Study on the Cultivation Strategy of Excellent Teachers in Primary & Middle Schools based on the Connotation and Characteristics of Excellent Teachers

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Keywords: Excellent Teacher, Characteristics, Cultivation Mechanism, Cultivation Strategy.

Abstract. With the rapid development of society and economy, people are increasingly seeking high-quality education resources, so the National Ministry of Education promotes the implementation of "excellent teacher program". At present, all the higher normal colleges and universities are actively pursuing the "excellent teacher program" from all aspects, but there are few researches on the cultivation strategy of the excellent teachers based on the characteristics of excellent teachers. Based on the analysis of the connotation, features and the existing excellent teacher training system limitations, the paper puts forward the cultivation strategy constructively optimizing the cultivation model of primary & middle school teachers, which has important reference value and guiding significance for the cultivation of the excellent teachers in primary & middle schools in china.

Introduction

Teacher education is the machine tools of education, so only the high quality teacher education can cast high level teachers. In order to meet the strong demand of the social and economic development of our country, the Ministry of education, in September 2014, started the cultivation program of excellent talents. The purpose is to improve the quality of teacher cultivation.

Britain, the United States, Germany, Australia and other developed countries have reached a consensus on the development of excellent teachers. The British Ministry of Education published education policy consultation draft entitled "Training the Next Generation of Excellent Teachers" in 2011, which mainly focused on the cooperation of School Teachers and University Teachers, the increasing of financial incentives, attracting outstanding graduates into the primary & middle school teachers and other issues.

The United States established the national teaching professional standards committee in order to assess and certificate excellent teachers in primary & middle schools. The purpose is to improve the quality of Teacher Education in the United States. Germany, in the process of teacher education reform, pays more attention to the cultivation of teaching practice ability, in order to effectively improve the quality of Teacher Education. The Australian government is also concerned about the improvement of teacher quality in primary & middle schools with the enhancing of investment funds.

So we can see the importance of teacher education. Excellent education is originated from excellent teachers. Only high quality teachers can result in high quality education, so the cultivation of excellent teachers is very important.

However, at present, all the higher normal colleges and universities are actively pursuing the "excellent teacher program" from all aspects, but there are few researches on the cultivation strategy of the excellent teachers based on the characteristics of excellent teachers. Based on the analysis of the connotation, features and the existing excellent teacher training system limitations, the paper puts forward the cultivation strategy constructively optimizing the cultivation model of primary & middle school teachers, which has important reference value and guiding significance for the cultivation of the excellent teachers in primary & middle schools in china.
1. Connotation of Excellent Teachers

Most experts believe that excellent teachers are a relative concept, and it is an excellent teacher who is specialized in the level of excellence. The available references indicate that the connotation of excellent teachers can be summarized as the following:

1.1 Noble Morality

The teacher's virtue is the first condition of becoming an excellent teacher, which is the most basic teacher professional ethics. Teachers with high morality are the guide of the students, which are related to the students' outlook on life and the formation of values.

1.2 High Ability of Education and Teaching

Excellent teachers have the stronger advantage and talent than ordinary teachers in understanding students' ability, organizing teaching activities ability, language skills, and so on. They can intelligently respond to emergencies in the educational activities, effectively organize teaching activities.

1.3 Solid Professional Knowledge and Higher General Knowledge

Solid professional knowledge is the most fundamental prerequisite for excellent teachers, and higher general knowledge can promote the development of excellent teachers. Excellent teachers only equipped with solid professional knowledge and higher general knowledge can meet the requirements of current education.

1.4 Acute Reflection Ability

It is the important mark of distinction between excellent teachers and ordinary teachers. Reflection is the self-examination after the end of the teaching activity, in order to find the deficiency in the educational activities. Only continuous reflection and summary of the teaching activities can promote the improvement of teacher education theory, the effective combination of theory and practice in education, and the healthy development of educational activities.

2. Characteristics of Excellent Teachers

Excellent teachers have the professional characteristics of ordinary teachers, such as individuality and independence, demonstration, creativity and flexibility, long term and complexity. However, excellent teachers also have their own characteristics as follows.

2.1 Charismatic Personality

Teachers' good character and extensive interest, elegant temperament, sincere principles and profound knowledge and personality characteristics can not only attract students to acquire knowledge, but also play a role in promoting the growth of the students. Survey data show that students are more inclined to like teachers with charismatic personality. Teacher's own charismatic personality directly affects the formation and development of the relationship between teachers and students in the teaching and learning. Good teacher-student relationship can promote the smooth progress of education activities.

2.2 Strong Achievement Motivation

Excellent teachers, compared with ordinary teachers, have a high achievement motivation and a strong sense of professionalism. Strong achievement motivation is one of the common points of excellent teachers, which is the driving force for the development of excellent teachers.

2.3 Strong Ability of Reflection and Development

Excellent teachers' ability to reflect and develop is not only an important means to improve the teaching level, but also the self observation and self reflection of teachers' teaching activities, which is the fundamental driving force for the growth of teachers. In the process of teaching, they can
actively collect and analyze the information of teaching activities, change the teaching strategy according to the situation of students after class, summarize the teaching activities, gradually accumulate the wisdom of educational practice to promote the development of teaching activities.

2.4 Strong Ability of Innovation and Practice

The key to the realization of the Chinese national revival in twenty-first Century is to innovate in education, which is the focus and core of educational development in many countries of the world. The cultivation of innovative talents is bound to need innovative teachers with strong ability of innovation and practice. Excellent teachers equipped with the advanced educational ideas and beliefs have a great impact on the teaching practice and will result in creative teaching methods.

3. Cultivation Mechanism and Problems of Excellent Teachers in Primary & Middle Schools

3.1 Excellent Teacher Cultivation Mode based on the Concept of Collaborative Innovation

Such cultivation model mainly has "CS" mode and "UGC" mode. "CS" mode is the model of College and School, which is the model of cultivating excellent teachers in normal universities and primary & middle schools. The mode changes the normal university as a single cultivation subject, and fully affirms primary & middle schools main position in the process of talents cultivation, which provides space and possibility for primary & middle schools. "UGC" mode is the model of University Government and School, which advocates that the local government should link up the normal university with the primary & middle schools, and gives full play to the functions of the local government, and builds a platform for the cultivation of educational talents, and provides support for their policies and funds. The above two models have great practical significance, but also have many problems in the implementation process, which do not fully reflect the role of primary &middle schools in the specific implementation. Universities and primary school teaching ideas and practice are very different. These two models do not play real benefits.

3.2 Strengthen the Cultivation of Excellent Teachers from the Perspective of Colleges and Universities

It is mainly from the following three aspects to strengthen the cultivation of excellent teachers. Firstly, optimizing course structure, expanding education curriculum and strengthening the practice of education links. Secondly, improving the quality of students, the government and schools develop relevant preferential policies, such as reduction and exemption of the tuition fee, providing employment positions in primary & middle school and so on. Lastly, improving the teaching staff in Colleges and Universities so as to improve the cultivation quality of excellent teachers. The cultivation of excellent teachers is the participation of many parties, and it is not realistic without the educational practice of the primary& middle schools.

4. Cultivation Strategy to Optimize the Cultivation Mode of Excellent Teachers in Primary &Middle Schools

Cultivation model of excellent teachers can be optimized and improved from the following aspects based on not only the connotation and characteristics of excellent teachers but also the current cultivation model.

4.1 Select Primary& middle School Prominent Teachers to Join the University and Promote the Leading Role of Excellent Teachers

College teachers are good at theoretical research, and have a strong advantage in the cultivation of normal students' theoretical quality and professional knowledge, but most of them are lack of basic education experiences. Therefore, primary& middle school prominent teachers should join the university to co-cultivate the normal students, because they have a great advantage in cultivating students' teaching and practicing ability. The following two ways can be adopted. Firstly, employ primary &middle school teachers to colleges for part-time lectures; Secondly, employ primary
middle school teachers as teaching practice tutor. The tutor in the school focuses on the professional learning of the students. The external tutor focuses on the students' teaching practice, helps to improve the teaching practice experience and the learned teaching theory can be applied to the teaching practice. Primary & middle school prominent teachers, to a certain extent, are also excellent teachers. Students under their leadership will have a great learning achievement, and can effectively promote the cultivation of future excellent teachers.

4.2 Establish a Sound Incentive and Protection Mechanism to Achieve Excellent Teachers

Self-growth

Incentive and protection mechanism is necessary to promote the development of excellent teachers. The following methods can be adopted to fulfill the target. Firstly, Local education bureaus and schools provide incentives for excellent teachers; Secondly, provide a certain reward such as money for the excellent papers and other research achievements; Thirdly, establish the honor system such as the honor reward of National Excellent Teachers; Lastly, Government and its education authorities introduce relevant policies and regulations to confirm the responsibility related to participants of cultivating excellent teachers. Thus, the professional level of excellent teachers can be enhanced.

4.3 Establish Teacher Education Alliance to Promote the Development of Innovative Ability of Excellent Teachers

Key middle school alliance schools are the important pillars for constructing innovative and practical education base for excellent teachers. In the key middle school alliance system, the schools can be divided into two categories, the main base school and auxiliary base school, which can provide an important platform for the teachers' education reform & excellent teachers' cultivation, and also find a professional development path for the teachers of various disciplines. Education Alliance provides an innovative platform for the development of excellent teachers, and its ideas and practices are worth learning and application.

4.4 Improve Practice Teaching to Explore Diversified Practice Mode

Educational practice is an important part of teacher education, but also an important way to gain practical knowledge. Educational practice must have a time guarantee in order to obtain effective practical knowledge. Therefore, we should strengthen the educational practice. Each year in the university should have practical practice. In the first year of university, we should deep the understanding of the teachers, each semester we can spend a week to attend lectures in primary & middle schools. In the second year of university, we can carry out various games, such as chalk, calligraphy, and other relevant teaching lectures. In the third year of university, there should be practice class in each week, that is, lectures on the platform, and the teachers should also give guidance. In the last year of university, real practice, 3+3model, should be started. That is, spending 3 months in schools with bad conditions and 3 months in schools with quality educational resources. Thus, practice in different environments can make us more profound understanding of education, form a different educational experience, and find the right position for our future development.

Summary

People are increasingly seeking high-quality education resources, so the cultivation of excellent teacher is very important in the development of our society. The paper first briefly introduces the cultivation of excellent teachers at home and abroad, and based on the analysis of the connotation, features and the existing excellent teacher training system limitations, the paper puts forward the cultivation strategy constructively optimizing the cultivation model of primary & middle school teachers, which has important reference value and guiding significance for the cultivation of the excellent teachers in primary & middle schools in china.
References


