

A Study into the Value and Development Path of Regional Joint Training Mode for Graduate Teaching Groups

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Abstract: *Regional joint training for graduate teaching groups, as an attempt and pioneer action of volunteer training, has been carried out in Nanjing for nine years, and a number of excellent volunteers have been trained to make contributions to the West. Joint training, with its advantages of centralized teaching characteristics, aggregation effect and cohesion, has continuously attracted colleges and universities to join. Colleges and universities cooperate with each other to innovate the training mode, explore the development path, and break the talent training barrier between the exporting colleges and the undertaking colleges. However, the management problems and training caused by the expansion of scale are limited to the present, and the lack of follow-up always exists and needs to be solved. The regional joint training organized by Nanjing Normal University provides experience and ideas for improving the quality and efficiency of training and expanding the promotion.*

Keywords: *Joint Training; Value; Mode; Path*

1. Introduction

The China Youth Volunteer Poverty Alleviation Relay Program - Graduate Teaching Groups (hereinafter referred to as “graduate teaching groups”) is jointly organized and implemented by the Central Committee of the Communist Youth League and the Ministry of Education to carry out basic education volunteer services in primary and secondary schools at or below the county level in Western China. [1]In the new era, how to further enhance the volunteer service ability of the graduate teaching groups through high-quality training has become an important practical issue.

The regional joint training for graduate teaching groups organized by Nanjing Normal University is a pilot and demonstration of the training mode of graduate teaching groups in Nanjing and even Jiangsu Province. Taking it as an example, this paper explores the value, training mode and sustainable development path of regional joint training for graduate teaching groups, which has theoretical and practical guiding value for the large number of graduate teaching groups dispatched universities to carry out high-quality training.

2. On the Value of Regional Joint Training for Graduate Teaching Groups

2.1. Definition of Regional Joint Training

Regional joint training for graduate teaching groups refers to the joint training of graduate teaching volunteers by universities and colleges dispatched by graduate teaching groups in a certain region. The participating colleges and universities gather resources, undertake overall planning and integration of colleges and universities, and conduct specific training for volunteers.

2.2. Implementation Purpose and Background

It has been nearly one year since the volunteers of graduate teaching groups were selected and formally dispatched to the service place. Colleges and universities need to carry out training for their volunteers.[2] However, when some colleges and universities independently carry out training, they often face the problems of insufficient teachers, lack of experience and high cost. In addition, there are differences between the teaching position, starting point and training objectives and the teaching needs

of basic education, resulting in the mismatch between the training content and the actual skills required by the post. In order to solve the problems of weak professionalism, low practicability, low cost-effectiveness and low efficiency of independent training at colleges and universities, regional joint training came into being.

2.3. Implementation Advantages and Significance

Nanjing Normal University, which undertakes the regional joint training for graduate teaching groups in Nanjing, is a comprehensive university with strong normal disciplines in Jiangsu Province. It has natural advantages in teacher education, curriculum design and teacher reserve. Under the overall planning of the provincial project office and relying on the professional platform within the school, Nanjing Normal University has established joint training points with the following advantages:

2.3.1 Aggregation Effect

University resource aggregation can enhance influence and attraction. In terms of cost, the training funds such as expert teaching fees are paid in combination, which saves the cost for carrying out similar activities. The price advantage generated by the aggregation effect reduces the per capita training cost, and the fixed colleges and universities save the program design and implementation costs. In terms of operation, after the expansion of the scale and influence of joint training, the participation rate of colleges and universities will increase, the resources will be more concentrated, and the training will be more perfect. Joint training attracts more colleges and universities to join with its gathering advantages, thus forming a virtuous circle of “training scale → training optimization → attracting colleges and universities → further scale → further optimization”.

2.3.2 Gathering Strength

In the aspect of undertaking colleges and universities, the participating volunteers with complex educational background and a rich number of service places provide sufficient samples for the needs of undertaking college research volunteers and service places, and the training design based on the research is more scientific; at the same time, the host colleges and universities call on member colleges and universities to give full play to their advantages to support training (teachers, equipment, practice bases, etc.), and the training quality is high.

In terms of participating colleges and universities, joint training has turned “private affairs” into “collective affairs”, and corrected the training attitude of colleges and universities. Colleges and universities actively participate in, pool wisdom and innovate in design, reducing the occurrence of “staying on the surface” and “acting blindly”, and thus the training is effective.

As for the volunteers participating in the training, the volunteers learned and communicated with their counterparts in the class based joint training, and compared with each other to enhance their understanding of the cause of supporting education; at the same time, volunteers rehearsed the collective work and negotiation scenarios in advance to cultivate collective thinking and cooperation awareness.

3. On the Regional Joint Training Mode for Graduate Teaching Groups

The provincial project office is responsible for the overall planning, the joint cooperation of the host universities and participating universities, innovation and the continuous optimization of the training mode.

3.1. Training Module

3.1.1 Cultivate Ideals and Beliefs

“Only with a lofty ideal can we go farther.” [3] Volunteer service in the new era requires volunteers to have firm ideals and convictions. Courses such as ideological and political education, volunteerism, supporting education inheritance and team building are provided to guide volunteers to strengthen their ideals and beliefs.

3.1.2 Improve Quality and Accomplishment

“The key to success lies in quality, and the formation of quality lies in accomplishment.” The training is based on lectures and practical experience, focusing on the topics of mental health, social

etiquette, traditional Chinese knowledge, folk culture, etc., to improve the comprehensive quality of volunteers in all aspects.

3.1.3 Enhance the Ability of Educating People

“Teaching and educating people is the main responsibility and job of the volunteers of graduate teaching groups.”[4] The training focuses on education and teaching, and the training is carried out in accordance with the mode of “skill points, case analysis, independent training, extended reading and micro training”, so as to enhance the ability of volunteers to educate people.

3.1.4 Enhance Hands-on Ability

Volunteers should “do practical things for the local people as much as possible in addition to classroom teaching”[5]. During the training, the resources of colleges and universities are used to organize volunteers to carry out practical training (such as going to the Youth League Committee and other departments to take a temporary post), so as to train the volunteers’ ability to “handle affairs”.

3.2. Curriculum Setting

3.2.1 Meet Diversified Meets

The training class combines the shortage of teachers in the supported area with the professional direction and discipline specialty of volunteers, and offers elective courses covering 9 disciplines, including Chinese, Mathematics, English, Politics, History, Geography, Biology, Physics and Chemistry. At the same time, volunteers with personalized needs will be included in the university classroom to enrich the course selection and save the cost of opening another course.

3.2.2 Progressive Learning of Design

The training class has formed a progressive training system of “basic accumulation → practical training → consolidation and expansion → reflection and optimization”. By setting up courses and lectures on ideals and beliefs and quality cultivation, we can build a solid theoretical foundation; carry out activities such as exchange and discussion, mental health, literary and art experience, and appreciation of traditional Chinese culture, arrange educational practice, survival and life skills training, and exercise comprehensive ability; design operations and tasks, consolidate achievements and expand capabilities; systematically summarize, reflect on problems and solve them in time.

4. Exploration and Reflection on Regional Joint Training Path for Graduate Teaching Groups

The regional joint training path jointly explored by colleges and universities in Nanjing has begun to take shape. So far, more than 700 students have been trained, with the following characteristics:

4.1. Destroy the Old and Establish the New

Joint training breaks the limitation of “small circle” in traditional school training. The training center of Nanjing Normal University and the off campus ideological and political education, internship and practice base have provided more platforms for volunteers to discover and solve problems. Volunteers can also share experiences and broaden their horizons when communicating with each other.

Joint training has improved the problem of “lack of new ideas” in traditional training, relying on the resources of many universities and innovating the training mode. In addition to offering ideal and belief courses and quality improvement courses to accumulate knowledge of the party’s theory, volunteer service, education and teaching, local folk customs, we also arranged activities such as the inheritance of traditional Chinese culture and the competition of cultural knowledge to enhance the interest of the training; organize students to participate in educational theory courses such as textbook interpretation, and go to primary and secondary schools for education and practice, so as to comprehensively improve the teaching level of volunteers; organize volunteers to participate in practical report lectures, volunteer service exchange meetings, visits and field surveys, and accumulate experience for carrying out extracurricular activities.

4.2. Progressive Selection and Training of Volunteers

The trainees of the training class are composed of volunteers from the graduate teaching groups of

the participating universities. In principle, all the volunteers from the graduate teaching groups of the participating universities are qualified to participate in the training. However, the exporting universities should double check with the host universities and select volunteers with correct attitudes to participate in the training.

In the process of training, the undertaking colleges or universities shall regularly assess the learning situation of the students and give feedback to the exporting colleges or universities. After the training, it shall assess the academic level of the students, commend the excellent, and establish a close relationship with the exporting colleges or universities for volunteer selection and training.

4.3. Current Situation and Reflection

At present, the joint training has been successfully carried out for nine times, with a total of more than 700 trainees. It has been recognized by colleges and universities in Nanjing and social related fields, and the training scale has been expanded year by year. However, with the expansion of the scale, the difficulty of management and training has increased, and the universalization of individual needs, the difficulty of maintaining the advantages of the same school's courses, and the difficulty of refining the training budget have occurred frequently. To this end, the training class explored open courses, uploaded the training courses to the network for wider use, and organized practice in batches to extend the course cycle.

In addition, the existing path focuses on the current training and neglects the follow-up. The training class lacks channels to obtain the follow-up evaluation and feedback of the trainees. The training class explores the establishment of a long-term contact mechanism, continuously pays attention to the development of students, especially the evaluation and feedback of the training content during the service period, explores the relationship between the actual performance of the students in supporting education and the training performance, and uses it as a reference for optimizing the course design and strengthening the course practice orientation.

5. Conclusion

Nanjing regional joint training for graduate teaching groups is a new platform built by colleges and universities in Nanjing to train volunteers with high quality, strong professionalism and broad social vision. It has successfully trained a large number of promising young people.

With the development of training, the original training will surely meet new opportunities and challenges. We must combine the characteristics of young volunteers in the new era, the previous training experience and the situation of service places, constantly explore the overall situation, overall thinking, course content, activity form and promotion mode of joint training, strive to promote the synchronous development of training scale and quality, reputation and content, and create a new situation of regional joint training.

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