Leading the Construction of Young Teachers in Local Colleges and Universities with the Standards of “Four Haves”, “Four Guides” and “Four Unifications”

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Abstract: General Secretary Xi’s “Four Haves” (have revolutionary ideals, sound morals, good education and a strong sense of discipline) teachers, “Four Guides” and “Four Unifications” pointed out the direction for the construction of college teachers in the new era. In order to further strengthen the construction of young teachers in local colleges and universities in the new era, through analyzing the current common problems in the construction of young teachers in colleges and universities according to the spirit of the relevant documents, this paper is based on the actual situation of local colleges and universities in the west and the standards of “Four Haves”, “Four Guides” and “Four Unifications” adopted to promote the construction of young teachers in colleges and universities from the aspects of teacher morality, training and development, and evaluation reform, and further improve the quality of talent training in colleges and universities.

Keywords: “Four Haves”, “Four Guides”, “Four Unifications”, The construction of young teachers.

1. Introduction

During the “Thirteenth Five-Year Plan” period, China’s teaching force increased from 15.39 million at the end of the “Twelfth Five-Year Plan” to 17.32 million today, an increase of 12.5%. It can be seen that the scale of the teaching staff is constantly expanding, the quality is constantly improving, and the structure is constantly being optimized [1]. Since the 19th National Congress of the Communist Party of China, the Party Central Committee with Comrade Xi Jinping at the core has paid great attention to education and teachers’ work, and has put forward higher requirements for the construction of teachers in the new era. It has successively held important meetings such as the National Conference on Ideological and Political Work in Colleges and Universities, the National Education Conference, and the Symposium for Teachers of Ideological and Political Theory Courses in Schools, held many teacher-student symposiums, and replied to college teachers and students. It is related to a series of major issues such as the construction of college teachers, and a series of institutional documents such as the “Opinions of the Central Committee of the Communist Party of China and the State Council on Comprehensively Deepening the Reform of the Construction of Teachers in the New Era”, especially the “Four Haves” (have ideals and beliefs, have moral sentiments, have solid knowledge, and have a benevolent heart) standards proposed by General Secretary Xi Jinping, “Four Guides” (be a guide for students to temper their character, to teach them knowledge, to stimulate students’ innovative thinking, to guide students to dedicate to the motherland) and “Four Unifications” (adhering to the unity of teaching and educating people, the unity of words and deeds, the unity of asking questions and paying attention to the society, and the unity of academic freedom and academic norms). It can be seen that with its heavy weight and high requirements, it has provided fundamental compliance and action guidelines for local colleges and universities to do a good job in the construction of teaching staff in the new era [2-4]. According to statistics, young teachers account for about 70% of the total teaching staff, and they have become the main force and new force in the development of colleges and universities. However, there are still many career planning puzzles and problems in the front line of teaching and research, especially in the western local colleges and universities. Compared with colleges and universities in economically developed regions such as the east, due to the influence of natural geographical environment, regional economic development and other factors, the platforms and supporting resources of colleges and universities in the west are obviously insufficient, and the living guarantee of young talents is not enough, which makes the situation of young teachers’ ideological and professional development more severe [5-6]. Based on the urgent need for the development of teachers in the new era, local colleges and universities in the west should promote the construction of young teachers from the aspects of teacher ethics, teacher training and development, assessment and evaluation, and strive to improve young teachers’ ideological and moral qualities as well as their teaching and research capabilities.

2. Problems Existing in the Construction of Young Teachers

The problem is the call of the times. Under the background of China’s “two hundred years”, there are certain problems in the construction of young teachers in colleges and universities in terms of morality, training and development, assessment and evaluation, etc., which will affect the effectiveness of the construction of young teachers in the following aspects.

2.1 The Ideological and Political Quality of Some Young Teachers is Weakened

With the in-depth development of the market economy, the
ideals and beliefs of some college teachers are blurred, and the value orientation of some college teachers is utilitarian and secular. Some teachers blindly pursue benefits and immediate interests. They only regard their work as a means of earning a living, teaching perfunctorily and seeking for immediate success in scientific research. There are also some impetuous, greedy college teachers whose words are not matched by deeds, which not only fails to mold the words and deeds of college students, but is not conducive to the construction of teachers’ morality [7].

2.2 The Training and Development System of Young Teachers Needs to be Further Improved

The proportion of young and middle-aged teachers in colleges and universities is relatively high. While after introduction, there lacks overall consideration, top-level planning, and new ideas, new methods and new explorations to cultivate them. Although there are new teacher training as well as domestic and foreign study visits, meanwhile, the training content is gradually enriched and the training forms are gradually diversified, the overall, systematic and long-term teacher training and development still needs to be designed in an overall manner, so that it can meet the actual needs of school development and adapt to the new trend of higher education development and changes.

2.3 Diversified Talent Evaluation has not Yet been Formed

Many colleges and universities evaluate talents only by “title”. It seems that from the perspective of current higher education, “outstanding talents” are “talents” with various titles and identities. At the same time, the talent evaluation model is relatively simple, the exploration and practice of diversified evaluation models such as academic evaluation, peer evaluation and social evaluation are insufficient. The classified talent assessment and evaluation system has not yet been formed. The evaluation focuses on quantity instead of on quality and contribution. The assessment and evaluation of teaching and education, academic development potential, and disciplinary contributions need to be strengthened.

3. Building A Team of Young Teachers in Accordance with the Standards of “Four Haves”, “Four Guides”, “Four Unifications”

The proposal of “Four Haves”, “Four Guides”, “Four Unifications” has great and far-reaching significance for strengthening the construction of young teachers in colleges and universities in the new era. “Four Haves” is the premise, “Four Guides” is the goal, and “Four Unifications” is the method. On the basis of clarifying the internal logical relationship of them, it’s necessary to explore the path of building a team of young teachers that meets the requirements of the General Secretary Xi Jinping for teachers in the new era.

3.1 Adhere to the Party’s Management of Talents, Further Promote the Construction of Teachers’ Morality, and Ensure the Political Direction of Young Teachers

The construction of teachers’ morality is the first standard for the construction of teachers’ team. The report of the 19th National Congress of the Communist Party of China emphasized “strengthening the construction of teachers’ morality and professionalism, cultivating high-quality teachers, and advocating the whole society to respect teachers”. Colleges and universities should follow the requirements of the new era and insist on putting the education of teachers’ morality, especially young teachers’, in the first place. To highlight ideological leadership, continuously strengthen the construction of teachers’ morality, and comprehensively improve their ideological and political quality.

3.1.1 Adhere to the Party’s leadership over the teaching staff

Strengthen the overall leadership of the party committee over teachers’ work, with particular emphasis on young talents’ work. The party organizations at all levels in colleges and universities should raise their awareness of the extreme importance of teachers’ work, give full play to the leadership and gatekeeping role of grass-root party committees, ensure that the construction of young teachers always adheres to the correct political direction, increase education guidance, and guide the majority of young teachers to strive for “Four have” teachers.

3.1.2 Establish the long-term mechanism for the construction of teachers’ morality

Implement the “Opinions of the Ministry of Education on Strengthening and Improving the Construction of Teachers’ Morality in the New Era”, strictly control the entrance of the teaching team, improve the reporting system for violations of teachers’ morality, and adopt “one-vote veto” when introducing, assessing and evaluating, post employing, professional promoting, and rewarding teachers. Through a series of activities such as teacher morality speech contest, advanced teacher morality selection, teachers’ day commendation, we will strengthen the professional guidance of young teachers and advocate an atmosphere of respecting teachers and valuing education in the whole school.

3.1.3 Continue to enhance the sense of mission of young teachers to foster virtue through education

Actively improve the system of pre-job training, special training, and full-staff training for teachers’ morality and make the education of teachers’ morality throughout the entire process of young teachers’ professional development. Colleges and universities in China’s western area should make good use of the “Westward Spirit” to effectively strengthen the ideals and beliefs of young teachers, promote patriotism education and “four history” education, and boost their responsibility. With the new requirements and new expectations of “spreading knowledge, spreading ideas, spreading truth, shaping souls, shaping lives, and shaping new people”, we will be the “four guides” for students and constantly enhance the sense of mission of moral education.

3.2 Strengthen Stratified Training, Implement Ability Improvement Plans, and Improve the Ability of Young Teachers
Colleges and universities should actively play the central role of teachers’ teaching ability development, coordinate the various development and training platforms of young teachers, implement ability improvement plans by categories and levels, and gradually explore the construction of a diversified development-oriented young teacher training and development system, so as to comprehensively improve the overall quality of young teachers.

3.2.1 Do a solid job of pre-job training for new young teachers

Colleges and universities need to intensify the guidance of tutors and assessment of teaching qualifications, and actively carry out activities such as special training on basic teaching skills, trial lectures, and diagnostic assistance to consolidate the basic teaching skills of young teachers. Meanwhile, to actively carry out various teaching competitions to promote teaching through competitions and encourage teachers to invest in teaching, to hold teaching seminars, teaching salons and other exchange activities to improve teaching ability and level, to support young backbone teachers to take temporary positions in the government, research institutes or high-tech enterprises, and use their own advantages to solve practical production problems through school-enterprise cooperation projects to increase the transformation of scientific research achievements and improve the ability to serve the society.

3.2.2 Fully implement the development plan for young and middle-aged teachers

Colleges and universities can formulate implementation on supporting the development of young teachers, focusing on the “teaching ability improvement plan”, “scientific research ability improvement plan”, “domestic and foreign training improvement plan”, “engineering practice ability improvement plan” and “innovation ability improvement plan”. Colleges and universities, teaching units, and functional departments should work together to jointly implement the development plan for young teachers and improve their scientific research ability and academic level.

3.2.3 Do a good job in the training plan for high-level young talents

Relying on talent projects and talent policies at all levels, colleges and universities focus on advantageous and characteristic disciplines, actively apply for various talent plans and provide project funding support for high-level talents through talent engineering plans. They actively build career development platforms and help outstanding young talents aim at higher talents plans.

3.3 Deepen the Evaluation Reform, Promote the Reform of the Personnel System, and Ensure the Career Development of Young Teachers

General Secretary Xi Jinping emphasized “improving the role of the baton in talent evaluation to provide a broader world for talents to display their talents”. To deepen the evaluation reform, colleges and universities should thoroughly implement the “Overall Plan of the Central Committee of the Communist Party of China and the State Council to Deepen Education Evaluation Reform in the New Era”. To boost the implementation of the “Break the Five Only” policy (only evaluate teachers by papers, titles, professional titles, academic qualifications, awards) in every province and stimulate the vitality of young talents.

3.3.1 Strengthen classified teacher management

Colleges and universities should combine the actual development of the team, strengthen classified guidance, classified management, classified evaluation and assessment, build various career development channels for teachers, and conduct classified management according to different post categories such as teaching type, teaching and research type, and scientific research type, and further improve diversified standards in teacher evaluation system. For newly recruited young teachers, explore the implementation of the “pre-employment period + long-term employment system” to achieve a flexible system.

3.3.2 Establish a “green channel” for the evaluation of young talents

Colleges and universities should actively implement the spirit of relevant documents on deepening talent evaluation and other related documents from higher authorities, adhere to the guidance of morality, ability and performance, explore the establishment of a “green channel” for the evaluation of young talents’ professional titles, and conduct special evaluations of professional titles for outstanding young talents who have made outstanding contributions to accelerate their growth and guide them to devote themselves to teaching and scientific research.

3.3.3 Deepening the reform of the assessment system and mechanism

Adhere to classified assessment which combines comprehensive assessment and key assessment, classified assessment and hierarchical assessment, and developmental assessment and reward and punishment assessment. To improve the content and method of talent evaluation, and explore scientific, social and market-oriented talent evaluation, pay attention to peer evaluation and representative work evaluation, appropriately extend the evaluation cycle of basic research talents, and maximize the transformation of various potentials of young teachers into development momentum.

4. Conclusion

To further strengthen the construction of young teachers in local colleges and universities in the new era, it is necessary to follow the standards of “Four Haves”, “Four Guides” and “Four Unifications”, adhere to the Communist Party of China’s management of talents, and further promote the construction of teachers’ morality and the political direction of young teachers. Strengthen layered training, implement ability improvement plans, and improve the ability of young teachers. Deepen the evaluation reform, promote the reform of the personnel system, and ensure the professional development of young teachers, so as to build a team of high-quality professional and innovative young teachers with excellent political quality, superb professional ability, and
high level of education.

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