

Policy Analysis on Comprehensively Deepening the Construction of Teachers in the New Era

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Abstract:

In the process of the development of times, our education has advanced with the era, constantly optimizing and reforming. As the organizers of teaching activities, teachers' ability and accomplishment are of great significance to the improvement of education quality. Therefore, against the background of education, how to strengthen the effect of teacher construction in the new era has become an important topic for the quality development of the education industry. Based on this, based on the strategic significance of comprehensively deepening the construction of teachers in the new era, this paper proposes corresponding optimization policies to provide a reference for future research.

Keywords:

New era
Construction of teachers
Capability optimization

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1. Introduction

In the new development period, to promote socialist construction, under the background, the environment of education is also constantly improving. At this time, to better meet the development needs of the new era, education effectiveness should be continuously strengthened, and teachers, as an important part of the development of the education industry, should be built based on the new era, new forms, new requirements, etc., to promote them to meet the needs of the development of education in the new era and lay the foundation for the improvement of the quality of education work.

2. The strategic significance of comprehensively deepening the construction of teachers in the new era

Education is a hundred-year strategy for national development. As the basis for the implementation of education plans, teachers shoulder the historical task of disseminating knowledge, ideas and truth, and shoulder the responsibility of shaping souls, lives and people in the development of the era. As the primary resource for the development of education, teachers are the key to national prosperity, national revitalization and people's happiness^[1]. In the face of the new era, new journey, and new mission, the teacher team has not been comprehensively constructed, so it does not match the

needs. There are problems that some regions do not attach importance to the importance of education, do not have enough teachers, pay attention to the hardware and ignore the software in the process of education development, pay attention to the extension and ignore the internal situation. Therefore, in the process of the development of the new era, it is of great significance to strengthen the support for the construction of teachers, improve the problem of weak regional teachers, and enhance the effect of education and teaching support.

3. The policy of comprehensively deepening the construction of teachers in the new era

3.1. Comprehensively improve the ideological and political quality of teachers

In the whole process of teacher team construction and training to better promote the implementation of the theory and practice strategy of socialism with Chinese characteristics, so that it can be combined with education to guide the teachers to establish a scientific view of history, nationality and nationality, ideological and political construction should be carried out in the process of teacher team construction, and teachers' action effectiveness should be strengthened by ideology. In the concrete development, they will always adhere to the socialist road with socialism with Chinese characteristics as the core, improve the standardization and effectiveness of education according to the corresponding educational theories and systems, and make teachers have strong cultural self-confidence, correctly understand traditional cultural knowledge, grasp its deep meaning, and improve their ability to judge, choose and shape values. Set an example in practice^[2].

Secondly, in the process of the construction of the educational team, teachers should be encouraged to have a sufficient understanding of the glorious history of Chinese education, so that they can work based on the essence of education, and then take root in teaching practice, and do a better job in teaching. At the same time, it is necessary to vigorously develop the education of excellent Chinese culture, revolutionary culture and advanced socialist culture, vigorously publicize patriotic education, and train teachers to love the motherland

and serve the country's spirit, so as to cultivate patriotic feelings. In addition, in the process of construction, the current situation of moral education in schools should be analyzed, based on the development needs of the new era, new requirements for moral education work should be put forward, and corresponding countermeasures should be formulated.

Finally, in the process of constructing teachers, we should strengthen the understanding and training of the party, national and social conditions, pay attention to public opinion, and improve the pertinence and effectiveness of ideological work. At this time, we should give full play to the advantages of the school's education management, strengthen the education management of teachers and students, and carry out targeted ideological and political work according to the characteristics of young teachers, to improve the sense of responsibility and mission of young teachers in teaching.

3.2. Vigorously strengthen the construction of teachers' ethics and ethics

We must build teachers' ethics into the primary standard to measure teachers' quality. First of all, we should vigorously advocate the lofty ethics of teachers, so that all teachers can "establish themselves by virtue, learn by virtue, and teach by virtue", and in moral education, achieve the unity of teaching and educating people, the unity of word and example, the unity of inquiring and caring for society, and at the same time combine academic freedom and academic standards. So that they can be a guide to cultivate personality, learn knowledge, innovate thinking, and serve the country^[3].

Secondly, the long-term mechanism of teachers' moral education should be established to make the construction of teachers' ethics a long-term task. It is necessary to reform the construction of teachers' ethics, increase the intensity of the construction of teachers' ethics, strengthen the emphasis on the construction of teachers' ethics, and integrate the construction of teachers' ethics into the vocational training. It is necessary to perfect the system of new teachers' induction oath, Teachers' Day oath, and retirement, and strive to make teachers become "four" good teachers.

Thirdly, in terms of the professional ethics of teachers in universities, primary schools and kindergartens

in the new era, we should strengthen the investigation of teachers' ethics, improve teachers' moral standards, draw the bottom line of teachers' ethics, implement the teacher ethics commitment system and the negative list system of teacher ethics assessment, improve the management system of teacher ethics files, and incorporate the dual assessment of teacher ethics and work performance into the teachers' ranks. And integrate it into the teacher team, in the annual assessment, excellent award, professional title promotion, job competition, employment and other matters, strictly implement the "one vote veto" system.

Moreover, it is necessary to strengthen the supervision of teachers' ethics, improve the supervision system of teachers' ethics, and broaden the channels of teachers' moral supervision. For areas and schools with serious problems in teacher ethics, establish and improve the teachers' moral evaluation system, strengthen the education management of teachers, establish teachers' credit records, and improve the mechanism of good faith commitment and dishonesty, to reduce the occurrence of academic misconduct. It is necessary to vigorously publicize the lofty teachers' ethics, dig deeply into the typical teachers' ethics, select and praise the models of teachers' ethics following the relevant regulations of the state, province and city, and show them widely, so as to establish an excellent teacher image in the whole society, to generate a strong positive energy.

3.3. Improve the current school teacher development system

Improving the quality of teachers themselves is conducive to promoting the development of education. Under the current circumstances, to cultivate excellent talents conducive to this development, it is necessary to strengthen the training of teachers. Only with the enhancement of teachers' professional ability and the improvement of teaching level can they better provide students with rich knowledge^[4]. In the past development process, because the school itself was limited by traditional teaching ideas and limited teaching resources, many teachers lacked opportunities for their development. In this regard, all aspects should strengthen attention to this aspect, and take appropriate methods to guide, so that teachers can clearly understand their responsibilities and the direction of development, to promote the construction

and development of teachers. For example, some regions have graded teachers according to the actual situation of teacher development, providing a clear direction for their promotion. Relevant units can also build a working platform for the training of project leaders and subject leaders, laying a foundation for the optimization and construction of teachers.

3.4. Attach importance to vocational training before teachers' work

The pre-training of vocational education plays an important role in improving the quality of construction of teachers. At this time, prior training can be carried out from the following aspects: First, the teaching content and teaching mode of teachers' professional teaching should be reformed. Each university should cooperate well with enterprises and society, and create scientific research projects suitable to them according to its specific conditions, so as to create better time opportunities and space for teachers and help them improve their practical ability^[5]. At the same time, the evaluation of students should be further carried out in teaching to enhance the comprehensive quality of students. In the school learning stage, we should pay attention to the ability of teachers to train, so that they can combine theory and practice. Second, we should improve the admission standards of the teaching profession. For example, the relevant units can arrange teachers to participate in ability training before teachers take up their posts, improve their teaching level and teaching plan design level, and then, according to the results of training, competitions can be held, and talents with excellent results can be admitted.

3.5. Improve the overall work level of teachers

At present, the teacher resources in some rural areas are relatively tight, and the problem has not been effectively solved for a long time. To effectively solve the problem of the lack of educational resources and teachers in the new era, the relevant departments should take appropriate measures in time to optimize the rural education problem, to lay the foundation for the smooth progress of teaching work. At this time, the relevant departments can use the method of segmented processing to optimize education. First, in the process of teacher recruitment and teacher resource allocation, to improve the actual efficiency

and rationality of allocation, the relevant part should differentiate the standards of leveling teachers to provide a basic guarantee for improving the comprehensive quality of teachers. Second, the admission standards for teachers should be strictly enforced, and the channels for teacher admission should be broadened, so that more high-ability and high-quality personnel can have the opportunity to enter the education sector. At this time, due to the relatively strict admission standards, it can effectively restrict personnel with insufficient ability and low comprehensive literacy from entering the education industry. However, broadening the channels can bring capable personnel from different industries into the education system, inject fresh blood into the education industry, and make the overall education and teaching activities more effective, so as to solve the problem of a shortage of teacher resources. Fourth, we should create employment conditions for non-established teachers, and implement joint teaching of multiple

colleges and universities in some areas where there is a shortage of teachers. To stimulate the enthusiasm of this group, the performance work should be linked with the assessment work. In addition, to better realize the sharing of educational resources, teachers can also carry out exchanges in different regions, to “drive small with large,” and then effectively improve the comprehensive quality of teachers.

4. Conclusion

All in all, the construction and optimization of the teacher team in the new era should be designed in the full scope of education and teaching work, and different policies and education and teaching requirements should be integrated to promote the continuous improvement of teachers' personal quality and ability, and lay the foundation for the smooth progress of the reform of the teacher team to improve the quality of education work.

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