

# Study on Evaluation System of Teaching Management Execution in Colleges and Universities

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**Abstract :** The evaluation system of teaching management execution in colleges and universities is the important guarantee for improving the teaching quality and supervising the teaching management activity. Firstly, the connotation and necessity of teaching management execution evaluation is analyzed, and then basic principles of evaluation system are determined. Also, this paper focuses on the construction of evaluation index system of the teaching management execution. Finally, the safeguard measures of execution evaluation system are put forward, aiming at realizing the systemic and comprehensive analysis of the evaluation system of teaching management execution in colleges and universities.

**Keywords:** colleges and universities; the teaching management execution; evaluation system; safeguard measures

## 1. INTRODUCTION

In recent years, according to “the national medium and long term education reform and development plan (2010~2020)”, the focus of teaching management in colleges and universities is gradually transferring to the construction of teaching quality. Improving the teaching quality has become the important content of teaching management, and the cultivation of high quality talents can't be separated from the effective security of evaluation system of teaching management execution in colleges and universities. Therefore, it is of great theoretical and practical significance to study the evaluation system of teaching management execution. At present, researches on teaching management execution mainly focused on three aspects, including improving the teaching management execution<sup>[1-4]</sup>, construction of the teaching management execution system<sup>[5,6]</sup>, and construction of execution evaluation system<sup>[7-9]</sup>. Through referring to relevant literatures, we can know that scholars have carried out a great number of researches on teaching management execution, which has important reference value for this paper, and provides a solid theoretical basis.

Considering the great importance of execution, this paper intends to analyze the basic principles and construct the applicable, scientific and reasonable execution evaluation system based on the necessity of constructing the evaluation system of teaching management execution in colleges and universities. Finally, corresponding safeguard measures of

execution evaluation system will be put forward, realizing the systemic and comprehensive analysis of the evaluation system of teaching management execution in colleges and universities and improving teaching quality.

## 2. Necessity and principles of the evaluation of teaching management execution in colleges and universities

### 2.1. The connotation and necessity of the evaluation of teaching management execution

From the perspective of individual, execution is the ability to complete individual job responsibilities; from the perspective of organization, execution is the ability to carry out organizational work in practice. The teaching management execution in colleges and universities is also a kind of ability that the main body of teaching management, such as teaching management organization or personnel, implements the teaching management measures effectively, and ultimately realizes teaching management objectives. The evaluation of teaching management execution is a kind of evaluation activity that takes teaching management measures as objective, analyzes its implementing effect, and feedbacks teaching management information timely to improve teaching management activity.

It is of great significance to carry out the evaluation activity of teaching management execution in colleges and universities. Scientific and reasonable evaluation system of teaching management execution is conducive to timely grasp the implementation of teaching management activity, feedback poor condition, and take timely and effective measures to standardize and improve, so as to guarantee the measures to achieve better. At the same time, it is helpful to understand the main factors affecting the teaching management execution, and realize the supervision in advance, achieving the prior control.

### 2.2. Principles of constructing the evaluation system of teaching management execution

The evaluation system of teaching management execution in colleges and universities includes three aspects, that is, the evaluation subject, the evaluation object and the evaluation index system. Usually, the evaluation subject is the competent department of teaching management, and the

object is the teaching management organization, teaching administrators and teachers. And the evaluation index system of teaching management execution is the basis and core of evaluation system, so it is necessary to decompose the index according to teaching management activity and construct a set of scientific, reasonable, comprehensive and operable execution evaluation index system. The following principles should be followed:

(1) The principle of goal orientation. The appraisal purpose of teaching management execution is to study the implementation of teaching management measures and the execution ability of management personnel. Therefore, the index should reflect the management objectives and strategic needs, and determine the corresponding index based on actual needs of teaching management.

(2) The principle of comprehensiveness and integrity. There are too many evaluation indexes to select exhaustively, and when the index system is constructed, we should select those important indexes that can reflect teaching management comprehensively from multiple angles to achieve the requirements of systematicness, integrity and strong operability.

(3) The principle of general applicability. The execution evaluation index should have universal applicability and strong representative enough to be applied in the evaluation of teaching management execution in different colleges and universities, which is conducive to the horizontal comparison among universities as well as the longitudinal comparison at different developing stages of the same university.

(4) The principle of dynamic development. The teaching management activity is always in the process of dynamic development and change, and different background and development stages have different requirements and focus of evaluation. So, in order to adapt to the requirements of different environment, the index system should not only maintain its stability, but also continue to adjust.

### 3. Index system of the evaluation of teaching management execution in colleges and universities

According to principles of constructing evaluation system of teaching management execution in colleges and universities, this paper constructs the execution evaluation system form four aspects of teaching management target, environmental factors, the level of staff, and management of teaching process, as shown in figure 1.

First level indexes	Secondary level indexes
Teaching management target	The level of cultivating talents The satisfactory degree to educational needs
Environmental factors	Transformation of ideas Related policies and management system
The level of staff	Teachers' academic level Teachers' educational philosophy Administrators' teaching management skills
Management of teaching process	Teaching contents and methods Teaching ideas and objectives Teaching quality management level Teaching management assessment method

Fig. 1: Evaluation index system of teaching management execution in colleges and universities

#### (1) Teaching management target

The direct result of teaching management is the realization of teaching management target, which is the most direct index for the evaluation of teaching management execution. Achieving a good degree of targets means a good implementation of teaching management; and a poor degree means a bad implementation. The main purposes of teaching management include meeting the current educational requirements and cultivating high quality talents. Therefore, “the level of cultivating talents” and “the satisfactory degree to educational needs” are both chosen as main targets.

#### (2) Environmental factors

The pros and cons of teaching management execution in colleges and universities is inseparable from the comprehensive effect of internal and external environment, and even the environmental impact will directly determine the success or failure of teaching management activities. Therefore, environmental factor is considered as an important index of teaching management execution evaluation. In practice, there are many environmental factors affecting the teaching management execution. In this paper, according to the principle of comprehensiveness and integrity, we choose “transformation of ideas” and “related policies and management system” as main indexes. Ideas directly affect the enthusiasm of relevant executive personnel, and the policy and system can effectively restrain and manage the behavior of administrators, both of which are essential indicators.

#### (3) The level of staff

The subject and object of teaching management activities in colleges and universities mainly depend on people, so the execution evaluation also needs to evaluate the level of staff

to realize the comprehensive evaluation of teaching management execution level. The relevant personnel include not only administrators, but also teachers. The pros and cons of teachers' academic level and educational philosophy is in relation to the smooth implementation of teaching plan and the timely achievement of teaching goal. And the teaching management skills of administrators determine the steady propulsion of teaching management work. Therefore, "teachers' academic level", "teachers' educational philosophy" and "administrators' teaching management skills" are regarded as main evaluation indexes.

#### (4) Management of teaching process

Management of teaching process is another important index influencing teaching management execution, which includes "teaching contents and methods", "teaching ideas and objectives", "teaching quality management level" and "teaching management assessment method". Scientific, reasonable, practical teaching contents, methods, ideas and goals are the basis of teaching management and the premise of execution evaluation. And a high level of teaching quality management is beneficial to train talents meeting the social demand, which is an important aspect of teaching management execution. Also, teaching management assessment method has respect to the accurate and reasonable assessment of teaching level, and the fair and impartial assessment result is good for mobilizing the enthusiasm of the relevant staff, finally influencing the level of teaching management execution.

#### **4. Safeguard measures of the evaluation system of teaching management execution in colleges and universities**

An effective evaluation system can't do without the necessary safeguard measures, so does the evaluation system of teaching management execution, which needs safeguard measures from three aspects of organization, system and method.

##### (1) The establishment of a relatively stable execution evaluation organization

In order to guarantee the effective and orderly conduction of teaching management execution in colleges and universities, it is necessary to establish corresponding organization, determining the clear division of responsibilities within the organization from level of leadership, experts and implementation. Leadership is responsible for the overall coordination, command and decision-making of evaluation work; experts are in charge for the guidance, advice and consultation of evaluation; and implementation layer presides over the specific work of evaluation, such as the formulation of evaluation strategy, the collection of evaluation data, and the organization of evaluation work. These three levels are inseparable, and compose the organization of execution evaluation jointly.

##### (2) The construction of scientific and effective policy system for policy system

The scientific and effective policy system for policy system can effectively guarantee the normal development of the evaluation work, playing a role in regulating and restricting the evaluation work. On the one hand, the policy system must be constructed on the basis of democracy through the discussion of the leadership, teachers and administrators, reflecting the majority opinions. On the other hand, the policy system should not only involve the systems relating to the collection, feedback and regulation of evaluation information, but also contain the system of rewards and punishment.

##### (3) The soundness of full and reliable guarantee methods of execution evaluation

The evaluation system of teaching management execution includes the evaluation subject, the evaluation object and the evaluation index system, but all the three aspects are just the foundation of execution evaluation activity. The execution evaluation system can really take effect combining with the corresponding evaluation methods. And the comprehensive and reliable guarantee methods need people orientation and involve multiple levels and angles, including school level evaluation, academy level evaluation as well as special and individual level evaluation. Moreover, evaluation methods are different from each other of different levels, requiring specific analysis in the application.

#### **5. Conclusions**

It is of great significance to study on evaluation system of teaching management execution in colleges and universities for improving teaching quality and training high quality talents. This paper takes the evaluation of teaching management execution as research object. Firstly, on the basis of existing researches, the connotation and necessity of execution evaluation is analyzed, and then the evaluation index system of teaching management execution is established from four aspects of teaching management target, environmental factors, the level of staff, and the management of teaching process. Last but not the least, safeguard measures of the evaluation of teaching management execution in colleges and universities are put forward. However, due to the dynamic changes of the environment, research on evaluation system of teaching management execution in colleges and universities remains to be further studied.

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