

Research on the Written Examination of Recruitment for Primary and Secondary School Teachers in Shandong Province - - a Case Study of Qingzhou in Weifang

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ABSTRACT. *The rise and fall of a nation depends on education. Establishing a good recruitment system for primary and secondary school teachers and selecting high-quality talents to meet the current needs of education and teaching are of great significance to the improvement of the overall quality of primary and secondary school teachers. Since 2015, Shandong Province, primary and secondary school teachers recruitment written examination adopted a unified proposition, after five years of practice, there are some drawbacks, many areas changed to the way of independent proposition. In view of this, will be in Shandong Province, many teachers in the written examination of recruitment research, this paper from the perspective of Weifang Qingzhou proposition research, mainly divided into three parts: The first part, the analysis of the significance of recruitment examination of primary and secondary school teachers in Shandong Province; The second part, through the recruitment brochures, the written test of teachers in Weifang Qingzhou recruitment status of research, including the registration procedures, registration conditions, registration time, examination content analysis; The third part, In view of the current situation of teacher recruitment examination in primary and secondary schools in Shandong Province, combined with advanced recruitment experience, this paper puts forward the reform strategy of teacher recruitment.*

KEYWORDS: *Teacher recruitment, Primary and secondary schools, The written examination*

1. Introduction

With the deepening and innovation of teacher recruitment reform, in order to further adapt to the current examination needs of primary and secondary school teachers recruitment, since 2015, Shandong Province has adopted the form of a combination of unified proposition and independent proposition. After five years of practice and improvement, the written examination gradually formed a “basic public education”, “education basic subject knowledge”, “basic public education basic subject knowledge” and other examination forms, in 2020, due to the impact of the epidemic, Shandong Province did not organize the unified examination of primary

and secondary school teachers recruitment, each region independently proposition, independent selection of the required talents. Under the guidance of the original recruitment ideas, there is a phenomenon of “letting a hundred flowers blossom” everywhere. The significance of this study lies in:

From the theoretical level, the teachers should have the quality of the investigation, is conducive to the smooth development of primary and secondary school teacher recruitment assessment work, the education sector to select high-quality education personnel and improve the level of basic education in Shandong Province to enhance an important role. For further study of the recruitment situation in Shandong Province as well as ideas for reference have better help, contribute to the reform and innovation of recruitment in primary and secondary schools in Shandong Province.

From the practical level, the research on the rich teacher recruitment examination, in order to improve the primary and secondary school teacher recruitment examination, at the same time, how to improve their own quality of teachers to provide a better practice path. The change of the angle of teachers' recruitment and investigation also puts forward new requirements for teachers' preparation for examinations, which is conducive to the continuous strengthening of some qualities of future teachers in their daily life and learning, and has important practical significance for training teachers who meet the new requirements.

2. Analysis on the Present Situation of Recruitment of Primary and Secondary School Teachers in Shandong Province--Taking Qingzhou District of Weifang as an Example

With the gradual development of the recruitment examination, the written examination of teacher recruitment in Qingzhou City of Weifang also gradually has the local characteristics, whether from the recruitment brochure, or the examination content are gradually mature. The recruitment brochures and examination contents of primary and secondary school teachers in Qingzhou City from 2016 to 2020 are analyzed as follows.

1.1 Conditions for Registration

Teacher recruitment examination is organized by the government departments, not everyone can sign up to participate, according to the local development needs and teacher vacancies, every year in the recruitment brochure will be on the candidates to enter for examination conditions to do certain requirements. Analysis of the past five years Qingzhou primary and secondary school teachers' recruitment conditions found that there are commonalities, there are different places. Commonness lies in the recruitment from the nationality, teacher ethics, physical condition, age and other aspects of the requirements, such as the nationality of the People's Republic of China, compliance with the Constitution and laws; Have good moral character and physical conditions to meet the requirements of the post; The candidates should be under 40 years old. Of course, there are also differences, such as household registration, educational background, specialty, graduation or

employment period, teacher qualification certificate, etc which are presented in the annual recruitment brochures, such as Table 1.

Table 1 : 2016-2020 Qingzhou Teachers Recruitment Written Examination Brochure

Time Year	2016	2017	2018	2019	2020
Household Register			√	√	
Academic Qualification	√	√	√	√	√
Major	√	√	√ (Primary schools are not limited)	√ (Primary schools are not limited)	√
During the current term or the period of employment					√
Teacher Qualification Certificate	√	√	√	√	√

Looking at the recruitment brochures in the past five years, some conditions have changed, and some conditions have not changed.

First of all, from the household registration requirements. In 2018 and 2019, Qingzhou City has made certain provisions on the requirements of household registration, all requiring candidates to be Weifang household registration, such provisions on the household registration of candidates outside Weifang City has made certain restrictions. This restriction has brought some changes to the recruitment of teachers. On the one hand, due to the restriction of household registration, the number of teachers who take part in the recruitment examination is reduced, which reduces the competitive pressure of local candidates to obtain teachers, on the other hand, some high-quality talents with higher teaching level and educational feelings are lost, which is not conducive to the introduction of local educational talents.

Secondly, from the educational requirements. Qingzhou City's requirements for academic qualifications are relatively fixed, whether it is to obtain primary or secondary school teachers, the requirements are undergraduate and above. Academic qualifications reflect the overall level of teachers to a certain extent. No matter how scarce teachers are, Qingzhou has not relaxed the requirements for academic qualifications to ensure the overall level of new teachers.

Then, from the professional requirements. During the five years from 2016 to 2020, Qingzhou's professional requirements are more flexible. Generally speaking, the professional requirements for high school and junior high school teachers are more stringent, requiring the major to be similar or consistent with the post to be tested, that is, what we usually call the major to be learned and the post to be

reported. For example, if a Chinese teacher is admitted, the major of a university or a graduate student must be related to Chinese, that is, the major of an undergraduate is Chinese Language and Literature, and the major of a graduate student is related to Chinese Language and Literature. Among them, through the above table, we can see that in 2018 and 2019, there are no restrictions on the major of primary school teachers, and any major can apply for the examination. On the one hand, this policy has increased a large number of candidates and improved the competitiveness of teachers; On the other hand, it also injects fresh blood into the whole teaching staff, which is conducive to the overall construction of the teaching staff.

Thirdly, from the requirements of teacher qualification certificate. According to the regulations, the teacher qualification certificate is a necessary condition for teachers. In recent years, some areas have lower requirements for teachers' qualification certificates, or can obtain relevant teachers' qualification certificates within one to two years of employment, what's more, some areas do not require teachers' qualification certificates. Looking at the requirements of teachers' qualification certificates in Qingzhou in the past five years, the requirements of teachers' qualification certificates are relatively strict, and teachers' qualification certificates related to subjects must be tested, which is the necessary condition for Qingzhou's entrance examination. Such a requirement is in line with the provisions of national policy, of course, it is also a manifestation of education's responsibility to students. It is not only a requirement for teachers' quality, but also a manifestation of responsibility for the quality and level of education.

Finally, from the years of graduation. According to the usual practice, Shandong Province will generally be organized in March every year, the sudden epidemic in 2020, broke the normal pace of teacher recruitment, Shandong teachers did not organize a unified examination. This time, the teachers compiled the examination for a long time, and each city organized its own proposition. Qingzhou City still maintained the original recruitment system has not changed, but in the recruitment conditions on one more: must be fresh graduates or real job candidates to participate in the Qingzhou City teacher recruitment examination. Such regulations, on the one hand, affected by the epidemic, alleviate the employment pressure of students during the period of employment, reduce the emergence of social instability factors, at the same time, for candidates outside the period of employment, it is undoubtedly a bad news, unable to participate in the teacher recruitment examination in that year.

1.2 Enrollment Time

The registration time of teacher recruitment examination in different regions is different, even far from each other. Registration time is a key factor related to the length of the examinee's preparation time and the adequacy of the preparation, which is of great significance to the training of new teachers after their entry. Taking Qingzhou City as an example, between 2016 and 2020, the examination time varies greatly, as shown in Table 2.

Table 2 : Registration Time of Teachers in Qingzhou City from 2016 to 2020

Year	2016	2017	2018	2019	2020
Examination Time	Late August	19 March	27 May	1 Jun	July 23

Looking at the registration time of teacher recruitment in the past five years, it is found that the registration and examination time of Qingzhou City are different every year, and the time difference is large. The earliest time to register was in March and the latest time was at the end of August, with a difference of nearly six months.

Teacher preparation examination is a large-scale examination to select new teachers and supplement the shortage of local teachers, which is too early or too late to be appropriate. Examination time is too early, new teachers will have a longer time to wait for pre-school training, so many neighboring counties and cities will be published recruitment brochures, teachers who have been admitted may have more and better choices. From the reality of recruitment in various places, there have been more examinations passed, but the situation of giving up signing agreements has not only caused job waste, job vacancies, but also caused the waste of resources of invigilators and interviewers. Late registration time also has some drawbacks, For example, 2016 years, Qingzhou city teacher recruitment registration time at the end of August, On the one hand, Many excellent new teachers have already been employed in other areas . At the same time, At the end of August registration examination, Primary and secondary schools in early September in general, Caused by can't train on the direct mount guard situation, Is not conducive to the improvement of the quality of teachers' teaching.

To sum up, the most appropriate time to register for the examination is not early or late, and the most appropriate time is in May and June. At this time, the students' graduation thesis is basically completed, whether they meet the graduation conditions of the school, whether they can get the graduation certificate and degree certificate smoothly. With the imminent graduation, many students are actively looking for jobs, this time period for teacher recruitment examination is more appropriate.

1.3 Exam Content

Teacher recruitment examination is generally through written examination and interview to select teachers. As far as Shandong Province is concerned, there are generally two forms of examination: unified examination or independent proposition. The content of the unified examination is the same set of papers for all areas of Shandong Province, and the content of all subjects is the same; Autonomous proposition is organized by each region, and the content and form of the examination are chosen independently, so the autonomy is relatively large. Throughout the past five years, the form of teacher preparation examination in Qingzhou has involved both unified examination and independent proposition. 2016 is an independent proposition, 2017 is a unified examination, and 2018-2020 is an independent proposition. As far as Chinese is concerned, the unified examination questions involve public foundation and education foundation, while the self-designed examination questions involve education foundation and Chinese

subject knowledge, such as Table 3.

Table 3 : Examination Contents of Teachers' Compilation in Qingzhou City, 2016-2020

Year	2016	2017	2018	2019	2020
Exam Content	Foundation of Education Subject Knowledge	Foundation of Education Common Foundation	Foundation of Education Subject Knowledge	Foundation of Education Subject Knowledge	Foundation of Education Subject Knowledge
Proportion	Base 20% Discipline 80%	Base 70% Common base 30%	Base 20% Discipline 80%	Base 20% Discipline 80%	Base 20% Discipline 80%
Question Type	Multiple Choice Question	Multiple Choice Question	Multiple Choice Question	Multiple Choice Question	Multiple Choice Question
Discipline Angle	High School + College		High School + College	College Entrance Examination Reading	College Entrance Examination Knowledge

Throughout the table, Qingzhou adopted the form of Shandong Unified Examination in 2017, which not only examines the basis of education, but also involves public basic knowledge. The scope of public foundation examination is relatively wide, including current politics, law, philosophy, politics, common sense and so on. This form of teacher preparation examination requires higher knowledge of teachers, which is conducive to increasing the knowledge reserve of teachers and improving the quality of teachers. However, this form of examination also has some drawbacks, the unified examination papers no matter what subjects are used in the same set of papers, can not test the professional knowledge, is not conducive to the selection of teachers competent for this stage of teaching work with higher professional quality. In addition to the unified examination, Qingzhou mostly adopts the form of independent proposition. In the past five years, Qingzhou has chosen four independent propositions, that is, to examine the theoretical knowledge of education and subject knowledge. The examination of subject knowledge can further select primary and secondary school teachers with higher professional quality of the subject, and the reliability and validity are both present to a certain extent. The starting point of Qingzhou's independent proposition is good, but there are also many problems, as far as Chinese is concerned, every time there is a big difference in the angle of the topic, so that candidates have no clue to prepare for the exam. 2016 and 2018 test questions, Chinese subject test questions involve university professional knowledge and college entrance examination knowledge, 2019 test questions only poor college entrance examination knowledge, and is the subjective question of college entrance examination reading, 2020 is only the examination of college entrance examination knowledge, the type of questions is all choice questions, covering a wide range, there are poetry appreciation, reading, The use of

language and writing and so on. Such give a title angle, have a kind “unexpected” feeling, examinee for reference has no way to begin, review content too much too miscellaneous in the round on one hand, on the other hand, do not review content omission possibly in the round.

The examination of the language disciplines should be given a certain degree of innovation, not to mention the new type of innovation here, just from the examination content, on the one hand, we should strengthen the examination of the language disciplines, not only to examine the knowledge of college entrance examination, but also related to university knowledge, at the same time, we should strengthen the examination of subjective topics, such as the design of teaching plans.

2. Research on the Reform Strategy of Recruitment of Primary and Secondary School Teachers in Shandong Province

Recruitment examination forms of primary and secondary school teachers are various. Looking at different recruitment policies in different regions, there are differences, characteristics, advantages and some problems in different places. Shandong is the hometown of Confucius and Mencius, a major province of education, the selection of primary and secondary school teachers should also be constantly strengthened, the selection should be rough and refined, and constantly innovate. Recruitment of teachers should be a certain degree of reform, the use of different strategies for the corresponding innovation, the specific reform strategies are as follows.

2.1 Simplify the Recruitment Process and Relax the Recruitment Policy

Although the recruitment process has local characteristics, there are some local differences, but throughout the recruitment process in many places is also very different, generally through the written examination-interview-qualification audit-physical examination-post selection and other procedures, this selection of teachers' steps are more perfect, the procedure is more complex. From the release of the brochure to the end of the final post selection, candidates have experienced a particularly long preparation time, during which some high-level candidates are likely to participate in recruitment examinations in other areas, resulting in the loss of high-quality teacher resources.

In real recruitment, there are some special problems, such as the higher written test results of candidates with lower interview results, that is, the higher the level of candidates may be lower, or even may not lecture. In terms of teacher editing policy, there are also stricter restrictions, such as household registration, current year, etc. Some excellent candidates are unable to apply for the examination because of the restrictions of recruitment conditions, such policies can be relaxed appropriately to avoid the loss of excellent teachers. Of course, there is still a problem of fewer male teachers in the whole teaching staff, which is related to the low written test results of male teachers.

In view of these problems, we can simplify the recruitment process and relax the recruitment policy appropriately. For example, innovative selection process can simplify the written examination process, can only be screened in the form of interview university transcripts, which can roughly represent the written examination results. In view of the problem of fewer male teachers, we can set up a special examination room for male teachers, although it is not fair for female teachers, but it can change the problem of fewer male teachers. In short, simplifying the recruitment process and relaxing the recruitment policy are the only way for teachers to prepare examinations.

2.2 Enriching the Content of Written Examination and Improving the Quality of Proposition

According to the different areas of the examination, the written examination content has the following forms: educational basis + public basis, educational basis + subject knowledge, educational basis + public basis + subject knowledge. These are the three most common forms of written examination in Shandong Province, each with its own characteristics.

As mentioned above, the public foundation can test the comprehensive quality and overall level of candidates, and guide candidates to broaden their knowledge in the process of preparing for the examination. But different majors use the same set of papers, which can not reflect professional accomplishment, such as the candidates who take the unified examination papers for Chinese, the perspective of Chinese professional accomplishment can not be reflected, and the candidates' literary reserve, poetry recitation, reading appreciation and composition writing level can not be examined. The content of education foundation + public foundation + subject knowledge examination is more complex, and it is more difficult for candidates to prepare for the examination.

To sum up, the author believes that besides the basis of education, teachers should also examine the knowledge of Chinese subject, but this part of the examination should not be limited to the type of college entrance examination questions, but should pay more attention to the overall language literacy of teachers. It can enrich the types of examination questions and examine the knowledge of Chinese subject from different angles. Chinese examination paper on the one hand depends on whether the teacher's knowledge is extensive, this perspective can be on the accumulation of Chinese poetry, writers, works, words and other idioms for examination, on the other hand can be from the teacher's writing aspects of examination, such as composition, and other subjective questions. In addition, we can also add some Chinese teaching plans and other content tests, such as giving the content of Chinese texts in primary and secondary schools, candidates design teaching plans on the spot, and determine the score of teaching plans according to the actual operation of the course.

Of course, the most important thing that should be added to the teacher's examination questions is the examination of the "new" language. "New" is from the

time dimension, including new policies, new ideas and so on, such as the 2017 edition of the high school language curriculum standards put forward a number of new concepts, new perspectives. What is learning task group and how to design learning task group in high school Chinese teaching are also the contents that every high school Chinese teacher should know. For example, since the autumn of 2019, the use of compiled textbooks in senior high schools has new requirements for the setting of senior high school courses. The emergence of new textbooks requires teachers to have a better grasp of textbooks and design courses with new design ideas in textbooks.

Chinese hot issues should also become the focus of teachers' examination preparation, and the hot issues of Chinese in recent years should be added to the examination papers as innovative questions, such as Chinese core literacy, big language, group reading, learning task group, whole book reading, etc. The innovation of the question type is conducive to a better examination of the examinee's real language literacy, but also enriches the question type of the teacher's examination, as follows.

At present, many primary and secondary schools like to travel through research in the comprehensive learning of Chinese. The school takes the students to the red scenic spots to feel the red culture and to the hometown of Confucius and Mencius to feel the charm of traditional culture. As a link of comprehensive learning, research travel improves students' Chinese literacy such as observation and feeling, but there are also some problems. Tell me your opinion about this phenomenon.

The above content is more flexible and subjective, on the one hand, to examine the familiarity of candidates with the language curriculum standards, on the other hand, through such topics can be seen in the comprehensive quality of candidates.

Topic 2: The daughter of the sea is a popular fairy tale created by Hans Christian Andersen. Recently, a post on Weibo has aroused heated discussion. The blogger believes that classic fairy tales like the daughter of the sea are not suitable for girls to read. She believes that the story has a strong color of male power. "Fairy tales written by men are completely illogical, requiring the resources of sisters (beautiful long hair) and self-castration (unable to speak) for a man who has only seen one." And the price of lifelong pain (walking upright like a knife), for a so-called love? "And she also thinks" all happy ending princely fairy tales are not suitable for girls to listen to. They are not only young and beautiful gentle and deceitful, but also not only have to marry the prince this kind of outcome ". "The daughter of the sea" is a popular fairy tale, almost everyone has read, so people did not expect that now it has become a representative of backward thinking of reading. What do you think of these two views in the teaching of this kind of works.

This kind of topic is based on the discussion of social hot issues, which can guide candidates to pay attention to social hot issues.

Chinese is a flexible course, the examination of teachers should not stick to the traditional form of examination papers, can be constantly innovated, the types of questions should be flexible and diverse, and the examination angle should keep

pace with the times. This kind of examination can examine the knowledge of Chinese in universities and high schools, and should also examine the hot issues of Chinese. Hot Chinese topics such as new curriculum standards, new college entrance examination and new classroom should also be examined, which can better reflect the real Chinese literacy and overall level of candidates.

2.3 Participate in Recruitment and Improve the Efficiency of Recruitment

Teacher recruitment examination is a very complex form of examination, candidates need a lot of time to prepare for the written examination interview, but also need to submit a large number of audit materials. Some candidates have many problems in the process of compiling and auditing by teachers, such as lack of necessary materials, need to prove the seal and so on. Different areas need different audit materials, some candidates do not have files, fill materials in the journey, and some materials are more difficult to add, not only to the examinee qualification audit efficiency is not high, but also affected the efficiency of the whole recruitment, and even the exam Nate will delay admission because the fill materials are not timely. Of course, there will be some other problems in the audit, such as the household registration of foreign candidates, some areas need to move the household registration of new teachers to the workplace, which undoubtedly increases the difficulty of audit, reduces the efficiency of the whole recruitment, and even loses some excellent teachers due to cumbersome procedures and other issues.

In recent years, various regions will formulate certain policies for outstanding teachers, introducing high-quality talents such as undergraduates or postgraduates from 211 and 985 universities to supplement the teaching staff. In view of outstanding teachers, there are a variety of forms of introduction, generally reflected in the establishment, wages, housing and other aspects, in addition, in view of the people-oriented concept, to facilitate talents, we should also make some innovations in the process of teacher recruitment.

Every graduation season, many colleges and universities will be held in the school recruitment special, especially the normal college recruitment fair will have many primary and secondary school recruitment, some of these areas, the education department transferred excellent teachers to wait for colleges and universities for on-site recruitment, now many double first-class school campus recruitment, is the key to the introduction of teachers in many areas. Recruitment on the spot requires the local government to take the lead and many departments to coordinate and agree. For example, there are many problems in the treatment of teachers' talent introduction, housing and archives, which need to be finalized in advance. Teachers are the engineers who cultivate the next generation of the motherland, and the introduction of high-quality teachers is of great help to the improvement of teaching quality in the whole region. The author believes that since the introduction of talents, first of all, the treatment should be reflected, not only the same as the salary of ordinary teachers, but also additional policy support, such as local government departments to introduce subsidies for talents, according to the policies of many places in Shandong Province, mostly 1000-3000 yuan per month. Secondly, in the

introduction of high-quality talents should also be given the first set of housing subsidies, the same, the introduction of teachers development, professional title evaluation and other issues should also be given appropriate explanation.

In addition, there are many departments involved in the on-site office of teacher recruitment, which puts forward new requirements for the coordination and efficiency of various departments. In order to reduce the cumbersome procedures, different departments can cooperate as a whole, such as the campus recruitment site in addition to the interviewer, but also should be the personnel Bureau, public security Bureau, hospitals and other departments to assist. Education Bureau for regional needs of candidates for written examination or interview, after the examination to determine candidates through the local teacher recruitment examination, should be arranged as soon as possible to talk to candidates for political awareness assessment. After confirming that there are no problems, the Personnel Bureau will conduct on-site material audit, check personal information, and complete the signature and receipt of archives on the spot. At the same time, the public security department can conduct on-site household registration for candidates who need to transfer their household registration from other places, so as to reduce the possibility of the loss of excellent candidates. The hospital to the examinee must physical examination items for on-site physical examination, unnecessary physical examination items can not be carried out, after confirming that the physical examination is correct, sign a contract on the spot, with the fastest speed to lock the selected talents. Such a set of procedures must improve the efficiency of talent introduction, which not only reduces the rush of candidates, but also reduces the rate of brain drain.

3. Conclusion

The rise and fall of a nation depends on education. Establishing a good recruitment system for primary and secondary school teachers and selecting high-quality talents to meet the current needs of education and teaching are of great significance to the improvement of the overall quality of primary and secondary school teachers. Throughout the written examination of teacher recruitment in Shandong Province, there are various forms and characteristics. Establishing a more unified examination system, simplifying the recruitment process, and formulating a more attractive teacher talent introduction policy are conducive to the standardization of the teacher recruitment system. Shandong is a big province of education, the speed of education development is faster, the selection and introduction of high-level, high-quality, high-level teachers, the construction of the whole teaching staff is of great significance. On the basis of inheriting the previous policy, the teacher recruitment policy should keep pace with the times and present a new perspective of Chinese in the teacher examination. In this way, the promotion of cultural soft power has a far-reaching impact, which is conducive to enhancing the overall cultural soft power in the field of teachers.

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