Establishment and Practice on the Central Position of Talents Training in Secondary Teaching Units

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\textbf{Abstract.} In order to cultivate compound applied talents, it is necessary to further establish the central position of talent cultivation. This paper expounds the importance of teaching for establishing the central position of talent cultivation from five aspects: administrators' attention to teaching, system guarantee teaching, teachers' research teaching, scientific research promoting teaching, and daily management service teaching. Strengthening the position of talent training center can promote the development of schools, effectively serve the society and promote cultural inheritance.

\textbf{Introduction}

As a general university with strong industry characteristics, our University attaches great importance to undergraduate education. In a long time, we based on undergraduate talent training and focused on undergraduate teaching to promote the all-round development of the school. Adhering to the fundamental task of cultivating morality and people, our school has gradually formed the educational concept of "building the best university for students with culture and moral education" and the training orientation of "training compound publishing media talents with social responsibility, innovative spirit and practical ability". As a second-level college with remarkable first-class professional construction and scientific research achievements, undergraduate teaching and teaching quality engineering play an unshakable central role in the work of Printing and Packaging Institute. Focusing on the development of connotation and characteristics, we have always insisted on serving the capital and taking root in the industry, actively grasping the trend of media integration, concreting the characteristics of disciplines, majors and education, taking discipline construction as the guide, specialty construction as the support, curriculum construction as the grasp, students' practical and innovative ability as the core. We will actively promote the construction of teachers and teaching resources, improve the reform of undergraduate education and teaching innovation, continuously improve the efficiency and quality of personnel training.

As a teaching and research-oriented teaching unit, our institute has established the central position of undergraduate teaching and personnel training, established a systematic and efficient teaching quality assurance system, and formed a good working pattern of "leaders attach importance to teaching, system assurance teaching, priority of funds for teaching, management service teaching, teacher research teaching", so as to ensure the steady improvement of talent training and teaching quality of our institute.

\textbf{College Leaders Attach Importance to Teaching}

The leaders of our college attach great importance to undergraduate teaching, and the chief administrator is the first person who responsible for teaching quality engineering. The Party-Government Joint Committee, the Dean's Office Meeting and the College General Assembly all take undergraduate teaching as the primary topic to discuss, resolve and promote, so as to enhance the level of assurance for the teaching quality, maintain the priority of teaching resources and teaching forces, and ensure that quality awareness is implemented at the grass-roots level and in various
specific work. Firstly, we should strictly implement the system of the first responsible person for teaching quality, the system of linking college leaders with Department-level Teaching Units at the grass-roots level, and the system of listening and evaluating classes by college leaders, so as to strengthen the attention, supervision and inspection of college leaders on undergraduate teaching. Second, the College Party Committee, the Party-Government Joint Committee, and the President's Office should regularly study the teaching work, analyze and judge the major issues in the education and teaching work, make decisions, deploy and promote the implementation. At the Congress of theoretical study for staff and workers in our college, we usually choose topics related to higher education and undergraduate teaching for in-depth understanding and conscientious study, it always highlight the main position of undergraduate teaching, and establish the crisis consciousness of "if the undergraduate course is not firm the ground will shake". Thirdly, the leaders of our college have the teaching task of the main professional courses for a long time, and have a thorough understanding of the teaching situation in the classroom. They insist on listening to the class, inspecting the class, participating in the course teaching discussion and graduation design guidance, and leading the team to inspect the teaching work at the beginning, the middle and the end of the term, so they can discover the problems and solve problems in time. Combining with the actual situation of teaching and the construction of teaching resources, we should actively carry out teaching research, characteristic planning, teaching material construction and teaching achievements condensing and popularizing application. At the same time, our institute has also established a teaching steering committee and a teaching supervising group to give strong guidance and help to the teaching work from different angles and observation points, so as to play better functions of organizing, coordinating, supervising, guiding and judging and evaluating.

Rules and Regulations to Guarantee Teaching

According to the law of the development of higher education and the requirements of the new era, following the national quality standards for undergraduate majors and closely combining with the reality, our college actively promotes the construction of teaching system, and has issued a series of systems and documents for the management of teaching process and the guarantee of teaching quality, we also have formulated some policies and measures to encourage teaching, so as to standardize teaching management and improve the mechanism of teaching management system. The policies and measures guarantee the teaching order, highlight the central position of teaching, thus mobilizing the enthusiasm of teachers to devote themselves to teaching, and improving the teaching level and quality of undergraduate courses. Specific rules and regulations refer to the teaching management system document of Printing and Packaging Institute.

The College carries out a series of teaching actions and activities, such as class inspection, teaching supervision, feedback of teaching information, students' and peer evaluation of teaching, teachers' evaluation of teaching level, etc. The quality of teaching is effectively monitored and guaranteed. At the same time, we should formulate relevant incentive policies and measures for teaching competitions, teaching research and teaching results declaration, commend and reward excellent teachers who have made outstanding contributions to teaching posts, improve the initiative and enthusiasm of the teaching and educators, and objectively promote the obvious improvement of teaching style and learning style.

Teachers Research Teaching

In the teaching work, the teacher is the leading factor and the key factor. It is the fundamental guarantee and reliable force to improve the efficiency of teaching and the quality of personnel training. Since our college establishment, we have attached great importance to the construction of the teaching staff all the time, we think it is a key project, we also combine the introduction and training of talents, assessment and promotion organically, expand a larger platform and broader space for the
development of outstanding talents, so as to enable them to "attract, retain and use well". At present, the age and academic structure of the faculty are basically reasonable. The young and middle-aged teachers under 45 years old occupied 45 percent, they are full of vigor and potential and willing to devote themselves to teaching. Most of the teachers in the institute can devote themselves to teaching and they love teaching, they take the initiative to undertake more teaching tasks. They insist that the fundamental task of cultivating morality and cultivating people should run through all aspects of ideological and political education, professional knowledge education and social practice education, so as to cultivate and bring up a large number of builders and successors who have socialist thoughts with Chinese characteristics in the new era of Xi Jinping, and aspire to serve the capital and the socialism.

Scientific Research Promotes Teaching

As a teaching and research-oriented secondary teaching institute, our college encourages teachers to carry out scientific research around the green and intelligent development of printing and packaging, to explore deep-seated scientific issues, to grasp academic trends and frontiers, to pay attention to scientific research feeding back teaching and promoting teaching, to effectively apply scientific research results to teaching practice in various forms, to scientifically integrate research results into teaching, even in the textbooks, to promote the reform and optimization of teaching content, teachers are encouraged to guide students to carry out scientific research projects, community innovation activities and subject competitions in combination with research directions, and to absorb some excellent undergraduates to participate in teachers' horizontal and vertical research projects. Students' graduation design (thesis) combines scientific research and engineering practice, and cooperates with CAS or a world-class university with first-class discipline construction to complete the graduation design project of "practical training plan". Students' subjective initiative is fully mobilized, and their confidence in the transformation and upgrading of the industry and the development of their majors is gradually strengthened, thus basically realizing the educational program of "patriotism, school-loving and professional-loving" for students.

In order to give full play to the role of scientific research in promoting teaching, let students understand the latest scientific research achievements in the field of this discipline better and expand their professional horizons, the college actively organizes various academic lectures and special reports, invites renowned professors, high-level scientific research and innovation talents and technological elites of enterprises to enter the campus and classroom, and explores the frontier knowledge of the discipline face to face with students. Looking forward to the future development trend of the industry and creating a good academic atmosphere. The college also organizes professional teachers to open the instruments and equipment purchased for scientific research projects and the scientific research platform to undergraduates. The relevant models or devices are also applied to undergraduates' professional teaching, enriching the teaching process and content, cultivating students' innovative thinking, and greatly promoting their scientific research innovation ability and engineering practice ability.

Daily Management Services Teaching

Insisting on the two-level supervision mechanism, the college combines periodic inspection with random inspection to control the times of lessons which teachers change the time at will. The adjustment of teaching plan must be applied for and reported to improve teachers' awareness of "class is the most important thing". At the beginning of the term, the key points of the examination are the preparation for the beginning of the term and the teaching order in the first week, we always pay attention to the guarantee of students' registration, teachers' arrival at work, and the availability of teaching materials; at the middle of the term, the emphasis is on the implementation of teaching process and teaching norms, strictly controlling the arbitrary adjustment of teaching plans and the application for adjusting classes, arranging the examination and testing of the first eight weeks of the
course; and at the end of the term, the emphasis is on consistency and implementation of the book and
the training program. It also includes the arrangement of final examination and the development of
practical teaching. In the first three days after the end of each major holiday, teachers are advised to
arrive in class on time and not to leave the class without reasons. Strengthen daily monitoring and
operation management, eliminate the occurrence of teaching accidents, and make effort to ensure the
smooth and orderly teaching process.

Conclusion

Talent training is the responsibility and mission of universities, and the secondary teaching units are
the grass-roots organizations of talent training. Only by propelling the implementation of the task of
talent training center can we effectively help students grow into talents, cultivate qualified socialist
builders and successors, and contribute strength and wisdom to the economic and social progress of
the capital and the upgrading and development of the industry.

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