

The development and training mechanism of young teachers in vocational colleges and universities

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Abstract: The current vocational college young teachers teaching ability and teaching level training is insufficient, practical ability is not strong, professional pressure and other problems are becoming increasingly prominent, this paper combined with the UAV professional new young teachers development as an example, with the teaching concept of integration of production and education, the growth and training of young teachers are discussed, so as to better UAV professional personnel training.

Key words: vocational undergraduate; The growth of young teachers; Training of teaching ability

Foreword

In 2019, our University became one of the first batch of vocational undergraduate pilot colleges, upgrading from the junior college level to the undergraduate level. With the continuous expansion of undergraduate enrollment and school enrollment scale, the requirements for teachers are getting higher and higher. At present, young teachers, as the backbone of the school's development, show strong advantages in knowledge structure, professional ability and speed of accepting new things. However, most of them did not graduate from normal colleges and lack teaching experience. Therefore, how to help the development of young teachers is crucial to the improvement of education and teaching quality.

I. The current situation of young teachers in vocational colleges and universities.

1. Insufficient training of teaching ability and teaching level

(1) Young teachers lack of professional teaching ability, teaching level and teaching experience

Through the investigation of brother colleges and universities and the combination of our school UAV

The analysis of the actual situation of newly entered young teachers shows that most young teachers graduated from non-normal majors and set foot on teaching posts directly after graduation. Although they have rich professional knowledge and cutting-edge disciplinary perspectives, they lack teaching practice experience and skills, lack systematic teaching methods and skills, and cannot accurately grasp teaching objectives. They rely more on multimedia scripted teaching, lack of interaction with students, and can not achieve the teaching effect of "preaching, teaching and solving doubts".

(2) The lack of modern education technology, teaching content can not be combined with the real time hot spots of the major, new technology and so on.

Nowadays, in the era of network popularization and information explosion, college students are sensitive to and deeply concerned about social hot issues related to their major. Uav related majors are emerging majors. If professional teachers have low teaching level, insufficient knowledge reserve or updating ability, they will not be able to combine social hot topics with courses, give lectures according to the text, and lack practical cases. It is difficult to attract students' attention and can not guarantee the teaching effect.

2. The training system is not perfect, and the training consciousness is weak.

Vocational colleges attach great importance to the introduction of talents, but the teaching and research tasks are heavy, and the emphasis on teacher training is not enough. The theoretical training of some network topics for young teachers often lacks practical skills training, and the form is more than the effectiveness, which can not fully meet the needs of vocational undergraduate education talent training.

With the development of Internet, Internet of Things, 5G technology and digital strategy of information technology, a new round of science and technology and industrial revolution continue to penetrate into higher education, all of which put forward new requirements for continuous training of college teachers.

3. School-enterprise cooperation stops at the surface, and the practical experience of young teachers cannot be guaranteed

At present, most of the teachers teaching UAV related courses in our school come from communication, electronics, etc., and the teachers have not participated in the project research in the field of UAV. At present, the assessment of the double-qualified teachers in this major is to pass the theoretical questions obtained through the AOPA certificate, and the teachers have certificates but can't operate UAV or make route planning.

4. Young teachers in vocational colleges and universities are facing great occupational pressure

Vocational schools have many requirements and high indicators, which are similar to the teaching effect and scientific research of young teachers, and can not stand in the perspective of teachers.

(1) At present, most vocational colleges obtain remuneration according to performance, eliminate the last place, and compete for jobs, etc. Although they mobilize the enthusiasm and initiative of young teachers, they also bring great pressure on teachers. Young teachers, in

particular, not only have to undertake heavy teaching work, but also play a core role in education and teaching activities.

(2) Young teachers have not been working for a long time, lack of work experience, weak academic research foundation, and it is difficult to declare projects and publish papers. Scientific research achievements play an important role in the evaluation of teachers' professional titles. One of the mandatory conditions for young teachers to evaluate professional titles is that they must have at least one year of student management in class. Therefore, young teachers should not only teach, but also take into account some class management work, which makes teachers' work load very heavy and stressful.

(3) The pressure of preparing lessons is great

Uav major is a new major, with few online resources, high teaching tasks in vocational colleges, and serious shortage of professional teachers, young teachers can only complete the teaching workload by teaching several courses with a small number of hours, resulting in a major reduction in teaching effect.

2. Ways to improve the teaching ability and teaching level of young teachers in vocational colleges and universities

In addition to theoretical teaching and experimental guidance, professional course teachers in vocational colleges are required to have strong practical ability. The teaching lays more emphasis on the cultivation of students' practical skills and practical working ability.

1. Young teachers should strive to improve their teaching ability and academic level

As young teachers have not long entered the teaching position and have little teaching experience, it is particularly important for them to prepare good lessons. Lesson preparation involves the preparation of teaching materials, teaching methods, teaching process (details), learning situation analysis, how students learn, how teachers teach and so on. For example, when teaching drone-related courses, young teachers can use the "science and education" module in the App of Learning Power, drone World, China Satellite Navigation Annual Conference and other wechat signals to "recharge" themselves.

Teaching competition. The effective way to improve the professional level and teaching ability of young teachers is to participate in the teaching competition. Young teachers can learn from other excellent teachers and listen to the accurate comments and guidance suggestions from experts, professors, famous teachers and other judges. Teaching competition is not only a place for young teachers to show their expertise, but also a platform for them to exchange and learn from each other, so as to achieve the purpose of promoting teaching through competition.

Classroom practice. Through the one-to-one or one-to-many "pass, help and lead" role of excellent teachers, help young teachers to enter the classroom, observe on the spot, listen to each other and comment on each other, which is conducive to the practical improvement of young teachers' teaching ability. This year, I am responsible for the one-to-one guidance to the new teachers in the teaching and research department. Guided by the course "UAV Remote Sensing Surveying and Mapping Technology", I give guidance from teaching plan writing, curriculum standards, courseware making, cutting-edge technology, curriculum ideology and politics, etc., aiming at cultivating the teaching ability of young teachers and promoting their rapid growth.

Learn how to reflect on teaching. Teaching reflection means that teachers constantly explore and solve various problems existing in their own teaching, which is to review, reflect, explore and detect the problems and puzzles in the teaching process. Teaching reflection can not only accelerate the professional growth of teachers, but also improve the effectiveness of classroom teaching, enhance the moral sense and responsibility of young teachers, urge young teachers to learn to teach and realize their own teaching evaluation.

2. Establish a sound continuous training mechanism for teachers

In recent years, a large number of young teachers have added to our team, although their academic qualifications have generally improved, most of the young teachers are still as soon as possible to break through, make their career as soon as possible, vocational colleges for the training and guidance of young teachers, and by no means recruit people, the task is OK. In the early stage of young teachers' entry, a series of pre-job training should be carried out to make young teachers have goals in mind, direction in efforts and motivation for promotion.

Pre-job training enables young teachers to define their role positioning, deepen their professional identity and sense of responsibility and mission, and enhance their enthusiasm and enthusiasm for education work. This year, our school has arranged 4 modules for the training of new teachers. They are "How to be a qualified teacher", "How to teach a lesson well", "how to carry out scientific research work", "how to guide the competition" and so on. The teachers who won the first prize in the ideological and political competition of the course and the teachers who won prizes in various skills competitions were invited to impart practical teaching skills and some precautions to the young teachers with their own teaching cases.

3. Give full play to existing advantages, strengthen foreign exchanges and school-enterprise cooperation, and train young teachers' practical teaching ability

Most professional teachers in vocational colleges do not lack in academic qualifications and professional theoretical knowledge, but they are weak in production and practical ability. The core technology of popular industries is often in the hands of the industry and enterprise leaders, and the enterprise technology is updated quickly, so young teachers are organized to carry out temporary training in enterprises, and further deepen the application of professional knowledge in view of various practical problems. Young teachers go to the front line of the industry and enterprises to grasp the forefront of the development of the industry, strengthen practical skills and improve practical teaching ability.

As practitioners and researchers of education, young teachers can get in touch with the forefront of technology by participating in the scientific research projects of enterprises, and feed teaching with scientific research. The teacher of UAV application technology should lead the students to assemble, debug and test the UAV on the spot when teaching the UAV assembly and commissioning course, and can lead the students to carry out power inspection, agriculture and forestry plant protection and so on in combination with the actual project.

4. How do young teachers decompress

Young teachers are a “special” professional group, young and energetic, seems to be a little lonely, but the teaching profession and require them to face the students, face the day after day teaching work calm down. “Well no pressure no oil, people no pressure flighty”. School leaders should regularly go to the front line of teaching, listen to the public lessons of young teachers, have in-depth heart-to-heart talks with young teachers, understand the inner thoughts of young teachers, and put forward problems and puzzles encountered in the work of young teachers as well as the understanding of the teacher industry to solve the problems and difficulties, I believe that under the guidance and care of leaders at all levels, young teachers will grow rapidly and bloom out of their own brilliance.

Young teachers should also cultivate their interest and passion for work, life is a process of accumulating essence, the future you will be grateful for their efforts now, including preparing lessons, classes, projects, public classes, writing papers, participating in competitions and so on.

Concluding Remarks

At present, among the ranks of young teachers, there are indeed some teachers who have been “lying flat”. Their investment in teaching is seriously insufficient, or they are too self-interested or even selfish. They do not do anything beneficial and do not participate in college activities. However, the vast majority of young teachers are still positive and have gradually become the backbone of various vocational colleges.

When young teachers first enter the workplace, they are faced with many pressures in the process of growth, such as the improvement of teaching level, teaching ability, scientific research ability, assessment, professional title promotion and life. The training of young teachers should not only teach more, give more tasks, but also be tolerant, and must not rush to achieve, but also encourage the development of young teachers.

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