

# The Fusion Development of Teachers in Vocational Education under the New Situation

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***Abstract***-In order to meet the needs of equipment support development and train high-quality talents, according to the characteristics of personnel training in Vocational Education institutions, this paper analyses the requirements, methods and directions of integration development of teachers, and measures to be taken for integration development, and puts forward methods to improve the actual combat ability and theoretical level of teachers.

***Keywords***-teaching staff, vocational education, integrated development, talent training

## I. INTRODUCTION

New age focuses on new objectives, new age calls for new actions. A first-class university cannot be run without a first-class teaching staff. Whenever possible, we should always put the development of high-level teaching staff in the first place. How to highlight the theme of "integration and development" and create a teaching staff of vocational education with the characteristics of aviation equipment support, it is the first problem to be solved in the process of innovation and development of vocational education institutions at present and in the future.

## II. THE FIRST POINT IS TO GRASP THE KEY ISSUES AND FULLY REALIZE THE IMPORTANCE OF THE INTEGRATED DEVELOPMENT OF TEACHING STAFF

The definition of "integration" means that a process which occurs between different individuals or groups. In this process, the cognitive, emotional and attitudinal integration, consensus and common development among different individuals or groups, on the basis of a certain degree of understanding and familiarity after a certain collision or contact between different individuals or groups. For colleges and universities with large-scale training, wide geographical distribution, complex unit composition and high degree of integration, it is very important to build a team of teachers with the characteristics of vocational education in the new era in order to achieve integrative innovative development.

Firstly, in order to achieve the integration of University development, first of all, the integration of teaching staff development is needed.

The development of teaching staff plays an important role in the development of colleges and Universities. What kind of university should be run, what kind of teaching staff should be set up. In order to create first-class universities on the basis of complementary advantages and integrated development of disciplines and specialties, the first issue to be considered is the integration and innovation of the teaching staff.

Secondly, the new orientation of running a school requires the integrated development of the teaching staff.

Teachers are an important factor in how to implement the teaching reform to the teaching front line and how to train talented people in excellent positions.

In view of the school orientation of "training both commanding and technical talents, training both in Colleges and universities and in the army, as well as in higher education and in-service education", it forces colleges and universities to enrich their teaching content, widen their teaching objects, diversify their teaching forms, and make teaching places more close to the battlefield and combat. Teachers can only concentrate on realizing the goal of running a school in the new era by improving their teaching ability, sublimating their teaching emotions and integrating "technology teaching and command teaching, ground support teaching and air support teaching, ship-based support teaching and shore-based support teaching, academic education and vocational education".

Thirdly, the cultivation of post-based compound talents cannot be separated from the experience-based development of the teaching staff.

A workman must sharpen his tools if he is to do his work well. To cultivate post-oriented talents, it is necessary to have a comprehensive and comprehensive teaching staff who are familiar with their posts, have high comprehensive

quality, wide professional competence, profound theoretical knowledge and strong practical ability. In order to cultivate such a contingent of teachers, it is necessary to cultivate their mindset of integration and development, to strengthen their sense of teaching in war, to change the concept of single post education, to improve the outstanding ability of the contingent of teachers, and to improve the comprehensive quality of the contingent of teachers.

### III. THE SECOND POINT IS TO ENHANCE THE THREE BASIC ABILITIES OF TEACHERS IN ORDER TO MEET THE NEEDS OF INTEGRATION AND DEVELOPMENT

A qualified military academy teacher must have three basic abilities. These three basic abilities are teaching ability, scientific research ability and the ability to solve technical problems for the army. According to the development direction of colleges and Universities under the new situation, in order to comprehensively improve the three basic abilities and levels of the teaching staff, how to integrate the teaching staff into the development of integration and innovation, how to explore a multi-form, multi-field, multi-level integration development path on the original basis and build a composite teaching staff is a series of issues worth considering for each teacher.

Firstly, improve the teaching ability of teachers through the integration of teaching experience and teaching experience.

People often say, "To give students a glass of water, the teacher must first have a bucket of water." Teachers' teaching ability is reflected in the ability to keep pace with the times, constantly acquire new knowledge, master new methods, and become a continuous stream of "living water".

"A famous teacher must know how to fight". If a teacher stands on a three-foot platform, who is an excellent teacher, and if he goes into battle, he can become a commander who knows how to fight well. Only such a teacher can cultivate a comprehensive talent who combines command skills with combat skills. Therefore, it is far from enough for teachers to rely solely on rich teaching experience, and they also need the ability to know how to fight well. In order to improve teachers' teaching ability in an all-round way, colleges and universities have to integrate their teaching experience with their working experience. In the past, although the channels of communication between colleges and troops were diversified, there might still be a phenomenon of single source, single experience and single ability and quality in the construction of teaching staff. Therefore, it is necessary to build an integrated training platform for troops and colleges to create conditions for the establishment of a team of teachers who are good at teaching.

Secondly, through the integration of scientific research and equipment, teachers' scientific research and innovation ability can be improved.

Only when scientific research results are transformed into combat effectiveness can they be of practical value. The

cultivation of teachers' scientific research and innovation ability should focus on solving major difficult problems, promoting equipment development and improving combat effectiveness. This requires teachers to be familiar with the position, equipment and support, to grasp the difficult problems that restrict the generation of combat effectiveness and equipment development, to conduct scientific research around the core of promoting equipment development, and to achieve targeted innovation on the basis of having the ability of academic research and scientific research innovation.

Thirdly, improve the ability of teachers to serve the army by promoting the integration of colleges and universities with the army.

Serving the army is one of the three functions of military academies. On the basis of "three familiarity", the colleges and universities should give full play to their advantages of high level of knowledge and strong scientific research ability, closely integrate with the army, and improve their ability to serve the army. On the one hand, taking advantage of the advantages of abundant teaching resources and advanced teaching means in Colleges and universities, and with the help of information platform, the latest teaching resources are sent to the army for reference, so as to realize the sharing of high-quality curriculum resources and provide the army with the results of curriculum construction. On the other hand, teachers should take advantage of the opportunities of new equipment assembly, patrol and patrol, carry out systematic incumbency training for the army, postpone the functions of colleges and universities to every link of the army training, and solve the difficult problems in the course of the army training in time.

### IV. THE THIRD POINT IS TO PROMOTE THE INTEGRATION AND DEVELOPMENT OF FACULTY BY MEANS OF THE PLATFORM OF COMPREHENSIVE COLLEGES AND UNIVERSITIES

Colleges and universities are the platform of education. The establishment of integrated universities has created more favorable conditions and more abundant resources for the integration and development of faculty. It is an important opportunity period for the integration and development of faculty.

Firstly, establishing a multi-position mobility mechanism for teachers and promoting the integration of teachers across combat positions.

Every post is a "college" and every experience is a "teacher". The more positions they engage in, the broader the level of work they come into contact with, the richer their actual combat experience, and the more integrated their various abilities. Establish a multi-position mobile post system between academy and army, so that teachers can fully understand the development of the army and post requirements, achieve the effect of equipment updating, technology innovation and teachers learning at all times, and promote the improvement of teachers' comprehensive ability.

Secondly, establishing a cross-regional teaching and feedback mechanism for teachers to enhance their comprehensive abilities.

Cross-regional joint school-running is a double-edged sword. On the premise of cross-regional joint school-running, it explores ways and means for teachers to hold posts, communicate, learn and teach in different regions. It also establishes a system for teachers' cross-regional teaching management and a mechanism for evaluation and feedback of teaching effect, so as to improve teaching efficiency.

Thirdly, improving the mechanism for teachers to serve in the army and training their ability to fight well and fight well.

Jointly running schools with the army provides the most grounded "practical classroom" for the training of teachers who are good at fighting. Through the establishment of the system of teachers serving in the army and participating in exercises, teachers will serve in the army and participate in actual combat exercises, which will become a normal part of teaching. It will be closely linked with the development and progress of teachers, so that every teacher will have the opportunity to contact the battlefield more widely, comprehensively and closely, and to understand the war, so that teachers can clearly understand what is most urgent in actual combat, and teachers should teach the most. What and what should the students practice most to improve the ability of teachers to fight well?

Fourthly, create a good environment for teachers' growth and development, and promote the integration and development of military and civilian teachers.

With the gradual implementation of the military reform policy, military civilian personnel have become an important part of the military personnel; they will play their due role in the process of military construction and development. Civilian personnel should also enjoy the space and vitality given to them by the army while undertaking military construction. Establish a fair and reasonable teacher development mechanism, so that civilian teachers and military teachers have the same opportunities and space for development. To create opportunities for civilian teachers to contact the army, such as participating in military exercises, visiting escorts and other large-scale military activities, to

make up for the lack of awareness of actual combat, the lack of awareness of military equipment, the slow pace of integration into military academies and so on. At the same time, excellent retired officers and non-commissioned officers should be widely recruited into the civilian faculty, retaining outstanding personnel in the army and enriching the civilian staff. The diversification of teaching staff will inevitably lead to the diversification of educational concepts.

Fifthly, to comply with the requirements of the times actively and take the initiative to enhance their diversified development capabilities.

Time dimension promotes experience, space dimension raises pattern, and thought dimension breaks barriers. The teachers' growth needs time to precipitate and years to temper before they can achieve fruitful results. It is said that a teacher should actively devote himself to the grand project of University restructuring and remodeling, reflect and summarize in his work and study, innovate and sublimate in his tenure of office and teaching, change his original ideology in an all-round way, and try his best to break down the inherent ideology with the help of the East Wind of the development of an integrated university. Thought fence, take advantage of the times, conform to the trend of development, learn more, think more, summarize more, reflect more, expand their own vision in subtle, improve their own pattern, enhance their basic ability of integrated development.

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