

Research on Strengthening the Construction of Young Teachers in Colleges and Universities in the New Era

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Abstract: Teachers are the engineers of human soul. Young teachers in colleges and universities are the important force of college teachers and play a vital role in the development of colleges and universities. In the new era, strengthening the construction of young teachers in colleges and universities is of great significance to the construction of high-quality education and teaching level. This paper puts forward reasonable suggestions for strengthening the construction of young teachers in colleges and universities in the new era, so as to promote the healthy and rapid growth of the construction of young teachers in colleges and universities in the new era. Such as strengthening the ideological and political quality and ethics of young teachers in the new era, and enhancing their sense of responsibility and mission; Strengthening the training of the professional ability of young teachers in the new era and improving their education and teaching level; Strengthening the cultivation and support of young teachers in the new era and ensuring the healthy and rapid development of young teachers and other aspects.

Keywords: New era, Colleges and universities, Construction of young teachers

"Teachers are the concrete practitioners of 'cultivate people for whom, cultivate what kind of people, and how to cultivate people', and shoulder the sacred mission of training generation after generation of socialist builders and successors with all-round development of morality, intelligence, physique, beauty and labor. We must adhere to and strengthen the Party's overall leadership over teachers and ensure the right direction of teacher team construction and student training." "Teachers are engineers of human soul and the inheritor of human civilization. They carrying the responsibility of spreading knowledge, spreading ideas, spreading truth, shaping soul, shaping life and shaping new people." In his important speech at the National Education Conference, General Secretary Xi Jinping pointed out the importance of teacher team construction, pointing out the direction for strengthening teacher team construction in the new era. To implement the fundamental task of moral education, the primary task is to strengthen the ideological and political quality of college teachers and the construction of teachers' ethics, and the key is to improve the professional quality and ability of teachers, so as to provide a strong teacher guarantee for improving the quality of talent training, enhancing the ability of scientific research and innovation, and serving the national economic and social development[1].

"Young teachers" have more difficulties in the early stage of their career at the foundation stage in every respect. However, compared with the elderly teachers, young teachers are a group full of vitality and hope. Young teachers in colleges and universities are an important force of teachers in colleges and universities, and play a vital role in the development of colleges and universities. In the new era, strengthening the construction of young teachers in colleges and universities is of great significance for the construction of high-quality education and teaching level[2].

1. Strengthen the Ideological and Political Quality And Ethics of Young Teachers in the New Era, and Enhance their Sense of Responsibility and Mission

The new era entrusts the young teachers in colleges and universities with new responsibilities. The young teachers in the new era are required to strive to be good teachers with "four qualities". The accomplishment of young teachers is related to the quality of college education and teaching level, and directly affects the cultivation and benefit of talent quality. Colleges and universities should take cultivating people as the core, taking moral integrity as the foundation, and carry the requirements of

teacher ethics construction through the whole process of teacher management, so as to guide young teachers to establish themselves, learn, and teach and moral education by virtue. The ideological and political quality and moral education ability of young teachers are an important basis for the construction of teachers. To strengthen the construction of young teachers, the first step is to strengthen the ideological and political quality and moral quality of young teachers, guide them to consciously implement the Party's education policy in the new era, and enhance their sense of responsibility and mission. This year marks the 100th anniversary of the founding of the Communist Party of China (CPC). It is necessary to strengthen the education of "four history" among young teachers and guide them to cultivate their faith and feelings. In addition, colleges and universities should strengthen the professional ethics of young teachers, carry out education in love, dedication, unity and cooperation, and constantly enhance the spirit of love and dedication of young teachers, and constantly improve their professional ethics and work level[3].

2. Strengthen the Professional Ability Training of Young Teachers in the New Era and Improve their Education and Teaching Level

Professional competence accomplishment is the basic quality that young teachers must possess. Young teachers should have professional knowledge level, and only when they really master the subject knowledge can they impart knowledge to students. They should strive to improve the professional quality of young teachers, enhance the practical ability of education and teaching, constantly improve and innovate their own education and teaching methods, improve the level of education and teaching, and strive to achieve practical results, and then promote the improvement of teaching quality[4].

3. Strengthen Talent Cultivation and Support for Young Teachers in the New Era to Ensure Their Healthy and Rapid Growth

As General Secretary Xi Jinping has pointed out, "Party committees and governments at all levels should have the foresight to recognize talent, the sincerity to love talent, the courage to use talent, the magnanimity to accommodate talent, and the good way to pool talent. They should use outstanding young talents freely, pave the way for young talents to become talented people, and make them become thoughtful, thoughtful, responsible and responsible builders and successors of socialism." Young teachers are the hope for the future of colleges and universities. Colleges and universities should adhere to the principle of the Party supervising talent, strengthen the cultivation and support of young teachers, improve the overall level of young teachers, and provide high-quality and tasteful education[5].

3.1 Innovate Talent Cultivation Mechanism and Give Priority to Cultivation

We should put forth effort to cultivate a number of discipline leaders, young academic talents and high-level innovation teams. Build interdisciplinary academic exchange platform, implement teacher quality improvement project, organize various professional skills training, encourage young teachers to improve their ability through training outside, part-time training and study visits at home and abroad, provide diverse communication opportunities for teachers, and strive to improve the teaching ability of young teachers, and require young teachers to write learning experience and share it with all teachers. Young teachers' learning exchange meetings will be held at the end of learning, and students will be organized to attend reporting classes to further strengthen young teachers' basic theories and relevant subject knowledge, and improve their teaching and research abilities. In addition, they can also serve as instructors, class teachers, support education, poverty alleviation, and participate in foreign aid exchanges with international organizations to cultivate their ideals and beliefs, and strengthen their responsibility to educate people.

3.2 Pay Attention to Teaching Guidance and Play the Role of "Mentoring"

In the subject teaching, young teachers should be given more help and specially equipped with growth tutors, and relevant guidance should be recorded in the tutors' personal teaching files, so as to give full play to the role of "mentoring" of old teachers. Growth tutors help and guide young teachers to understand and be familiar with the curriculum, and give specific guidance on teaching methods and in all links of conventional teaching, so as to comprehensively guide the career development of young teachers, and promote young teachers to form relatively mature education concepts and their own rapid

growth.

3.3 Build a Support System for Teacher Development

Give full play to the demonstration and leading role of young teachers' basic teaching skills competition in improving the quality of young teachers, establish and improve the teaching quality evaluation system that combines school leaders' evaluation, teaching supervision evaluation and students' evaluation, and improve the proportion of teaching achievements in the professional title (position) evaluation, post promotion and performance evaluation of young teachers. Fully arouse the enthusiasm of young teachers teaching, and stimulate the young teachers innovation education concept and teaching contents, create a high-quality, professional team of young teachers.

3.4 Build a Good Growth Platform for Young Teachers

Through trial lectures, we can help young teachers to master more basic teaching skills and improve teaching ability, and at the same time, improve the level and quality of education and teaching comprehensively. Colleges and universities make bold use of exceptional promotions for outstanding young talents and encourage young teachers to work as counselors and head teachers. Colleges and universities should strengthen overall planning and coordination, solve the housing difficulties of young teachers and improve the treatment of young teachers through various ways and methods, encourage young teachers to focus on teaching and research, and help young teachers to grow and develop quickly.

3.5 Focus on Teaching Reflection and Encourage Young Teachers to Actively Participate in the Improvement of Teaching Ability

Give full play to the professional promotion of young teachers in attending lectures and evaluating lessons, establish and improve the system of school leaders, school teaching supervision, department leaders and peer teachers attending lectures, timely feedback on the status of lectures, encourage teachers to learn from each others advantages, enhance communication and understanding between each other, and promote the continuous improvement of teaching quality. Young teachers' basic teaching skills competition should be held regularly, so that young teachers can learn from and promote each other in such activities and improve their classroom teaching implementation ability. Encourage young teachers to carry out teaching reflection, organize teachers to carry out discussion and exchange regularly, effectively combine the forms of individual reflection and concentrated reflection, comprehensively detect and evaluate the shortcomings of young teachers in teaching, put forward promotional and targeted suggestions, and promote young teachers to form a newer and more comprehensive understanding of their own teaching, and realize the improvement of classroom teaching efficiency.

3.6 Strengthen the Cultivation and Use of Excellent Teachers

We will adhere to the principle that the Party supervises cadres and talents, open up channels for the development of young teachers, talents, and officials, and select young talents with both integrity and ability to serve as members of the university's leading bodies in key functional departments and colleges, so that young talents can have more say in university governance.

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