

# Working Together to Develop the Teachers by Innovative Technology

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## ABSTRACT

The training of the new teachers is an important part of teaching resources work in military academies. Combined with Management Engineering and Equipment Economics Department over the years of training new teachers, summed up a new model of the faculty training. It needs to pay attention to the "two steps". Based on the "full-time" studying, the department carry out "all-round" new teachers training work by the development of information technology, the teaching and research section to guide and assist the whole process. We explore a set of comprehensive methods of training new teacher, in order to lay a solid foundation for the career of a new teacher.

**Keywords:** *new teachers, full-time training, comprehensive method, whole process, working model.*

## 1. INTRODUCTION

The faculty, especially the new faculty, is the driving force and cornerstone for the continuous development and advancement of military academies, and is also the future and hope of military academies [1]. As the main body of military academies, teachers play a pivotal role in the development of military academies, and the quality of the teachers in military academies directly determines the quality of the trainees [2-3]. Naval engineering university economics department management engineering and equipment always attaches great importance to the training of new teachers, new faculty, a start towards the faculty team, could lead to new teachers training phase, and communities in the golden age of the efficient use of training new teachers and new teachers training of "two steps", stress the basis of new teachers grow, help new teachers.

## 2. "FULL TIME" TO PARTICIPATE IN THE UNIVERSITY NEW FACULTY TRAINING

In recent years, the training of new teachers in schools is mostly carried out together with the training of new teachers in naval academies and soldiers' training institutions, which generally lasts for 3 to 4 weeks. The new trainers come from a wide range of units, have a

variety of educational levels, and have a wide age structure. Some of them also have work experience at the grass-roots level. Therefore, during the training period, the unit no longer arranges other tasks for the new teachers, so that the new teachers can "take full time" to attend the training, so that they have more time to contact other new teachers, communicate with each other extensively, and learn the valuable experience of others.

The training of new teachers main arrangements of a new era of military political education, strengthen moral standards of education policy, curriculum, teaching mode, teaching method, education theory, teaching reform, teacher professional development and higher education, education psychology, take the theory teaching, panel discussion, visiting, see, the scene view methods such as organization, completion certificate will be issued to those who pass the three tests, including writing the thesis, taking the theory test and carrying out the teaching practice. Through the training of the school, the new teacher can initially understand and have the basic requirements and ability quality as a military academy teacher, and obtain the "pass" on the platform.

### **3. "OMNI-DIRECTIONAL" DEVELOPMENT OF NEW FACULTY TRAINING**

On the basis of the school training, the department organizes independent sub-training, usually designates a higher vocational teacher as a guide tutor or sets up a guide tutor group for about 3 months of intensive training. The content of department sub-training usually includes

seven modules, including fine teaching demonstration, in-class class, special discussion, experience exchange, educational technology, self-study and improvement, and assessment practice. The sub-training schedule is tailored for new teachers, as shown in Table 1, and self-training is carried out according to plan. Through the independent training of the department, it can quickly improve the ability and quality of new teachers, and obtain The Golden Cudgel to stand on the platform.

**Table 1.** Independent training schedule for new teachers

Date	Days of the week	Section	Location	Assemble for Training Contents	Advisor
On March 6	Monday	12	The third floor, 303	In-class lectures	XXX Associate Professor /Professor
On March 8	Wednesday	56	The third floor, 308	Lesson plans to check	
.....	.....	All day long	.....	Autonomic Learning	
.....	.....	34	.....	Theory Class Trial Lecture	
.....	.....	.....	.....	Discussion	
.....	.....	.....	.....	Practice Class Trial Lecture	

#### **3.1. The Fine Teaching**

Within the organization, new teachers view system won the navy classroom teaching quality prize, university young teachers teaching basic skills competition top ten award, the faculty of teaching ability is outstanding, such as teaching, after class in a timely manner to carry out the teaching methods, teaching techniques and multimedia, blackboard writing design aspects of the discussion, cultivate the consciousness of new teachers.

#### **3.2. In-class Lectures**

Select 2 or 3 representative courses of the major that are being taught in the semester, organize new teachers to attend the whole course in class, summarize and discuss the teaching links and problems of the courses after class, and cultivate new teachers' communication consciousness.

#### **3.3. Topics For Discussion**

In accordance with the "classroom teaching organization and implementation", "tutorial system and the students learning guidance", "the talent training scheme and teaching plan", "teaching reform and teaching innovation" and "education scientific research and teaching achievements cultivating" five topics, such as organization new teachers and higher vocational teachers, the backbone of middle-aged and young teachers to exchange, to cultivate new faculty research consciousness.

#### **3.4. Teacher Dialogue**

Invite the famous teachers, outstanding teacher model and class teaching quality model winners to the department, and give guidance and exchange on teachers' ethics, teaching experience, discipline and specialty construction, curriculum construction, textbook construction and so on, so as to cultivate new teachers' awareness of famous teachers.

#### **3.5. Education Technology**

Based on the school's online teaching resources, military comprehensive network and Internet resources, new teachers are organized to learn new growth points and hot issues of modern education technology, such as flipped classroom, micro-class, MOOC, etc., and online learning and offline communication are adopted to cultivate new teachers' innovation consciousness.

#### **3.6. Self-study To Improve**

New teachers independently complete the brief history of the naval university of engineering, the military academy teachers teaching ability training course, the basic theory of military academy education curriculum, the PowerPoint to make teaching more exciting: PPT courseware and efficient ", "Internet reshape thinking big education" and so on contents of the study, in classroom teaching basic skills of skilled at the same time, cultivate new teachers awareness of learning.

### **3.7. The Assessment Practices**

Lead the tutor (or tutor group) to guide the new teacher to complete the study of a main course, follow the class and prepare for teaching. Selecting 20 class hours of theory class and 5 class hours of experiment teaching content, organizing the teacher to try to teach and examine, helping the teacher to find the deficiencies existing in the teaching, and to improve and improve, and cultivating the new teacher's consciousness of being the first.

## **4. THE TEACHING AND RESEARCH SECTION "WHOLE PROCESS" TO GUIDE AND HELP**

The Teaching and Research Section is the direct superior unit of teachers, so in the process of implementing the departmental training plan, it mainly relies on the Teaching and research Section to guide and assist the whole process, which generally includes six aspects:

### **4.1. Focusing on ideological and political development**

Through regular ideological and political education and theoretical study, in the new era of Chinese characteristic socialism army thought is suggested and global, to strengthen the construction of ethics, strengthen and enhance engaged in professional honor and pride, to make new teachers awareness that colleges and universities teaching in the army is not only to make a living, but also a sense of responsibility and sense of mission, is to realize the important embodiment of the value of life.

### **4.2. Study hard and practice the basic teaching skills**

Excellent basic skills is the premise and foundation of good class teachers. In the stage of new teachers, the teaching and Research Office first through active guidance, positive education, so that the new teachers in the ideological training of basic skills to raise enough attention; Secondly, organize the teaching and Research office to regularly carry out basic skills training for new teachers, from the five aspects of speaking, acting, writing, painting, state, strengthen training for new teachers, encourage teachers to participate in mandarin, chalk, courseware making training; Finally, through the form of speaking and teaching, special training programs are formulated from the following aspects: the structure of crayon characters, freehand drawing skills, the tone and level of Putonghua, the use of body language freely, and the attractive multimedia courseware, paying attention to details, giving careful guidance, elaborating and elaborating, and strictly controlling the basic skills.

### **4.3. Adhere to the system of whole-course lectures and classes**

As a new teacher, must listen to at least two old teachers throughout the whole course of teaching, from the overall design of teaching, methods and means, classroom interaction, classroom control ability, homework comments, course assessment, after-class tracking feedback and other aspects, an all-round understanding and familiar with the teaching process and form. In the course of lectures, new teachers should carefully record notes of lectures, regularly report to the tutor experience of lectures, teaching and research office timely strengthen guidance, pay attention to experience different teachers teaching style, teaching art, take its essence.

### **4.4. strengthen the lecture trial lecture to improve the teaching level**

Over the years, leaders at all levels of the department of the growth process of new teachers to implement the whole process of tracking management, the normal development of new teachers to lecture, trial, new teachers from the trial to the whole process of teaching, especially key and difficult lessons, from the course group to the teaching and research office, and then to the department leadership, layer upon layer check; From the overall teaching design to word for word teaching, and then to a lesson, repeatedly polished. At the same time, pay attention to guide the new teachers deeply aware that if you want to have a good class, there is no shortcut, only speak more, more practice. Sometimes a class to speak dozens of times, consider every word, repeatedly practice every word written on the board, every knowledge point, practice every freehand drawing.

### **4.5. Stimulate the sense of striving for excellence**

Long-term practice shows that the new teacher stepped on the platform, training work is not the end. This is only the beginning of the growth and progress of the new faculty, improving the quality of teaching is a never-ending process, there are new heights for them to climb. Vertical improvement, cannot leave horizontal competition. Therefore, to stimulate the new teachers sense of honor and sense of competition, support and encourage them to actively participate in all kinds of teaching competitions at all levels, so that they continue to rise up. In recent years, the new teachers of the department of Management and Economics have participated in many teaching competitions at all levels and achieved remarkable results, which not only honed the basic teaching skills of the new teachers, enhanced their self-confidence, but also enhanced their professional pride.

#### **4.6. Get to know the grass-roots units in a targeted way**

In view of the fact that some new teachers, especially civilian new teachers, generally know little about the grass-roots units, the department actively coordinates and sends them to the grass-roots units as a whole to carry out investigations and surveys related to disciplines, specialties and scientific research, so as to understand and be familiar with the actual situation and needs of the grass-roots units. In addition, combined with the annual graduation practice, post novitiate and other work, selected civilian new teachers to lead the grass-roots units, so that they can have the opportunity to thoroughly grass-roots units, familiar with grass-roots units. In the next step, when conditions are ripe, new civilian instructors can also be arranged in a planned and targeted way to take training on their own in grass-roots units.

### **5. CONCLUSION**

In order to maintain the continuous development and expansion of the faculty in military academies, the training of new teachers must be taken as the foothold. In order to cultivate the new teachers with high quality, we must do a good job in the initial training of new teachers, and do a good job in the initial training of new teachers "first two steps". The practice that the faculty trained by the Department of Management Engineering and Equipment Economics has won the top ten prizes in the contest of teaching basic skills for young faculty of the university for six consecutive years (2016-2021) has proved that the method of training new faculty of the Department is effective and worthy of reference for other universities.

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