

Research on the Influencing Factors and Innovation Paths of the Promotion of Colleges and Universities Teachers' Professional Ability

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ABSTRACT. *The colleges and universities teachers are the core supply of higher education resources. The professional ability of colleges and universities teachers is not only an important measurement and evaluation of teachers' own professional value, but also a key element for the quality of colleges and universities talent training, and an important guarantee for the development of higher education in the new era of our country. In the context of the development of the new era, strengthening the professional ability of colleges and universities teachers has important theoretical value and practical significance. Facing the real needs of social development in the new era and the real dilemma of the replacement of students between generations, in the face of the educational technological revolution brought about by the development of modern science and technology, how colleges and universities teachers can overcome their own professional dilemmas, seek new development opportunities, and improve their professional abilities, become an inevitable choice for the professional development of colleges and universities teachers. Aiming at the current problems faced by colleges and universities teachers in the process of improving their professional ability, deeply analyzing the reasons for their existence, and actively seeking innovative ways to improve colleges and universities teachers' professional ability under the background of the Internet in the new era are important explorations in the current reform and development of higher education in my country.*

KEYWORDS: *colleges and universities teachers; professional ability improvement; influencing factors; innovation path*

1. Introduction

Teachers are the leader of educational activities. It is through teachers' in- and extra-curricular teaching activities that they have completed the reshaping of

students' lives. Serving and successfully being qualified for the teaching profession requires teachers to have strong professional knowledge and vocational skills [1]. With the development of higher education in our country, the enrollment of colleges and universities has expanded, and the number of students has increased significantly. At the same time, the scale of the faculty of our country's colleges and universities is also expanding. Teachers are the main force in teaching and scientific research in universities, and the key force in cultivating high-quality talents for the country and society. The professional ability and professional qualities of colleges and universities teachers directly affect the quality of higher education and the quality of high-quality talents in our country. Based on the sacred mission undertaken by colleges and universities teachers, colleges and universities have the responsibility to explore and practice effective strategies and methods to improve the development of teachers' professional ability. With the advent of the "Internet +" era, information network technology has become a basic professional skill for colleges and universities teachers to carry out teaching research. With the continuous improvement of the overall education level of the public, social and economic development has put forward higher requirements for the improvement of teachers' professional ability [2]. Under the background of the new era, people put forward higher expectations for the development of higher education, and the reform of the higher education teaching system is actively responding to the expectations of people. In the new era we can effectively improve the teaching ability and scientific research level of teachers in colleges and universities, comprehensively promote the reform of China's higher education, and train more high-quality and high-level talents for China's economic and social development only by solving the factors affecting and restricting the improvement of the vocational ability of teachers in colleges and universities [3].

2. The realistic background of colleges and universities teachers' professional ability improvement

The advancement of science and technology has provided a rich platform for the improvement of colleges and universities teachers' professional ability. The advancement of educational technology revolution has provided a broad stage and space for the improvement of colleges and universities entrance examination teachers' professional ability. The progress of social development has changed people's professional concepts and work concepts, and has contributed to colleges and universities. The improvement and transformation of teachers' professional ability brings more opportunities. At the same time, we should see that with the growth of individual life and the natural evolution of the population, the intergenerational replacement of colleges and universities students also raises the importance of improving the professional ability of colleges and universities teachers urgent request. In recent years, with the impact of the information technology revolution on higher education[4], the improvement of the professional ability of colleges and universities teachers has been imminent; and with the transformation of college education concepts and teaching methods from

teacher-centered to student-centered[5] , higher education also puts forward higher requirements on the ability of colleges and universities teachers.

2.1 The advancement of modern science and technology provides a rich platform for the improvement of colleges and universities teachers' professional ability

The teaching and learning platform constructed by relying on the advancement of modern science and technology provides abundant resources for the improvement of colleges and universities teachers' professional ability. With the development of education technology, the improvement of teachers' professional ability relies on modern technology platforms, which has opened up a broad space for universities and other education authorities to carry out various forms of teacher education and training. The education and teaching methods that can be adopted in the process of vocational skills training for colleges and universities teachers have also found a new focus. More and more information network companies are launching various education and teaching platforms, which not only provide students with abundant learning resources, but also provide more choices for teachers' professional development and professional innovation. The extensive use of education and teaching platforms in the process of improving teachers' professional ability has broadened their professional horizons, enriched their professional connotations, and enhanced their professional identity. The colleges and universities teachers use information network teaching platform tools to act on different levels of college talent training, improve the quality of talent training, and deliver more and more high-quality talents for social progress and national development.

2.2 The educational technology revolution provides more possibilities for the improvement of colleges and universities teachers' professional ability

With the advent of the "Internet +" era, a revolution in education technology in colleges and universities has also risen. Multimedia teaching tools have become an important tool and method for classroom teaching. In the traditional teaching process, the phenomenon of large teacher chalkboards no longer exists. Instead, they are presented with exquisite PPT courseware or intuitive teaching videos. These new developments in educational technology have effectively improved the effectiveness of classroom teaching. However, it is far from enough to just see the teaching instrumental or auxiliary role of educational technology. If teachers are not proficient in using modern teaching tools and teaching methods, and encounter unexpected events such as multimedia operation failures, they are often in a hurry, which affects the normal development of teaching activities. The educational technology revolution has brought advanced advantages that are incomparable to traditional college education and teaching activities in many aspects such as online learning, remote interaction, resource accumulation, and virtual simulation. Teachers can use online courses to improve their professional abilities, and they can also increase the frequency of teaching interaction through remote interaction; colleges

and universities teachers can use the Internet to collect and organize materials, enrich teaching curriculum resources, and increase career accumulation.

2.3 Social development and progress bring more opportunities to improve the professional ability of colleges and universities teachers

Social development has brought new opportunities and challenges, and the connotation of teachers' professional ability has also undergone profound changes. The professional environment of college teachers has broken through the limitations of traditional campuses and expanded to network platforms. Putting the improvement of colleges and universities teachers' professional ability under the background of the Internet big data era in the new era is not only an influencing factor and improvement path for the improvement of teachers' professional ability, but also an evaluation mechanism for the improvement of teachers' professional ability. It is facing new challenges and opportunities. Through the investigation of virtual simulation dynamic system, we try to fully and thoroughly understand the operating status and influencing factors of the ability system of colleges and universities teachers' professional groups[6], so as to construct an effective professional ability improvement mechanism, which has become an important part of colleges and universities teachers' professional ability improvement in the new era innovation. In addition to scientific and technological progress, the overall progress of society also provides a broader space and rich expansion possibilities for colleges and universities teachers' professional ability improvement. The fragmentation and convenience of learning make it possible to further synchronize the knowledge mastery of colleges and universities teachers and students.

2.4 Intergenerational replacement of students puts forward urgent requirements for the improvement of colleges and universities teachers' professional ability

With the natural replacement of the life cycle, the current students who enter colleges and universities are already post-00s. Different from the previous college students of the last century, they are the "indigenous people" of the Internet, and they are more proficient in the use of Internet tools and the acquisition of Internet knowledge than teachers. They can use mobile phones and other tools to quickly and conveniently acquire all kinds of knowledge, the self-study environment is continuously improved, and the self-study ability is constantly improved. The fragmented knowledge and convenient learning platform brought by the information explosion era have increased the ways for college students to acquire knowledge and increase their ability. At the same time, they put forward higher requirements for teachers' professional ability. If they do not obtain the desired knowledge and ability improvement in the teaching process, they will often seek other ways to acquire knowledge or give up learning. The fundamental source of classroom charm is the professional ability of college teachers, and improving professional ability has become an important task for teachers.

3. Analysis of influencing factors of college teachers' professional ability improvement

The improvement of the professional competence of college teachers is a systematic and complex issue, which involves the positioning of college teachers' professional competence, the policy-oriented influence of college teaching and research, the material guarantee of colleges and universities for the improvement of teachers' professional competence, the harmony of the relationship between teachers and students, and the university the combined effect of related factors such as professional training guarantee for the improvement of teachers' professional ability.

3.1 Vague career orientation hinders the development of teachers' professional ability

Teachers in colleges and universities are a job. There is no doubt about it, but the specific value of the job is different in the eyes of every teacher. Teachers have been given the mission of teaching and educating people since ancient times. From the perspective of the professional positioning standards of modern education goals, teaching is just a basic skill for college teachers, and educating people is a reflection of the breadth of the teacher's own professional field of vision [7], teachers a sense of continuous self-transcendence will also influence students to look forward to the future. Under the perspective of education reform in the new era, the most restrictive factor for ordinary college teachers to grow into "excellent teachers" and improve their professional abilities is not insufficient knowledge, skills and other professional abilities, but the practice of moral commitments triggered by the vague professional positioning of teachers, "moralitynurturing" level is not enough [8].

3.2 Dislocation of policy orientation restricts teachers' pursuit of professional ability improvement

The professional ability of college teachers refers to the collection of their ability to complete teaching and academic research. Classroom teaching ability is the primary professional ability of college teachers [9]. However, in reality, this basic professional ability has not been valued in its due position in reality. At present, the main basis for the evaluation of college teachers' professional titles is the results of scientific research, which is the direct guidance of various personnel policies in colleges and universities. In order to obtain high-level professional titles as soon as possible, many university teachers focus their main energy on academic research activities, while perfunctory teaching work. Not being devoted to teaching and not improving teaching ability has become a normal phenomenon among current college teachers, especially the performance of young college teachers. The so-called one-vote veto system for teaching in the process of professional title evaluation is often only a mere formality, and it has not played its due role in the evaluation of professional titles.

3.3 Insufficient material security weakens the possibility of teachers' professional ability improvement

The improvement of teachers' professional ability must rely on a large amount of time and energy investment, and the premise and foundation are material security investment. Whether it is teachers themselves actively participating in vocational skills training, or the environment, conditions, and resource supply for teachers' professional ability improvement, they must rely on material security. Regardless of whether teachers are individuals in life, they also bear the family responsibility of supporting their families. Obtaining labor income through education and teaching activities is also the basic return of the education profession. As a basic guarantee for professional activities, "Internet+" puts forward higher requirements for the construction of hardware teaching facilities in colleges and universities. However, we found through research that at present, some local colleges and universities still have information education in the process of promoting information network teaching reforms. The problem of slow development, the real problem of the disconnection between teachers' professional ability and the information education model, has seriously weakened the realistic possibility of teacher's professional ability improvement.

3.4 The complex teacher-student relationship affects the motivation of teachers' professional ability improvement

The teacher-student relationship is an important relationship that must be handled well in teacher teaching activities. In the information network era, a common event may evolve into public opinion through network communication, especially an abnormal event involving the relationship between teachers and students in colleges and universities, which has a negative effect on the social evaluation of the relationship between teachers and students in colleges and universities. The relationship between teachers and students in colleges and universities is faced with the difficulties of obvious rationality of relationship cognitive tools, reconstruction of the roles and relationships of teachers and students, and insufficient investment of teachers and students in the relationship [10]. Due to the lack of morality of individual teachers and the exaggerated propaganda of irresponsible media, the relationship between teachers and students in colleges and universities has been complicated or even demonized in the eyes of the public, which has seriously affected the motivation of teachers to actively improve their professional ability. Especially with the gradual younger generation of teachers in colleges and universities, how to establish a good teacher-student relationship between college teachers and contemporary college students is a problem that colleges and universities urgently need to solve [11].

3.5 Lack of vocational training weakens teachers' enthusiasm for improvement of professional ability

Teachers are always dominant in the entire college education, which requires teachers to have strong professional abilities. Teacher professional training is an important way to improve the professional ability of college teachers. However, the current vocational training of college teachers has problems such as single form, perfunctory process, and insufficient effectiveness, which have severely weakened the enthusiasm of teachers to participate in training and improve professional ability. Teacher training activities in colleges and universities deviate from the essential requirements of education work training that must adhere to lifelong, independent, phased, continuity and richness [12]. It is a formality, neglect of management, and lack of effectiveness. It has not only failed to actively and effectively improve the professional ability of teachers, on the contrary, wasted teachers' time and wasted their energy because of the emphasis on formality and formality. For a long time, many teachers are unwilling to participate in this type of education and training activities, preferring to explore privately, often with little effect.

4. The practical significance of strengthening the professional ability of college teachers in the new era

In the process of social development in the new era, the improvement of college teachers' professional ability will not only help improve the overall quality of my country's higher education, and cultivate more outstanding talents for the country's strength and social progress, but also enhance the social identity of college teachers' professional groups and strengthen society Positive comments. The improvement of the professional ability of college teachers is itself an important content of the training of high-quality teachers in colleges and universities. Whether it is the accumulation of the overall high-quality resources of the teaching force or the accumulation of the high-quality resources of talent training, it is an important manifestation of the realization of the social and personal values of college teachers in the new era.

4.1 The improvement of college teachers' professional ability is conducive to the improvement of higher education quality

High-quality teacher resources are the fundamental guarantee for the quality of college education. The improvement of college teachers' professional ability is not only the improvement of teaching ability, but also the improvement of scientific research ability; it can not only effectively improve the quality of classroom teaching, but also improve the level of scientific research. The progress of university teachers themselves is an effective promotion of teaching work, and teaching each other can stimulate students' enthusiasm and interest in learning. From the perspective of the overall operation of the development of higher education teaching, the improvement of the professional ability of college teachers will inevitably be the

improvement of the learning level of students. The virtuous circle interactive system formed by the two will effectively promote the effective improvement of the quality of higher education.

4.2 The improvement of college teachers' professional ability is conducive to the professional social identity of teachers

The improvement of college teachers' professional ability is an important foundation for showing teachers' professional ability and personality charm. The improvement of college teachers' professional ability is an important factor for this professional group to win positive comments from the society. The improvement of the professional ability of college teachers means the improvement of the level of teaching and educating and the improvement of the quality of talent training. This is the fundamental reason why college teachers win the respect of society. Excellent college teachers will play a positive role in demonstrating a positive image, establish a positive and healthy image of college teachers, support the core elements of social evaluation with professional ability, and change the public's bad impression of college teachers. This is the social value of college teachers one of the important content.

4.3 The improvement of college teachers' professional ability is conducive to the cultivation of high-quality teachers

The improvement of college teachers' professional ability is an inevitable requirement for the existence and development of teacher professional groups. Teachers in colleges and universities pay attention to the improvement of professional ability, which is not only a personal matter of teachers, but also a major matter of professional groups. Excellent college teachers, for example, have excellent professional knowledge accumulation and professional skills reserve. The improvement of the individual professional skills of college teachers is an inevitable requirement for the improvement of the professional ability of college teachers. Only when every individual university teacher pays attention to the improvement of professional skills, can it form an overall joint force, improve the professional quality and innovation ability of the university teacher group, and make greater contributions to the cultivation of high-quality talents in China in the new era.

4.4 The improvement of college teachers' professional ability is conducive to the accumulation of high-quality social resources

The development of society is inseparable from the cultivation of talents. The cultivation of higher education talents in my country is an important link in the cultivation of high-quality social talents. The state has continuously deepened its understanding of the importance of education in its economic construction, and promoted the practice of educational value by increasing educational investment. The construction of teachers is an important part of the construction of colleges and

universities, and the professional ability of teachers directly affects the comprehensive quality of the trained students. Only by continuously improving the professional ability of college teachers and enhancing the teaching quality of school education in the process of improving the professional ability of teachers is the inevitable choice for the development of higher education. The improvement of college teachers' professional competence is a socialized and systematic process. The promotion of college teachers' professional competence in the socialized system can not only effectively improve teachers' professional competence, but also enhance teachers' professional knowledge and professional confidence[13] .

4.5 The improvement of college teachers' professional ability is conducive to the realization of teachers' personal value

The realization degree of college teachers' personal value directly depends on the level of teachers' professional ability. Through the exploration of innovative ways to improve the professional ability of college teachers, enrich the experience of college teachers, increase the knowledge of college teachers, and expand the ability of college teachers, which can improve the professional ability level of college teachers to the greatest extent, so as to effectively realize the personal value of college teachers. The improvement of the professional quality and professional level of individual college teachers can not only enhance professional self-confidence and enhance the personality charm of individual teachers, but also enrich the social evaluation and social identity of the teacher's profession, and enhance the overall professional honor of college teachers. So as to realize the unification of the personal value and social value of college teachers.

5. Innovative ways to improve the professional ability of college teachers in the new era

To explore the path to improve the professional competence of college teachers in the new era, it is necessary to first clarify the professional positioning of college teachers and create a new concept for the promotion of college teachers' professional competence; education authorities and colleges and universities must effectively change the policy orientation of professional title evaluation and lead the improvement of college teachers' professional competence. In the new direction, the improvement of teaching ability is the core content of the improvement of teachers' professional ability; colleges and universities should strengthen the material basis for the improvement of teachers' professional ability, enrich the innovation platform for the improvement of teachers' professional ability; strengthen the construction of teacher ethics and style, and straighten out the teachers the relationship between students, eliminate the society's negative evaluation of college teachers, and create a good atmosphere for the improvement of teachers' professional ability. It should be pointed out that in the new era, the most basic and most important way to improve the professional competence of college teachers is still to strengthen the training of professional competence of teachers. Through the integration of new professional

concepts and training of professional competence, new impetus for college teachers' professional competence will be stimulated.

5.1 Clarify the professional positioning and create a new concept of teachers' professional ability improvement

Clarifying career positioning is the prerequisite and basis for formulating career planning and career development. Clarifying professional positioning is the first issue to be considered to improve professional ability and achieve professional achievements. College teachers shoulder the important task of cultivating socialist builders and successors with Chinese characteristics. [14] As the personnel who are most closely connected with students in the process of higher education talent training, the improvement of their professional ability will directly determine the path of professional growth of college students. Sense of gain on to clarify the professional positioning of teachers, and from the perspective of supply-side structural reform, improving the professional ability of college teachers will make the development of college student education and teaching work more targeted and effective [15]. The most important factor for the public to judge college teachers is the professional ability of teachers, rather than the "net celebrity effect" or negative news of individual teachers. As engineers of the human soul, college teachers need to be "intellectual like a fountain of wisdom, behave as an example, and support "Post-learning, preceded by emotion" is the career positioning, and constantly improves the teacher's moral quality [16]. Dividing the professional career of college teachers into different stages such as the induction period, the rapid growth period, the mature development period, the plateau and the transcendence period, and the development of targeted teacher professional ability improvement strategies [17] is an important path for college teachers to improve their professional abilityselect.

5.2 Change the policy orientation and lead the new direction of teachers' professional ability improvement

Teachers in colleges and universities are the guarantee of human resource elements for talent training in colleges and universities. Active and effective policy incentives will greatly arouse the enthusiasm of the teacher group and effectively stimulate the direction and motivation of the professional group. In order to effectively improve the training quality of high-quality talents, colleges and universities must adopt practical, effective and feasible policy measures to comprehensively guide the improvement of teachers' professional ability. The professional development of college teachers should still be centered on teaching, "preaching and teaching work to solve puzzles", and provide assistance for the growth of students. For college teachers with outstanding scientific research capabilities, the school can set up special scientific research positions for classified management and classification upgrades. From the current situation of the development of college teachers' professional ability in our country, more emphasis should be placed on improving the teaching ability of college teachers. In the

process of reorganizing the policy orientation of colleges and universities, the objective and comprehensive quantitative evaluation of the professional competence of college teachers is the key link of professional title review, job evaluation, and performance appraisal[18], which provides a fair competitive environment for the development of college teachers. The campus soil that guides teachers to love their own work, dedicate their own work, adhere to professional ideals, strengthen professional beliefs, and realize professional values.

5.3 Strengthen material security and enrich a new platform for teachers' professional ability improvement

The promotion of teaching activities in colleges and universities must rely on sufficient material and technical guarantees. The strengthening of material security here mainly refers to the provision of a high-quality material platform guarantee for the improvement of teachers' professional ability, including not only the basic material guarantee for teachers, but also the material foundation for the improvement of professional ability. Among them, the basic material guarantee for teachers is an inevitable requirement for teachers' work and labor remuneration, and the basic material guarantee for teachers' professional practitioners; the material guarantee for professional ability improvement is an inevitable requirement for the improvement of teachers' ability and an important material guarantee for high-quality employment. In the modern "Internet+" era with the rapid development of information network technology, the overall improvement of college teachers' professional ability must take the realization of information education as the development goal, and contribute to the construction of smart campuses and smart classrooms in colleges and universities [19]. Strengthening material security and platform construction to provide a broad stage and space for the improvement and display of college teachers' teaching ability is the most direct requirement for the improvement of college teachers' professional ability. The use of modern educational technology must be based on the effective supply and high-quality supply of modern educational technology tools. For example, the construction, use and operation of virtual simulation teaching facilities are modern teaching platforms based on sufficient education and teaching investment.

5.4 Straighten out teacher-student relationship and create a new atmosphere for teachers' professional ability improvement

The teacher-student relationship is the most important interpersonal relationship in colleges and universities. The teacher-student relationship is the core of the teaching relationship, and a good teacher-student relationship is the basic guarantee for the smooth progress of education and teaching [20]. The teacher-student relationship not only affects the interpersonal interaction between teachers and students, but also affects the learning results of students [21]. A good teacher-student relationship is the prerequisite and foundation for talent training in universities. In accordance with the requirements of the Ministry of Education for

teachers' ethics and style, straighten out the relationship between teachers and students, pay attention to the traditional virtues of teaching and educating people, correct the professional identity of teachers, and form a good and healthy image and evaluation of college teachers in the society. The improvement of professional ability creates a good atmosphere. The teacher-student relationship is in a basic position among various interpersonal relationships in colleges and universities, and a harmonious teacher-student relationship is the guarantee for improving the quality of college education and teaching [22]. A good teacher-student relationship is not only beneficial to the professional development of teachers, but also beneficial to the adult development of students. It is the inevitable pursuit of cultivating high-quality and healthy talents. College teachers should aim to pursue a positive and healthy relationship between teachers and students, and build a harmonious and symbiotic relationship between teachers and students. In view of the black sheep in the teaching staff of colleges and universities, the teaching staff should be eliminated in time. The competent education department should discover hidden dangers in time, prevent them in advance, and actively respond to them, so as to realize the positive effect of a good teacher-student relationship on the improvement of teachers' professional ability.

5.5 Strengthen vocational training and stimulate new impetus to improve teachers' professional ability

Intensified vocational training is an important means to improve vocational skills and standardize career development, and systematic and organized strengthening of vocational training is an important means to enhance the professional ability of college teachers. Through cross-regional, high-level vocational competence training, teachers can be exposed to more outstanding professional advanced models, stimulate new impetus for the improvement of teachers' professional competence, and effectively realize the improvement of teachers' professional competence. Taking the collaborative innovation training improvement path of industry collaboration and professional combination is a beneficial exploration that is beneficial to the improvement of teachers' professional ability and is jointly explored by universities and industries [23]. Based on the professional mission, college teachers shoulder the important task of cultivating high-skilled talents. Improving the comprehensive quality of college teachers is crucial to improving the quality of talent training [24]. Intensified vocational training includes not only college teachers' vocational qualification certificate examination training at the beginning of their employment, but also continuous vocational skills improvement training that is widely integrated into teachers' long-term professional careers. Teachers often have undergone vocational training before entering the job and have mastered the basic abilities and professional quality requirements for engaging in college teachers' profession. However, we must realize that the re-education of college teachers, that is, teacher professional training, plays a decisive role in the professional development of college teachers. It is the only way for the continuous growth of college teachers [26].

6. Conclusion

In the new era and development, China needs more high-quality and high-quality talents. College teachers occupy an important position in higher education and play an indispensable role in the process of talent training. High-quality university teachers are an important human resource element supply guarantee for high-quality talents in the new era. With the continuous development of social culture, the overall quality of the people is getting higher and higher[25]. Individual college teachers must continue to strengthen their studies, strive to improve teaching, actively participate in scientific research, and achieve mutual benefit in teaching and research; colleges and universities must strengthen the management of the faculty, expand the professional quality of teachers, improve the teaching evaluation system, build a series of scientific research teams, provide more training opportunities, and improve the quality of higher education and teachers as a whole. The professional competence of college teachers is an important human resource element guarantee for the training of high-quality talents in the new era. Aiming at the current problems in the improvement of college teachers' professional competence, innovating the path to improve the professional competence of college teachers is an important guarantee for the realization of teachers' personal and social values. The important content of my country's higher education development in the new era is also an inevitable requirement for the training of high-quality talents in my country.

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