

# Famous teachers' studios and teachers' professional development

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**Abstract:** *In recent years, people pay more and more attention to basic education, and the reform of basic education in China is also deepening and developing, which requires higher professional level of teachers. There are many ways to improve teachers' professional level of education and teaching. The way of using famous teachers' guidance to promote teachers' professional development has become a common way of teacher training at present. As a practical model of learning community, famous teachers' studios can give full play to the leading, exemplary and guiding role of famous teachers, which is an effective way to promote teachers' professional development at present. Based on the theory of teachers' professional learning community, this paper discusses the role of famous teachers' studios in Teachers' professional development, existing problems and solutions. The famous teachers' studio mainly promotes teachers' professional development by helping teachers improve their teaching skills and teaching research ability. However, there are also some problems in the studio, such as the lack of rich forms of activities, the lack of effective evaluation methods, and the teacher incentive mechanism needs to be further improved. In order to better promote teachers' professional development, the studio should enrich the forms of activities, optimize the evaluation system, and create an incentive mechanism.*

**Keywords:** *Famous teachers; Famous teacher studio; Teacher professional development*

## 1. Introduction

With the development and progress of society, people realize the role of education. With the continuous deepening and development of a series of basic education reforms, people begin to perceive the role and position of teachers in the development of education. Teachers' professional growth plays an important role and significance for student groups, teachers themselves, and the long-term development of education. Only teachers with strong professional quality and education and teaching level are conducive to the development and progress of social education. Therefore, the key to deepening education and teaching reform at this stage is to help and improve teachers' professional development level.

In order to continuously improve teachers' theoretical level of education and teaching and their practical ability of education and teaching, China has explored various ways of teacher education and training, such as setting up pre service training for teachers, bringing new teachers with old teachers, setting up teacher vacation training classes, etc., but some methods are inefficient and ineffective, and teachers' professional development needs more efficient training methods. In this case, the way of promoting teachers' professional development through the guidance of famous teachers has become a common way of teacher training. On this basis, the famous teacher studios in primary and secondary schools came into being. In 2012, the opinions of the State Council on strengthening the construction of teachers' team clearly pointed out the strategic task of "cultivating famous teachers and principals in primary and secondary schools" and "giving full play to the demonstration and leading advantages of special grade teachers".

The famous teacher studio is the product of educational reform and development in recent years. It focuses on the dialogue and exchange between teachers and is an important part of the primary and secondary school teacher education system. As a teacher professional development organization, the famous teacher studio aims at professionalization.

## 2. Famous teachers' Studio: an effective form of teachers' professional development

Many education administrative departments and schools have set up famous teacher studios, which

are specially organized under the leadership of education administrative departments to solve problems such as the construction of high-quality teachers and the improvement of the utilization rate of famous teacher resources. They are declared by famous teachers and supported by the government. They are composed of a famous teacher as the host and leader, and a certain number of fixed teachers as member teachers. They have clear activity contents and goals, and integrate teaching. The education and teaching professional institution integrating research and training aims to give play to the exemplary role of famous teachers and drive the construction of teachers with famous teachers. There are many ways for famous teachers' studios to promote teachers' professional growth. For example, through the platform of famous teachers' studios, the construction of teachers' team is led by famous teachers, and a series of activities such as teaching seminars, grinding classes, heterogeneous classes and teaching skill competitions are carried out to continuously improve the teaching theory level and teaching practice ability of young teachers.

Compared with the traditional teacher training, the famous teacher studio is more flexible and open. The famous teachers' Studio provides a professional platform for teachers. This platform can not only provide teachers with relevant learning resources, but also create an atmosphere of cooperation. It can promote teachers to share professional knowledge and practical experience, and plays an important role in promoting teachers' professional development.

The emergence of famous teacher studios not only meets the actual needs of education, but also enriches the ways of teachers' professional development, and plays an important role in promoting the level of teachers' professional development.

### ***2.1. Help teachers improve teaching skills***

The host in the famous teachers' studio is usually a famous teacher with advanced teaching ideas and exquisite teaching ability, as well as the ability to solve practical educational problems. First of all, there are few studio members. The host can help students set personal growth goals according to the actual situation of each member, so as to formulate corresponding training plans. Secondly, the host usually teaches and organizes all members of the studio to observe, study and communicate every year. Through similar teaching demonstration activities, studio members can have an overall perception of teaching activities, which is very helpful for the improvement of their teaching skills. Finally, by giving teaching guidance to the open class of member teachers, the host can repeatedly "grind the class" under the guidance of famous teachers, so as to improve the level of classroom teaching.

The member teachers in the famous teachers' Studio generally come from the front line of education and teaching, and are basically workers directly engaged in the education and teaching of this major, including some ordinary teachers or young teachers.

In the traditional school teaching organization, teachers are in a mutually closed state. It can be said that there is little in-depth professional cooperation and communication, and it is difficult to realize the sharing of resources. In the platform of the famous teachers' studio, each studio member comes from different schools. As an independent individual, each teacher has his own unique views on education and teaching. In addition, the member teachers have differentiated actual education and teaching experience, which provide important learning resources for the famous teachers' studio. Through a series of activities such as teaching seminars, grinding classes, heterogeneous classes and teaching skill competitions, each teacher can not only actively express his own opinions and views in these activities, but also obtain his own improvement and progress through communication and reflection with other member teachers, so as to solve various problems in teaching practice and finally improve his teaching skills.

### ***2.2. Improve teachers' teaching and research ability***

Teachers' teaching research ability includes teachers' ability to find, analyze and solve problems in teaching practice.

Most of the members of the famous teachers' studio are professionals who are engaged in and perform the duties of education and teaching, that is, those who directly face students and teach students. They are at the forefront of education and teaching. In the actual education and teaching, they may encounter various practical problems every day, including how to prepare a lesson, how to teach a lesson, the design of teaching content, the choice of teaching methods, the handling of students' problems, how to coordinate the relationship with students' parents, and so on. Teachers in the front line, especially those who are also responsible for the work of head teachers, not only have heavy education and teaching work,

but also some administrative work of the school will be assigned to teachers. For them, various practical problems encountered in education and teaching not only lack individual time, but also lack the support of professional theories, so some practical problems in these education and teaching may be ignored.

When organizing and carrying out activities, the famous teachers' studio will cultivate the members' teachers' ability to find problems, record problems and solve problems independently. For example, first of all, each member teacher is required to truthfully record the problems and difficulties he encounters in daily education and teaching, and record how he solves these problems, so that he can actively think about problems in the process of solving problems. When the members of the studio carry out activities together, each member can actively exchange the problems he has encountered during this period and the gains after solving the problems, so as to provide reference for other member teachers who have not encountered these educational and teaching practice problems; You can also ask questions and exchange problems that you have not found a feasible solution. At this time, the member teachers can discuss together and put forward the best solution. Famous teachers or other experienced teachers can put forward their own views; After the discussion, in order to cultivate the practical consciousness of the member teachers, after finding the feasible methods to solve the problems, the member teachers of the studio are required to rely on the teaching practice activities to test whether these methods are feasible and what "acclimatized" problems still exist in the practice process, and then collect these problems and discuss them in the studio activities, so as to finally improve the teachers' teaching and research ability.

The famous teachers' studio has gradually become a practical carrier to promote teachers' professional growth and cultivate excellent teachers and backbone teachers. It can help studio members solve problems encountered in teaching, help them grow their theories and improve their teaching skills, and lead teachers' professional growth.

### **3. Problems of famous teachers' studios in promoting teachers' professional development**

The famous teachers' Studio provides teachers with a professional platform, which can promote teachers to share professional knowledge and practical experience with each other, which is conducive to improving teachers' theoretical level of education and teaching and their practical ability of education and teaching, and plays an important role in promoting teachers' professional development.

The existence of famous teachers' Studios is conducive to promoting teachers' professional development. However, in the real educational situation, the value of the famous teacher's studio is often not highlighted to the greatest extent. In the practical process of professional development, there are still some problems in the famous teacher's studio, which need to be found in practice and slowly improved and perfected in practice, so as to maximize the advantages of the famous teacher's studio and minimize the possible defects.

#### ***3.1. The activities carried out by the famous teachers' studio are not rich enough***

The activities carried out by the famous teachers' studio mainly include teaching seminars, grinding classes, heterogeneous classes and teaching skills competitions. These activities have achieved good results in promoting teachers' professional growth. However, the forms of activities are similar, which easily leads to teachers' feeling of burnout about activities, and the famous teachers' Studio lacks new forms of activities.

In reality, many studios have relatively simple forms of activities, which are still limited to the traditional open class listening, public class evaluation, discussion activities according to the content of the open class, lectures and so on. This is very similar to the content and form of pre service training, summer training, school teaching and research and other activities that most teachers have participated in since their entry. Teachers not only find it difficult to really improve their professional level of education and teaching from these traditional monotonous activities, but also teachers' job burnout is easier to arise from these similar activities.

#### ***3.2. Famous teacher studios lack effective evaluation methods***

The effect of the activities carried out by the studio is mainly reflected in the famous teachers and member teachers. However, at this stage, the assessment and evaluation system for the famous teachers and member teachers in the famous teachers' studio is not perfect, and there are some phenomena that still take the mechanical and quantitative evaluation criteria as the evaluation method. Most of them use

the written examination with standard answers. The process is very simple, and there is a lack of scientific and clear evaluation mechanism, so it is difficult to achieve the long-term and dynamic evaluation of famous teachers and member teachers.

For example, the assessment method of most famous teachers' Studios is to teach an open class. The member teachers who receive the assessment can find their shortcomings to a certain extent in the process of spending time preparing for the open class, and can improve themselves in the process, presenting a public class that they think is relatively perfect to the famous teachers and members of the studio. However, other members of the studio basically did not participate in this process, It is also difficult to check and fill the gaps from other member teachers and reflect on themselves. What can really improve most of the member teachers is to open the teaching and research activities after class, but this process takes a short time, which makes the work efficiency of the studio very low.

If the famous teachers' studio wants to develop stably, long-term and effectively, it must find new and effective evaluation methods to evaluate and evaluate the famous teachers and member teachers on a regular basis.

### ***3.3. The teacher incentive mechanism needs to be further improved***

First of all, due to the limited time and energy of most member teachers and the heavy educational and teaching tasks of their schools, sometimes the research activities of the studio may conflict with the teaching activities of the school, which leads to their inertia when learning new ideas and skills. Secondly, the purpose of some teachers participating in the activities of the famous teachers' studio is not clear, some for the promotion of their professional titles, and some for "gilding" to win awards. This utilitarian idea deviated from the original intention of education, teaching and research at the beginning, which makes some member teachers blind and perfunctory when participating in the activities of the studio, and it is difficult for the famous teachers' studio to play its real role.

The practice of many famous teacher studios shows that when choosing to join the studio at the beginning, the member teachers are often very active and highly motivated; After entering the room, with the continuous development of the activities of the famous teachers' studio, some member teachers lost their enthusiasm and enthusiasm. They did not actively participate in the activities and did not complete the tasks in time. With the perfunctory mentality of dealing with the tasks, it was difficult to maintain an upward state. This was not only because the member teachers' awareness of independent development was not strong enough, but also because the famous teachers' Studio lacked an incentive mechanism.

## **4. Construction path of famous teachers' studio under the guidance of professional development**

### ***4.1. Reasonably plan the contents of research activities and enrich the forms of activities***

Tong Fuyong, Li Dongxin, Du Yanping and others proposed in the empirical study on famous teacher studios and teachers' professional growth that the form and content of research activities determine whether collective learning activities are effective.

In order to better stimulate teachers' enthusiasm for learning, the content of activities in the famous teachers' Studio cannot remain unchanged. Those traditional and obsolete activities should be eliminated in time. The content of research activities in the famous teachers' studio should closely follow the cutting-edge trends of teaching and research, and the person in charge of the studio should update the content of research activities in time.

The famous teachers' studio should carry out different forms of activities from the perspectives of teaching content, teaching design, classroom atmosphere, teaching reflection and assessment. To enrich the research activities and improve the effectiveness of the activities, we should also carry out diversified research activities according to the diverse learning needs of member teachers.

### ***4.2. Build a scientific assessment mechanism and optimize the evaluation system***

For the famous teachers' studio, the fundamental purpose of evaluation is to improve the effect of studio activities and promote the self-development of member teachers, not just inspection and evaluation. Therefore, the evaluation mechanism of famous teacher studios should adhere to the principle of development.

On the one hand, famous teachers' studios should build a scientific and clear assessment mechanism.

On the other hand, the famous teachers' studio should regularly conduct comprehensive and dynamic quantitative assessment according to the implementation of the work plan, such as the implementation of activities, the implementation of the plan, the size of the results, the professional growth of teachers, etc.

The evaluation of the professional development of teachers in the famous teachers' studio should be a combination of process evaluation and summative evaluation, and pay more attention to the implementation of developmental evaluation. In the process of evaluation, we should pay more attention to the evaluation of students in the process of research and training, and should pay attention to the self-reflection of member teachers, pay attention to their self-evaluation, and participate in the collective evaluation while constantly developing and surpassing themselves, renewing ideas, and improving personal quality, ability and level, so as to speed up the construction of the studio.

#### ***4.3. Constructing incentive mechanism to improve the self-development awareness of member teachers***

First, make reasonable use of the evaluation mechanism of the studio, encourage teachers from a positive perspective, require member teachers to clarify the purpose and significance of their participation in the famous teachers' studio, and encourage them to actively participate in the activities of the famous teachers' studio.

Second, the member teachers who have performed outstanding, excellent or made great progress compared with themselves in the studio activities should be given appropriate praise and rewards, and the growth of the member teachers should be given timely and full affirmation and recognition in terms of spiritual encouragement and material rewards, so as to mobilize the enthusiasm of the members for learning. Only in this way can we continuously motivate the member teachers and awaken their awareness of self-development.

Teachers are the main body of education reform and development, and the improvement of teachers' professional ability in education and teaching is the key to the improvement of education quality. As a teacher professional learning community, the famous teachers' Studio aims at Teachers' professional development, aiming to give play to the exemplary role of famous teachers, share teachers' experience among studio members and promote teachers' growth through common learning and training.

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