

Analysis of the Profession Development Layout of the University Teachers

Hongliang Zhao^{1, a} Jian Zhang^{2, b} Bo Jiang^{3, c} and Li Wang^{4, d}

^{1,2,3}Fundamental Department, Aviation University of Air Force, Changchun, China, 130022

⁴Institute of Atomic and Molecular Physics, Jilin University, Changchun, China, 130022

^{a,b,c,d}25394525@163.com

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Abstract. The teachers of university are the main part for the development of the university. We must insist the modern career development viewpoint in order to improve the teachers' profession diathesis and development potential. This article put forward several countermeasures to help and perfect the career development programming of the teachers of university through analyzing the problems in the profession development of the teachers of university.

Introduction

Profession development of the university teachers is attracted attention by the society gradually, the profession career exploitation of the university teachers is attracted attention by the education theory boundary and the they along with the change of society concept, some universities are grope into managing the profession career. The work of the university teachers is one intellectual work which possessing creation spiritualism and individuality and the important part in teacher anima practice. The university teachers are the main body of the university and the inherence power for building the teacher procession. Now there is one grave phenomenon in the profession development is the congestion of the development alleyway, cognition mistake and profession accidie, the local universities need to seek for a effective way to bring up the teachers. We analysis our country teacher occupation development in high school in present condition:

Content with Present Condition, Languid Phenomenon Severity. What occupation ennui^[1] is mentioned is the using up status that the individual cannot cope with the external world to outrun personal energy and resources. Currently, the teacher appeared a more serious occupation languid phenomenon in some high school in our country. Among them, existence definitely objective factor, mainly because of: A majority of teachers in high school in our country all have drawing up of business, there is not the pressure of eliminate mechanism and the work environment have opposite stability. As long as the teacher completes the teaching task according to the plan, they can complete their work; teacher easy to feeling the ability not equal to their ambition and the pressure over weight. From of old, the teacher occupation is considered as a sacred occupation, the teacher is also considered sublime, the society have the exorbitant expectation that do not match with the teacher's actual ability, social value diversification, the diversification of the individuation and need of the students and parent, these factors all cause teacher's bigger emotion's using up; the pressure that the professional knowledge renewal is big, teacher in the high school needs to continuously add new knowledge and notice the knowledge structure, not to advance is to go back, the competition is very vigorous; the teachers in high school lack effective occupation exchanges and communication with the external world, they regularly face the professional student and colleague all the year round, they hardly communicate with the external world and the occupation visual field is narrow, so they will produce depressed and anxious pessimism etc. While the teacher there is few contact with the colleague and outside school and the social other occupation personages. Under this situation that has already produced occupation languid mental station will produce cynical psychology. In order to overcome the occupation languid phenomenon, the teacher must set up an occupation development programming consciousness, control the method of occupation development programming, really place their own occupation development programming above rational reason.

The teacher's personality career will acquire extreme achievement through making the teacher occupation development programming.

The Unbalance between the Academic Knowledge and Profession Practice Knowledge. Teacher's profession knowledge usually include the subject knowledge, education environment knowledge of academics knowledge, general teaching knowledge, course knowledge, teaching method knowledge, student and study characteristic knowledge, education environment knowledge, education principle value knowledge and teacher's profession knowledge[2]. The teachers in high school usually have the character that controlling the new knowledge, new thinking and new method, but they lack the specialized training and studying about the education knowledge, lead to lacking the experience that put the new knowledge, method and thinking into the practice and transforming student's knowledge. This means that teachers in high school must accept the education and teaching knowledge training before working, the teachers in high school digest these knowledge in a long education practice, and transform these knowledge into the their own knowledge, handle the each link in the teaching process, in order to put the abstract knowledge into the knowledge that the student can understand.

There Is A Cognitive Mistake Area Between The Teacher And The Management Section About The Occupation Development. The teacher's occupation programming and ego management are subjected to exterior system^[3]. The teacher troops' construction has to use the system that has equal binding force as assurance. Currently, "the development of the teacher in high school has already convert the uniform training system into a new system that satisfying teacher's personality need and development point to multidimensional system gradually", this uniform and compel lent system can't adapt the system that satisfying teacher's personality need and development point to multidimensional system^[4]. Actually, the different teacher has the different teaching interest, professional ability special features and other personal characteristics, although the teacher develop in the system apparently, the concrete development mode, development strategy and development emphases are still different, the occupation development of suit the teacher's personal condition is easy to obtain success. Only combining the system restriction with the mental bargain and keep appropriate tension between them, can promise and promote the effective development of the teachers in high school. For long time, the intendant mostly put a management particular in education function and structure and the teaching object, while neglecting the occupation development of the teachers in high school. Also the teacher's management lay particular emphasis on to let the teacher to obey to the management in system and there is a higher request, but less pay attention to diversified development need of teachers.

Conclusions

We should perfect the counterplan choice of the occupation development programming, work out the occupation development problem of the teachers in high school in our country relate to the persistent development of university, it is a people foremost embodiment. Its optimization counterplan has a few aspects as follow:

Set Up the Science Principle of Occupation Development. In regard to teacher individual, should well know the personal responsibility of occupation development, set up the science principle of occupation development^[5]. Through consciously surveying and measure personal character, occupation interest and specialty's strong suit etc., with the communication with colleague and leader, and combine the society development with occupation request to remold education ideal and enhance the education responsibility, constitute an occupation programming according to oneself characteristics and enrich the contents of teacher's occupation. Through scientific mental adjustment in different period to adapt to the occupation development and use the future idea drive to design the road of occupation development. The future idea is a future vision of desire to develop which is realizable in the future. The design of the future idea can guide occupation development direction of the teacher in high school and overcome occupation languid phenomenon. From organization angle, all levels administration in high school and the organization should attach importance to teacher's occupation development, concern teacher's need of personality

and diversification, carry on the problem research of the teacher occupation development programming, collect the data and investigation work, well understand and analysis the various problem of teacher occupation development, give full humanity care to the teacher. If the place high school wants to retain the talented person, they have to promote the teacher's treatment and need to make the youth teacher know the well development future. Organization future idea in high school post the developmental core and foreground direction and let the young teachers know that the school can provide a good platform for themselves, while the school should offer an opportunity to let the teacher to participate in different work and let the teacher know the correlation between the school and themselves in order to enhance the teacher's confidence that keep on staying in school and make the teacher in high school work by an aggressive attitude.

Encourage The Teacher In High School To Enhance Communion And Communication.

Anything is mutual, either apparent knowledge or recessive knowledge, either coding knowledge or don't code knowledge, the intellective mutuality is universal and orthodox ^[6]. Owing to the knowledge is a mankind's summary of social fulfillment over a long period of time, so knowledge is not only the intellective creator but also to effect the other action main body, the knowledge have strong exterior character, intellective schematic, complexity and evolvment character, so the knowledge represent intellective imperfection and asymmetry among different individual. So any knowledge will form intellective connection and mutual complementarity through intellective pervasion and overflow. Obviously, knowledge represents the intellective connection, exterior character, overflow and mutual complementarity etc. Not only the teacher's teaching ability represent the intellective impart ability that the teacher's professional knowledge and correlative knowledge, but also represent the combine ability between the professional knowledge and practice ability. Intellective configuration exist difference between different subject and different specialty. The young teacher in high school should actively keep to communicate with the young teachers in different professional knowledge and specialty, carry out intellective across subject and professional share and pervasion. But because of the knowledge type, knowledge proprietor and ability will influence intellective share and pervasion, so the management in high school should institute system that can encourage young teacher in high school to enhance communion, through intellective share and pervasion to offset and enrich teaching practice knowledge and improve the teacher's teaching ability in high school.

Build up A Platform Is the Assurance That Develops the Youth Teacher Occupation Development Programming. High school always be called "ivory tower"[7], there is the character of its oneself on teacher's occupation development passage, therefore there is a understanding mistake area that occupation development is monotonous, even there is a folk parlance that the teacher in high school is wood, so the teacher in high school can't actively program their occupation development. In fact different teacher have different teaching interest, specialty ability and other personal character, although the teachers in high school develop in system, the idiographic developmental mode, developmental strategy and developmental emphases are different, the fit occupation development can obtain success easily. American psychologist say, the person's inborn potential is excellent, postnatal education create a fitting circumstance and condition to implement their inborn potential. The practice proves that the teacher's occupation career there is a reaction to the environment condition. Sustaining, hortative and assistant environment can improve the teacher's occupation development, whereas conflict and pressure of the environment will have a negative effect to the teachers. So build a policy environment, culture environment and existence environment that fit the young teacher to develop is the assurance that develops occupation development programming of the young teachers in high school ^[8].

The Meaning of the Teacher's Occupation Development Programming In High School. The occupation development programming of the teacher in high school is propitious to set up the occupation ideal and occupation consciousness and improve the teaching ability and teaching skill and train the academic spirit and occupation moral of the teachers in high school, this is meaningful for the development of the teacher in high school.

The occupation development programming of the teacher in high school is propitious to

moderate the relationship between teachers and school, through scholastic practical teaching activity to carry out the occupation development programming of the teacher in high school, its core is teacher's occupation specialization, it is a long socialization course, the school is the primary place of the teacher's occupation development programming. So the teacher should provide the chance of employment and labor, set up the will that have competition, the teacher's occupation development programming and scholastic innovation must be synchronous, the teacher's success is the scholastic success.

The occupation development programming of the teacher in high school is propitious to change train concept of the education management section, promote occupation development demand of the young teacher.

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