

On the Construction of Teachers Team in Newly-Built Police Undergraduate Colleges

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Abstract: For newly-built police undergraduate colleges, the content of transformation, improvement and development involves all aspects, but the construction of teachers is the core. Taking the newly-built police undergraduate colleges as an example, this study discusses the construction of the teaching team from three aspects: the improvement of young teachers' ability, the cooperation between the school bureau and the inter-school exchange, at the same time, the paper puts forward a teacher training mode based on police practice. The research shows that the improvement of young teachers' ability is reflected in two aspects: professional academic level and teachers' ability. School bureau cooperation is not formal connection, but the organic combination of actual combat and teaching; Inter-school exchange is not only academic exchange, but also reflects teachers' professional quality.

1. Introduction

In the process of applying for undergraduate courses, newly-built undergraduate colleges and universities have accumulated a group of talents, but compared with the construction needs and development goals of undergraduate colleges and universities, the quantity is not enough, the structure is not reasonable, the quality needs to be improved and other problems are very prominent. There are several urgent problems to be solved in the following aspects. After entering the undergraduate program, the number and structure of teachers cannot meet the needs of classroom teaching. In the face of the public security discipline construction and education level increase, there is a widespread problem that it is difficult to introduce a sufficient number of qualified full-time teachers in a short period of time. However, according to the requirements of undergraduate education, the existing teachers still have problems of low level and unreasonable proportion in academic structure, professional structure, title structure, age structure and gender structure. At the same time, the large gap in the number and level of teachers leads to too heavy teaching tasks, affecting the improvement of professional ability and scientific research level. As a result, the low quality of the whole teaching team brings a serious impact on the normal classroom teaching quality of qualified undergraduate education. This paper shows that only by innovating the construction mechanism of teachers and developing effective police practice can the existing problems be solved.

2. Innovation of construction mechanism of teacher team

2.1 Status analysis and research significance

Generally speaking, after upgrading, most newly-built undergraduate colleges enter the period of overall acceleration of construction, with heavy tasks such as adjustment of colleges and departments, specialty construction, discipline layout, improvement of running conditions and reconstruction of management system. [2] Implementation, however, the most fundamental condition of the development of school is the most essential factors of teachers' team, only the teachers team construction on the strategic position of priority development, completing the top-level design, advantages and building a high-quality teachers team, is to ensure that the newly-built police undergraduate colleges are the most effective way to coordinate rapid and healthy development.

Young teachers are an important force and precious resource in the development of newly-built universities and are an important part of teachers in schools. Therefore, the promotion strategy of young and middle-aged teachers should be taken as the key point in formulating the development strategy of newly-built colleges. The strategy of formulation and implementation should be combined with the actual situation of our school, in this case, take Liaoning Police College as an example to analyze. In terms of age, the proportion of young teachers under the age of 45 is more than 56%. In terms of education background, about 6% of them have a doctor's degree or above, and 98% of them have a master's degree or above. In terms of professional titles, senior titles account for about 11%. The proportion of young teachers is high, and the degree of professional development needs to be improved, which becomes an important factor restricting the talent cultivation, scientific research and social service level of the college. [3]

In order to improve the police work and police skills of teachers, newly recruited and introduced teachers will get to know the professional knowledge of the police subject through various training channels. Because the knowledge system of police science has the characteristics of experience process, it is difficult to meet the requirements of teaching and scientific research if the experience of actual police work is only the experience of bystanders and investigation. After school to rise undergraduate course, academic task in front of the layout and construction, gradually pay more attention to scientific research work, however, fewer current teachers have a stable research direction with strong academic enthusiasm and dedication to work, most of the teachers' scientific research is to assess the title. The discipline construction has not formed a reasonable structure of academic echelon due to the lack of high-level personnel to lead, which has greatly affected the discipline construction and development to a large extent.

2.2 Planning and management of teachers

2.2.1 Planning for the development of young teachers

The training of young and middle-aged teachers should be taken as the core strategy of the school development and the career development plan of young teachers should be taken as an important link of the teacher construction project in the newly-built police colleges. In combination with the actual situation of our school, the current situation of young teachers and the reform requirements of public security higher education, we should train young teachers in a planned and phased way, improve their teaching ability and public security professional level as soon as possible, and promote the rapid growth of young teachers. The specific measures are, first of all, to create a mechanism and environment conducive to the growth of young talents, organize the implementation of the action plan for the construction of young teachers' ethics, so that young teachers set up the correct professional development concept, form a good professional quality, with noble ethics and ethics. [4] Second, it is necessary to carry out targeted action plan to improve the teaching ability of young teachers so as to effectively improve their teaching ability and professional level. Third, through a series of measures such as examination and acceptance, helping to improve, supporting and training, outstanding young teachers can grow into the backbone of teaching as soon as possible, most of them meet the basic requirements of teaching in public security colleges, and improve the overall teaching level of young teachers in order to ensure the quality of talent training.

2.2.2 Implementation of research team support plan

First, adhere to independent learning, adhere to track academic trends and uphold core professional direction. Secondly, on-the-job training and academic education are combined to continuously improve academic level. Finally, adhere to scientific research innovation, output scientific research results, and lay an academic position. In public security colleges and universities, the reality of individual teacher's scientific research ability is generally low, we should spare no time to deal with the relationship between the cultivation of teachers' scientific research ability and the cultivation of the teaching ability, exploring new approach of "team", giving full play to the scientific research team in discipline construction, professional construction, and research cooperation of whole advantage, promoting talents cultivation level, improving public security actual combat service ability, and rendering the team research to become the important form of college scientific research work. At the

same time of promoting the progress of scientific research, a group of academic leaders and a large number of young teachers with outstanding scientific research ability are cultivated, so as to rapidly improve the academic level of discipline and specialty, teaching academic level and practical academic level. Gradually, a group of scientific research teams with strong scientific research ability, obvious overall advantages and innovative ability will be formed to enhance the overall scientific research ability of the existing teachers. [5]

2.2.3 *Intercollegiate exchange*

By deepening the cooperation among similar institutions of higher learning at home and abroad, we can, first of all, open channels for the recruitment of senior teachers and experts from domestic and foreign application-oriented universities with the purpose of cultivating application-oriented talents from developed countries and regions. Second, academic leaders and key teachers can be assigned to domestic and foreign application-oriented universities in different forms, such as visiting and investigation, exchange and training, visiting scholars, etc., in order to learn and draw lessons from their school-running thoughts, teaching system and training mode formed under the conditions of rapid economic and technological development and fierce competition.

3. Teacher training mode based on police practice

Due to the differences between police undergraduate colleges and civil universities in running schools and cultivating talents, the police practical ability of teachers becomes another basic ability in addition to teaching ability and scientific research ability, which should also become the basic quality of teachers, especially young teachers. The improvement of police practice ability by young teachers is not only an important extension of their own professional development, but also an urgent requirement for the construction of characteristic teaching staff in police undergraduate colleges.

3.1 Police practice based on college-bureau cooperation

Through the in-depth cooperation between the college and the public security bureau, the school has established the strategic alliance, collaborative innovation center, research and development center and other platforms with the public security department. In terms of the construction of the teacher team, firstly, by hiring experienced actual combat experts from the front line to take classes in the school, we can bring the students the latest police thoughts, police technology and public security management ideas, so as to strengthen the in-depth communication between teachers and the public security front line and improve the teaching ability and practical ability of both sides. Second, teachers can be arranged to cooperate with the public security front-line to engage in the corresponding police management and police technical work by means of part-time training, off-job training and winter and summer training, so as to strengthen the training of teachers' practical ability. Third, we can jointly carry out research projects with the front line of the public security, integrate teachers into the front-line research and development team of the public security, and improve teachers' scientific research ability and public security service ability. [7]

The practical ability of police affairs has rich connotation, which is not only the practical ability of simple meaning. For teachers, what is more important is that they can turn the insights accumulated from their experience in public security practice into their teaching ability. The ultimate purpose of participating in police practice activities is to promote teaching. Therefore, teachers should be good at enriching the background knowledge, cases and development prospects in the police practice into the teaching plan, and impart the problems encountered in the police practice and the methods to solve the problems to students, so as to improve the quality of teaching and meet the requirements of talent training. [8]

3.2 The basic content of police practice

It is a system engineering to improve the practical ability of teachers in public security undergraduate colleges and universities, which can be carried out from the following four aspects:

First, integrate the improvement of police practical ability into the training system for young teachers, and grasp the links of pre-job training, school-based training and industry-university-research cooperation.

Secondly, driven by the project, young teachers are selected to carry out cooperative training in the front line of public security, aiming to complete a specific public security project, so as to improve the practical ability of police in the implementation of the project. The general project-driven process, including information collection, project determination, plan making, implementation, achievement display and result evaluation, etc., enables teachers to understand the overall process of project implementation after engaging in a specific project.

Third, take the initiative and cooperate with the school bureau to establish the public security practice base to ensure the smooth development of police practice. The establishment of the police practice base can not only provide an effective practice base for teachers, but also help the school and the public security front line to jointly supervise and manage, enhance the effect of police practice, so as to avoid the phenomenon of police practice going through the formalities.

Fourth, establish and improve the corresponding assessment and guarantee mechanism to ensure that the police practice activities do not drift into the form. In this process, the school should work with the front line of public security to jointly manage and assess the process management of the registration, selection and mid-term examination of teachers' participation in police practice, and form corresponding systems. In the final assessment, the school should fully listen to the opinions of the front-line representatives of the public security, and give the final evaluation.

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