

Exploration of the Teacher Team Construction of Civics and Political Science Courses in Colleges and Universities in the New Era

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Abstract: Teachers of Civics and Political Science in colleges and universities shoulder the noble mission of establishing virtue and cultivating the soul. Today's China, to promote the great rejuvenation of the Chinese nation with Chinese-style modernisation, and to start a new journey, to improve the standing of teachers of Civics and Political Science courses in colleges and universities, it is necessary to make clear the mission of the times to train socialist builders and successors. Civic and political science teacher team is the main force to train builders and successors in colleges and universities, college and university teachers of civic and political science should be firm in their beliefs, improve the realm, adhere to the correct position and viewpoints to solve the problems of China, adhere to the "six" to enhance the quality, strengthen the teacher's moral and ethical style, and consciously do to learn for the example of the people. Combined with the characteristics of the new era, in-depth analysis of the difficulties and bottlenecks that exist in the construction of teachers of college civics and political science, accurately grasp the focus and breakthrough point of the construction of teachers of civics and political science in colleges and universities, with the standard requirements of the "four" good teachers, guided by Marxist theory, standing in the innovative perspective of establishing morality and shaping the future of mankind, highlighting the main features of the team construction, and doing a convincing job. The main features of the team building are to be convincing experts in ideological and political education.

Keywords: new era, colleges and universities, ideological and political education, team building

1. Introduction

The party and the country has always attached importance to the construction of teachers of civic and political courses, since the 18th party congress, the party central committee with President of the Republic as the core is to put the teachers of civic and political courses in a prominent position, published a series of speeches, and made a series of strategic planning. The report even proposed to comprehensively promote the great rejuvenation of the Chinese nation with Chinese-style modernisation, and proposed that the whole party should focus on the work of the youth as a strategic work. This puts forward new requirements for colleges and universities that undertake to cultivate the youth of the era, and therefore requires colleges and universities to continuously strengthen the construction of teachers of Civics and Political Science and to continuously improve the level of Civics and Political Science teachers.

2. The main content of the construction of the teacher team of the Civics and Political Science course in colleges and universities in the new era

The Party and the State have always attached importance to the construction of ideological and political education teams in colleges and universities, and Comrade Deng Xiaoping once proposed that "both the ideological and political work and the ideological and political work team must be greatly strengthened and never weakened." [1] Since the 18th Party Congress, The state attaches great importance to the construction of ideological and political course teachers in colleges and universities, which shows that the construction of a strong teachers' team of the ideological and political courses has always been a major goal of our Party.

2.1 Relevant policies and regulations are being improved and the structure of the team is being optimised

At the beginning of the founding of New China, Relevant agencies have issued their policies which made clear requirements for teachers of ideological and political theory courses in terms of their professional requirements, training, treatment and management system, etc. In September 1952, the government mass organisations who have high levels of political theory to be selected as teachers. In April 1958, the Ministry of Education issued "Some Opinions on the Work of Political Education in Higher Schools," in which it asked for ways to replenish, cultivate, and improve teachers of political courses, which clearly stated that party comrades in schools, school deans, party secretaries, and party committee members, must take on the teaching of political courses, which supplemented the number of teachers of ideological and political courses to a certain extent, and improved their quality. In July 1961, the "Several Opinions of the Ministry of Education on the Arrangement of common Political Theory courses in Institutions of Higher Learning in the first semester of the 1961-1962 academic year" called for the training of teachers of political theory courses, who had not been systematically trained. Teachers of the courses were to be trained, and those who had not gone through a systematic study of the basic theories of Marxism-Leninism were planned to be trained in turn within two years by means of short-term concentration and single-subject solo advancement. In July 1980, the Ministry of Education issued a circular on "Trial Measures for Improving and Strengthening the Marxism-Leninism Courses in Higher Education Institutions," in which the business titles of the teachers of Marxism-Leninism were clearly stipulated as professors, associate professors, lecturers and assistant professors. In October 1995, the Ministry of Education issued the Opinions on the Reform of the Teaching of Marxist Theory and Ideology and Virtue Courses in Colleges and Universities, which called for the improvement of the work and life of teachers of the two courses. In December 1999, the Circular of the Ministry of Education and the State Council Committee on the Launching of On-the-job Master's Degree Programmes for Teachers in Colleges and Universities approved 15 colleges and universities to serve as training units, enabling many on-the-job teachers in the two courses to obtain master's degrees. In April 2007, the "Opinions of the Ministry of Education on the backbone teachers of ideological and political theory courses in colleges and universities" called for the training of backbone teachers of ideological and political theory courses in colleges and universities to be carried out by batches in five years or so, and for the training to become a regular system. In 2013, the General Office of the Ministry of Education issued a notice on the establishment of the first batch of social practice training bases for teachers of ideological and political theory courses in colleges and universities across the country, requesting that each unit carry out its own distinctive social practice routes in a content-rich, diversified, and thematic way. In 2018, the Ministry of Education issued a notice on the "Basic Requirements for Teaching Ideological and Political Theory Courses in Colleges and Universities in the New Era," which called for prominent synergistic promotion, and constantly improve all guarantees for the construction of the teaching force. The notice of the Ministry of Education on the issuance of the Planning for the Cultivation of Teacher Teams for Ideological and Political Theory Courses in Ordinary Colleges and Universities (2019-2023) further increases the strength of excellent teachers, and builds a team of teachers who are mainly full-time, full-time and part-time, and are sufficient in number and of good quality. From the relevant policies issued by the state and the Ministry of Education as well as the documents issued, the ideological and political education team of colleges and universities has been continuously enriched and expanded, and the team structure has been greatly optimised, especially after professional training and a series of systematic guarantees, many colleges and universities have focused on selecting people with high comprehensive quality and scientific research ability to fill the ideological and political education team, and the age structure of the teaching team, the proportion of party members, the titles of the teaching staff, and disciplinary backgrounds have all been greatly improved. and disciplinary background have all been greatly improved.

2.2 Endeavouring to become a good teacher with the "four virtues" to the satisfaction of the Party and the people

Education is the foundation of a hundred-year plan. National leaders standing on the height of the development of the Party and the country, has expressed his earnest expectation in his reply to the teacher trainees of the "Excellent Teacher Programme" of Beijing Normal University: He hopes that you will continue to uphold the school motto of "Learning to be a teacher, behaving as a model for the whole world", and that you will treasure your time, study hard, sharpen your qualities, and develop your skills in teaching and clarifying the truth. I hope that you will continue to uphold the school motto

of "Learning to be a teacher and behaving as a model for the world", cherish your time, study hard, sharpen your qualities, grow your skills in teaching and solving problems, and after graduation, go to the places where the motherland and the people need you, and endeavour to become a good teacher of the Four Haves to the satisfaction of the Party and the people, and to contribute to the cultivation of the socialist builders and successors who are all-rounded in morality, intelligence, physical fitness, aesthetics and physical training.[2] Civic and political science teachers in colleges and universities are the backbone of the college and university faculty, undertaking the ideological and political theory course of the whole school, and the Civic and political science course is the key course for the implementation of the establishment of morality and education of the people, and plays the role of a leader on the road of college students to grow up and become a success. Therefore, only through a deep understanding of the contemporary meaning of the "four" good teachers, teachers of ideological and political courses in colleges and universities can better develop into the "four" good teachers.

Firstly, ideal belief is the spiritual "calcium" of the teachers of ideological and political courses in colleges and universities. General Secretary President of the Republic said in his speech on 17 November 2012, the first study of the 18th Central Political Bureau: "Ideal beliefs is the spirit of the Chinese Communist Party 'calcium', no ideal beliefs, ideal beliefs are not firm, the spirit of the lack of 'calcium', will get 'cartilage disease'. ', will get 'cartilage disease'." [3]As a teacher of ideological and political education in colleges and universities, if there is no ideal belief or if the ideal belief is not firm, it will not be possible to become a qualified ideological and political educator, let alone to talk about setting a good example of establishing moral and humanistic values. As a member of the ideological and political education team in colleges and universities, "preaching" is the first, therefore, the team of teachers of ideological and political courses in colleges and universities must establish ideal beliefs, people who know the theory can talk about the theory, and people who have faith can talk about the faith, and we should strengthen our knowledge of the classics in the process of "reading the classics, learning the original text, and realising the principles". In the process of "reading the classics, learning the original text, and understanding the principles", they should strengthen their mastery of the scientific principles of Marxism, constantly improve their theoretical literacy, and strengthen their own skills, and they should grasp the needs of the times, and tell a good "Chinese story" and spread a good "Chinese voice" for students. "On 18 March 2019, General Secretary President of the Republic emphasised at a symposium on ideological and political theory courses in schools that ideological and political theory courses are the key courses in the fundamental task of establishing morality and educating people. Therefore, teachers of ideological and political theory courses in colleges and universities should set a good example of "casting souls" while "preaching".

Secondly, moral sentiments, is the bottom of the behavioural demonstration of teachers of ideological and political theory courses in colleges and universities. Ideological and political theory course is the key course to implement the fundamental task of establishing moral education in colleges and universities, and the key is the teachers of ideological and political theory course. Qualified teachers of ideological and political theory courses in colleges and universities are first of all morally qualified. As a teacher of ideological and political theory course in colleges and universities is more like a mirror of students, in order to bring a good road to the socialist successor, you need to have noble moral sentiments, and more importantly, you need to let the noble moral sentiments become the bottom of your own behaviour of the world model. The son said: "his body is correct, not order and do", the new era of college students not only listen to their words, but also to observe their behaviour. Civics teachers in colleges and universities only to moral standing, set an example, students can take the teacher as the realm. The personality power and charisma of the teachers of the Civics and Political Science class in colleges and universities is an important condition for successful education. "Teachers also, teach with things and metaphorical virtues", the teacher's influence on students can not be separated from the teacher's knowledge and ability, but also can not be separated from the teacher's values for people in the world, in the country, in the people, in the public and private values held. If the teachers of the ideology and politics course of a college or university have problems in the aspects of right and wrong, straight and narrow, good and evil, righteousness and profit, gain and loss, how can they take up the responsibility of establishing morality and educating people? Therefore, teachers of ideology and politics in colleges and universities must take the lead, set an example, guide and help college students to grasp the direction of life, especially to guide and help the new generation of college students to fasten the first button of life. They should constantly improve their moral cultivation, enhance their personality quality, and impart correct moral values to students, take the lead in promoting socialist morality and traditional Chinese virtues, and influence and motivate students with their exemplary behaviours.

Thirdly, solid academic knowledge is the foundation of the teachers of ideological and political

courses in colleges and universities. Marxism is the living soul, according to the development of the times constantly given a new connotation of the times, Marxism as the fundamental guiding ideology of the founding of the party and the country, is the soul of the socialist core value system. To make the ideological and political workers become a team of true learning, true understanding, true believing and true using, the teachers of ideological and political theory courses in colleges and universities must: "teach the horse, learn the horse, believe in the horse, say the horse, use the horse". [4]To treat Marxism in accordance with the requirements of General Secretary President of the Republic, we should not adopt a dogmatic attitude, nor should we adopt a superficial or slapdash attitude. [5] Teachers of ideological and political education in colleges and universities must read the classic works of Marxism, read the original text, and on the basis of eating the textbooks thoroughly, they must also study contemporary Chinese Marxism and grasp the scientific and practical nature of Marxism. The ideological and political education team should set a good example for young college students, take the lead in teaching Marxist theory, and use Marxist theory to guide practice. Teachers' primary responsibility is to "preach", that is, to impart their knowledge to students. It is not enough for teachers of ideological and political education to rely solely on books, but they should combine the classics with the originals, dig deeper into the theory behind the textbooks, and combine them with some cases of the new era, so that the students can more easily grasp the content of the textbooks in the cases that are close to their own lives. They should make the theoretical knowledge deep, thorough and alive, and rely on the charm and penetrating power of theories to attract and infect the students. In addition, teachers of ideological and political theory courses in colleges and universities should also pay attention to more innovative teaching methods and teaching tools, in the classroom is not purely full of irrigation, should be combined with the professional characteristics of the students, tailored to the needs of the students, good at mobilising the enthusiasm of the students, so that they actively participate in the classroom, to express their own views, but also very good mobilisation of the atmosphere of the classroom. Teaching is an art, to teach a good ideological and political theory class, it is even more important to be carefully polished. Teachers of Civics and Political Science in colleges and universities can break through some difficult problems in teaching in scientific research, for example, they can find innovative points in teaching means and methods, and they can also form new ideas, new knowledge and new systems in scientific research, which can better serve teaching. The ability of scientific research can also enhance the influence of Civics teachers. Therefore, the synergistic development of teaching and scientific research can better promote the development of the education team[6].

Fourthly, benevolence and love is the soul of the teachers of ideology and politics in colleges and universities. Benevolence is the spirit of Confucianism, the moral advocacy of traditional Chinese culture. To plant the seeds of truth, goodness and beauty in the hearts of students, teachers of college civics should have the heart of benevolence and love, integrate the love of the country, the love of education, and the love of students, and always carry students in their hearts, so that civics can become a course with temperature, which will make the students concentrate and raise their heads higher in the class. Teachers of Civics in colleges and universities should take students as the root, close the distance with students through truth, sincerity and honesty, pour their warmth and emotion into every student, and look at students with the eyes of trust, appreciation, and development, so that every student can enjoy the joy of growth. Civics teachers in colleges and universities should be more tolerant, and they should be more tolerant and encouraging to the problems of students' thoughts and behaviours, etc. They should take the solution of these problems as a realistic topic of teaching civics, communicate with students in an equal posture, exchange and discuss, and achieve common progress in teaching. Especially young teachers are more likely to mingle with students, inside and outside the classroom should make good use of the advantages of the new media, pay attention to the demands expressed by students, actively seek the help of resources for students with difficulties, through a variety of channels, to solve the difficulties of students' lives, ideological concerns, and to bring students closer to each other, and to become a close friend of college students in the new era. Civics teachers in colleges and universities should always have a good heart, and influence students with personality sentiment, and those who always have a good heart are a kind of broad and generous thought and emotion. It is not only the concern for an individual student, but also contains the sentiment of the family and the country, or the goodwill of those who seek help around them, which will also deeply affect the students. Therefore, strengthening the benevolence of teachers of college and university civics courses is more helpful to help college students in the new era grow up and become successful.

3. The new era of colleges and universities Civic and political science teacher team construction facing the problem and reason analysis

Education is the key to a hundred years of planning. And the major plan for education lies in the teachers. Civic and political science teachers are an important part of the teaching force in colleges and universities, and the teaching force of Civic and political science in colleges and universities shoulders an important responsibility, but in this process, the self-construction of the teaching force also encounters some problems, which are mainly manifested in the following aspects:

3.1 The number of teachers of ideological and political theory courses in higher education is obviously insufficient

According to the relevant requirements of the Guiding Opinions on Improving the Institutional Mechanism of Ideological and Political and Teacher Ethics Construction of College Teachers, the full-time teachers of ideological and political theory courses in colleges and universities should be no less than the ratio of teachers to students of 1:350-400 in general. However, many colleges and universities obviously do not comply with the national requirements for the construction of ideological and political theory course teachers' team, which also leads to the teaching of ideological and political theory courses in classrooms with an oversized classroom and excessive number of people. Even in some colleges and universities, the number of students in one ideological and political theory class is more than 130. In this kind of teaching situation, teachers will discount the ideological and political theory course in order to complete the teaching task, and teachers do not have enough time to go for further study. Although many colleges and universities have increased the introduction of talents for teachers of ideological and political theory courses, the higher the education level, the more difficult it is to introduce talents. On the one hand, the system of introducing system in colleges and universities is not sound and perfect. On the other hand, it is for the pursuit of personal career development, some talents are not satisfied with the current development environment, seeking greater development space to achieve their own value, as the ideological and political theory course teachers in colleges and universities likewise hope that not only in the material aspects of the pursuit of a great deal, but also hope that in their own spiritual aspects of the pursuit of a greater, to achieve their own value. Colleges and universities generally spared no expense to introduce talents, but because of the limitations of the conditions, ignored the later continued training and use of talents and other issues, after the regular training, can not give them the opportunity to continue to further training and advanced study, for some talents, because there is no continued training can not give full play to their potential, they look for better conditions of colleges and universities to develop their own.

3.2 Imbalance in the title and academic structure of the teaching force

In recent years, most colleges and universities have been continuously expanding the number of teachers for the Civics and Political Science course in accordance with the requirements of the Ministry of Education (Programme 05), and it is clear that the Civics and Political Science course teachers in colleges and universities have formed a layout that is large in the middle and small at the ends of the structure of their titles. There is a lack of teachers with full senior titles and junior titles, while teachers with full senior titles and junior titles are precisely the backbones of the disciplines and young academic leaders, which makes there a lack of backbones of the disciplines and young academic leaders with deep reserves of academic knowledge, proficient professional knowledge, strong innovation ability, and rich practical experience in colleges and universities. The academic structure of full-time and part-time teachers is also not reasonable, which indicates that the academic structure of the teacher team of ideological and political theory courses in colleges and universities is also not reasonable enough, and there is a lack of expert ideological and political theory course teacher team. This also restricts the research and declaration of a series of difficult, intense and deep topics, and restricts the development of reform and innovation on the teaching of ideological and political theory courses.

3.3 Lack of academic backbone and academic leaders

They are not able to master the content system and structure of the courses they teach, and they are not able to be fully integrated in their work. In the classroom, they are only rigid, not able to teach ideological and political theory according to the content of the times, and not able to interact with the students, which makes the teaching boring and tedious. As the titles of most colleges and universities

are now directly linked to their academic qualifications and the number of projects they declare, this also leads to the low titles of young teachers, which affects the number of projects they declare and creates a vicious circle.

4. Initiatives and Directions for Building the Teaching Staff of Civics and Political Science Courses in Colleges and Universities in the New Era

Strengthening the construction of ideological and political education team in colleges and universities in the new era is a systematic project, which needs to strengthen the leadership, internal and external combination, integrated deployment, further optimise the structure of the faculty, strive to strengthen the teacher's character and cultivation, grasp the great opportunity to become an expert in the construction of ideological and political education team in colleges and universities in the new era, in order to deepen the reform of education and teaching of ideological and political theory courses in colleges and universities, and to consolidate the foundation for the strong education country to lay a solid foundation.

4.1 Strict access system, complete and optimise the teaching force

The importance of ideological and political theory courses and the importance of strengthening the construction of the ideological and political theory course teacher team have become increasingly prominent. First of all, when selecting and hiring teachers for ideological and political theory courses, colleges and universities should carry out the selection and training of teachers for ideological and political theory courses under a system of high standards and strict requirements, and select and train teachers for ideological and political theory courses in colleges and universities in accordance with the "six essentials" judging standards put forward by General Secretary President of the Republic in his series of speeches on teachers' work. In selecting teachers for ideological and political theory courses, the first criterion is that they should be politically strong, and their mastery of the classics of Marxist theory and whether they have profound theoretical skills should be taken into account. Teachers of ideological and political theory in colleges and universities should also have a strong sense of problems, and be good at discovering and facing problems in teaching and scientific research, as well as being able to solve problems by applying the methods of Marx's materialistic concept of history. Secondly, it is necessary to expand the teaching staff and give full play to the role of full-time and part-time ideological and political theory teachers. It is necessary for each university to pay enough attention to the conditions of the school of Marxism, increase the financial investment, absorb excellent professionals to join the family of teachers of ideological and political theory courses, and tilt towards the teachers of ideological and political theory courses in the cultivation of talents, scientific research projects, praise and commendation of excellence, job hiring, and evaluation of the position, etc. to raise the importance of ensuring that ideological and political theory courses occupy an important position in the teaching of the university. We should also stand on the high ground of talent, a large number of excellent young teachers to join the ideological and political education workforce in colleges and universities, to ease the situation of the green and yellow, the counsellors team of outstanding elements into all kinds of high-level talent projects, in all kinds of talent projects to increase the tilt of the support efforts, the ideological and political courses in colleges and universities to set up the title of the teaching staff of the indicators, shall not be diverted by other colleges and universities for other purposes.

4.2 Focusing on morality first and endeavouring to strengthen character cultivation

Ideological and political theory course is a compulsory course for college students, and it is the power source to become a qualified socialist builder and successor, so the teaching team of Civics and Politics course in colleges and universities bears an important responsibility and mission. To improve the teaching quality of the ideological and political theory course, the key is the teachers of the ideological and political course, the requirements of the teachers of the ideological and political course should be higher than the requirements of the teachers of the other professional courses, the teachers of the ideological and political course should be the first to establish their own moral character, and then they can be convinced by their moral character. Mr Tao Xingzhi, an educator, once said, "Virtue is the soul of a teacher." Ideological and political education team in colleges and universities is a role model for young college students and the object of imitation, the teacher's words and deeds, are guiding the students to become a kind of person, the teacher should often reflect on their own daily life, reflecting

on the words and deeds, checking every move, the teachers of ideological and political education in colleges and universities must be "moral and humane" with their own charisma to attract students, impress students, and convince students. The teachers of the ideological and political courses in colleges and universities must "establish morality and educate people" and deeply attract and impress students with their charisma, and make the improvement of students' theoretical knowledge and professional cultivation as their ultimate goal. President of the Republic, general secretary of the National Conference on Ideological and Political Work in Colleges and Universities, proposed that college and university teachers should "establish themselves with virtue, establish learning with virtue, and teach with virtue" [6] meaning that teachers of ideological and political courses in colleges and universities should first become virtuous people as a prerequisite and foundation for training students, in the assessment of teacher ethics in colleges and universities should implement the "one-vote veto" system, and should strictly put the moral gate of the teachers.

Civics teachers in colleges and universities need to strengthen the character cultivation, the main purpose is to let the teachers of college and university civics courses to be a person of noble character, to be able to firmly believe in the faith, to strengthen the ideological cultivation, to improve the spirit of the situation, in the excellent Chinese traditional culture to draw nutrients, learning and mastering a variety of ideological essence, to set up a correct view of the world, outlook on life and values, the formation of a righteousness, and to set a good example for the students. For this reason, the teachers of ideological and political courses in colleges and universities should cultivate themselves by virtue, make efforts to strengthen character cultivation, maintain a positive and healthy mentality, accumulate knowledge and wisdom, set an example for students in terms of thoughts, words and deeds, and practice the goal of cultivating people by virtue in words and deeds.

5. Conclusions

Under the new historical conditions, our cultural form, media ecology, communication patterns have undergone profound changes, and there are a large number of new things, new situations and new problems in the propaganda of some ideas and theories every day. Therefore, in this great change and adjustment, teachers of ideology and politics in colleges and universities should practically keep the right and innovation, focus on growing the mainstream ideology and culture, so that the propaganda and ideological work can carry the changes of the times and the expectations of the people. General Secretary President of the Republic stressed that ideological and political educators should have "a few brushes," which is not easy to get, but has to be polished over a long period of time. Ideological and political theory courses in colleges and universities are the key courses for cultivating moral integrity, and in the face of the entrustment of the Party and the country and the expectation of the nation, teachers of ideological and political courses in colleges and universities should be courageous enough to take up the great historical mission and strive to become a "credible, respectable and reliable" teaching team. First of all, "what kind of people to cultivate" is an important mission of the teachers of ideology and politics courses in colleges and universities, and the teachers of ideology and politics courses play an important role in the stage of the new era, the new ideas, and the need for new people of the times. The position of educating talents can not be changed, a profound understanding and grasp of the foundation of the university is to establish virtue and nurture people, and effectively strengthen the sense of responsibility, urgency, sense of mission, and strive to cultivate a good all-round development of socialist builders and successors with the spirit of the state of mind of "no time is too late" and "striving for the future". The team of teachers of Civics and Political Science in colleges and universities must keep up with the pace of the times and make the three leaps in the Chineseisation of Marxism clear and understandable to students. The ideology of socialism in the new era of President of the Republic and the theory of socialism with Chinese characteristics in the new era of President of the Republic, always propagate the theory of "people-centred", to convey positive energy to the society, and to be a good responsible person.

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