

Thoughts on the Construction of Teachers' Performance Evaluation System in Private University

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Abstract: Private universities have also shifted from large-scale development to connotative quality development, and gradually regard the teaching staff as an important part of school construction and development. The establishment of a scientific and reasonable performance evaluation system for teachers in private colleges, the objective evaluation of teachers' work and the reward and punishment of teachers are the important means to improve the teaching staff and the level of education and teaching in private universities, and are also the guarantee to enhance the competitiveness of schools. This paper analyzes the top-level design of the performance evaluation of private college teachers from the three aspects -- school development positioning, teacher development, and student growth, based on the goals and targets of performance evaluation of private college teachers. The specific evaluation indicators of evaluation, social service, and evaluation of teacher ethics, and the construction and design of an evaluation index system have important reference significance for the performance evaluation of private universities and the development of teachers.

1. Introduction

Official data from the Ministry of Education [1] shows that as of June 15, 2019, there were 2,688 ordinary colleges in the country, and 434 private undergraduate colleges, accounting for 16.15%. The quality of education and teaching in private colleges has gradually improved, which has become impossible for China's higher education. Analysis of the quality report of talent cultivation in private universities, It can be seen that the teaching team is still a short board for the development and construction of private universities, The establishment of a set of teaching teams suitable for the development of private colleges and universities has become the consensus of private colleges. Private colleges should increase the investment of funds and the strength of talent introduction and training. Some colleges and universities implement the integral system of teaching and scientific research to improve the enthusiasm of teachers' teaching and scientific research. Because of the uneven quality and ability of teachers, the integral system is not necessarily suitable for all private colleges and universities. It is urgent to establish a scientific performance evaluation system suitable for private college teachers.

2. Scientifically Establish the Top-Level Design of Teachers' Performance Evaluation in Private Universities

With the recognition of the state and society, more and more people come to private colleges and universities to work as teachers. The teachers of private colleges and universities are mainly composed of retirees of public colleges and universities, graduates of colleges and universities, and employees who are transferred from business, etc. compared with public colleges and universities, they are more mobile and less stable. It is an important way to improve the level of teaching and scientific research, an important way to encourage the advanced and encourage the backward, and an important way to achieve the development goals [2] of the school. The performance appraisal of teachers in private colleges and universities is to comprehensively evaluate the teachers' work behavior and achievements with specific standards and indicators under the guidance of the school's development goals, apply the evaluation results to the future work guidance and work incentives, mainly promote the schools to achieve the expected goals, analyze and excavate the problems existing

in the process of running schools, and pay performance bonus wages To promote the growth of teachers. Therefore, when designing the evaluation system, we should consider the factors such as school development, teachers' growth and students' development, and formulate the evaluation standards suitable for our school.

2.1 Performance Evaluation of Teachers Based on the Positioning of Colleges

The orientation of running a school is the vane of school development and the top-level design of colleges and universities. At this stage, each college has a clear orientation for running a school. Private colleges are no exception. Private colleges and universities are generally based in the province and aim to serve regional economic development. Learning from the introduction of foreign advanced school running experience, expanding international cooperation, most local, application-oriented, internationalization as the school's school positioning. The assessment of teachers should also be based on designing and evaluating indicators for running schools. "Local" mainly assesses teachers' teaching and scientific research around the regional economy, whether they can cultivate talents suitable for regional economic development, and scientific research to serve the local society; "Applied" mainly assesses teachers' education and scientific research around applied technology, imparts practical and operational knowledge to students, and cultivates skilled application-oriented talents. "Internationalization" mainly expands international cooperation around national development strategies. Focus on assessing the situation of teachers going out and inviting them to assess teachers' participation in international cooperation, international conferences, and academic research to promote international schooling.

In the process of development and construction of private colleges and universities, they are greatly affected by factors such as student resources and economic development. The positioning of a school is determined by the individual will of the school organizer. Various factors must be comprehensively considered to improve the level of school management. The investment of funds in the construction of the teacher team is particularly important. The performance assessment is integrated with the teachers' economic interests to achieve a win-win situation between the school and the teacher. Schools should establish sound teachers' performance evaluation goals, establish a platform for teachers' feedback information, and fully mobilize teachers' work enthusiasm in order to improve the quality of education and teaching, thereby improving the school's scientific research and academic level, and provide intellectual support for the healthy development of the school.

2.2 Teacher Performance Evaluation Based on Teacher Development

With the development of society and the recognition of private higher education, more college graduates have invested in private higher education, and the structure of teachers in private colleges has continued to improve, gradually forming a team of teachers with a combination of old, middle and young, and a gradually rational academic structure. Including teacher development in the assessment is the key to promoting team building and creating a virtuous competitive environment of "catch-up". When setting the index system, we must fully consider the characteristics of the disciplines and professions that teachers are engaged in, especially in comprehensive private colleges and universities, and consider the differences between social sciences and natural sciences in terms of paper publication and scientific project application. At the same time, Teachers should be divided into three types: classroom teaching-oriented, scientific research-oriented, teaching and scientific research, and heavy-duty. When formulating evaluation indicators, we must fully consider the characteristics of each type of work, establish a classification index system, and implement classification evaluation.

Due to the high mobility of personnel in private colleges and universities, after the evaluation standards and systems are formulated, each teacher must make clear his own assessment system and assessment requirements, implement dynamic supervision, focus on results, and focus on process assessment. Let the perfect teacher performance evaluation system help teachers make corresponding plans at different stages, and continuously improve teachers' teaching, scientific research and social service capabilities. At the same time, they can also meet teachers' various needs, promote the professional development of teachers, and highlight people-oriented to achieve personalized

development of teachers.

2.3 Teacher Performance Evaluation Based on Student Development

Students can be regarded as the products of colleges and universities, and the quality of students' cultivation determines the reputation of the school. Compared with other public schools, the quality of students in private colleges and universities is somewhat different. The results of the college entrance examination are low and the learning ability is generally weak. Therefore, it is necessary to include student training as an important factor in teacher performance evaluation and establish a teacher evaluation system suitable for student development.

With the development of educational theory and society, teaching has changed from the traditional teacher-centered to student-centered, which has put forward higher requirements for teachers. First, teachers can use modern science and technology to reform teaching models, and can use the Internet to collect and organize data to refine teaching content. Second, teachers can use multimedia, cloud platforms, WeChat, and WeChat to teach and implement teaching and processes. Management; again, we must guide and supervise students in their studies and examine their learning processes; finally, we must continue to adjust and update the teaching content and teaching methods based on graduate employment. When designing the teacher evaluation system, we must integrate students' multiple factors into the system.

3. Construction of Performance Evaluation Index System for Teachers in Private Universities

Based on the development of schools, teachers, and students, scientifically establish performance evaluation indicators and evaluate teachers. The evaluation index of teachers in private colleges and universities should be comprehensively considered from the aspects of teaching, scientific research, social services and teacher ethics, clarify the index weight and evaluation standards, and build an evaluation index system. [3]

3.1 Establishing Evaluation Indicators

3.1.1 Teaching Evaluation Index [4]

Highlight the status of the teaching work center, scientifically establish teaching evaluation indicators in teacher performance evaluation, and evaluate the teaching process and teaching results. The first is the teaching process evaluation index, which consists of teaching goals, teaching content, teaching methods, teaching attitude, etc. Among them, the teaching goal is the teaching activity goal, to serve the talent training goal, all teaching activities must serve the realization of the teaching goal. ; Teaching content is to teach students the knowledge, consistent with the syllabus, the content is forward-looking, teaching knowledge, concepts, principles cannot make scientific mistakes; set monitoring indicators in the teaching process, whether it can be carried out differently In teaching, the classroom is serious and responsible. The teaching focuses on inspiration. It pays attention to cultivating students' thinking ability, innovation ability and practical ability. The teaching attitude mainly examines the situation of teachers and teachers. The second is the evaluation index of teaching results, which consists of teaching workload, teaching quality, talent training and teaching achievements. Among them, the teaching workload is the total class hours of classroom teaching; teaching quality refers to the classroom teaching of colleagues, students, and peer experts Evaluation of results; talent training is to guide students to participate in social practice, thesis writing, and so on.; teaching achievements mainly include teaching achievement awards, teaching reform projects, textbook compilation, dissertation publication, and so on.

3.1.2 Scientific Research Evaluation Index

With the development of private colleges and universities, more and more attention is paid to scientific research. Scientific research is an important function of colleges and universities. The assessment of teachers' scientific research performance is an effective means to encourage teachers to carry out scientific research and it is important to improve the ranking of private colleges and

universities. The performance indicators of scientific research are much more complicated than the teaching indicators. When setting the indicators, they should be set according to the actual situation. The overall evaluation should be made from three aspects: academic achievements, scientific research projects, and achievements. Academic achievements include: (1) The publication of academic papers, the search and retrieval of papers, and the publication of books should be based on the grades of the papers published in journals and magazines and the level of works and publishers, as well as the conditions in which the papers are indexed and retrieved by SCI, EI, CPCI, and so on.; Scientific research projects should consider the level of the project and the project's accounted funds. Differentiate the research project grades and formulate assessment and scoring standards based on the project category and scientific research funding. Mainly score the project approval; (3) The results include the acceptance of project conclusions. Awards for achievements. Formulation of evaluation and scoring standards based on the project level and the assessment of awards. At the same time, patents and achievements are also included in the scoring, and the scores are based on the quality of the patents and the social benefits of the achievements; (4) Other research-related content that supports school development can be included in assessment scores Standards, such as participation in various innovative entrepreneurship competition to get good grades, can be used as research scoring items, promote teachers' participation in production Religions.

3.1.3 Social Service Evaluation Indicators

Colleges and universities have three major functions: teaching, scientific research, and social service. They should also incorporate service society into the assessment indicators of teachers, and effectively solve the problem that teachers only focus on teaching and scientific research and do not participate in related social services. Teachers of private colleges and universities are unwilling to participate too much in social services and are not willing to participate in the construction of disciplines. Therefore, it is necessary to include serving the society as an evaluation indicator in teacher performance evaluation, and it is also an important way to participate in school construction. Specific indicators can be considered from three levels. One is to participate in the service at the department level, which mainly considers participating in the activities of the department and department that are conducive to the development of disciplines and units, and the other is to participate in the service at the school level. Participate in the contribution of the school's development, construction, management, and advisory committees; third, participate in the service at the social level, participate in school-enterprise cooperation, and carry out horizontal topic research; participate in the situation of academic institutions (associations) outside the school, and assume academic responsibilities; participate in various Social services such as scientific research review, public welfare services, social lectures, and out-of-school investigations [5].

3.1.4 Evaluation Indicators of Teacher Ethics

In the new era, the country regards teacher morality as the first standard for teacher evaluation, and regards teacher morality as an important indicator of teacher performance assessment. Many universities implement a one-vote veto on teacher morality. To be a good teacher is to teach and educate others, to set an example for students; academic ethics is to abide by the rules of scientific research, conduct scientific research and scientific research in accordance with national regulations, treat the ownership of results correctly, and do not falsify or sell research results in experimental data. In setting up the evaluation index of teacher ethics, we should consider the following aspects: whether there is any immoral behavior that violates public order, good customs, infringes on the interests of students, and has an improper relationship with students; academic fraud and plagiarism, participation in commercial scams, and more than one manuscript Submitting, falsifying academic resumes, changing the order of dissertation rankings, fake diplomas, mass production of inferior dissertations and other acts that violate academic ethics.

3.2 Establishing Indicator Weights

In various types of performance evaluation index systems, different evaluation indexes play different roles in judging the degree to which the evaluation object has reached the predetermined

goal. Private colleges and universities are establishing teachers' performance evaluation indicators. Different indicators should be assigned different weights according to the requirements of evaluation results and personnel classification, so that the weights can objectively reflect the role played by each indicator. Such evaluation results can be objective. Private universities can choose Delphi method, expert opinion average method, analytic hierarchy process, rank sum algorithm and other methods to establish mathematical models and determine the weights of various indicators. According to the needs of school development, private colleges and universities must establish dynamic weight management, adjust various indicators of the current year according to the assessment of the year and the development needs of the current year, form new indicator weights, and make the assessment more scientific and reasonable.

3.3 Evaluation Criteria

The evaluation standard is a measure of whether the evaluation object meets the evaluation index requirements, to see whether it fully meets the requirements of the index, and to express the degree of attainment by grades or quantifications [6]. In the teacher performance evaluation, a combination of qualitative and quantitative evaluation shall be adopted. Standards and quantifications are based on the rules of the point index to quantify the work performance obtained by teachers. The quantified points obtained are the main basis for teachers' performance salary, and the corresponding performance salary and reward salary are fulfilled according to the degree of completion. On the basis of quantitative analysis, qualitative analysis is also required to comprehensively consider various factors to determine whether the teacher is excellent, competent, basic competent, or incompetent in this assessment cycle. This assessment result can be applied to the teacher's appraisal and title evaluation. Work can also be an important basis for continuing employment after the end of his term.

4. Conclusion

With the intensification of competition among college students, private colleges and universities attach more and more importance to the development of connotation. The construction of the teaching staff has been attached importance, the working environment of teachers has been continuously improved and the treatment of teachers has been improved. At the same time, the barriers to entry for teachers have also been raised. New requirements in terms of education, work experience, etc. have also been raised, and teacher performance appraisals have also been stricter. Performance wages account for a large proportion of teachers' salaries. In the process of constructing the performance index system, private colleges and universities must continue to explore new methods and new ways, not only to safeguard the interests of the school, but also to comprehensively consider the interests of the teachers and the development of the students, repeatedly play the positive role of performance assessment, and finally improve the school's school strength and competitiveness.

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