

Practice and Research on Strengthening the Construction of Young Teachers in Colleges and Universities

Zhongyang Qiao

The Normal School of Beihua University, Jilin City PR China

zyq2015@163.com

Keywords: Practice and research; Young teachers in colleges; Team building; Teaching quality; Scientific research ability

Abstract. The young teachers are the driving force for the continuous for improvement and development of colleges and universities. Therefore, how to build a fine business, scientific research, good moral quality, stable. and enterprising young teachers team is an important issue to be studied in Colleges and universities. This paper analyzes and studies the significance and problems of strengthening the construction of young teachers, and puts forward some effective ways and methods to strengthen the construction of young teachers in Colleges and university.

Introduction

Young teachers are the driving force for the continuous improvement and development of colleges and universities. The success of the construction of young teachers will be directly related to the future and destiny of the development of higher education. Therefore, efforts must be made to strengthen the construction of young teachers and explore the effective ways and methods to strengthen the construction of young teachers in Colleges and universities. But in recent years, many colleges and universities attach great importance to the construction of young teachers, not enough understanding of the teaching and research ability of young teachers in the ideological guidance and business training. On the one hand, only pay attention to the management of scientific research and neglect of classroom teaching, on the one hand in teaching and scientific research management, will inevitably lead to the growth of young teachers unilateral and incomplete. In 2000, Jiang Tao wrote up "The reform of mathematics education in normal colleges and universities". In 2011, Yan Feng, Liu Yanhui published "Discussion on the construction and management of teaching staff in Colleges and universities". For more, the reader may refer to [3-10] and references therein. In this paper, combined with the training of young teachers in our school, this paper discusses how to strengthen the construction of young teachers and improve the quality of teaching.

Main Contents of the Research

The Significance of Strengthening the Construction of Young Teachers.

First of all, to strengthen the construction of young teachers is an urgent problem to be solved. With the gradual completion of the new and old teachers in Colleges and universities, college teachers become more and more popular, young teachers have become the backbone of teaching and research in Colleges and universities. Our school of mathematics and statistics, teaching the old teachers can be summarized in the following table1:

Table 1 Proportion of teacher for the normal school of beihua university

teacher age	teachers aged 50-60	middle-aged 36-50	young people under 35 years of age	total
number	7	27	36	70
ratio	10%	8.57%	51.43%	1

As can be seen from the table, the proportion of young teachers in the larger, young teachers should improve the overall quality of investment, cause enough attention.

Secondly, strengthening the construction of young teachers is the need of the development of school education. It is beneficial to promote and shorten the process of the construction of the whole subject and talent training. Young teachers are the main force to improve the level of teaching and scientific research in Colleges and universities. The experience and facts of the development of domestic and foreign first-class universities tell us that the better the training of young teachers, the sooner the better. In particular, as a comprehensive university like our school, young teachers have a vital and indispensable role in the smooth development of school education and teaching quality. Through the comprehensive training of young teachers, not only has important practical significance for current college and school teaching and management work, but also has a profound influence on the overall development of education in china.

Third strengthen the construction of young teachers themselves, improve the quality of education and teaching. The young teacher education is relatively high, active thinking, love to accept new things, high to the thirst for knowledge, these are not only encourage young teachers to actively strengthen their self-cultivation, and will take advantage of this to the education and teaching, and to improve the school education teaching level, to promote and enhance the quality of school education.

Fourth, strengthen the construction of young teachers, to form an effective training model. Through to the point, with the young teachers of mathematics culture as the basis, and continuously improve the effectiveness of testing team construction work, forming a mode of training operation, provide important theoretical and practical basis for the training of young teachers in our school.

Ways and Methods to Strengthen the Construction of Teachers.

First, to strengthen the ideological guidance of young teachers, develop and implement training programs. The advantages of young teachers are young, but the shortcomings are young, in their own work and other aspects of learning and the lack of experience and self-discipline of old teachers. So at the beginning of each semester the college leadership organization of young teachers mobilization, making detailed plans and training program, and the layout of the college teaching and research task, can consider the young teachers of the importance, to make them form of teaching and scientific research consciousness. At the end of the semester also organized seminars of young teachers, the results of exchange for one semester, for young teachers arranged holiday business tasks, so that young teachers can also cherish the vacation time to enrich their teaching and scientific research of positive energy, maintain scientific and sustainable business studies.

Second. Make full use of the teaching professional team and the scientific research platform to strengthen the scientific research level of young teachers. On the one hand, the college leadership guide young teachers with their professional direction, their choice for scientific research platform, at the beginning of the semester or the end of the semester to arrange its research platform with academic exchange and research, according to each team according to the plan, plan to discuss systematically and study its development status and future trends. On the other hand, the guidance of young teachers in accordance with their own professional direction, the choice of teaching and professional team, to strengthen the discipline and the study of professional. Whether it is the national excellent course, Jilin province quality class or school outstanding class, let the young teachers to actively participate in doing preparatory work, the young teachers get plenty of exercise, and make them become the subject of backbone teachers and academic leaders as soon as possible, the formation of a strong business, high quality teaching team.

Third. Continue to advocate for young teachers to continue learning and further education, deepen the doctoral project". First, we must strengthen the ideological guidance. Young teachers shoulder the important task of the school development, from the ideological work to strengthen education of young teachers, young teachers to be able to do so: dedication, care for students, teachers, in order to cultivate socialist builders and successors who have both ability and political integrity. Secondly, to encourage young teachers to pursue doctoral degrees, and to participate in post doctoral study in a timely manner to send young teachers to the domestic elite learning. In recent years, the college has

achieved remarkable results in the training of young teachers, the current situation of young teachers in Colleges and universities are as follows scale2:

Table 2 Scale of young teachers' degree in normal school

educational situation	doctor	doctor reading	master	total
number	4	12	20	36
ratio	11.11%	33.33%	55.56%	1.00

But in 2010 the College Young Teachers' academic qualifications were shown in table three:

Table 3 Scale of young teachers' degree in normal school

teacher age	teachers aged 50-60	middle-aged 36-50	young people under 35 years of age	total
number	7	27	36	70
ratio	10% 3	8.57%	51.43%	1

By comparing table two and table three, it shows the remarkable achievements of recent years in the implementation of the doctoral program. In order to increase the level of teaching, at the same time, the mobilization of young teachers in the doctoral period can communicate with instructors, ensure that every class is a report on the learning experience, provide positive energy to the young college teachers' learning, one is to maintain the scientific research and teaching to improve the ability of teaching and scientific research, the formation of "walking on two legs", the young teachers in the new progress made in the scientific research level and teaching ability etc..

Fourth. To further strengthen the mentoring system, give full play to the "master" and the role of department. On the one hand, young teachers to worship the old teacher as a teacher, a teaching and research "pairs" of young teachers' initiative to listen to the master class, master to listen apprentice classes, and make careful assessment of class, teaching methods, teaching plan and teaching to develop the calendar, and consider and discuss some special problems using the teaching syllabus such as, the theory of complex functions in the teaching content, many class requirements and less, but must let the students grasp the basic content and basic knowledge of the curriculum, the young teachers in it more difficult to do, and to guide and help the old teacher, to understand and explore the science textbook, the young teachers to improve their own business level as soon as possible; on the other hand, firmly grasp the two aspects of innovation of young teachers' classroom teaching and scientific research, efforts to strengthen and improve young teachers' teaching and scientific research and training, With the young teachers' professional research direction and characteristics of subject, organized a series of teaching and research activities, such as open class, model class, open class, can also use the new teacher lectures training department, School of above various teaching competitions in the analysis and the summary, through the establishment of incentive mechanism enthusiasm and initiative to improve the young teachers to participate in the activities of. The school invited experts and scholars to carry out a series of scientific lectures, academic reports, all of the young teachers to enhance the teaching level and scientific literacy, stimulate young teachers' teaching and scientific research enthusiasm, plays an important role in improving the quality of education and teaching.

Fifth. Arrange and make teaching and research time reasonably. On the one hand, to orchestrate various teaching activities, including the organization open class, open class demonstration, courses, and class time for these courses; on the other hand, arranged, all kinds of research activities, including academic reports, research reports, research seminars, focus each semester of the academic organization of young teachers report. Through these arrangements, not only to help young teachers to improve teaching skills in the teaching process, the formation of consciousness and professional

ideals; so that they gradually form a sense of innovation in scientific research, develop scientific spirit, establish a good quality of advocating scientific research continuously.

Sixth. Try to solve the practical problems of young teachers. To find out the practical difficulties of young teachers in their life. Some young teachers have just graduated from college, involving marriage and other realistic problems, some of the time is not long, involving the sale of children to school and other issues, the school as far as possible to create good conditions for young teachers. So that young teachers do not worry, and then work at ease, positive.

Summary

In a word, it is a systematic project to strengthen the construction of young teachers and improve the teaching quality. The healthy growth of young teachers in Colleges and universities, the continuous improvement of the overall quality is particularly important, especially for young teachers in the comprehensive university is more prominent. Only the system to strengthen and improve the construction of teachers' team, improve the overall quality of young teachers, in order to ensure the overall strength of colleges and universities continue to improve, more and better training for the country's successor, to realize the construction of young teachers in Universities Chinese dream "".

References

- [1] Jiang Tao. The reform of mathematics education in normal colleges and universities. *Journal of mathematics education*. 1(2000) 24-27.
- [2] Yan Feng, Liu Yanhui. Discussion on the construction and management of teaching staff in Colleges and universities. *Journal of Huizhou University (SOCIAL SCIENCE EDITION)*. 5 (2011) 99-102.
- [3] Ye Dan, Yang Guanghong, Gao Liqun. Discussion on improving the teaching level of young teachers in Colleges and Universities. *Journal of Liaoning Administration College of young teachers in Colleges and universities*. 2 (2007) 188-189.
- [4] Li Chunguang, Sun Zhaoxia. The relationship between teaching and scientific research in the process of professional development of young teachers in higher education. *Higher Education of Architecture*, 2 (2007) 141-143.
- [5] Gao Yunzhu. Double track teaching and research of young university teachers in the parallel mode. *Education in Jilin*. 08 (2012) 6.
- [6] Yang Chunhong, Zhang Shengchun. Analysis and exploration of the curriculum system of mathematics major in Normal University. *Journal of mathematical education*. 2 (2000) 7-8.
- [7] Wang Jin, Zhou Guoquan. How to deal with the relationship between scientific research and teaching in Colleges and universities. *Century Bridge*. 13 (2010) 96-97.
- [8] Shi Jie min, Sun Lanyou. Research on the problems and Countermeasures in the course construction of "situation and policy" in Colleges and University. *JOURNAL OF BEIJING INSTITUTE OF EDUCATION*, 3 (2009) 56-59.
- [9] Sun Qilong, Yu Ping. On the causes and Countermeasures of College Young Teachers' Job Burnout, *Journal of Jilin Normal University (Humanities and Social Science Edition)*. 1 (2000) 101-102.
- [10] Hong Huihuang. A brief discussion on the basic ways of local university education innovation. *Journal of Quanzhou Normal University(Social Science)*. 1 (2004) 1-6.