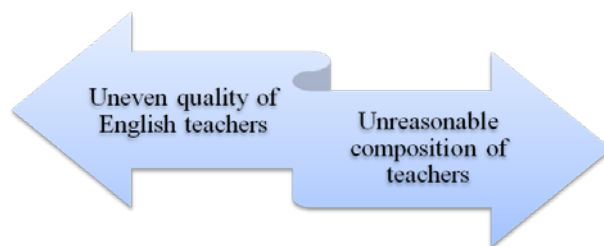


Figure1. Problems in the construction of college teachers' team

### 3.1. Pursuing quantity but neglecting quality leads to the uneven quality of teachers

With the enlargement of college enrollment and the increasing number of students, almost all colleges and departments offer compulsory courses in English, so the demand for English teachers becomes more and more urgent. In order to solve the problem of English teaching in Colleges and universities, large-scale recruitment of English teachers in a short period of time is easy to pursue the number of teachers but neglect the due quality, resulting in the phenomenon of uneven quality of English teachers. Despite their high educational background, some English teachers lack certain teaching experience. Teachers only pay attention to the professionalism of teaching in classroom teaching, but neglect the education. They fail to transfer knowledge content in a way that is easy for students to receive, which leads to the failure of classroom teaching.

### 3.2. Unreasonable construction of teaching team

The mobility of university teachers is too high, because teachers lack the sense of security. If there are selection conditions, most teachers are more willing to pursue more stable treatment and development. Colleges and universities will normalize the mobility of English teachers and

seriously affect the quality of English teaching if they do not introduce structured adjustment programs and properly improve teachers' salaries and fair promotion channels. Among the English teachers in colleges and universities, middle-aged teachers are usually the most mobile, while middle-aged teachers are the backbone of English teaching. Compared with young teachers and older teachers, they bear more pressure, need more stable income to maintain daily upgrade, and need more scientific promotion ways to stimulate teaching, so as to avoid further loss of school English teaching talents.

#### **4. The connotation of teachers' team construction in colleges and universities**

##### **4.1. The connotation of teachers' team construction in private colleges**

At present, university administrators have laid emphasis on the construction of teaching staff and achieved good results. The construction of teaching staff in higher education should change from the original extension to the connotative development, which is decided by the new situation and policy. It is bound to form a scientific outlook on education, quality and talent in higher education. In a series of development and transformation of colleges and universities, the construction of teachers is required to be transformed into a connotative development path. The connotative team construction is an important part of promoting the connotative construction of colleges and universities, and is the basis of promoting the forward development of colleges and universities. The connotative development strategy is based on the cultivation of high-quality students, the construction of disciplines and specialties, the promotion of teaching by scientific research, and the purpose of teaching and feeding back scientific research. The connotative development model of specialties should be established. The connotative development model should clarify the guiding ideology of the construction of teachers' ranks, improve and formulate full-time teachers' post responsibilities, assessment methods and job promotion system. Only when the teaching staff presents new characteristics and advantages can the construction of the teaching staff highlight its connotative development characteristics.

##### **4.2. The implementing steps of teachers' team construction in colleges and universities**

The construction and development model of university teachers should focus on the support of national and local environment conditions, the characteristics of local regional social and economic development, the characteristics of university discipline and specialty construction, and the characteristics of college students. Firstly, colleges should study the environmental conditions of national and local governments for the construction and development of colleges and universities, focusing on the contents related to the construction and development of teachers, and analyzing and summarizing the role and characteristics of colleges and universities in the regional social and economic development. Secondly, colleges should combine the characteristics of regional society and development, and dig out the elements of university's own school-running characteristics, the characteristics of various professional disciplines and the characteristics of teachers and students' groups, export innovative talents to the society, serve regional social development, serve regional social and cultural construction, and excavate the connotation and construction mode of characteristic professional teachers. Finally, it is necessary to establish a characteristic team and development model of English majors in colleges and universities, and to put forward an effective and long-term mechanism based on the specific characteristics of colleges and universities.

## 5. Measures to characterize the construction of college English teachers

The construction of university teachers should adhere to the connotative characteristics, start from the reality of universities and the characteristics of running schools, and think about the measures of team construction in active exploration. Firstly, colleges should optimize the structure of the teaching staff, adhere to the rational proportion of full-time and part-time teachers, and improve the level. The use of external teachers in colleges is not only the need of teaching tasks, but also the cost savings. It is the embodiment of the characteristics of colleges and universities, and it can also increase social recognition. While adhering to the full-time and part-time teaching staff, accelerating the training of young teachers can mobilize the enthusiasm of young teachers in both teaching practice and scientific research practice.

Secondly, relying on the project, colleges should improve the level of teachers' team construction, strengthen efforts to train young backbone teachers, create conditions and provide a platform for them. At the same time, teachers should be sent out to broaden their horizons and raise their awareness. Finally, colleges should improve and formulate the duties of full-time teachers and give full play to their subjective initiative. In this way, teachers' time is relatively free and flexible, and they volunteer to devote themselves to teaching and academic research, which will ultimately be conducive to the overall improvement of the teaching staff.

## 6. Conclusions

The research on the construction and development of English teachers in colleges and universities should be based on the essence of China's economic, social and cultural development. It should theoretically explore the connotation and external requirements of the construction and development of English teachers in colleges and universities, establish a reasonable, effective and sustainable team of English teachers, and make it maintain its advantages and vitality for a long time. While focusing on the connotative development, this paper summarizes the current situation and problems of the development of university teachers, considers the implementation steps and modes, and takes effective measures to give full play to teachers' subjective initiative and actively guide and encourage teachers' multi-dimensional development, college should have definite aim, so as to form its own characteristics and style of running a university.

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