

# Predicament of Building Excellent Teaching Staff in Private Colleges From the Perspective of "Ideological and Political Theories Teaching in All Course"

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## ABSTRACT

"Ideological and Political Theories Teaching in All Course" is closely associated with building excellent teaching staff in private colleges. The construction of "Ideological and Political Theories Teaching in All Course" puts forward higher requirements for the teachers of private colleges, and the construction of high-quality teachers in private colleges is more conducive to the smooth implementation of "Ideological and Political Theories Teaching in All Course" and the effect of education. From the perspective of "Ideological and Political Theories Teaching in All Course", this paper points out that there are three difficulties in the construction of teaching staff in private colleges: the ideological and political quality of teachers needs to be improved; the professional development ability of teachers needs to be optimized; teachers' ability to innovate educational teaching methods needs to be improved. This paper also makes a simple discussion in the end on how to improve teachers' ideological and political quality, how to optimize teachers' professional development ability and how to improve teachers' teaching innovation ability.

**Keywords:** "Ideological and Political Theories Teaching in All Course", Teaching Staff in Private Colleges, Predicament.

## 1. INTRODUCTION

"Ideological and Political Theories Teaching in All Course" is a hot topic of concern in colleges and universities all over the country. In particular, the researchers are concerned about how to implement "Ideological and Political Theories Teaching in All Course" as well as how to guarantee the effectiveness of soul-building education? [1] There is no doubt that the solution of these problems is inseparable from the excellent faculty. Teachers are an important guarantee for the implementation of "Ideological and Political Theories Teaching in All Course", and teachers are also one of the key factors to ensure the effectiveness. Private colleges and universities have a short time to set up and the teaching staff is rather weak [2]. Only by understanding the problems existing in the construction process of "Ideological and Political Theories Teaching in All Course" for the teachers and analyzing the specific causes can we put forward solutions [3].

## 2. "IDEOLOGICAL AND POLITICAL THEORIES TEACHING IN ALL COURSE"

### 2.1. Background

Since the 18th National Congress of the Communist Party of China (CPC), General Secretary Xi Jinping has attached great importance to China's educational cause, especially to the cultivation of socialist builders and successors. The 19th National Congress of the Communist Party of China stressed in the report that "when young people prosper, the country will prosper; when young people are strong, the country will be strong." Ideological and political work in colleges and universities concerns the fundamental issue of what kind of people they train, how they train them and for whom they train them. For a long time, ideological and political theory courses in colleges and universities have been separated from other courses such as specialized courses. In December 2016, General Secretary Xi Jinping proposed at the National Conference on Ideological and Political Work of Colleges and Universities that "we should make good use of

classroom teaching as the main channel, so that all kinds of courses and ideological and political theory courses go together, to form a synergistic effect." [4] From ideological education courses to the "Ideological and Political Theories Teaching in All Course", higher education should focus on the integration of value orientation and knowledge transmission, intellectual education and moral education, cognition and behavior in educational practice. Starting from the core of ideological and political education, the value orientation runs through all kinds of courses of ideological and political theory, general education and specialized courses. Teachers should give full play to the main position and channel of the classroom, and realize the equal importance of knowledge teaching and value guidance through the integration of explicit education and implicit education. This is a new embodiment of the ideological and political work in colleges and universities, which is the origin of understanding "Ideological and Political Theories Teaching in All Course" in the educational circles. In May 2018, General Secretary Xi delivered an important speech at a seminar for teachers and students of PKU. The spirit of his speech was regarded as the focus and deepening of "Ideological and Political Theories Teaching in All Course". Since then, "Ideological and Political Theories Teaching in All Course" has become a frequent word, causing hot discussions among scholars. In May 2020, the Ministry of Education issued the No.3 document "Guidelines for The Construction of "Ideological and Political Theories Teaching in All Course" in Institutions of Higher Learning", indicating that it is an irresistible trend that "Ideological and Political Theories Teaching in All Course" will be rolled out in colleges and universities in an all-round way.

## 2.2. Basic Connotation

Han Xianzhou pointed out that "'Ideological and Political Theories Teaching in All Course" is a new thing in the deepening reform of higher education in recent years, and its connotation still lacks unified theoretical understanding". In his opinion, "The core connotation of "Ideological and Political Theories Teaching in All Course" is to integrate the general requirements of the three sentences, namely, the basic principle of being a man and doing things, the requirement of socialist core values, and the responsibility of realizing national rejuvenation, into various courses and the whole process of education and teaching in all aspects, so as to achieve the goal of sharing the same path in cultivating people with moral integrity [5]." Researchers have made a variety of understandings and interpretations on the connotation and value implication of "Ideological and Political Theories Teaching in All Course", which are based on the consensus of cultivating people by virtue.

## 2.3. Significance

In order to adapt to the development requirements of the new era, the original classroom education mode in colleges and universities is in urgent need of theoretical improvement and practical breakthrough. "Ideological and Political Theories Teaching in All Course" should emphasize the full implementation of the Party's education policy, aiming to train builders and successors who are well developed morally, intellectually, physically and aesthetically, and focus on solving the fundamental problems of who to train, how to train and for whom to train. Curriculum ideological and political education gives full play to the educational function of various courses, effectively improves the long-term split between ideological and political course teaching and professional course teaching, organically integrates ideological and political education into professional education, promotes professional course and ideological and political course to go the same way, and realizes the organic unity of value guidance, knowledge education and ability cultivation. The ultimate aim of curriculum ideology is to train the builders and successors of socialism. This requires students to be both professionally proficient and politically proficient. As an important part of student cultivation, professional courses and general education courses take up a large proportion in the education system. Therefore, how to integrate ideological and political education into professional courses and general education courses is an important problem to be solved in curriculum ideological and political construction.

## 3. THE REQUIREMENTS OF "IDEOLOGICAL AND POLITICAL THEORIES TEACHING IN ALL COURSE" FOR TEACHERS IN PRIVATE COLLEGES

Since the reform and opening up, the CPC Central Committee has adhered to the policy of "two hands, both hands should be hard", and earnestly strengthened and improved the ideological and political leadership of college students, thus creating a new situation for ideological and political education in colleges and universities. All privately-run colleges and universities have earnestly implemented the requirements of the CPC Central Committee, improved Party organizations, established institutions of ideological and political education, carried out moral education, and continuously strengthened and improved the party's ideological and political education, playing an important role in cultivating high-quality talents, promoting the reform of higher education, and maintaining the stability of schools and society. The mainstream of the current private universities ideological and political situation is positive, healthy and progressive, they love the party, love the motherland, love of socialism, adhere to the

party's line, principles and policies, highly agree with Deng Xiaoping and the important thought of "three represents", fully trust in Xi Jinping comrade as General Secretary of the CPC Central Committee, to adhere to the socialist road with Chinese characteristics, to achieve the grand goal of building a moderately prosperous society in an all-round way is full of confidence.

However, we must also be aware of the profound changes in the international and domestic situations, which have brought severe challenges to the ideological and political education in private colleges and universities. A large number of westernized thoughts, values and decadent lifestyle have exerted an influence that cannot be underestimated. With the expansion of the opening to the outside world, the continuous development of the socialist market economy, our country social and economic composition, organization form and way of employment, interest and distribution methods increasingly diverse, the independence of the student thought activity, selectivity, diversity and difference increasing, which is beneficial to set up their self-renewal consciousness, innovative consciousness, and entrepreneurial talent, but on the other hand, private colleges students in different levels of political belief confusion, distorted by the fuzzy ideal and faith, value orientation, the good faith consciousness indifference, lack of social responsibility, the arduous struggle spirit desalination, solidarity and collaboration is poor, poor psychological quality, etc. Although the reasons are various, it is closely related to the requirements of student management and form development, and the construction of curriculum ideological and political education work team is in urgent need of strengthening.

The team of teachers is the key factor to do well in the curriculum ideological and political work in colleges and universities. As the saying goes, "Once the political line is determined, cadres are the decisive factor. "As one of the most active and important factors in "Ideological and Political Theories Teaching in All Course" construction, teachers are the initiator of curriculum ideological and political work, the instructor of students' ideological and moral character, the cultivator of moral rationality and the developer of moral personality, and they play a leading role. From the perspective of "Ideological and Political Theories Teaching in All Course", teachers are the guides for the healthy growth of private college students. It is the key for private colleges and universities to fully implement the Party's educational policy, actively adapt to the development of society and the requirements of the times, improve the level of ideological and political education in colleges and universities, and train qualified socialist builders and reliable successors with all-round development of morality, intelligence, physique and beauty. Therefore, in order to do well in "Ideological and Political Theories Teaching in All

Course", we must rely on teachers wholeheartedly and build teaching staff unswervingly.

#### 4. ANALYSIS OF THE PLIGHT OF TEACHERS IN PRIVATE COLLEGES

It is a novel topic to study the construction of teachers in private colleges from the perspective of "Ideological and Political Theories Teaching in All Course", which is a prominent problem to be solved urgently.

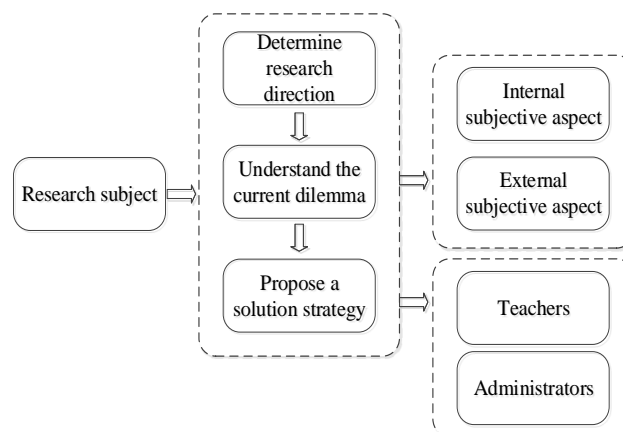


Figure 1. frame of the research subject

The main idea of the research is shown in the Figure 1, which explains that the study determines the research direction firstly, that is, to clarify the correlation between "Ideological and Political Theories Teaching in All Course" and the construction of teachers in private colleges and universities, so as to clarify the requirements of "Ideological and Political Theories Teaching in All Course" for teachers in private colleges and universities. On this basis, the study then analyzes the plight of teachers in private colleges and universities to explore the current situation and main difficulties of teachers from the perspective of "Ideological and Political Theories Teaching in All Course". Finally, based on the dilemma analysis of teachers, the paper proposes the solution strategies.

Based on questionnaire analysis, some teachers found that the structure of teaching staff in private colleges and universities is not reasonable and stable, which has been in the pattern of "big at both ends and small in the middle" for a long time. In other words, retired teachers with senior professional titles and newly graduated postgraduate students are mainly employed, while middle-aged backbone teachers are in short supply and the structure of teachers is not reasonable. Excellent young and middle-aged teachers are very few, and famous competent teachers are even scarcer. According to the survey data, 35% of the retired teachers are over 60 years old, 41% of the master and doctoral students under 30 years old, and 24% of the young and middle-aged backbone teachers [6]. The problems in this aspect have been alleviated to some

extent. However, with the gradual advancement of "Ideological and Political Theories Teaching in All Course", building the excellent teaching staff still needs to improve from the following aspects.

#### ***4.1. The Ideological and Political Quality of Teachers Needs to be Improved***

Because of the particularity of teachers' occupation, teachers' ideological and political quality is particularly important. Since teachers of specialized courses and general education come from different subject and majors, their research fields and teaching tasks are completely different from those of ideological and political course teachers. However, from the perspective of "Ideological and Political Theories Teaching in All Course", all teachers have the same requirements for improving their theoretical cultivation. Therefore, non-ideological and political teachers will face many difficulties [7]. For example, They are not proficient in the basic principles, positions, viewpoints and methods of Marxism, lack of determination and confidence in political thought, and they cannot find a comprehensive and in-depth combination of ideological and political education and professional curriculum teaching. Therefore, it requires non-ideological and political teachers to devote a lot of energy to learning, improve the specialized course teachers' cognition of "Ideological and Political Theories Teaching in All Course" [8], stick to Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era, set up correct views on history, nationality, state and culture, and carry the core socialist values through the whole process of teaching and educating people. At the same time, teachers should strive to improve their professional ethics, highlight the all-round development of teachers' ethics. Only in this way can teachers truly become the communicator of advanced ideology and culture, the firm supporter of the party in power, and the guide for the healthy growth of students. As Heidari Mohammad Hossein said, a qualified teacher needs to possess admirable moral characteristics at the individual and social level. A teacher himself should try to educate his own soul before endeavoring to educate others [9]. At present, the political quality of teachers is still far from this teaching goal.

#### ***4.2. Teachers' Professional Development Ability Need to be Optimized***

Both Seghedini and Elena think that teachers' full commitment to their work and taking the initiative to take responsibility for education are the concrete manifestation of their professional ethics [10]. To do well in "Ideological and Political Theories Teaching in All Course", the professional level of teachers must be improved. First of all, the professional development ability of teachers depends on their own subject

professional level. Only when teachers have a more skilled and solid knowledge of the subject, and have a very thorough understanding of the culture, paradigm and basic thinking methods of the subject, can they have the ability to teach students the knowledge of the subject in the teaching of professional courses, and can they teach the subject at the level of ideology and culture. In addition, teacher professional development ability also includes teacher's teaching ability. From the perspective of "Ideological and Political Theories Teaching in All Course", the difficulty teachers meet is the ability to develop professional curriculum in depth. In fact, curriculum ideological and political development is the re-development and upgrading of the original professional curriculum, which requires new curriculum planning, in-depth sorting of teaching content, in-depth mining and refining of ideological and political education elements, careful design of teaching implementation path, accurate education perspective and entry point, and then organically integrated into classroom teaching. To have this ability, teachers are faced with enormous challenges. For example, they must have a command of disciplines and specialties of the academic field of vision, knowledge reserves and a general sense of science and humanities, and social development. Besides, teachers must pay close attention to countries. These are the challenges faced by the teachers.

#### ***4.3. Teachers' Ability to Innovate Educational Teaching Methods Need to be Improved***

It is necessary to promote the reform and development of education and improve the quality of education [11]. In the construction of "Ideological and Political Theories Teaching in All Course", the innovation of teaching method is particularly important. Teachers need to overcome many difficulties in order to have the ability to innovate the teaching methods. First of all, teachers should have a correct understanding and grasp of the law of ideological and political work, the law of teaching and educating, the law of student growth and the actual thought, learning needs and personality characteristics of students. Secondly, on this basis, teachers should combine the ways of knowledge acquisition and teaching, according to the changes in the relationship between teaching and learning, and according to the needs, characteristics and concerns of students, actively explore the transformation of classroom teaching from "teaching-centered" to "learning-centered". Teachers pay more attention to the use of case, heuristic, inquiry, discussion and other teaching methods. In class the teacher must learn to arrange more time on the depth of students' learning outcomes for discussion, exchange, to stimulate students interest in learning, guide students to think and explore, fully mobilize students' initiative and participation, teacher also can play its leading and guiding actively,

pay attention to grasp the education opportunity, enhance the teaching effect of course education. In the context of the continuous development of information technology and modern educational technology, teachers should overcome their own obstacles, take the initiative to adapt to new technological changes such as information technology and artificial intelligence, and improve their innovative ability to apply new technologies to education and teaching. In terms of the construction of "Ideological and Political Theories Teaching in All Course", teachers need to further innovate educational teaching methods with the help of information technology, from the integration of teaching resources and the arrangement of teaching contents, to the organization and presentation of classroom teaching and students' participation.

## 5. CONCLUSION

To sum up, the construction of "Ideological and Political Theories Teaching in All Course" in private colleges is inseparable from the excellent faculty, which requires the majority of teachers to comprehensively enhance the consciousness and ability. In view of the difficulties faced by the construction of the teaching staff, the following three aspects can be used to solve the problem.

Effectively improve the ideological and political quality of teachers. First, teachers are organized to study the latest theory, viewpoint and policy of the Party together regularly, edify the theories of teachers and improve their political consciousness. Second, teachers with problems in ideological tendency should be actively criticized and educated, strengthened supervision and management constraints, timely checked and corrected, to avoid adverse ideological influence on students, and in serious cases, teachers should be eliminated.

Optimize teachers' professional development ability. First, strengthen the collective lesson preparation, enhance the teachers' ability in the course to fully explore the ideological and political education resources. Second, the management department takes encouraging measures and assessment mechanism for teachers to actively improve their professional development ability.

To enhance teachers' teaching innovation ability. First, teachers should teach students in accordance with their aptitude, adapt to events, and innovate according to circumstances. They should adopt the methods that are popular with college students to enhance the effectiveness of the cultivation of socialist core values. Second, teachers can flexibly make use of online and offline classes and make the classes come alive by combining theory with practice.

## AUTHORS' CONTRIBUTIONS

The first author Jinling Xia contributed to the conception of the study and designed the study as well as wrote the manuscript. The second author Jingjing Wu helped perform the analysis with constructive discussions.

## ACKNOWLEDGMENTS

This research is financially supported by 2020 Wuhan Technology and Business University Special Fund of Scientific Planning and Research of Private Higher Education Research Project "Research on Teacher Team Construction of Private Colleges from the Perspective of "Ideological and Political Theories Teaching in All Course" (GB2020002).

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