The Study and Practice on Education Model for Talents of Common Universities

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ABSTRACT

The local common universities have invested a lot of human and capital to enhance teaching quality. The key majors of teachers were improved, the social influence become higher, and the students’ comprehensive quality are better. A few years of study and practice, we think should reform by building elite class among the undergraduate, redesign of the training scheme, reforming curriculum, innovating teaching management, Implement the tutorial system. It is possible that will have some problems in the process of implementation, the article puts forward constructive countermeasures to avoid. By the study we will provides a set of complete training program. to promote Talents training.1

KEYWORDS

Talent training; team building; practice teaching.

INTRODUCTION

In order to enhance the talent training level, in-depth implementation of the national medium and long-term program for education reform and development, enhance the capacity of scientific research in colleges and universities, promote the innovation in cultural inheritance, service economic and social development, on March 16, 2012, the ministry of education puts forward comprehensive article 30

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opinions to improve the quality of higher education. It put forward that common college will not expand enrollment, focus on improving the quality of talent training, to promote the characteristics of colleges and universities, perfecting the talent training quality standard system, optimizing the structure of professional disciplines and talents cultivation and innovation personnel training mode, etc. Based on the many years of experience in education management, we put forward the concept of talent education model, we hope to innovate teaching management, optimizing the cultivation scheme of strategy and develop new ways of talent education in common universities by the reform of course system.

THE SIGNIFICANCE OF TALENT EDUCATION

According to the Ministry of Education portal, By the end of 2016, there were 2879 higher institutions in China, the number of common universities is 2596. common institutions, especially the common institutions in underdeveloped areas, There is great gap between them with major university, because of some adverse factors, such as geographic position, the development of regional economies, the hardware of teach (teaching facilities, equipment, teachers, curriculum equipment) and software (teacher training and development, teaching management and research), and some universities exist “existence crisis”. The common universities must face up to the difficulties in process of development, exploring actively ways to improve teaching quality, and reflect the characteristics of a university, enhance its competitiveness.

CHALLENGES MAY OCCUR IN THE PROCESS OF TRAINING

The first, it is inconsistent that the objectives of construction elite class with training purpose. The selection conditions of elite class is higher, rigorous procedures, and strict execution, it request the students have better foundation and better quality. But, by our investigation, we found that students choose elite class is for the purpose of employment or according to the will of the parents, because the professional direction of the elite class better meet social needs, part of the students involuntary join the elite class. Therefore, the professional thought is not stable, the love for the major is not enough, the professional learning interest is not strong. Second, the contradiction between students’ progress together and individual development. Elite class students enjoy good manpower, material resources, they grow up together in the better environment, we can see what they've achieved, It is hoped that some top students will emerge in the second and third grades, have strong interest in scientific research or other aspects, achieve gratifying results, or become major role in teacher's program, and made a breakthrough in innovation and creation. Although the tutorial system can be implemented to form one-to-one
guidance mechanism, it may be difficult to change the student's habit of passive studying in secondary education by reform of a short period.

THE PLAN FOR TALENT EDUCATION IMPLEMENTATION

A. Ensures the Policy Strength, Establishes Good Team of Subject and Object

A good team is a strong guarantee that the goal can be achieved, especially the leader of the team. For talents education, it mainly refers to the mentors of talents education. In order to ensure the training effect, not only education model should be reformed, but also traditional teaching methods must be reformed. Avoiding no consider relevance in the process of curriculum setting, Adjusting teaching content from more and mixed to less and refined. We may set up the tutorial system, sets up professional project by mentor, teacher guidance, students' participation, the project can cultivate students' learning and research ability, and can exercise the students' ability to solve and analyze problems, to improve the comprehensive quality.

The teaching should adhere to the principle of teaching according to their aptitude. The teaching management departments should issue relevant documents to specify selection method, the scope of students cultivation program, teaching staff, management method, the resource utilization. Appraisal content should focus on students' foreign language, mathematics, or the language foundation, by the professional class written examination and interview to check the professional attitude, The principle of based on excellence, build a elite class less than of 30 people. By the continuous efforts of potential students, they can make contributions to local economic construction and society, and build the school's professional brand.

B. The Top-Level Design Has Direction, Build A Scientific Talent Training System

The students of elite class is relatively better, individual learning interest is stronger, the subject for professional teachers how to train students becoming outstanding, the top design is prime importance. First, we should build a scientific talent training program. The cultivation plan of the elite class should reflects personalized and practical, increasing the proportion of practical courses, to cultivate the students' innovation spirit and practice ability; Secondly, the professional courses need to be integrated, building a scientific and reasonable curriculum system. Optimize the curriculum structure, build a scientific knowledge system, and ground the professional foundation by setting up interdisciplinary general education courses and professional platform courses. Finally, integrating human and material resources for students to provide a high-quality learning platform. One side to integrate teachers, choosing teachers who have teaching experience and pay attention to teaching methods to teach basic course, teachers
who with better specialized ability, consciousness of innovation and reform to teach professional course, and experiment and design course will be undertaken by the teachers who with better scientific research ability and operation ability. Students will be promoted to learn efficiently, opened horizon, and enhanced ability of innovate. Second, to integrate of the laboratory and the training room, Considering the requirements of the curriculum system, plan by category or learning process to improve the efficiency of use and the learning effect of students.

C. The Efficient Teaching Model Is Established

In order to make the elite class teaching more flexible and effective, the teaching for elite class of all basic course should take a small-scale class, Specially revised teaching plan and outline, organize the teaching and examination alone, teachers know professional foundation and learning level of each student, change the teaching method and content according to the characteristics of students, to cultivate students’ innovative spirit. Allocation excellent teachers in charge elite class.

The examination on elite class curriculum should reflects the core concept of “ability test”, become the examination model combination of qualitative and quantitative appraisals, we have several patterns summarized in practice: first, pay attention to process evaluation, reinforcement assessment and supervision of the whole learning process, strengthen the feedback effects of examination; Second, the examination mode of semi-open reel to improve the students’ ability of summarize, and ability of apply knowledge to solve problems, but also avoid the phenomenon of cheating in the exam; Third, the examination mode, which emphasizes both theory and experiment; cannot only stimulate students’ interest in learning, but also cultivate students’ practical ability; Fourth, the assessment mode of oral defense, focuses on students’ practical operating ability, thinking and summarizing ability.

D. The Tutor System Carries on The Two-Way Choice, Forms The Growth Community of Teaching- Research to Mutually Promotes

The students of elite class can take the tutorial system, tutorial system may be divided into two stages, or called "2 + 2" cultivation mode, the students can have two chances to select tutors by two-way selection, in grade one and grade three. The students of grade one and grade two strengthen train on basic theoretical knowledge and basic skills, the tutor should be selected in whole school, who should be experienced, responsible and caring, they are responsible for students’ course learning, increasing level of foreign language, cultivating professional interest, becoming students’ mentor. In grade three and grade four, we should focus on training professional quality and ability, Decide who will become the tutor in the discipline and professional area, conduct two-way selection between teachers and students at the beginning of the third grade, and form a teaching and learning counterpart. Through the investigation of students’ development direction, students’ efforts in the later period are clearly defined. Students are divided into three groups:
postgraduate entrance examination group, "civil service examination group" and "employment group". The tutor is divided into three groups accordingly, and the group leader leads the group to conduct collective counseling, forming a way of combining the individual guidance with the group guidance of the tutor.

E. Teaching Management Is Guaranteed to Promote Outstanding Students to Achieve Outstanding Talent

In order to guarantee having better learning environment and atmosphere in the elite class, university and the teaching units should have a strict management system, constraints respectively on the aspects of class management, reward and eliminate institutional, and forming the information feedback mechanism.

In addition to the tutor take part in management student, the title class should set up the large tutor system (head teacher), experienced and responsible teachers with high professional titles as head teachers. Strengthen the class management by these arrangement, especially strengthen the correct direction in the class work; Elimination system, at the beginning of every semester, educational administration department of university should adjust the elite class students, based on relevant documents, such as students learning objective data and processing opinion, Students should be eliminated when they fail to meet the standards of academic performance and foreign language do not meet standards, and students of the same major can be supplemented with an equal number of outstanding grades; Experience exchange mechanism, there are three different forms of communication: experience exchanging between teachers, student exchange, and exchange in between teachers and students. The experience exchange between teachers including education experience, good teaching methods and patterns, etc. Teachers learning situation and the characteristics of students in this course, which aspect need to work harder, so as to teach put different emphasize on different student, it is well for the students to get more and better guidance; The exchange of students' experience will make chance of outstanding students to talk about their learning methods and learning experience from different courses, so that students can learn each other; Exchange between teachers and students can make teachers and students to communicate effectively, on the one hand, teachers understand the students’ practical problems and requirements, on the other hand, students learn about the teachers’ teaching purpose and teaching method, so teachers can improving the teaching methods, and achieve the best teaching atmosphere and the teaching effect.

ACKNOWLEDGEMENTS

1. Fund project: Heilongjiang province philosophy and social science research planning project (15EDE12C):
2. Heilongjiang Provincial Institute of higher Education Project (16G245)
CONCLUSIONS

In teaching, flexible and diversified teaching methods are adopted to make students participate in the teaching process and fully reflect the main role of students in teaching. Teachers play a leading role in guiding and removing doubts. Teachers teach knowledge, and pay more attention to cultivate the students’ learning ability, the ability of independent thinking and practical application knowledge, and problem-solving ability, improve the effect of classroom teaching and improve the efficiency of talent cultivation.

REFERENCES