

A Study on the Leading Role of Educator Spirit in Building a High Quality Teacher Team

Zhang Weijing, Wang Yao

Shaanxi University of Science and Technology, Xi'an, 710021, China

Abstract: *With the rapid development of the social economy and the continuous progress of the education industry, the construction of a high-quality teacher team has become an important issue in the field of education. The spirit of educators, as a spiritual quality with exemplary power and guiding role, is of great significance in shaping the image of excellent teachers and enhancing their professional competence. However, there are still various problems in the current construction of a high-quality teacher team, mainly including some teachers lacking ideals, beliefs, and a sense of mission, facing professional pressure leading to a decline in educational enthusiasm, as well as insufficient teaching ability and lack of innovative spirit. The guidance of the spirit of educators in the construction of high-quality teacher teams is reflected in the aspects of concept guidance, teacher ethics and style construction, teacher professional development, teaching method innovation, teacher team building, curriculum ideological and political construction, and educational research support.*

Keywords: *The spirit of educators, High quality, Teacher team construction, Leading role*

1. Introduction

Education is the fundamental plan of a country, and teachers are the most important force in the education industry. A high-quality teaching staff is the key to ensuring educational quality and promoting educational development. However, in the current social context, the construction of the teaching staff faces many challenges and difficulties, such as the lack of ideal beliefs among some teachers, high professional pressure, and insufficient teaching abilities. In this context, the spirit of educators, as a special spiritual force, plays an important role in leading the construction of a high-quality teacher team^[1].

The spirit of educators not only embodies a love and sense of responsibility for the education industry, but also embodies a noble teacher ethics, innovative teaching philosophy, and sustained professional development spirit. Educators lead by example, leading the teaching staff towards higher goals, inspiring teachers to constantly improve their own qualities and pursue excellence in education. Therefore, studying the guiding role of the spirit of educators in the construction of high-quality teacher teams not only helps to deeply understand the essence and connotation of education, but also provides new ideas and methods for teacher team construction.

This study aims to explore the guiding role of the spirit of educators in the construction of a high-quality teacher team. By analyzing the connotation of the spirit of educators and the importance of building a high-quality teacher team, it deeply analyzes the problems in the current construction of the teacher team, and further explores the specific role and practical path of the spirit of educators in leading the construction of a high-quality teacher team.

2. The Connotation of the Spirit of Educators

The spirit of educators refers to a spiritual outlook and professional spirit reflected by individuals with outstanding qualities and noble ideals in the field of education. It mainly includes aspects such as ideal beliefs and pursuit of righteousness, benevolence and moral character, wisdom in education, and attitude towards cultivation. Ideals, beliefs, and the pursuit of truth are the core of the spirit of educators. Educators should carry the ideal and belief of educating people for the Party and the country, adhere to the guiding position of Marxism, establish the belief of having a greater self and sincerely serving the country, guide educational practice with the pursuit of the teachings of literati, and implement the fundamental task of cultivating morality and talents. The heart of benevolence and moral

character are important manifestations of the spirit of educators. Educators should take love as their soul, care for students with a benevolent heart, shape their own character with moral sentiments, influence students' moral cultivation through words and actions, and construct an ideal personality centered on "benevolence". The wisdom of educating and the attitude of cultivating oneself are essential characteristics of the spirit of educators. Educators should possess the wisdom of enlightening and nurturing students, teaching according to their aptitude, being diligent in learning and practicing, and pursuing innovation and dedication. They should continuously improve their own cultivation, lead students to grow, and lay the foundation for cultivating high-quality talents^[2].

3. The Importance of Building a High Quality Teacher Team

High quality teachers are the backbone of the education industry, and they directly participate in the education and teaching work of students, playing a crucial role in senior students. High quality teachers possess solid professional knowledge, superb teaching skills, and advanced educational concepts, which can guide students, stimulate their interest and potential in learning, and help them develop comprehensively.

The construction of a high-quality teacher team is the key to improving the quality of education. Excellent teachers can provide high-quality education and services, promote the all-round development of students, and promote the improvement of school education level. The construction of a high-quality teacher team is not only conducive to the personal growth of students, but also helps to enhance the comprehensive strength of the entire teaching system.

The construction of a high-quality teacher team is an important guarantee for educational reform. With the development of society and changes in educational needs, the teaching staff also needs to constantly adapt and develop. Building a high-quality teacher team can promote the innovation of educational models, promote the reform of the education system, and improve the quality and efficiency of education and teaching.

Overall, the construction of a high-quality teacher team is the foundation and guarantee for the sustainable development of education, and is of great significance for cultivating socialist builders and successors with comprehensive development in morality, intelligence, physical fitness, aesthetics, and labor. Therefore, studying the guiding role of the spirit of educators in the construction of high-quality teacher teams is of great significance for promoting the development of education and improving the overall quality of the teacher team^[3].

4. The Realistic Problems of Building a High Quality Teacher Team

The construction of a high-quality teacher team is the foundation and key to the development of education, and the spirit of educators, as a noble educational concept and professional spirit, plays an important role in leading the construction of a high-quality teacher team. However, there are still some practical problems that cannot be ignored in the current construction of the teaching staff.

4.1. Some Teachers Lack Ideal Beliefs and a Strong Sense of Mission

Teachers are a profession that shoulders the important responsibility of cultivating the next generation, and they need to have firm ideals, beliefs, and a sense of mission. However, some teachers only view teaching as a livelihood profession, lacking enthusiasm and sense of responsibility for the education industry, which affects the development of students. Specifically, it manifests as viewing teaching as a livelihood profession rather than a career, lacking love and investment in the education industry; Believing that completing teaching tasks is sufficient, neglecting the importance of teaching and educating students; Lack of awareness of teaching as a lifelong pursuit, with a low sense of responsibility and mission. The main reasons for this phenomenon include inadequate cultivation of ideal beliefs among teacher trainees, lack of clear understanding and cultivation of ideal beliefs; There are problems with the ideological understanding of teachers themselves, and some schools place too much emphasis on teaching ability and neglect the cultivation of ideal beliefs, resulting in deviations in the thinking of teachers. The existence of these problems affects the quality and influence of teacher education, as well as directly affects the growth and development of students^[4].

4.2. Some Teachers Face High Professional Pressure and a Decline in Their Enthusiasm for Education

Research has shown that some teachers face enormous work pressure, including pressure from teaching tasks, student management, parental communication, and the education system. These pressures make teachers feel anxious and tired, making it difficult to maintain their enthusiasm for the education cause. Especially in the exam oriented education model, teachers are forced to measure the performance of students and themselves based on scores. This utilitarian education approach makes it difficult for teachers to truly focus on the comprehensive development of students, and only focus on exam taking skills and performance improvement. In addition, the balance between scientific research and teaching among university teachers is also an important factor leading to the decline of educational enthusiasm. Under the current policy pressure of "either promotion or departure", teachers have to focus more on scientific research, and teaching is gradually being marginalized. This makes some teachers who love teaching feel frustrated and helpless, unable to fully unleash their teaching enthusiasm and creativity. At the same time, teachers also face the risk of losing their jobs when their scientific research results do not meet the standards and fail the assessment, which further exacerbates the work pressure on teachers and the decline in their enthusiasm for education^[5].

4.3. Some Teachers Lack Teaching Ability and Innovative Spirit

The teaching ability of teachers is one of the important conditions for becoming backbone and outstanding teachers, and the lack of excellent teaching ability can affect the quality of education. Some teachers lack the ability to teach according to their aptitude during the teaching process, and fail to provide personalized teaching based on the different characteristics and learning needs of students, resulting in poor teaching effectiveness. Some teachers lack awareness of updating and adjusting their teaching content and methods, overly rely on traditional teaching methods, lack innovation and flexibility, and find it difficult to stimulate students' interest and potential in learning. Some teachers may lack awareness of self reflection and professional growth, and lack positive actions to improve their teaching abilities, resulting in stagnant teaching levels. Some teachers may be affected by factors such as occupational burnout and work pressure, lacking enthusiasm and motivation for the education industry, which affects their investment and quality in teaching work^[6].

5. The Guiding Role of the Spirit of Educators in the Construction of High-quality Teacher Teams

The spirit of educators is crucial in guiding the construction of a high-quality teacher team. The spirit of educators is a spiritual force with profound historical accumulation and contemporary value. It contains a love for education, care for students, pursuit of teacher ethics, and persistence in teaching. In today's educational environment, cultivating and promoting the spirit of educators plays an important guiding role in building a high-quality teacher team.

5.1. Conceptual Guidance

The spirit of educators, as a guiding ideology, can establish correct educational concepts and professional ethics for teachers, guide them to adhere to the original intention of education, and pursue educational excellence. The ideas and behavioral models of educators can inspire teachers to continuously pursue excellence in education, improve teaching quality and level. The spirit of educators can inspire teachers' enthusiasm and sense of responsibility, guide them to actively engage in educational practice, and continuously improve their teaching ability and professional competence. The exemplary role of educators can stimulate teachers' learning motivation and enterprising spirit, prompting them to constantly surpass themselves and pursue excellence in the field of education. The spirit of educators can promote academic exchange and cooperation among teachers, forming a good academic atmosphere and team spirit. The ideas and behaviors of educators can serve as a bridge for communication and learning among teachers, promoting mutual inspiration and common growth among them.

5.2. Construction of Teacher Ethics and Conduct

The construction of professional ethics and conduct is the foundation for cultivating high-quality teachers. The spirit of educators can inspire teachers to establish correct professional ethics and

standards, guide them to adhere to educational ethics and norms. The role of educators as role models can influence the behavior and attitude of teachers, prompting them to lead by example and become role models and leaders for students. The construction of teacher ethics and style can enhance the professional competence and teaching level of teachers. The thoughts and behaviors of educators can inspire teachers to continuously pursue educational excellence, self-improvement, and continuously improve their teaching skills and knowledge structure. The guiding ideology of educators can help teachers establish correct educational goals and pursue a belief in excellence, guiding them to continue learning and continuous progress. The construction of professional ethics and conduct can promote teamwork and common growth among teachers. The spirit of educators can promote mutual respect and support among teachers, forming a good professional ethics and teamwork spirit. The exemplary role of educators can stimulate teachers' learning motivation and enterprising spirit, encouraging them to inspire each other and progress together in the team.

5.3. Teacher Professional Development

The spirit of educators can inspire teachers to actively participate in professional development activities, continuously improve their educational level and professional competence. The exemplary role of educators can stimulate teachers' learning enthusiasm and enterprising spirit, guide them to continue learning, constantly reflect and improve teaching practices, thereby improving teaching quality and educational effectiveness. The spirit of educators can promote communication and cooperation among teachers, and jointly promote professional development. The guiding ideology of educators can help teachers establish a professional community, promote mutual learning and inspiration among teachers, and form a good professional atmosphere and cooperative culture. The exemplary role of educators can inspire teachers to support and grow together, explore educational issues together, share teaching experiences, and promote the overall quality improvement of the teaching staff. The spirit of educators can guide teachers to focus on self reflection and professional success. The thoughts and behaviors of educators can inspire teachers to constantly reflect on their teaching practices, explore and innovate educational methods and strategies, and continuously improve their teaching abilities and professional levels. The exemplary role of educators can help teachers establish awareness and motivation for self growth, encourage them to continue pursuing excellence in education, and continuously improve their professional competence and teaching level.

5.4. Innovation in Teaching Methods

The spirit of educators can inspire teachers to be brave enough to try and innovate teaching methods. The exemplary role of educators can stimulate the creativity and exploratory spirit of teachers, encourage them to constantly try new teaching methods and strategies, tap into teaching potential, and improve teaching effectiveness. The spirit of educators can promote the exchange and sharing of teaching experience among teachers. The guiding ideology of educators can help teachers establish common teaching objectives and values, promote the exchange and sharing of teaching experience among teachers, jointly explore teaching problems, share successful experiences, inspire and promote each other, and form a good teaching interaction and cooperation atmosphere. The spirit of educators can guide teachers to pay attention to the personalized needs and development of students. The thoughts and behaviors of educators can inspire teachers to pay attention to the individual differences and developmental needs of students, adjust teaching methods and strategies based on their characteristics and needs, achieve personalized teaching, and improve teaching and student learning outcomes.

5.5. Teacher Team Building

Establish a positive, collaborative and win-win teacher team culture, encourage teachers to learn from each other, share experiences, and support each other, and form a good cooperative atmosphere. Establish a multi-level teacher training mechanism, including regular professional training, seminars, academic exchanges, and other forms, to enhance the professional competence and teaching level of teachers. Encourage teachers to participate in academic and research projects, cultivate their innovative awareness and research abilities, and promote the continuous updating and improvement of teaching methods and concepts. Establish a mentor system to provide guidance and support for new teachers, helping them quickly integrate into the team, improve work efficiency and quality. In addition, emphasis should be placed on the incentive mechanism for teachers, which can stimulate their work enthusiasm and enthusiasm, promote their personal growth and team development through incentive

measures such as evaluation rewards and promotion mechanisms.

5.6. Course Ideological and Political Construction

The construction of ideological and political education in curriculum should focus on cultivating the ideological, moral and professional qualities of teachers. Through the design of curriculum and learning content, teachers should be guided to establish correct outlooks on life, values, and the world, and enhance their ideological realm and educational sentiment. The construction of ideological and political education in curriculum should focus on the professional development and teaching ability improvement of teachers. Through curriculum design and innovative teaching methods, it can promote the updating of teachers' subject knowledge and teaching concepts, and improve their teaching level and educational ability. The construction of ideological and political education in curriculum emphasizes the cultivation of teachers' innovative spirit and practical ability. Through the organization of curriculum design and practical activities, it stimulates teachers' innovative awareness and practical ability, promotes their continuous exploration and innovation in teaching practice, and improves teaching effectiveness and educational quality. The construction of ideological and political education in curriculum should focus on teamwork and communication among teachers. Through curriculum design and teaching arrangements, it promotes cooperation, communication, and common growth among teachers, forms a good team atmosphere and cooperation mechanism, and enhances the cohesion and combat effectiveness of the entire teaching staff.

5.7. Education and Research Support

Educational research support can provide teachers with the latest educational theories and research results, help them continuously update educational concepts, expand teaching ideas, and improve teaching levels. By participating in scientific research projects and conducting in-depth research on educational issues, teachers can enhance their academic literacy and research abilities, thereby becoming more innovative and targeted in teaching practice. Educational research support can promote academic exchange and cooperation among teachers, and build a platform for their professional growth. Teachers participate in scientific research projects, engage in academic exchanges with peers, share experiences and achievements, inspire each other, and grow together. This kind of cooperation and communication not only promotes the overall quality improvement of the teaching team, but also helps to form a good academic atmosphere and team cooperation spirit. Educational research support can also stimulate teachers' innovation and practical abilities. Teachers participate in scientific research projects, face practical educational problems, propose solutions, conduct practical exploration, continuously innovate teaching methods and means, and improve teaching effectiveness and educational quality.

6. Conclusion

Through in-depth research on the guiding role of the spirit of educators in the construction of high-quality teacher teams, we deeply understand the exemplary power and leading role of educators. The spirit of educators is not only a concept, but also a practice, inspiring teachers to constantly pursue excellence and continuous progress. In the current context of the new era of educational development, cultivating and promoting the spirit of educators is of great significance for building a high-quality teacher team and promoting the vigorous development of education.

About the Author

Zhang Weijing (1989-) female, Shaanxi Xianyang, Shaanxi University of Science and Technology, lecturer, mainly engaged in ideological and political education research; Wang Yao, (1984-), female, Xi'an, Shaanxi, Shaanxi University of Science and Technology, Lecturer, mainly engaged in teacher faculty development management.

Acknowledgement

This paper is the periodic research result of the 2023 Shaanxi Teacher Education Reform and Teacher Development Research Project "Carrying forward the Spirit of Educators to Lead the

Construction and Practice of Provincial Colleges and Universities Teachers" (SJS2023YB037).

References

- [1] Ge Xinbin, Mo Jingcong. *The spirit of educators is the primary direction for building a high-quality teaching team in the new era* [J]. *Teaching and Management*, 2024, (01): 1-5.
- [2] Dou Guimei. *Becoming a Great Teacher with the Spirit of "New Era Educators" - Another Discussion on "Being a Teacher with Spiritual Ambition"* [J]. *People's Education*, 2022, (18): 48-50.
- [3] Chen Yaping. *The Value, Challenge, and Path of Integrating the Spirit of Educators into Talent Training in Normal Colleges* [J]. *Journal of Heilongjiang Teachers Development College*, 2024, 43 (06): 1-7.
- [4] Yao Li. *The generation logic, value implication and promotion path of educator spirit in the perspective of Chinese path to modernization* [J]. *Education Review*, 2024, (05): 3-11.
- [5] Deng Guangping, Fan Zhouying, Guo Huaqiao. *Leading the Construction of High Quality Teachers with the Spirit of Educators* [J]. *Education Review*, 2024, (05): 12-18.
- [6] Yu Benhai. *Leading the Construction of Teacher Teams and the Excellent Growth of Normal Students with the Spirit of Educators*[J]. *Henan Education (Teacher Education)*, 2024, (01): 12-13.