

Research on the Construction Path of High Level Teachers in Applied Undergraduate Colleges from the Perspective of Cooperative Innovation

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Keywords: Collaborative Innovation, Applied Undergraduate Colleges, High-Level Faculty, Construction Path.

Abstract: From the perspective of collaborative innovation, it has become a fundamental way to promote the healthy and sustainable development of colleges and universities. As we all know, the applied undergraduate college is the base camp for cultivating the applied high-quality talents, and it is an important representative of the education standard of our country's colleges and universities, so the establishment of the high-level teaching staff will provide a powerful help for the cultivation of talents and the development of education in our country. At present, many university teaching and research staff are exploring the ways and means to build a high-level teaching staff, and have achieved a lot of research results. According to these research results, this paper will make the following analysis, hoping to provide practical teaching plan for the development of applied undergraduate colleges.

1. Introduction

From the perspective of collaborative innovation, the establishment of a high level of teachers in applied undergraduate colleges is of great significance in optimizing the teaching mode and establishing higher educational objectives. Based on the requirements of the new curriculum concept, optimizing the construction path of teachers is an important way to promote the development of applied undergraduate colleges and universities. It is the fundamental guiding principle for teachers to build a high level of teachers in applied undergraduate colleges to further enhance their teaching strength and obtain a better environment for career development. Below, the author will carry on the detailed analysis argumentation to this.

2. A New Era Interpretation of Collaborative Innovation Perspective

2.1. Teachers Help Each Other and Learn From Each Other

Teachers are both competitors and collaborators. From the perspective of college students' development, teachers should be more inclined to help each other rather than compete with each other, and more inclined to learn from each other rather than compare with each other. From the perspective of collaborative innovation, every university teacher should realize the principle of "win-win cooperation", help each other, learn from each other and achieve win-win results.

2.2. Close Cooperation Among Teachers in the Completion of Teaching Tasks

Some teaching tasks need the cooperation of many teachers to complete, and the purpose of building a high level of teaching staff lies in this. Therefore, from the perspective of collaborative innovation, every university teacher needs to take the mentality of "education as a person", put aside the success or failure of the individual in front of the urgent teaching task, and cooperate with other teachers to complete the teaching task with a positive attitude.

2.3. Taking Innovation as the Fundamental Goal and Improving the Teaching Level

Modern education needs innovation as well as innovation. As a university teacher, he is responsible for conveying practical and high-quality talents to the country and society. Therefore, every college teacher should always keep a clear mind, find more shortcomings, find more reasons, adhere to innovation-based, constantly improve their own teaching ability.

2.4. To Overcome Difficulties and Open Up a New Situation in University Education

At present, there are still many problems in college education in our country, and collaborative innovation is to let all the university teachers work together to study and discuss new ways to solve the problem. Although the process is very complex and difficult, but as long as the hearts of all people go to one place, it will be able to overcome difficulties and make college education a new look.

3. The Construction of High-Level Teachers in Applied Undergraduate Colleges

3.1. Selection of New Teachers

Most of the new teachers do not have rich teaching experience, but the theoretical learning level is higher. When selecting new teachers, the school will also take these factors into account. First of all, due to the influence of the number of years, the excellent teachers can not be sharp, and can not achieve educational achievements in a short time, but also can not affect them to become a good teacher. Secondly, influenced by seniority, many excellent new teachers often become the foil of old teachers, which will make them have bad psychological reaction and even affect the teaching confidence, which should be paid special attention to by the school.



Figure 1 New teachers

3.2. Continuing Teaching for Old Teachers

First of all, although the old teachers are rich in experience, but after all, with the gradual increase of age, energy is more and more inadequate, it is difficult to support the high-intensity work, some old teachers have retired to the second line, let alone give advice for the construction of teachers. Secondly, some old teachers are old-fashioned, and it is difficult to run in with new teachers, which will also affect the construction of teachers.

3.3. Construction Of The Upper Level

First of all, the imperfect teacher management system will lead to the loss of some high-quality education resources, which will lead to the construction of teachers is not smooth. Secondly, the situation of the upper leadership to deviate from the achievements and ignore the construction of teachers still exists, which will also seriously affect the construction process of teachers.

3.4. Implementation of the Lower Level

First of all, the number of teachers in colleges and universities in our country is small, facing the

increasing number of college students, the space of resource allocation is becoming smaller and smaller, and it is more and more difficult to set up a high level teaching staff. Secondly, the unreasonable allocation of teaching resources and the lack of cooperation between teachers are also the main reasons for the poor construction of teachers.

4. The Construction Path of High-Level Teachers in Applied Undergraduate Colleges From the Perspective of Collaborative Innovation

4.1. Building a High-Level Teaching Staff Based on Collaborative Innovation

After all, the new teachers are not as experienced as the old teachers, so the guidance of the old education is very necessary. From the perspective of collaborative innovation, we should adhere to the concept of "coordinated development", and we must implement the system of "old and new" so as to ensure the coordinated progress among teachers. At the same time, the "old belt new" system is not only for the old teachers to bring new teachers to progress, but also for the new teachers to help the old teachers change their teaching ideas with their own advanced teaching theory.

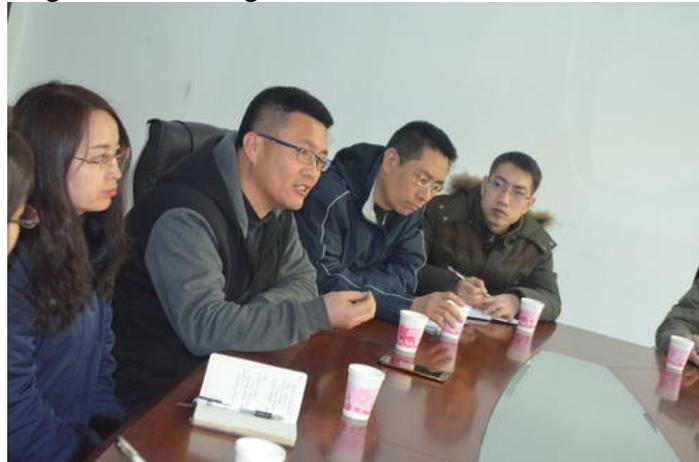


Figure 2 Concerted progress of teachers

Innovation is the driving force of the development of things, in the field of education, the implementation of "education" innovation concept can create an innovative atmosphere, can be based on the perspective of collaborative innovation to achieve the continuous improvement of teachers' teaching level. Therefore, the school should do a good job of early guidance and organization, strengthen the propaganda of the concept of "educational innovation", and strive to let all teachers participate in the work of educational innovation.

4.2. Solving the Respective Problems of New and Old Teachers

Most of the new teachers in the mind and quality, when the first arrival of serious and diligent, but still do not rule out a small number of new teachers are impetuous, think that they are very fierce, eager to make achievements. In this regard, these new teachers need to examine themselves in an "objective and fair" attitude, to understand the education industry in depth with a modest and prudent attitude, to change the impetuous mentality, and to do their own work in a down-to-earth manner.

Old teachers are better than experience and experience, which can lead new teachers to quickly familiarize themselves with the rules of the education industry and gain a firm foothold, but some old teachers themselves are very academic, and their thinking is rigid, and they often stand high when communicating with new teachers, which will affect the teaching mentality of new teachers. For this, old teachers also need to seriously reflect on their own shortcomings, to give new teachers more opportunities to express their views, but also to learn to change thinking, good at listening to the views of the younger generation.

4.3. The Top Leaders Should Attach Great Importance To It

It is entirely impossible to build a high-level faculty without substantial financial support. Therefore, the top leaders of colleges and universities should increase their financial support in the way of "increasing revenue and cutting expenditure ". First is open source, the school and the social enterprise can reach the cooperation, obtains the market benefit, enhances the economic benefit, the second is to cut the expenditure, the school must do the good use and the distribution work, as far as possible for the teacher troop construction investment.

In addition to financial support, technical guidance is also very necessary. The top leaders of colleges and universities should invite higher-level teachers to visit and communicate with each other according to the situation of school teachers, and invite some famous educational scholars from home and abroad to guide the school. In short, the school should extensively mobilize social resources to protect the construction of the school's teaching staff.

4.4. Lower-Level Cadres Should Make A Difference

At present, there are not many recruitment channels in colleges and universities in China, and there are many standards, which is objectively reasonable, but with the increasing number of college students, many colleges and universities add more fresh blood to support the work of education and teaching. Therefore, the head of the construction of teachers should appropriately broaden the recruitment channels, and strive to attract more professional talent. Of course, expanding recruitment channels does not mean lower recruitment standards, for college teachers recruitment, high standards, strict requirements are still very necessary.

The essence of "collaborative innovation" is win-win cooperation, innovation and development, so all teachers in school should stand in the new height of school development to view their work, in line with the "whole school one game of chess" mentality to actively obey the organizational arrangements, so as to help the construction of high-level teachers in colleges and universities to advance steadily.



Figure 3 Optimizing the allocation of teaching resources

5. Conclusion

To sum up, the establishment of a high level of teachers is an important measure for the reform of applied undergraduate colleges under the guidance of the new curriculum concept. The teaching and research personnel of colleges and universities should make clear the important value and significance of setting up a high level teaching staff, and adopt scientific teaching idea and diversified teaching methods to actively optimize the construction path of teaching staff. Although the above analysis and argumentation is only the author's personal suggestion, but still hope to provide effective teaching help for the university teaching and research staff. Under the new curriculum standard ,(grade subject) is still the basic subject of quality education, I hope that the teaching and research staff of colleges and universities can give full play to their own intelligence,

and continue to explore a better way to build teachers in the attitude of being responsible for schools, students and teachers.

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