

Research on the Cultivation Model of Young Teachers in Vocational Colleges

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Abstract

In recent years, with the rapid development of vocational education in China, the number and quality of teaching staff in higher vocational colleges has been improved, and the number of newly introduced young teachers has increased year by year, showing a tendency that the proportion of young teachers is too large. The development of education is inseparable from the excellent teachers. The Construction of Teaching Staff is an Important Aspect of Personnel Management in Higher Vocational Colleges. Young teachers are the new force of the teaching staff, and it is of realistic significance to carry out the research on the tactics of cultivating young teachers.

Keywords

Cultivation model, Young teachers, Vocational Colleges.

1. Introduction

In the great development period of vocational education, human resources management has become the inevitable choice of personnel management in higher vocational colleges. In order to adapt to the new requirements of human resource development in higher vocational colleges, we must emancipate the mind, deepen the reform, change the concept and establish a new human resource management system, so as to truly scale the scale, structure, quality and efficiency. The development of higher vocational education can really enhance the competitiveness and promote the sustainable development of higher vocational education. The construction of teaching staff is an important aspect of the personnel management in higher vocational colleges. Young teachers are the new force of teachers, and it is of realistic significance to carry out the research on the cultivation strategy of young teachers.

2. Young teachers' ideological and moral cultivation

Teachers are the professionals who carry out the education and teaching, take the responsibility of teaching and educating people, and cultivate the builders and successors of the socialist cause. Teachers in Colleges and universities are engaged in the work of higher education in Colleges and universities. This profession has a higher social status and reputation, but also has a strict qualification and standards. The teacher occupation morality refers to the formation of teachers in the process of engaging in labor education in relatively stable moral education idea, behavior norms and moral quality of the sum, it is the regulation of teachers and teachers and others, collective and social interaction behavior criterion.

The construction of teachers' morality should be an important link in school education reform and strengthening the ideological and political work in schools, strengthen the construction of teachers' morals and morals and improve the professional ethics of teachers. Personnel departments should be combined with the reality of schools and young teachers, the development of teacher ethics, strengthen the ideological and political education of young teachers, professional ideals and professional ethics education. Through education management and the typical guide, we should actively promote young teachers to set up correct educational, talented, quality, world outlook, outlook on life and values.

3. Pre-service training of young teachers

The training of teachers in Colleges and universities is an important task for the construction of teachers in Colleges and universities. It is also an effective way to improve the strength of schools and enhance the competitiveness of colleges and universities. Colleges and universities should play the role of knowledge talents resource and comprehensive advantages, has become an important base for the cradle, knowledge innovation center and power source, technology innovation and industrialization of the cultivation of creative talents, the key is to have a team of teachers with high quality. In the whole teaching staff, the proportion of young teachers is the biggest, so it is very important to strengthen the training of young teachers in Colleges and universities to improve their professional strength. Similarly, due to the social environment, their own experience, knowledge structure and literacy and other factors, young teachers also have the inevitable shortcomings and limitations. Therefore, the training of young teachers in Colleges and universities, as soon as possible to help young teachers to master the theory and skills of teaching and education, enhance professional ethics and sense of responsibility, to master the classroom teaching methods is very necessary.

Continue to strengthen the construction of teaching staff in higher vocational colleges, guide young teachers to master the teaching methods as soon as possible, to improve the teaching ability and level, better for the teaching work, the personnel department should strengthen the training of young teachers. Through the education and teaching seminars, teaching experience seminars, teaching methods seminars, teaching observation, modern educational technology training, watching teaching videos, etc., for young teachers to provide services and support to help teachers to enter the role as soon as possible, and comprehensively improve education and teaching Level and scientific research ability, to ensure that qualified in the training and test after passing the rostrum to continuously improve the classroom effect and teaching quality.

4. Promoting the combination of production to innovating the training mode

In order to promote the integration of production, teaching and research, we should establish a management system and corresponding operation mechanism to promote the combination of production, study and research. In accordance with the requirements of school-enterprise cooperation and industry-university interaction, young teachers should be encouraged to combine teaching needs and carry out production. Technology development and scientific research activities. Support young teachers to actively declare scientific research funding projects. Personnel departments and other departments to establish teaching and scientific research management system to standardize the teaching and research of teachers, scientific research projects to declare the project approval of the acceptance and assessment incentives to fully mobilize the enthusiasm of young teachers in teaching and research work to promote young teachers in teaching and research practice continues to improve Comprehensive quality and ability.

Being a research teacher is the requirement of the society to the teacher. Although young teachers lack of teaching experience, but active thinking, full of passion, willing to learn, like thinking, easy to accept new things, these features are very favorable for research. Therefore, we improve the teaching ability of young teachers at the same time, also try to cultivate young teachers of basic literacy, carry out action research to solve practical problems in teaching as the main content is the main method, combination of teaching and scientific research, promote the teaching with scientific research, guide young teachers into fields of study. In the course of the study, the teacher participated in the concrete research work, enhanced the research consciousness, and promoted the theory accomplishment.

Cooperative innovation, must emphasize the complementary advantages of talents and practical talents. We should firmly establish the strategic position of talent is the first resource, and gradually establish and perfect the personnel training mechanism, training technical talents and applied talents around the industry chain needs to encourage universities and research institutions from the recruitment of teachers and researchers, encourage enterprises to scientific and technical personnel to universities and research institutions to further strengthen exchanges, universities and research

institutes, researchers with the enterprise technical personnel, to provide strong intellectual support and talent guarantee for cooperative innovation.

Young college teachers' teaching and scientific research of the active integration of development, conducive to the development of young teachers and taught students master the knowledge and understanding, and training is more conducive to the development of the situation related disciplines are engaged in the R & D and innovation ability training. Agricultural universities especially engaged in the study of agricultural informationization of young teachers staff should handle better fusion their teaching and research effort, and it twice a combination of research, innovation, and development, create better conditions and platform for future research and enhance the ability of study and teaching ability and improve the reserve.

5. Conclusion

With the development of the times, higher vocational colleges must start from the perspective of improving the quality of personnel training, the implementation of a comprehensive quality education, higher vocational colleges teachers, especially young teachers put forward higher requirements. Therefore, the system of Higher Vocational Colleges Teachers' comprehensive training, so as to make them in an invincible position in the future competition, cultivate useful talents for the school, to promote science and technology and social progress.

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