

## Exploration and Practice on the Development of Teachers' Teaching Ability in Local University with Trade Characteristics

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**Abstract.** Based on the current situation of the local universities with trade characteristics teachers teaching ability, setting up the teachers' teaching development center, perfecting the teacher teaching development rules / regulations/support policy, formulating and implementing the teaching ability promotion plan, to solve the problem of setting teaching ability development institution and operating mechanism, the problem of insufficient development of teachers' teaching ability, the problem in the teaching management, for example: attach importance to supervision and management, but despise teaching guidance, pay attention to all kinds of evaluation, but despise feedback, think highly of award and punish, despise teaching skills' development. All of these improve the teaching ability of teachers significantly, improve the students' academic development greatly. The exploration and practice have certain exemplary role to similar universities.

### Introduction

1. To meet the needs of the people for the good quality of university resources-high level teachers

In recent years, the nation has promulgated the relevant system, put forward more specific requirements for the cultivation of university teachers' teaching ability: universities should establish the teacher education development center actively, which is suitable for itself, to carry out teacher' teaching training and consulting, etc., to enhance the professional level and teaching ability of young teachers. There is a high level of teaching, there is a high quality of higher education, in order to better meet the public's strong expectations of high level higher education.

2. To meet the needs of teaching management in University

University is a typical stakeholder organization. Enriching the participants of teaching quality management in university, giving full play to the important role of teachers in the teaching quality monitoring and security system, improving the teachers' teaching /participate ability in teaching quality monitoring, is the cooperative route to improve the quality of teaching in university.

3. To meet the needs of teachers' own development

Guangdong Ocean University has 1412 full-time teachers, of which 1183 teachers graduated from Non normal colleges (83.78% of the total number of teachers); has attracted 232 new teachers from 2012, including 210 come from Non normal colleges, accounts for 90.52%. Most teachers in different ranks are from non-normal colleges. Especially, young teachers, mostly with a doctorate, they have strong research ability, but teaching ability is weak in some extent.

### To Solve the Main Teaching Problems

1. To solve the problem of setting teaching ability development institution and operating mechanism in local university with trade characteristics

The university has set up a teacher teaching ability development center, formulated and organized the implementation of the teacher education development center construction program, the teaching ability to upgrade programs and other programs/documents, to achieve a change from "simple teacher qualification" to "improve teaching ability".

2. To solve the problem of insufficient development of teachers' teaching ability in university

The university has constructed classification training, communication and practice platform of the teachers' teaching ability, has explored a new approach to the sustainable development of in-service teachers in university, thus achieving the change from "simple teacher training" to "teaching development promotion".

3. To solve the problem in the teaching management, such as: attach importance to supervision and management, but despise teaching guidance, pay attention to all kinds of evaluation, but despise feedback, think highly of award and punish, despise teaching skills' development. The university has guided the teachers to change ideas, has realized the transformation from "teaching quality dominating" to "education quality improvement", through constructing the teaching academic culture atmosphere.

### **The Method and Practice of the Solution to the Problems**

1. To formulate and implement the plan for the improvement of teachers' teaching ability scientifically

The university has formulated and organized the implementation of the plan "enhancing the teaching ability of teachers in Guangdong Ocean University", which consists of five plans: training plan for all the teachers' teaching ability, promotion plan for young teachers teaching ability, abroad to observe the training plan for outstanding core teachers, excellence in the classroom plan for the core teacher, high-quality teaching resources sharing plan.

2. To establish and improve the regulations/support policies for teaching development

The university has formulated a series of systems and programs related with teachers teaching development: "Classroom teaching excellence program in Guangdong Ocean University", and so on, has promoted the institutionalization and normalization of teachers' teaching development work.

3. To establish a professional team of teachers' teaching development

According to the needs of the work and practice, the university has set up a professional team of the teachers' teaching development, which is composed of 50 management personnel and teaching experts (teaching famous teacher, teaching supervision, senior teachers), full-time or part-time.

4. To create a platform for the development of teachers' teaching, to construct the teaching skills training system with the characteristics of Ocean University

Three-dimensional training platform is consisted of report by famous teachers, online training of "teacher online learning center", weekend training, school-based curriculum construction training, school-based new teachers training, outside the special training and overseas training. By the steering expert consultation, one famous teacher on one new teacher, the teacher teaching QQ group, Sharon of teaching and construction, these are the compositions of the exchange service platform. The assistant teaching system, trial teaching system, teaching contest, micro class competitions and the excellent classroom are part of practice platform.

Training system has three characteristics: first, the training object is hierarchical, training object is for all teachers, but focuses on young teachers and basic class teachers. Second, the training content is systematic. Third, the training method is three-dimensional. Through training of the combination of internal and external, domestic and foreign, online and offline, to guide the teacher after the four stages of teaching practice "assistant→speaker→lifting→the excellence", improve teaching ability constantly.

(1) Training program for new teachers and young teachers

First, the development and implementation of a series of systems, such as the training for new entry teachers' teaching ability in our university, the new teachers teaching assistant system, young teachers teaching ability training and upgrading plan, promoted the young teachers as soon as possible to the teaching work, has improved the teaching level of young teachers and professional development ability. Second, the implementation of joint training in and off campus. The center held a number of "new recruits teachers" special training, has trained 616 teachers, funded a number of outstanding

young teachers to participate in teaching of special skills training, which sponsored by the Ministry of Education Teaching Guidance Committee and some high level universities.

(2) Teaching skills training program for all teachers

a) To held training classes. In 2012, the center has held a “foreign university classroom teaching model” and other 2 special training, has trained 1179 teachers. In 2013, the center has held an “excellence teaching in university series - university teaching method” and other 6 special training, has trained 2181 teachers. In 2014, the center has held a “Special topics on teaching methods for young teachers” and other 5 special training, has trained 832 teachers.

b) To set up the famous teachers’ forum. Since 2012, the center has invited Professor Wang Huaqian of Tennessee State University, Professor Li Yuanjie, a national famous teaching teacher, Li Zhimin, director, science and technology development center of the Ministry of Education, Vice President Ye Chunhai, etc. to make a “American University class teaching mode Review” and other special 6 reports, for our teachers and students, more than 2000 people to participate in these reports.

c) To organize special training for the teaching management cadre. Since 2012, the center has organized a “Vocational ability development of teaching”.

(3) Teaching excellence program for the core teachers

Developing and implementing the “excellent teaching in classroom plan”, holding a symposium on its construction, organizing its team to communicate on classroom teaching reform achievements, main experience, problems and reform ideas, all of these are the new attempt to improve the teaching level and explore the modern teaching mode.

(4) Overseas training and observation program for outstanding core teachers

Developing and implementing the “teaching skills training for teachers plan”. Selecting 20 core teachers with good political and professional quality each year, to go abroad for teaching ability training, to learn and draw lessons from the advanced educational concepts, methods and techniques of the developed countries to improve the teachers’ teaching ability and professional level.

(5) Teaching competition and teaching demonstration activities

The university has carried out extensive teaching basic skills training and modern teaching technology training activities, regarding teachers’ teaching competition as platform. Since 2006, the university has organized the young teachers teaching competition, has organized outstanding teachers to open a public class teaching demonstration and observation seminar, each year. The competition has been held for seven times, there were more than 500 teachers to participate every year, 276 teachers to be rewarded.

(6) Teaching experience discussion and communication activities

The center focuses on the development of teachers’ teaching ability, cooperates actively with relevant departments to organize and carry out discussion and communication of teachers’ teaching. In recent years, the university has regard “marine higher education teaching reform and innovation”, “research and practice on the teaching of marine higher education”, “practice teaching reform of applied talents cultivation in Guangdong ocean university”, “the research and practice of curriculum system optimization and teaching reform in Guangdong Ocean University” as subjects, has held teaching experience communication meeting on the campus for 16 times, has supported more than 600 teachers and administrative staff to participate in domestic and international higher education teaching reform discussion and communication meetings.

## **The Effectiveness and Influence**

1. To build teaching ability development center, obtain the provincial level teacher teaching development demonstration center construction project

The university has formulated the construction scheme of the teacher teaching development center, the center has obtained the provincial teacher teaching development demonstration center construction project. The center has won “the outstanding organization award” of micro class contest in Guangdong universities, “the outstanding organization award” of the first national college micro

class teaching competition. A teacher was awarded the honorary title of advanced individual in the national college teachers' network training work in 2013.

## 2. To promote teachers' teaching ability significantly

Carrying out the development of teachers' teaching vigorously, which effectively improves the teachers' teaching ability and the enthusiasm of active participation, and obviously improves the teaching effect. During 2012-2015, teachers had presided teaching quality and teaching reform project nearly 500 items, including 110 national projects and 300 provincial projects. The excellent rate of classroom teaching is more than 80%. There are 3 teachers were awarded in various teaching skills competitions in Guangdong, 7 teachers were awarded "famous teachers in Guangdong", 7 teachers were awarded "outstanding teachers in Guangdong", 75 teachers were awarded "pacesetter or advanced individual in Guangdong Ocean University", 56 teachers were awarded "excellent teaching quality award in Guangdong Ocean University". The teachers had won one second prize and three third prize, in the first National University micro teaching competition Guangdong division, had won three first prize, five second prize and five third prize, in the second National University micro teaching competition Guangdong division.

## 3. To promote students' academic achievements greatly

a) Students' academic development satisfaction greatly improved. According to the analysis of undergraduate students' evaluation of teaching data during 2012-2014, the students' satisfaction of teachers' teaching attitude, level of interaction between teachers and students and teaching effect was significantly improved.

b) Our attractiveness continues to rise. Our undergraduate students are sufficient and quality is steady rising, our ten specialties has become key undergraduate course in 2015, attracting a large number of high-quality students.

c) The quality of graduates is obviously improved. The initial employment rate of students was 94.32%, 97.86%, 97.37%, 95.21% during 2012-2015. The professional knowledge, management knowledge and legal knowledge evaluation for the graduates are good or better from 86.6% of the employing units. The graduates' English proficiency and humanities knowledge evaluation is satisfied by 83.9% of the employing units. 89.6% of the employing units firmly believed that the graduates' adaptation ability, innovation ability, practical ability, oral expression ability, social activity ability and organizational ability is stronger. 91.2% of the employing units affirmed that our graduates' ideological and moral cultivation is good, can be at ease, can endure hardship, responsibility is strong, cooperative spirit is very good. 92.35% of the employing units are satisfied with our graduates' study and work attitude.

## Revelation

1. The university attaches great importance to this work, and rely on the policy system to protect it

The university set up the corresponding organization, drew lessons from the domestic and foreign high level university teacher teaching development experience, established and perfected an operation mechanism for our university' practice and can open to the national or regional universities. Rooted in teaching, outstanding service, provided a fundamental guarantee for the development of teacher education in the management system, incentive mechanism, efficient service and other aspects.

2. Clearing institutional positioning-- service for the development of teachers' teaching ability

Teacher education development center as created jobs around the operation of teaching, teaching construction, teaching reform, such as training, communication services and building practice platform, all accords to the needs of the development of teaching ability.

3. Leading together to form a joint force

With the continuing education requirements of the Guangdong provincial human resources and social security department, the Education Department, in a timely manner to serve for the continuing education of teachers need. With the rich teaching resources and famous teachers in the network training center of the Ministry of education, to make up for the shortage of training teachers on

campus, and to gather high-quality resources for the development of teachers' teaching ability. Integrating resources and needs of the academic department, personnel department, science and technology department, and mobilized the enthusiasm of the secondary colleges fully.

#### 4. Cultivating of teaching academic atmosphere, and gradually form a cultural consciousness

The center through training and communication, took the project as a carrier, provided practice platform, cultivated core teachers, and gave full play to the wisdom of teachers, cultivated a good academic atmosphere, and gradually form a cultural consciousness for passion, delving into the teaching.

#### 5. Building three-dimensional platform, building a special training system

According to personalized requirements in the different ages, different characteristics of the subject and the full extent of the workload, to create three-dimensional platform for teaching development of teachers, including the training platform, teaching and communication service platform and the teaching practice ability platform. It is flexible to provide services for the development of teachers' teaching ability needs, and to construct a teaching skill training system with the characteristics of Ocean University, by diverse ways, such as online and offline combined, concentrated scattered combination, combination of inside and outside, and so on.

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