

# Construction and Management of High-level Vocational Education Teacher Training Expert Database

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**Abstract:** The article first analyzes the construction principles of the teacher training expert database, and then introduces the relevant construction strategies, including the creation of a scientific and sound program mechanism, a sound tracking and evaluation mechanism, and finally puts forward effective management measures, including access management, selection management, Evaluation management and reasonable classification, hoping to provide effective reference to relevant people.

## 1. Introduction

The high-level faculty is the basic guarantee for vocational education. China has invested a great deal in vocational teacher training, and it has also gained obvious results. However, there are still various problems. Therefore, vocational colleges need to strengthen the faculty. The project attaches great importance to the establishment of training experts, expands the participation of enterprises, and does a good job in teacher training.

## 2. The Construction Principle of the Teacher Training Expert Database

### 2.1. Open principle

When constructing the training expert database, we adhere to the principle of openness, that is, when screening experts, applying expert libraries, and implementing tracking evaluation and real-time updating of training experts, we can realize the sharing of all employees and the whole society, further enhance the screening effect of experts and improve the professional services. quality. When selecting training experts, it is necessary to scientifically process the basic information such as professional information and relationship information of experts. Open the training expert library to the society, the colleges and universities can select experts with strong technical strength and authority in the expert database to improve the training effect.

### 2.2. Demand-oriented principle

In the process of creating a training expert database, it is necessary to base on the realistic requirements of teacher training, and always adhere to the basic principles of deep integration, demand orientation and reasonable guidance, and lay a good talent foundation for the training expert database. In addition, relevant units should also take the regional development and national strategic needs as the basic orientation, promote the development of economy and science and technology, identify the future development direction of education, focus on solving various key issues in education, and enhance the level of expert competence.

### 2.3. Principle of diversity

The construction training expert database should adhere to the principle of diversification and extensibility. In the process of screening and analyzing training experts, it is necessary to raise the attention of training experts and recognize the various professional coverage and diversified information. Relationship, fully combine various data information, tap the potential of experts, find target cooperation experts, can comprehensively and accurately reflect the characteristics of experts, and facilitate the accurate matching of experts in higher vocational colleges.

### **3. Teacher Training Expert Database Construction Strategy**

#### **3.1. Create a scientifically sound program mechanism**

The members of the training expert library are mainly researchers in the national vocational education industry, senior enterprise technicians, enterprise management personnel, vocational college teachers and related management personnel, steering committee members in various industry fields, student management researchers and government management personnel, etc. .In order to reasonably select members for the training expert database, a scientific and reasonable selection process mechanism should be established, and the selection methods, reporting conditions and qualification conditions of relevant training experts should be reasonably regulated, and the training docking form should be refined to achieve This goal should start with aspects such as assessment methods, screening criteria, and selection of subjects. First, combined with the realistic training requirements of the professional faculty, warehousing experts should engage in certain corporate service activities and master the corresponding business skills and skills. For this reason, relevant factors should be noted in the process of screening experts. In addition, under the background of knowledge economy, the speed of information update has become faster. It requires relevant experts to further enhance their professional skills and business level, highlight their potential characteristics, and select professionals from the three levels of potential, experience and knowledge to form a separate selection mechanism. And then evaluate and analyze the training experts with objectivity, independence and professional standards, rationally screen and improve the overall quality of the warehousing experts. The selection body needs to include the main body of the demand and industry experts, and select high-level training experts under the supervision of professional structure.

The second is the screening standard system, which is also the basic reference basis for the training experts. It includes the following contents: good political literacy, the basic quality of serving the people and loving the motherland; higher knowledge literacy, mainly from Work experience, professional titles and academic qualifications are reflected, mainly in the level of expert knowledge structure; business literacy, including development potential, academic achievements and professional strength. The third is the assessment system, effective evaluation of training experts, including two aspects Content: One is the organic combination of staged assessment and annual assessment. Through the professional selection institution, the scientific evaluation of the training experts is carried out. The specialized institutions can realize the continuous evaluation and assessment of the training experts through the annual assessment, and accumulate for the stage investigation. Materials. The stage assessment is mainly based on three to five years. The content is systematic and the form of assessment is standardized. It has a great influence on whether the experts meet the warehousing standards. The other is the organic combination of quantitative assessment and qualitative assessment. The assessment is based on the relevant standards, and the performance and behavioral quality of the training experts areOn the basis of accurate evaluation of background characteristics and other factors, the grades are reasonably divided, and they are divided into dissatisfied, good, and excellent grades. Subsequently, expert evaluation is carried out. Quantitative assessment is to decompose the relevant assessment elements and present them through the quantitative indicators to the training expert services. The business strength and work results that come out are clearly identified, quantitative statistics and analysis are implemented, and the final assessment results are obtained by integrating evaluation criteria and analysis results[1].

#### **3.2. Sound tracking and evaluation mechanism**

In order to further enhance the comprehensive strength of training experts, it is necessary to form a corresponding elimination and evaluation mechanism to promote experts to continuously improve their business strength, promote the smooth update and orderly exit of library experts, and start from the following items:

The first is to train the expert database that the evaluation mechanism needs to adhere to the basic principles, adhere to the principle of virtue first, diversity and continuity, and pay attention to

the rational classification and comprehensiveness of the evaluation content, including performance, development potential and practical ability, etc. The scale evaluation and unified model for the fixed evaluation of talents, focus on the choice of diversity assessment methods, in the actual evaluation, in addition to the selection and evaluation, but also need to carry out final and predictive evaluation.

The second is the evaluation subject. The quality of the expert assessment will be influenced by the selection subject. To this end, it is necessary to improve the pertinence and comprehensiveness of the evaluation choices, and to be fair and objective. Construct a reasonable evaluation subject system, and absorb the demand objects and industry experts to participate in the evaluation system. The feedback from the demanders can influence the effectiveness and practicality of the training expert database.

The third is the evaluation content of the training expert database. In the process of implementing the evaluation of the library experts, it is necessary not only to fully consider its comprehensive quality, but also pay attention to its professional strength and basic skills, and regard the ability and quality as the evaluation focus, and explore and stimulate Effective measures for the potential of experts, while transforming capabilities into training contributions and performance. Contribution is also a continuation of performance at the spatial and time level. For this reason, in the evaluation process of the library experts, it is necessary to include factors such as performance contribution and quality ability, adhere to the results, contribution and performance as the basic signs, from the title and qualifications. Transforming to focus on potential and ability, relying on contribution and performance, and forming a fair and objective evaluation system.

## **4. Management Measures for the Teacher Training Expert Database**

### **4.1. Access management**

In addition to the basic professional qualifications, professional qualifications and practical experience must be paid attention to. Strictly check the review process, and those that do not meet the relevant conditions should be resolutely rejected. Focus on the introduction of various high-level, high-end experts, combined with professional teacher training needs, should also actively introduce enterprise technology experts in various industries. Professional classification, reasonable application, before starting to classify, it is also necessary to avoid problems such as incomplete or too fine, and seriously consult the suggestions of cooperative enterprise units, cooperative institutions and government departments, and make timely changes in light of the changes in the situation. Because vocational education and the various enterprises in the society have close ties, and enterprises can provide a good training environment for institutions, it is necessary to expand the participation of enterprises in training and education.

### **4.2. Selection management**

Select appropriate standard indicators for experts to ensure that more qualified training experts are put into the warehouse to improve the quality of training. If the conditions are met, the language notification system can be set up to further shorten the notification time and reduce the list of leaked experts. Risk, avoid the arbitrariness of the notification process. Through the construction of a well-structured and high-quality training expert library as the basic guarantee to improve the training orientation and training quality, fully meet the training needs of teachers in all aspects. In the process of building the training expert library resource library In accordance with the basic principles of combining and combining, we should meet the training requirements of teachers in all aspects, and screen those front-line teachers who have rich practical experience and solid foundations. At the same time, it is necessary to further expand the number of enterprise experts and bring them closer between institutions and enterprises. Contact[2].

### **4.3. Evaluation management**

The evaluation system is formed, and each evaluation object is evaluated by the person in charge and the participants, scored in time, and the score results are entered into the system for easy access.

Through the quantitative evaluation of expert work results, honest behavior, professional strength and work attitude, scientific judgment. Partially qualified experts are entered into the expert database to eliminate those experts who fail to pass the evaluation. Form an expert contact mechanism, implement regular contact with the library experts, hire senior experts to share experiences through forums, symposiums, etc., and enhance the comprehensive strength of training experts. Focus on improving the comprehensive strength of teachers, and at the same time integrate the training experience, research field, professional direction and educational experience of the experts into the resource pool, and effectively train the organizers to select training experts.

#### **4.4. Reasonable classification**

Experts can be divided into different levels, including senior and general categories, of which the general class can adapt to the general vocational teacher training, while the senior experts not only have relevant industry qualifications, but also have greater visibility and influence in the industry. For this reason, the management department should carry out reasonable classification, unified management, and play the role of senior expert guidance. Supplement and improve the relevant assessment mechanism of training experts, and build a scientific evaluation system. After the training is completed, relevant trainees should also be invited to train. Experts implement accurate evaluation, provide effective reference for experts to improve their own work defects, implement dynamic management for training experts, and form a professional website for training experts. Teachers can also query relevant training experts from the basic information through the website. Conduct online evaluations for training experts[3].

#### **5. Conclusion**

In summary, in the development process of the new era, China clearly put forward the goal of building a teaching staff in vocational colleges. To this end, it is necessary to further improve the training of the teaching staff. By creating a training expert database, it can lay a good foundation for the teacher training in colleges and universities. Foundation, for this purpose, we need to do a good job in the construction and management of the training expert database.

#### **References**

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