

# Study on Teacher Development of Shaanxi Private Universities "Double Hit Double Role"

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**KEYWORDS:** Private Colleges; Teaching Quality; "Double Hit Double Role" Teachers; Construction

**ABSTRACT:** China's rapid economic development, the demand for "double hit double role" Teachers in the increasing role of private higher education is growing. In order to improve the teaching quality of private universities and promote the development of education, we need to establish high-quality "double hit double role" teachers. In this paper, the current "double hit double role" and the importance of the role of teachers in private colleges and universities in the combination of Shaanxi Private Colleges "double hit double role" teacher team construction of analysis, which proposed the construction of Private Colleges and Universities in Shaanxi "double hit dual role" teachers way.

## I. Introduction

Education in private universities is an important part of education and its educational goal is to train high-quality professional and technical personnel, to meet the specific needs of the community for talent. Quality of teachers is directly related to the quality of private higher education, teachers play a crucial role in personnel training process. Excellent teachers achieve educational goals of private colleges and enhance the quality of teaching. Thus "double hit double role" teacher team building has become the target of private higher education to achieve contemporary inevitable trend, to promote the healthy development of private higher education to contribute

## II. The Importance and the Role of Private Colleges "Double Hit Double Role" Teachers Construction

### A. *The Importance of "Double Hit Double Role" Teachers Construction*

"Double hit double role" teacher training is a necessary requirement for the Reform and Development of Private Higher Education. "Double hit double role" teacher in the teaching process focusing on theory with practice, enhance students' knowledge imparted through teaching, it laid the foundation for the theory and practice teaching organic combination, in order to cultivate high-quality personnel for the private schools provide a favorable environment create conditions. Private University is a manifestation of their own advantages and characteristics, combined with its own characteristics, stage of development and the development of positioning and other factors, establishing training objectives advanced applied talents. Training senior applied talents not only focus on the cultivation of students' abilities, but also for the construction of "double hit double

role" teacher talent would have a negligible effect. Teachers in private colleges and universities not only have professional theoretical knowledge of literacy, but also have a wealth of practical ability, thereby laying the foundation for college and educate senior applied talents. Therefore, the development of private higher education is necessary to build a high-quality "double hit double role" teacher team, thus ensuring training senior applied talents.

"Double hit double role" Teachers in the social and economic development has created conditions for personnel. Modern society continues to progress and development, the demand for advanced applied talents are growing. "Double hit double role" teacher cultivating talent for the community to create the conditions for high-quality "double hit double role" teacher training is an important guarantee for promoting social and economic development. Private colleges educational philosophy should be a combination of social and economic development requirements, develop applications for training senior personnel of teaching programs, and gradually adapt to social and economic development of high-quality teachers. In addition, the rapid socio-economic development for teachers of private universities has played an important role in order to achieve the goal of teaching a combination of theory and practice, and promote the upgrading of teachers' quality and teaching quality.

"Double hit double role" teacher team building is an important means of support to create a learning society. In building a moderately prosperous society clearly stated objectives, to establish a learning society. With the national emphasis on learning increasing need to adapt to the development of private higher education in the construction of the concept of a learning society. Therefore, private colleges and universities to accelerate the development of advanced application-oriented talents training target pace, continuing education center construction, promote the comprehensive development of talent, serving the learning society.

#### *B. The Role of "Double Hit Double Role" Teachers*

Conduct the development model of Private Colleges. Private universities are educational goals for social development training senior applied talents, so the teacher's private colleges and universities not only has a wealth of theoretical knowledge, but also with professional practice ability, so the theory and practice of combining together to promote the improvement of the quality of teaching, training "double hit double role" teacher culture conducive to achieving the goal of Private Colleges. Shaanxi private higher education in order to achieve sustainable development, the traditional family management mode gradually to the internal management of democratic and institutionalized development, and gradually embarked on the road of sustainable development. Thus, private colleges and universities in Shaanxi has been training "double hit double role" teacher as the primary construction plan, in order to improve the quality of teaching in private colleges and universities in Shaanxi, we must strengthen the institutionalization of internal management of teachers, improve the overall quality of teachers, strengthen " double hit double role "teacher ranks.

Conduct to the realization of people-oriented personnel training methods. China's education has been to adhere to the people-centered educational philosophy, people-oriented high-quality teachers must first basis. Teacher's words and deeds always affect the development of students, private colleges and universities in order to achieve our educational innovation and promote the comprehensive development of students, students focus on ability and quality in the teaching process, thoroughly implement people-oriented philosophy of education. Therefore, strengthening the private higher education in the construction of "double hit double role" for the development of teachers teaching program combines theory and practice to provide a strong faculty support, focusing on skills development in the teaching process and the development of moral education,

improve students' overall quality is the basic requirements for the construction of high-quality personnel.

### **III. The Status of "Double Hit Double Role" Teachers Construction in Private Colleges and Universities**

#### *A. Lack of A Unified Understanding on The "Double Hit Double Role" Teacher*

Higher Vocational Education should establish requirements for private higher education "double hit double role" teachers, improve teaching quality. However, China's current "double hit double role" teacher does not have a statutory standard, thus leading to "double hit double role" teacher of the specific concept of fuzzy. According to the survey, part of Shaanxi private university teachers that "double hit double role" teacher teaching theory refers to the combination of teaching and skills; some teachers think "double hit double role" teacher is when both Teacher and other qualifications certificates of competency. It can be seen on the "double hit double role" teacher's vague definition of standards, a considerable part of teachers to work until there is no specific experience to participate in skills training and practice, requiring colleges and universities to develop "double hit double division according to the specific situation of teachers "teacher Training program. In addition, due to the "double hit double role" teacher is no uniform measure, so that the culture of different people of different quality private colleges and universities. In actual practice the "double hit double role" teacher culture management approach, we found the culture of the university measures confined to policy and management on the surface, there is no culture methods in line with "double hit double role" teacher development and specific measures, in the actual operation of the more blind, results in a big difference in the comprehensive ability and overall quality of teachers.

#### *B. "Double Hit Double Role" Teacher Team Structure is Irrational, Low Teacher Ratio*

Private Universities of Shaanxi efforts to train "double hit double role" teacher growing, but the effect achieved is not obvious, the overall construction of teachers is still in a backward state. According to relevant data show that private colleges and universities in Shaanxi lower "double hit double role" teacher of the total number of the ratio of the number of teachers, Teachers in the irrational structure, low practical guidance teacher ratio, along with theoretical knowledge and practical skills of teachers is very talent the lack of which has seriously affected the promotion "double hit double role" teacher teaching quality. But also for the Investigation of Private Colleges and Universities in Shaanxi Province "double hit double role" teacher education levels found "double hit double role" teacher of teachers of undergraduate and post-secondary education mainly in the main, but also has the title of senior teachers proportion pole small, most teachers are only a junior titles. The overall low level can be seen, private colleges and universities in Shaanxi "double hit double role" teacher, the school teachers and the lack of professionals in the construction of teachers, and therefore need to increase the "double hit double role" teacher's efforts to train.

#### *C. "Double Hit Double Role" Teacher is Lack of Comprehensive Training Mechanism*

Today our country does not develop a complete and feasible "double hit double role" teacher training system, Shaanxi private colleges and universities, too, although the development of relevant training programs, but there are still big problems. First, inadequate training policy, teacher participation is very low, but also by the heavy task of curriculum, lack of training funds, inadequate training places and other restrictions, many teachers are unable to participate in training programs; secondly, the lack of specific training, so that teachers in the actual teaching process,

scientific training system emphasizes practical work practice is insufficient, which does not help to improve the abilities of students and practice level; Finally, the "double hit double role" teacher training base construction is not enough, due to the large some colleges and universities to focus only on activities undertaken to strengthen teaching practice, ignoring enhance the quality of teaching, so schools lack teacher training base, resulting in "double hit double role" teacher training programs can not be implemented, while the influence of the university school conditions. " double hit double role "teacher's training program and can not be carried out smoothly, in addition to the Ministry of Education," "less specific provisions of teacher training base, unable to meet the private colleges and universities to" double hit double teacher actually double hit double role "teacher of training needs.

#### **IV. Method to Construct "Double Hit Double Role" Teachers in Private Colleges**

##### ***A. Change the Traditional Concepts, Strengthen Attention on the "Double Hit Double Role" Teachers***

All private colleges and universities in Shaanxi should give full attention to the important role of "double hit double role" of teachers in the school development, changing ideas, scientific guidance. Colleges and universities to take appropriate policy measures to improve teachers' active participation, to provide a basis for the development of comprehensive ability of teachers, so as to promote the teachers consciously take the initiative to improve their professional quality. Training to develop "double hit double role" of teachers to meet the objectives of the actual situation of the university, according to the characteristics of different teachers identify their teaching objectives and responsibilities, thus enhancing the "double hit double role" teacher team building efforts. In addition, schools in the construction process to establish a sound organizational structure, urge all school personnel involved; and the establishment of mechanisms within the school talent pool to meet the demand for talent.

##### ***B. Construct Part-Time Teachers, Optimize the Structure of Teachers***

Excellent part-time teachers not only enrich the theory of knowledge, hands-on ability, but also to bring new ideas and skills into the university, enhancing the internal school personnel training professional. Part-time teachers in the school construction process, to establish a part-time teacher for comprehensive training programs to strengthen management strength, so as to enhance the skills and overall quality of part-time teachers, in order to achieve the purpose of optimizing the structure of teachers.

##### ***C. Establish and Improve the "Double Hit Double Role" Teacher Training System***

Private Colleges and Universities during the "double hit double role" teacher team building process, to build long-term effective mechanism for training [4]. First of all to improve teacher training mechanism before and after the entry of the lack of qualifications of teachers targeted training of highly educated but lack practical experience in the practice of teachers to create appropriate conditions for the organization of training teachers in practical teaching. Second, Shaanxi among private colleges and universities to strengthen exchanges and learn cooperation, complementary advantages, jointly promotes the "double hit double role" teacher ranks. Finally, establish a rational Private Colleges "double hit double role" teacher training evaluation system, according to the results of hands-on training of teachers, and the appointment of its evaluation, together enhance the "double hit double role" teacher Quality.

In summary, Shaanxi in the construction of high-quality private colleges and universities require faculty process, increase the "double hit double role" teacher team building, improve teaching quality and level, to promote sustainable development of private higher education, thus promoting progress of Higher Education.

#### **Acknowledgements**

Proj: 2015 Shaanxi Provincial Department of Education Science Research, Project NO: 15JK2031.

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