

Based on the research on teaching innovation team building of teachers in vocational colleges

Aiming Luo

Hubei College of Chinese Medicine, Jingzhou, Hubei, 434020, China

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Abstract: With the continuous deepening of China's education reform, more requirements have been put forward for the teaching work of China's current vocational colleges, especially the work of teachers in higher vocational colleges and universities has also been changed to a certain extent. As a result, the traditional teaching team and teaching methods of vocational colleges and universities are no longer suitable for the educational needs of students, and the teaching level, teaching ability and teaching innovation team construction of teachers directly affect the cultivation of high-quality talents in schools. Therefore, in the current teaching of higher vocational colleges, how to effectively solve the problems existing in traditional education, and effectively meet the current teaching innovation team building of teachers in higher vocational colleges and universities through specific measures, has also become an important content in the current teaching of higher vocational colleges.

1. Introduction

With the continuous in-depth implementation of China's quality education and new curriculum reform teaching content in recent years, the teaching work of higher vocational colleges and universities has also put forward many requirements for the work of teacher teaching innovation team, higher vocational colleges as the cradle of China's excellent talent training, every year for China to train a large number of high-quality talents, so the teaching work of teachers in vocational colleges has been deeply concerned by all walks of life. How to effectively meet the educational needs of students in China's current education work, and at the same time make teaching work effectively achieve the double improvement of teaching quality and teaching effect, has also become an important content in the teaching work of vocational colleges.

2. The Background and Current Situation of the Construction of the Teaching Innovation Team of Teachers in Vocational Colleges

With the continuous reform of China's education, the construction of the teacher teaching innovation team is also to implement and implement the national vocational education reform implementation plan, while deepening the new era vocational education dual-teacher team, the construction of the reform implementation plan and other specific content. The issuance of these documents is a huge measure in the context of the national education reform, higher vocational colleges themselves as a training base for outstanding talents in China, vocational colleges and

universities will provide a large number of high-quality talents for the development of all walks of life in our country every year, but in the development of our country in recent years, especially the continuous growth of social economy, so that the demand for talents in many industries is increasing. The emergence of this situation also puts forward higher requirements for the teacher teaching innovation team, in the current teaching of vocational colleges, teachers are required to have teacher morality, teaching style, noble, the structure of the teacher team is reasonable and knowledge and skills complement each other, which can to a large extent directly promote the continuous improvement of the quality of talent training in vocational colleges. It is precisely because of the current requirements of higher vocational colleges and universities for teacher teaching innovation teams, but also that there are still some problems in the implementation of the current teacher teaching innovation team in China. And these problems seriously affect the construction of teacher teaching teams, so in the current teacher teaching team building, we first need to have a clear target positioning.

3. Problems in the Teacher Teaching Innovation Team

3.1. The Allocation of the Teacher Team is not Reasonable Enough

In recent years, the team building of the teaching team has been highly valued by vocational colleges, and vocational colleges and universities have strived to improve the overall level of the teaching team through multiple channels, channels, and measures. However, there are still problems such as different levels of teachers, uneven development, individual differences, slow growth of young teachers, and lack of career guides^[1]. To this end, we have conducted questionnaire surveys for full-time professional teachers and internship instructors in some vocational colleges, mainly covering related majors such as transportation, machinery manufacturing, software technology and information services. It is precisely because of these characteristics that the team lacks teachers with strong teaching ability, which causes the teacher teaching innovation team to meet the learning needs of students at all in the work, so in the specific teaching work, it is also necessary to pass effective measures to truly improve the reasonable allocation of the teacher team, so as to solve the various problems existing in the teacher teaching innovation team, and effectively achieve the double improvement of teaching quality and teaching effect.

3.2. Team social services are not deep enough

The social services of the teacher teaching innovation team built within China's vocational colleges are mainly for various exhibitions within the school and teaching activities outside the school. However, in many current teaching works in China, the social service system of the teacher teaching team simply cannot meet the predetermined requirements. In particular, there is a lack of teacher volunteers in teacher activities organized by government departments, and it is necessary to optimize these problems through specific and effective measures to improve the effective construction of teacher teaching innovation teams.

3.3. The team's scientific research ability is insufficient, and there is a situation that attaches importance to education and underestimates scientific research

In the current teaching of vocational colleges, the teaching team should have teaching ability and scientific research ability. Especially in the teaching work of vocational colleges, most students basically must carry out scientific research to improve their professional skills through specific practice, which also improves the teaching ability and scientific research ability of teachers. However, in China's traditional teacher teaching innovation team construction completely ignore the cultivation

of students' scientific research ability, most teachers only cultivate students' theoretical knowledge in teaching, and this situation makes many students have rich theoretical knowledge, but lack of practical ability, the emergence of this teaching situation also seriously limits the comprehensive development of students. Although it also directly improves the teaching ability of teachers and the learning level of students to a certain extent, in the current process of teacher teaching team innovation, it is necessary to solve these problems, and in the process of various teaching work in the future, we must also pay attention to scientific research work, to allow students to achieve all-round development of students through practice.

4. Teacher teaching innovation team building ideas

In China's current teaching work of higher vocational colleges, in order to effectively realize the construction of teacher teaching innovation team, it is necessary to build in teaching according to the characteristics of the training of professional talents in vocational colleges, higher vocational colleges are divided into different teaching majors in teaching work, such as architectural engineering, education, economics, art, in these education majors, in order to effectively realize the groupization of school teaching work, it is necessary to build a combination of full-time and part-time education methods and Chinese and foreign combinations. Let teachers in teaching divide and collaborate according to their own teaching strengths, to form a structured teaching team ^[2]. In this way, the professional level of teachers can be improved in the teaching work of vocational colleges, the rapid implementation of teacher team building will be strengthened, and the management system of professional teacher training and teaching team operation will be effectively improved. In the teaching of higher vocational colleges, the training strategy of combining key training and overall improvement is implemented, and the training is carried out through the internal backbone teachers and excellent teachers of higher vocational colleges and universities, so as to improve the teaching ability and related scientific research level of teachers, so as to effectively improve the professional level of teachers in vocational colleges, ensure the education of students, and effectively meet the expected teaching requirements.

5. Innovative team building for teachers

5.1 Integrate talent resources and optimize team structure

In the creation of the teaching team of teachers in vocational colleges, the team structure as the core of the entire creation work, which is mainly aimed at promoting the integration of academic education and vocational skills training, and should be reasonably matched with the teacher's knowledge background, academic background, and age structure in the process of team creation, so as to optimize the internal structure of the team. In the construction of team work, there should be team leaders to integrate various talent resources and other resources within the school, to effectively improve the professional practice ability within the team, so that the staff within the team have a certain sense of innovation and leadership experience. In the teaching work of vocational colleges, the team innovation leader should have rich teaching experience and teaching ability, can effectively lead the team to carry out teaching reform and the construction of teaching resources, personnel composition as an important factor in the construction of the whole team, but also the basic force of the entire team building, in the process of team formation, the teacher team must be able to complement the quality has been internal division of labor organization, through internal all-round cooperation, so as to improve the coordination and organization within the team, so that the construction of the teaching innovation team of teachers in vocational colleges, Effectively meet the work needs of various teaching and research work. The team management system includes the

relevant systems of team operation and development, as an important part of the school organization system, the teaching team should regularly organize team building and development meetings, activities and training, etc., clarify the role positioning of each member of the team, the role played in the team building process, clarify the division of responsibilities and completion time, establish and improve the corresponding incentive mechanism, and formulate corresponding safeguard measures. Ensure the smooth progress of team building management.

5.2 Improve the operation mechanism and improve the management system

After the completion of the construction of the teacher teaching innovation team, the first thing to do is to customize the operation of the team in all aspects of the mechanism, especially the team members are basically composed of teachers from vocational colleges, so the assessment and evaluation system and incentive system should be established in the construction of the team's customized program, and at the same time, the management system should also be improved in the management of the team, so that the team can form a framework in effective management work, so as to ensure that all the work of the team can be carried out smoothly. The teaching innovation team building of teachers in vocational colleges and universities can effectively become an important part of the school's internal organizational system. Encourage teachers to actively upgrade their academic qualifications to obtain higher qualification certificates, and actively and independently participate in the development of practical projects and technological innovation of electronic information enterprises, to cultivate a group of backbone teachers with high professional quality and strong professional skills for vocational colleges. Strengthen cooperation between schools and businesses to build a team of ethical, knowledgeable, and skilled teachers^[3]. And formulate corresponding safeguard measures to ensure the smooth progress of team building management, so that the teacher teaching innovation team of vocational colleges can effectively play its due role.

5.3 Optimize the management mode of the teaching innovation team of higher vocational teachers

The construction of teacher teaching innovation team in vocational colleges and universities is a more important teaching link in higher vocational education, through higher vocational education in the teacher cluster can have the need to play the effect of clusters, only in this way can fully promote the effective management of team work, so in the current management model of the teacher teaching innovation team of vocational colleges, it is necessary to optimize the management model, so that all teachers can meet effective management, improve the collaborative mechanism in the new team, find classroom teaching and strengthen the practical cooperation mechanism. In the teaching work, it is also necessary to establish a resource sharing mechanism, integrate existing professional resources, give full play to the team spirit, and finally in the project construction, each responsible staff should effectively manage the team through perfect management qualifications, to solve various problems in the construction, to improve the effective work construction of the teaching innovation team of teachers in vocational colleges.

5.4 Create a culture of cooperation in vocational colleges

First, the team leader should actively carry out team activities and encourage all staff to participate in it, so that the internal cohesion of the teacher team can be enhanced. Faculty members of vocational colleges and universities have their own responsibilities, so be sure to actively participate in team activities. Responsible personnel should communicate with teachers regularly and listen patiently to teachers' opinions. Some very important things in team building must follow the principle of

democratic centralism, so that all members can have the same goals. It is necessary to encourage and communicate more with team members, solve problems encountered in work or life in the first time, and promote members to improve themselves. Regularly carry out some meaningful practical activities, such as outward-bound training, reading reports, etc., so that the friendship between team members can be enhanced. At the same time, it is necessary to establish the concept of campus culture to ensure that team members have a common value orientation and enhance the cohesion of the faculty team. Second, brainstorm to fully stimulate the creativity of each teacher member in the team.

6. Conclusions

To sum up, with the continuous deepening reform of China's education, strengthening the teaching of students and the cultivation of teachers' professional skills are all important roles in the current teaching innovation team building of higher vocational teachers. At the same time, the construction of teacher teaching innovation team within vocational colleges has a strong practical nature, which can effectively meet the current educational requirements for teacher teaching, focus on improving the quality of talent training within colleges and universities, and strengthen the current teacher team with reasonable internal structure in vocational colleges.

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