

Study on university teachers' career development complying with the connotative development in Shanxi province: Taking young English teacher from Shaanxi University of Science and Technology for example

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Abstract—With the development of higher education in China, the social responsibility undertaken by higher education is becoming more and more obvious and knowledge innovation in universities, scientific research, teaching and others have played an important role for social and economic development. And the agent and practitioner of all the nature and content of these are teachers in universities and colleges which are the main power of education, teaching and research. Highly qualified team of teachers have an important value for higher education. New mode of higher education has also undergone a significant change from denotative growth gradually to connotative development concerning over personnel training and teaching quality, which bring up more requirements for the quality and ability of university teachers. Thus we will put forward a comprehensive analysis of how to comply with connotative development and come up with new strategy of teachers' professional development.

Key Words- *Connotative development; Teachers' career development; Teachers' ability; Higher education*

1. INTRODUCTION

To improve teaching quality and comprehensive ability of young teachers in the Shanxi University of Science and Technology and build a team of high-level teachers, teacher development centers, department of personnel, office of academic affairs jointly have organized a series training and interaction activity for

young teachers to improve teachers' quality by various methods. They share experiences with young teachers on teachers' basic literacy, how to stand on the platform, multimedia making and application in teaching and other aspects to help them better improve teaching strategies and techniques and enhance the ability to solve practical problems of teaching. It fully demonstrate that the school attach great importance on teachers' career development. The change of Chinese higher education policy put forward higher requirements for quality and professional competence of teachers, thus we must put forward teachers' career development strategy complying with connotative development by fully combining the requirements of connotative development. conform to the content-type development teacher professional development strategies.

2. Introduction of connotative development in universities and colleges

Different from denotative development, the teaching theory of connotative development pays more attention to reasonable adjustment of courses and majors and improve quality and efficiency of talents by reasonable allocation of educational resources. They make structural and systematic adjustment by developing the educational potential in universities and colleges to effectively improve the quality of education and teaching

Connotative development has several important features: (1) teachers. connotative development needs better teaching philosophy, disciplines construction, advanced talent training model which require a team of teachers with high quality to achieve. Therefore, there must be a group of high-level, high-quality, high-level faculty to provide a solid guarantee to promote the connotative development; (2) education philosophy. Connotative development requires more guidable and forward-looking education ideas and develop new education concept from perspective of view of science, study and research so as to achieve constant improvement and progress; (3) the discipline construction. As the core content of the connotative development, discipline construction is a direct measure that we can take to innovate talents training mode and also an important measure to adapt to social and economic development; (4) personnel training mode. Traditional training mode is the teaching style and pays no attention to the independent thinking and learning of students lacking for adequate social practices while connotative development requires that we must change the traditional training model and achieve this goal by sharing higher education resources, innovating teaching methods and characteristic specialty.

3. Lack of teachers' professional ability in universities and colleges under connotative development

3.1 Professional ethics

Good self-awareness and professional ethics is an internal binding force which is helpful for teachers to understand the profession and facilitate their professional ability. But part of teachers have ethical problem. The lack of ethics in reality is influenced by social environment as well as internal environment in school and personal reasons.

~~Long-term educational mode~~ has cultivated a large number of talents with single knowledge structure which also lead to a narrow range of knowledge and obsolete knowledge systems for teachers.

3.3 Insufficient scientific research and innovation ability

Scientific achievements is also an important component of evaluating the social value of university and college, but there are following problems in teachers' research from university and college: (1) poor quality of research and low practical value. Some teachers do not have a deep understanding of scientific research and consider scientific research as a means of professional evaluation and promotion while others focus solely on writing papers ignoring the practical research process; (2) innovation is not enough. Many teachers do not focus on their own areas or interest points nor develop a reasonable plan and research programs; (3) there is no effective cooperation mechanism. Research and teamwork have a close relationship. But due to a variety of causes there is no strong research and academic atmosphere in university and college and teachers did not form good cooperation which have a strong impact on research efficiency.

4. Thinking on teachers' career development under connotative development

4.1 Develop self-awareness

Improvement of teachers' self-awareness has a vital role which is in-depth understanding of profession connotation for teachers and also a key issue to improve education concept and professional ethics. Teachers' self-awareness can be improved from the following aspects: (1) improve understanding level and professional ethics. Teachers' professional quality and ethics is directly related to the success or failure of education, especially teachers are not alone on education but a spiritual and moral model; (2)

establish a correct concept of education. Improvement of educational concept should be given first priority on career quality improvement. It requires teachers to establish a people-centered teaching philosophy in teaching and pay full attention to the future development of students; (3) improve learning concept. With the continuous development of technology, knowledge has been in continuous updating and development, even new teaching ideas, teaching methods and research are constantly emerge in linguistics; (4) improve psychological quality. Good psychological quality and status can be an example to the students. But teaching, research, individual and other pressures seriously affected the psychological quality of teachers. Thus teachers must overcome their own emotions, change the way of thinking and devote the heart and soul teaching.

4.2 Innovate teaching ideas

It is necessary to think about how to improve the creative ability and independent thinking of students through teaching under the connotative development trend of university development. Create a good study atmosphere by encouraging thinking and rebuild the acquired method of knowledge by the interaction, discuss, inspiring and learning between teachers and students. Therefore, we must pay more attention to the connection of English knowledge and practice during the design and teaching arrangements. Introduce authentic English culture from the part to the whole and take vocabulary and sentence teaching while having cultural instilling. Also we can fully introduce festival origination, historical culture, educational system, living habits and others in the process of teaching as well as current news.

4.3 Pay attention to scientific research ability

A discipline themed by linguistic, research on English focus more on academic research related to teaching. Research related to teaching method and theory is an important inner power under the connotative development trend of university development. New language education

ideas and methods have an important value for foreign language teaching.

4.4 Optimize training mechanism of teachers

Due to the specificity of the development of English course, young teachers is the majority of the current English teachers. Training of young teachers strategy is significant for the overall career development of teachers, thus it is necessary to improve and optimize the teacher training system. Therefore, we should pay more attention to teachers' training and impact of teachers' career training and encourage teachers to pursue a higher degree in order to constantly promote the teachers to study and apply new foreign language teaching methods; Secondly, extend training mode. On the one hand, actively invite renowned scholars to make lectures and training to improve the vision of English teachers and promote their professional competence and knowledge. On the other hand, send the teacher for training and reflect on their own teaching inadequate through learning and training in high-level professional English university; Finally, improve awareness of self-reflection and constantly discover own shortcomings.

In recent years, school leaders have attached great importance to teaching work of college English and cultivation of foreign language teacher by sending has nearly 90 foreign language teacher to the United States, Britain, Hong Kong for further study and many English teachers went to Australia, Africa working as a teacher of the Confucius Institute to absorb different teaching ideas and teaching methods so as to understand the teachers' vocational development in different countries; Moreover, schools and colleges attach great importance to the development of English teachers' research work, in addition to regularly organized research seminars, special funds and awards are set up by school to support teachers to make teaching research. Inspired by a variety of incentives, scientific research of our college have been greatly improved compared to the previous year and have provincial education reform project,

bureau research projects and school research projects been approved in successive years.

5. Conclusion

In short, with the rapid development of Chinese social and economic development and development trend of higher education popularization, the majority of teachers must cater to the latest development trends of higher education and make self reflection of capacity and quality defect facing the new requirements and connotation of connotative development. We analyze teachers' career quality development ideas based on connotative development combing the requirements of connotative development and current career development fault which has a certain reference value for the development and structural optimization for higher education teaching staff.

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