

# The Path and Practice of Teacher Team Construction in Art Colleges and Universities under the Background of New Liberal Arts Construction——Take Dalian Art Institute as an Example

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**Abstract:** After the release of the "Declaration on the Construction of New Liberal Arts", the development direction of higher education was put forward. In view of the existing teachers in higher art colleges and universities, corresponding to the front-line teaching needs and the current situation of talent training quality, it is necessary to conduct in-depth research on multi-disciplinary and multi-professional cross-integration. Under the development trend, how to start from the construction of teaching staff, so that teachers can expand the depth and breadth of vocational skills from the perspective of improving their own professional ability, and better adapt to and promote the implementation and development of new liberal arts construction in art colleges and universities. This article takes Dalian Academy of Arts as an example. After years of exploration, research and practice, a "Great Art Model" that is more suitable for the construction of art colleges and universities has been initially formed.

**Keywords:** *New Liberal Arts, Art Colleges and Universities, Teaching Staff*

As a private university, Dalian University of the Arts, under the guidance of the national policies and policies, has been devoted to studying how to meet the requirements of higher education in the new era, starting from the comprehensive training of applied and compound talents, under the new era and new trend, art college teachers Team building paths and methods, as well as practical experience in promoting the cross-integration of overall art disciplines and majors. Explore how to break through professional barriers, expand the breadth of teachers' careers, tap the depth of teachers' careers, enhance multi-professional collaborative education and better develop "whole-person education", and make the cultivation of "four have" good teachers as the focus of college teacher team construction.

## **1. Design the construction and development system of the teaching team with the cultivation of "four have" good teachers as the core**

### **1.1. Theoretical guidance**

In September 2014, General Secretary Xi Jinping inspected Beijing Normal University and delivered an important speech on the "Four Possibilities" good teachers, specifically emphasizing the need to create a "Four Possibilities" with ideals and beliefs, moral sentiments, solid knowledge, and a benevolent heart. "A good teacher team is an important task of running a school. It is necessary to strengthen the construction of teachers' morality and style, adhere to the unity of teaching and educating people, adhere to the unity of words and deeds, adhere to the unity of asking questions and paying attention to the society, adhere to the unity of academic freedom and academic norms, and guide teachers to stand up with morality and Learning by virtue and teaching by virtue1.

In October 2019, General Secretary Xi Jinping attended the National Education Conference and delivered an important speech, pointing out that since the 18th National Congress of the Communist Party of China, we have comprehensively strengthened the Party's role in education around the fundamental issue of who, how, and for whom to train people. The leadership of the school, insisting on morality and cultivating people, strengthening the ideological and political work of the school, and promoting education reform; and put forward 9 insinuations.

On December 24, 2020, the Ministry of Education and other six departments "Guiding Opinions on Strengthening the Reform of the Construction and Reform of the Teaching Team in Colleges and

Universities in the New Era", which proposed to accurately grasp the requirements of the times for the reform of the construction and reform of the teaching staff in colleges and universities, implement the fundamental task of building morality and cultivating people, and comprehensively strengthen the party The leadership of teachers, and constantly improve the ideological and political quality and moral quality of teachers.

## ***1.2. Design of the "Dayi Model" teacher team construction system***

### ***1.2.1. Core Concept***

Improve the quality of personnel training. Practice Dayi's "three all" school-running philosophy, and integrate everything for students, everything for teaching, and everything for the development of the college into the overall idea of teaching team construction.

### ***1.2.2. System construction***

Under the guidance of the thought of socialism with Chinese Characteristics for a new era, all the faculty and staff study and implement the important expound on education and the spirit of the National Education Conference in depth, take "cultivating morality and educating people" as the basis of all the work of the school, and take ethics and style of teachers as the first standard to evaluate the quality of the teachers. The core socialist values should run through the whole process of the construction of ethics and style of teachers, and strictly govern the school. Encourage teachers to strive to become good teachers with the "four qualities", and focus on cultivating students with all-round development of moral, intellectual, physical, American and labor, as well as builders and successors of socialism. According to its own situation, the school set out to formulate the "Standard Indicators of the "Big Ideological and Political" Education System". Under the leadership of the school party committee, set the school party construction cadres, counselors, education teachers, the backbone of professional teachers, study and formulate school ideological education system work standards, including four level indicators, 12 secondary indicators, 22 level 3 indicators, 44 observation points, let the ideological work scientific, standardization and standardization. Take "ideological and political casting, moral education, great love, integrity and innovation" as the president of running a school, the general goal of education, and the general requirement for educating people.[1]

### ***1.2.3. Implementation path***

Carry out the "seven advancements" of curriculum ideological and political reform under the great ideological and political system. Implement the "seven-entry" teaching reform strategy of "entering the classroom, entering the textbook, entering the mind, entering the network, entering the community, entering the scientific research, and entering the practice". In the whole process of the construction of the teaching staff, the "four combinations" are implemented, that is, the combination of educational theory interpretation and teaching project practice, the combination of teaching concept research and teaching reform implementation, the combination of online construction of online course training and offline teaching and research, and the combination of scientific research salon exchanges, the combination of general improvement and key training; comprehensive and in-depth development of both thinking and action, simultaneous teaching and research, and multi-dimensional, multi-level, and multi-directional stimulation of the internal driving force for the development of the teaching staff.

## **2. Measures to promote the construction of teachers' team in a progressive system layer by layer**

### ***2.1. "Leading the surface with points"-institutionalization to ensure the personal development of teachers***

The galaxy is vast and gathers little stars. Dalian Academy of Arts attaches great importance to the growth of each teacher, establishes a credit management system for teachers' professional quality and a personal business account, and continuously improves the teacher's professional development system through the establishment of rules and regulations, so that every star can be dazzling. We have successively issued the "Teacher Training Manual of Dalian Academy of Arts", "Administrative Measures for Teaching Mentoring System for Young Teachers", "Induction Manual for New Teachers", "Implementation Rules for Normalized Teaching and Observation Activities of Dalian Academy of Arts", "Administrative Measures for Teachers' Practical Exercise of Dalian Academy of Arts", "Dalian Academy of Arts Teachers Post Classification Management Measures" and a series of management systems.

At the same time, make full use of the "learning pass" intelligent tool to help teachers make full use of fragmented time for systematic learning. Construct the online school-based teacher business training course package, the course ideological and political special course package, and the new teacher special course package. The construction covers 336 sections in 9 major sections, including policy guide, theoretical discussion, project declaration, teaching technology and skills, and teaching tools. More than 9,900 Minutes training videos have been viewed by a total of 170,000 people, realizing a complete management closed loop of "investigation-demonstration-system-assessment-evaluation-feedback". From ignorant and confused new teachers to mature old teachers, the whole school is managed by stratification and classification to ensure that teachers at all levels and types have a clear career orientation, and at the same time, they can get corresponding ability improvement at different stages of career development.

## ***2.2. "Learning Organization" - Standardizing the construction of grassroots teaching organizations***

The grass-roots teaching organization is the basic unit for modern universities to complete high-quality teaching-centered work, implementation and management. For the new development stage of higher education, private colleges and universities need to take the construction of "learning organizations" as the construction goal of grassroots teaching organizations in private colleges and universities, and create grassroots teaching organizations under the new situation in teaching operation, professional construction, ability improvement, and teaching reform research. Innovation should be possessed. Gradually make our grass-roots teaching organizations normalize teaching research, standardize learning exchanges, and scientifically build teams. Comprehensively promote the construction and management of "learning organizations" by increasing targeted demand training, introducing high-end talents, and building a cultural atmosphere.[2]

## ***2.3. "Inter-school cooperation" - systematic and in-depth exchange and learning to improve overall***

The development trend and pattern of higher education in the new era has made cross-school cooperation and exchange a road to exchange of resources, sharing of achievements, and win-win cooperation among colleges and universities. Colleges and universities can exchange management experience through sister colleges in the same category; at the same time, they can open up ideas, expand their horizons, find new growth points in teaching, research and scientific research through the exchange of teachers in the same discipline, promote each other, and discuss together. Especially in the context of the construction of "new liberal arts", breaking the barriers of disciplines, promoting the cross-integration of multiple majors, and improving the ideological awareness and theoretical height of the teaching staff as a whole has become an effective way to achieve high-quality talent training.

## **3. 20 years of style - the construction of teachers' team has achieved initial results**

As a young art private college, Dalian Academy of Arts has been exploring, improving and developing since its establishment 22 years ago. The combined teaching and management team has formed a teaching-practice-academic community with the characteristics of great art, which meets the requirements of the school's sustainable development.

### ***3.1. Morality and cultivate people as the foundation, and the ideological and political casting of the soul has yielded fruitful results***

The school party committee attaches great importance to the red melody throughout the whole process of artistic practice, and integrates the party's educational policy into the original repertoire. Since 2012, the school has created the "Peace Trilogy" ("Tang Ruowang", "The Soul of Cherry Blossom", "Ode to Peace") and "The Four Parts of Youth" ("Silk Road, Youth", "Dream and Youth") with great investment. Seven ideological and political dramas including "Dream·Youth" and "Faith·Youth") have appeared on the stage of the National Grand Theatre and the Great Hall of the People. From the repertoire creation, he went deep into the motherland to collect folklore, visited the prototype of the characters, and accepted profound ideological baptism. The secretary of the school party committee has given ideological and political courses at the rehearsal site for many times; professional teachers and students work together to create, rehearse and perform on the same stage, and truly achieve the art + ideological + practical education of "on the stage, under the lights, many teachers in a lifetime" mode; ideological and political teachers move the classroom to the rehearsal site, and help participating students to analyze the

ideological and political connotation of the works by combining theory with practice; all-round enable teachers and students to feel and receive ideological and political education in a strong artistic atmosphere, fully "Editing, creating, arranging, and performing" to establish a good teaching style.

### ***3.2. Practicing university functions and actively participating in social services***

The school strives to create a city cultural card - the "Four Seasons Love" concert. The project runs through the year with four themed concerts in spring, summer, autumn and winter, focusing on music fields such as symphony, folk music, piano and chorus, reproducing classics and launching new masterpieces through the integration of performances and explanations.

Taking advantage of its artistic resources, the school actively carried out the "Infiltration Action" plan for aesthetic education, and successively sent 96 teachers and students to support 16 schools in Xinbin County, Qingyuan County, Kuandian County, Dandong, and Dalian Jinpu New Area, Liaoning Province, etc., to help village primary schools to improve aesthetic education, so that teachers and students can improve their party spirit in the teaching activities.

### ***3.3. Adhere to the "Three Comprehensive Education" and integrate entrepreneurship and innovation into the whole process of education and teaching***

In 2014, the school established the "Dayi Culture Science and Technology Creative Park", which is based on the innovation and entrepreneurship training (work) room on campus and the off-campus innovation and entrepreneurship practice teaching base, with a construction area of 26,305 square meters. It is also an important base for the school to build an "art technology incubation platform". Teachers and students have settled in 120 enterprises. Art and technology industry clusters such as film and television animation, virtual technology experience, cultural and creative brand design and research and development have been initially formed. There are 112 start-up companies and 96 incubating projects. In the past three years, the park has accumulated a cultural output value of 73 million yuan. It has successively won the national-level "Maker Space" and the ministerial-level "Cultural Industry Entrepreneurship Service System Construction Support Unit". The park has also been rated as an innovation and entrepreneurship incubation demonstration base and an innovation and entrepreneurship training base for many times by government departments at all levels.

In the National "Internet +" College Student Innovation and Entrepreneurship Competition, the school won the national silver medal, the provincial gold medal, and the silver medal. Among them, Sun Geyao, a typical returning home entrepreneur, was widely reported by the news network and other media, and won the silver award in the 7th China International "Internet +" Competition.

## **4. Conclusion**

The research of this topic is based on the guidance of the national policies and strategies, conforms to the requirements of higher education in the new era, starts from the comprehensive training of applied and compound talents, and studies the new era and new trends. The cross-integration of disciplines and majors has a fundamental role and great practical significance. Based on the characteristics of multiple majors and large spanning of disciplines in comprehensive art universities, exploring the same major category, breaking through professional barriers and expanding the breadth of teachers' careers is more effective for enhancing multi-professional collaborative education and better development of "whole person education". Outstanding guiding significance. The research of this subject has theoretical value for reference and practical guidance and demonstration value for similar art colleges and universities to promote the construction of teachers under the background of new liberal arts construction. It has the promotion value for promoting the reform of teacher team construction in national art colleges and universities.

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