

Optimizing the Training Path of Young Teachers in Private Universities in Jiangxi Province in the Context of “Double first-class” Construction

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Abstract: With the rapid development of private higher education, the scale of private colleges and universities has gradually expanded in the context of “double first-class” construction. Private colleges and universities have paid more attention to the cultivation of young teachers. Young teachers are the backbone of the development of private colleges and universities, and constitute the main body of the private college teachers. The overall quality of young teachers determines the level of teachers and the effectiveness of teaching in private colleges. The development of young teachers affects the construction of the teaching staff of private universities, and it also has an important impact on the quality of teaching in private universities. Therefore, attaching importance to cultivating young teachers in private colleges and universities will promote the overall level of the faculty of private colleges and universities, and realize the healthy and sustainable development of private colleges and universities.

1. Introduction

At present, the Ministry of Education has put forward requirements for quantity, scale and connotation development of higher education. Private colleges and universities regard connotation construction as the focus of school development. Young teachers play an indispensable role in the development of private colleges and universities. The overall quality will directly affect the future of private colleges and universities. Therefore, exploring effective measures to train young teachers in private universities has become one of the important topics in the current education development.

2. The concept of training young teachers in private colleges and universities

The “cultivation of young teachers in private colleges and universities” mentioned in this paper refers to the education and training activities for teachers who take up teaching tasks in private colleges and universities, such as teacher morality, academic education, professional theory and practical skills. It covers many aspects such as creating an appropriate teacher growth environment, establishing a teacher management system, an innovative teacher evaluation system, and funding for training.

3. The importance of training young teachers in private colleges and universities in the context of “double first-class” construction

3.1 Guarantee the overall improvement of the quality of college teachers and realize the connotative development of colleges and universities

The disadvantage of private colleges and universities compared with public colleges is that they lack cultural heritage and the development time is relatively short. Paying attention to the training of young teachers can enhance the sense of belonging of young teachers to private colleges and universities, enhance the political and ideological consciousness of young teachers, stimulate the subjective initiative of young teachers, make them work more actively and diligently, and use their energy to delve into teaching methods. And it also can enhance your own business level and

improve your teaching ability. The gradual growth of young teachers will accumulate cultural heritage for private colleges and universities and realize the connotative development of private colleges and universities.

3.2 Promote the improvement of students' management level and promote the leap-forward development of the college

Although young teachers have obvious shortcomings in teaching experience, young teachers have the advantage of being energetic, full of interest in new things, and willing to build good relationships with students. Creating a high-level team of young teachers will play an important role in stabilizing students' thinking and improving the quality of student management. At the same time, young teachers are full of enthusiasm for their work. Their spirit of dare to fight will inspire students' subjective initiative. It is conducive to improving students' sense of innovation, and gradually establishes a scientific talent training model in colleges and universities to realize the leap-forward development of private colleges and universities.

4. Constraints on the Cultivation of Young Teachers in Private Colleges and Universities in Jiangxi Province in the Context of "Double first-class" Construction

The factors affecting the self-career management of young teachers in private colleges mainly come from the school, the social environment and individual teachers. In addition, the following factors are also included.

4.1 Teachers regard private colleges as a transitional temporary work

The young teachers employed in private colleges and universities come from college graduates. They just entered the private colleges and universities to engage in teaching work as soon as they stepped out of the school. They obviously lacked social experience and teaching experience. The work provided by private colleges was unstable. Therefore, young teachers generally lack a sense of belonging. Many young teachers in private universities only take the work of private colleges as temporary work. Once there are better job opportunities, young teachers will immediately leave private colleges and universities.

4.2 The school does not create a scientific career management system for young teachers.

Along with the rapid development of our private colleges and universities, the state has promoted the evaluation of the level of talent training in private colleges and universities, and the students have the right to choose private colleges and universities. This has caused private colleges to pay more attention to the construction of hardware facilities, while ignoring the software; especially for teacher construction is relatively neglected.

4.3 The society lacks a correct understanding of private colleges and universities, which affects the self-confidence of private college teachers.

The concrete manifestation is as follows: (1) the legal status is the same, and the guarantee mechanism given by the national policy is different; (2) the status equality is only reflected in the theory. In fact, the status of the teachers in the private colleges is unequal; (3) the social status of the private college teachers is not recognized by the society. The general prejudice in the society treats private colleges and universities, which leads to the lack of self-confidence of teachers in private colleges.

5. The Path of Training Young Teachers in Private Colleges and Universities in Jiangxi Province in the Context of "Double first-class" Construction

5.1 Adding teachers moral content to pre-service training and on-the-job training activities for young teachers

Some private colleges have poor student quality, which leads to the fact that young teachers in

private colleges cannot correctly recognize the importance of education science. In the process of teaching, they do not pay attention to the choice of teaching methods and the quality of teaching is poor. Therefore, it is necessary for private colleges and universities to organize young teachers to participate in pre-job training so that young teachers can give a correct understanding of private education. It is also recognized that private colleges and universities are also part of the national higher education, as private college teachers and public school teachers are equally responsible. The sacred education work is used to cultivate the sense of honor of young teachers, and they are willing to offer themselves in their work. At the same time, various types of training should be carried out for young teachers to improve the professional quality, theoretical level and practical skills of young teachers, establish a scientific evaluation system for teachers and teachers, and encourage young teachers to form good teachers' ethics.

5.2 Play the role of old teachers and guide young teachers to improve their teaching level

The development of private colleges and universities is closely related to the teaching level and scientific research ability of young teachers. Therefore, professors with rich teaching experience should be selected to guide young teachers, form a "pairing" way, guide young teachers to gradually adapt to teaching work, and invest in scientific research. Private colleges and universities should pay attention to the platform for communication and exchange between teachers, organize exchange meetings and symposiums, invite experienced teachers and experts to explain teaching methods, and enable young teachers to discuss teaching methods with experts and experienced teachers. Research direction to promote young teachers improve overall quality. In addition, private colleges and universities have increased funding to provide financial support for the normal operation of the youth teacher communication mechanism.

5.3 Encourage young teachers to participate in various competitions and grow their talents in practical teaching and training.

Private colleges and universities should organize competitions such as lectures, and scientific research, encourage young teachers to participate actively, and participate in competitions as an important part of the comprehensive evaluation of young teachers. Use the evaluation method to select outstanding young teachers and provide them with more opportunities for improvement. For example, organizing outstanding young teachers to participate in activities such as study and study, academic seminars, and on-the-job training, etc., does not provide more financial support for the evaluation of young teachers' titles and scientific research. In addition, private colleges and universities should also provide opportunities for young teachers to exercise, assign young teachers to the teaching of appropriate difficulty, so that young teachers can continue to grow in the exercise, bringing vitality and vitality to the development of private colleges and universities.

5.4 Create opportunities for young teachers to improve their practical skills

In the face of the new situation, the pressure on college teachers is constantly increasing. College teachers must not only have a rich theoretical foundation, but also improve their practical ability. Private colleges and universities should take the initiative to seek cooperation with enterprises. On the one hand, young teachers need to complete their own teaching tasks, on the other hand, they seek job-seeking positions in enterprises, and come to the enterprises to exercise and learn in their spare time, and constantly enrich the practical skills of young teachers in private universities. At the same time, private colleges and universities should pay attention to strengthening communication and cooperation with enterprises and institutions, and invite experienced senior technical talents to come to the campus to guide young teachers to master practical skills and enhance their skills.

6. Conclusion

At this stage, China's education market is facing fierce competition in the context of "double first-class" construction. Private colleges and universities want to continue to develop in competition. They need to strengthen their comprehensive strength and gain advantages in core

competitiveness. Paying attention to the construction of the teaching staff is an important measure to enhance their core competitiveness. The high-level teaching staff will enhance the self-confidence of private schools participating in the education market competition, while the training of young teachers is an effective way to strengthen the construction of the teaching staff.

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