

Countermeasure Research on Teaching Staff Construction in Basic Education under the Background of First-class University Construction in New Period

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Keywords: New period, First-class universities, Basic education, Teaching staff construction

Abstract: Teachers are the first element of high quality education, and teaching staff construction is the key to the reform and development of basic education in China. In recent years, with the development of social economy and the deepening of educational reform in our country, especially the basic education has entered into the consolidation and improvement stage from the popularization stage, some new problems arise in teachers training and teaching staff construction in basic education, and this requires us to solve or alleviate them through the corresponding reform and policy adjustment. These problems not only restrict the teaching staff construction, but also directly affect the reform and development of basic education in China. Only by strengthening the Party's leadership, promoting the teaching staff construction in new period, continuing to deepen the reform of the teacher management system in basic education, carrying out the budget management of educational human resources, deepening the reform of teacher education model, exploring and establishing a comprehensive teacher training model adapted to the new period can we promote the basic education in China to reach a new level from the consolidation and improvement stage.

1. Strengthen the leadership of the Party and comprehensively promote teaching staff construction in new period

Opinions on Comprehensively Deepening the Reform of the Teaching Staff Construction in the New Era issued by the CPC Central Committee and the State Council is the first document issued by CPC Central Committee specially aimed at the teaching staff construction since the founding of new China. This document elevates the teaching staff construction to an unprecedented political height, which indicates that marking the teaching staff construction in China has reached strategic opportunity period.

The National Education Congress has also made a systematic deployment of the teaching staff construction in new period. In the process of promoting the education modernization and building a strong educational country, we should firmly grasp the basic work of the teaching staff construction, make the development of education reform more dynamic, and make the momentum of education modernization more powerful. At present, in particular, we should do a good job in the following aspects:

First, we should strengthen the Party's leadership and ensure that the direction of the teaching staff construction is correct. We should adhere to the leadership of the Party in all aspects and links of teachers' work, educate and guide teachers firmly establish the "four consciousness" and "four self-confidence", establish the lofty ideals of communism and the common ideal of socialism with Chinese characteristics, and effectively integrate the thoughts and actions of teachers into the decision-making and deployment of Party Central Committee and the spirit of the National Education Congress, shoulder the sacred mission of teachers in new era.

Second, highlight the first criteria, promote the construction of teachers' morality and demeanor. Teacher's morality and demeanor are the first criteria for evaluating the teachers quality. Teachers should carry out Xi Jinping's request, exert all their efforts like spring silkworm silk spinning, devote themselves like wax torch ashes, be gentle like soft breeze and drizzle, be modest like ox. In new period, we should give more prominence to the construction of teachers' morality and demeanor, focus on improving the long-term mechanism, implement the construction project of teacher's morality and demeanor, strengthen the education of teacher moral comprehensively, and

accelerate the construction of the teacher's moral training system.

Third, adapt to the development, promote the revitalization of teacher education. Teacher education is the basic work of the teaching staff construction. In new period, we should comprehensively implement *the Action Plan for the Revitalization of Teacher Education (2018-2022)*, unshakable stick to the principal work of teachers in normal university, increase support for normal universities, encourage comprehensive universities with educational foundation to organize teacher education, promote the reform of teacher training model, and constantly improve the teacher quality, continuously provide excellent teachers for the development of education. Strengthen the construction of teacher development centers and teacher trainers, establish a support service system for the development of all teachers, reform and implement the “National Training Plan”, carry out mixed training, organize high-quality training, and promote teachers learning lifelong.

Fourth, optimize efficiency, promote the teacher management reform. Optimizing management efficiency is the key to enhance the vitality of teaching staff development. In new period, we should fully implement the teacher qualification system, establish a standard system for the teaching staff construction, promote the reform of professional titles system for teachers steadily, and help teachers make progress in their profession. Promote the position exchange between principals and teachers in the county, change teachers from “school personnel” to “system personnel”, and promote the balanced allocation of teachers. Improve management systems such as employing, introducing, evaluating, motivating and restricting, attract talents to teach, and explore the competition mechanism.

Fifth, take practical action to protect the rights and interests of teachers. According to the content of Teacher Law, Compulsory Education Law and relevant documents of the Central Committee, a linkage mechanism should be established to ensure that the average salary of compulsory education teachers is not lower than that of local civil servants. We should scientifically adjust the structure of education expenditure and devote more investment to teachers, and ensure that all national policies that favor and strengthen teachers are effective. We should actively explore and establish social support system for teachers' public service, and improve the incentive mechanism for teachers. Teacher salary growth has always been restricted by the salary structure of institutions, it is difficult to make substantive adjustments or improvement according to the actual work of teachers. In order to improve the teacher salary structure and improve teacher treatment, it is urgent to cooperate closely with the educational administration department, the human and social departments and the financial departments.

Sixth, improve the status of teachers and create a culture of respecting teachers and education. In the historical period of the transformation of the social principal contradictions, people are more yearning for fair and high-quality education, and put forward new requirements for the teaching staff construction. Therefore, it is necessary to constantly strengthen the leadership of the Party, innovate the system and mechanism to deal with the factors that restrict the reform of teaching staff construction, improve the constantly improve the political, social and professional status of teachers constantly, and attract and stabilize talents to teach for a long time, even for lifelong.

2. Promote the reform of human resource management model of teachers in basic education actively

The reform of teacher personnel system in basic education relates to the vital interests of teachers, relates to the overall situation of education system reform and development, and also relates to the effectiveness and scientific nature of the whole education system. Therefore, when carrying out the reform of personnel system, it is necessary to make overall consideration, combine the characteristics of the region and related schools, grasp the work emphasis on the basis of innovative reform ideas, and work actively and steadily. In the process of reform, we should always maintain the stability of the teaching staff and enthusiasm of the work.

First, change the management mode of human resources in education from organization management to budget management gradually. On the basis of increasing support for basic

education in remote areas, control the size of basic education teachers according to the number of students and the budget in various regions.

Second, promote the appointment system of teachers actively, gradually establish a dynamic and optimized employment mechanism with incentive, competition and elimination functions. Before carrying out this activity, we must first reestablish the posts of primary school teachers in the whole city, and redefine the standards for the establishment of primary school staff.

Third, implement the teacher personnel representation, allocate teacher resources in the region rationally, promote teachers flow between schools and between urban and rural areas. This system could adopt different approaches according to different faculty members. For the unemployed faculty members approaching retirement age, we can encourage them to retire on the basis of guaranteeing their basic benefits and benefits, thus freeing up more posts to introduce a large number of young and middle-aged teachers, optimizing the age structure and knowledge structure of the teaching staff.

Fourth, introduce the mechanism of competitive employment, and effectively promote the appointment system and term system of principals in primary and secondary school, and implement the principal responsibility system. The principal plays a very important role in the teaching staff construction, If the role of principals is accurate and the concept is clear, it will directly promote the development of the teaching staff construction. Otherwise it will hinder the development of the teaching staff construction, in serious cases or even lead to the collapse of the whole teaching staff. It can be said that the principal determines the success or failure of the development of school education. With the development of the times, it is inevitable to implement the appointment system for principals. Through the principal appointment system, those who have advanced ideas, strong working ability and active responsibility will be placed in the school leadership team, and those who are not adapted to school management will be removed from the school leadership team.

Fifth, strengthen the management of high-quality teacher resources. That is, make these teachers due diligence through certain organizational methods, means and ways, optimize and integrate, play the overall effectiveness, expand the leading and radiation role of high-quality teacher, make due contributions to build high-quality education.

Sixth, we should continue to strengthen the management of appointed teachers. The number of teachers with senior post in teaching staff has increased greatly compared with that in previous years, in which young and middle-aged teachers accounted for a considerable proportion. We can excavate, analyze and model the big data of teacher resources, form the teacher resource map, establish the teacher's public service platform, dynamically supervise the teacher resources, expand the influence and radiation of high-quality teacher intellectual resources, provide precise, personalized and diversified educational services, and improve the quality of education.

3. Devote to improving the ideological and moral quality of basic education teachers

Improving of the ideological and moral quality of the teachers is a difficult task that needs to insist on for a long time, which cannot be finished in one day. In order to improve the ideological and moral quality of basic education teachers, school and teachers should cooperate with each other.

On the one hand, from the point of view of the school, we should actively intervene in improving the ideological quality of the teachers, and take practical measures to promote that of the teachers.

On the other hand, from the perspective of teachers, we should actively improve our ideological and moral quality. We should establish the concept of teaching and educating, recognize the glory and importance of the this profession, and recognize their own ideological and moral quality, which is not only related to their own work and life, but also related to the healthy growth of descendent. A teacher is like a book, and the quality of the book directly determines the direction of knowledge. Therefore, teachers should learn advanced scientific knowledge actively and strengthen their own moral cultivation constantly. At the same time, in daily education and life, teachers should guide people with lofty theory, infect people with healthy culture, attract people with their own personality charm.

4. Try to improve the professional quality of basic education teachers

First of all, guide teachers to establish scientific educational idea. The educational idea of teachers determines the height of education. At present, the education reform is deepening, new situations and new problems are emerging, and it has become an important problem that every teacher must face to cultivate educational idea. The author thinks that the cultivation of teacher education idea should pay attention to the following aspects. In curriculum reform, we should keep pace with the situation of education development, and establish a correct curriculum idea on the basis of in-depth study of the *Standards of National Basic Education Curriculum Reform*.

Secondly, improve teaching ability and basic skills of teacher. Teachers' educational idea can be embodied through specific teaching activities. Without solid basic teaching skills and ability, the implementation of educational ideas can only be vacuous, and the teaching process will have no effect. However, the basic teaching skills of teachers cannot be improved in one day. This is a long-term systematic project which requires the joint efforts of the government, schools, teachers and students.

Thirdly, break the closed single normal education system, establish a diversified teacher cultivating system centered with '4+1' or '4+2' pedagogical master degree, and promote the teaching staff construction in basic education to a new level.

Finally, promote teachers to improve their scientific research ability. Scientific research ability of teacher reflects their mastery of the latest knowledge in the subject and the field of their specialty, and reflects their theoretical quality and accomplishment. However, due to heavy teaching pressure and other various reasons, the scientific research ability of primary and secondary school teachers is not very strong in general. The phenomenon of paying attention to teaching and neglecting scientific research is still common in many primary and secondary schools, which restricts the development of education to a certain extent. Therefore, we should strengthen the scientific research capacity of teaching staff and improve their scientific research ability vigorously.

5. Strengthen training and supervision, improve the professional level of the basic education teachers

Firstly, we should strengthen the continuing education for teachers. We should promote teachers to learn lifelong, master modern education theory, change the teaching concept, update the structure of professional knowledge, and improve consciousness and ability of teachers to use modern educational technology and carry out innovative educational practice.

Secondly, we should strengthen the supervision and evaluation of the construction of teachers, suggest that the municipal government should strengthen special supervision on the basis of comprehensive supervision in education, and take the teaching staff construction as an important project.

Thirdly, we should attach importance to and enhance the cultivation of information literacy of primary and secondary teachers, through the Internet broaden the channels for teachers to provide educational services, and improve the efficiency of human resources in basic education.

Finally, the love and responsibility for education is the motive force to innovate education, and the educational practice and exploration is the main content of teachers' innovations. To cultivate innovative teachers with sense of mission and creativity, we should guide teachers to love the educational cause in the spirit of innovation and have the determination to volunteer for that, which is the internal motivation for teachers to think about education.

6. Increase the investment, improve the guarantee mechanism, and promote the sustainable development of the construction of primary school teachers

In order to promote the steady development of primary school teachers, especially to ensure the stability of teachers in remote areas, we should establish fiscal support mechanism by working along many lines. We should not only ensure that the salary of teaching staff increases steadily with

the development of economy, so that the living standards of teachers are higher than that of other occupations, but also set up a mechanism for the government to share the salaries of teachers. Salaries paid by the state should be paid by the state as a whole, while those paid by various localities should be subsidized by the municipal finance if the local government cannot solve them well, so that the salaries of teachers in remote areas can be effectively guaranteed.

Acknowledgement

Project of 2018 School-based Application in Jilin University, Project Number: 419020201290.

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