

The Study on the System of Early Childhood Education Teachers' Appointment Effect on Construction of the Teacher Troop and Options

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Abstract: At present, many local carry out the reform of teachers' appointment system, and achieved good results. But in actual operation, we have also seen that there are some problems on the system of early childhood education teachers' appointment. This study presents a number of recommendations to deal with these problems, it mainly include: improve examination system of the teachers' appointment, improve laws and regulations of the system of the teachers' appointment and strengthen the legislation to protect system of the teachers' appointment.

Introduction

Social progress and development put forward higher requirements to education, The teachers are the key for education reform and development, the development of education requires teachers to continuously improve the overall level. With the vigorous development of early childhood education, the number of kindergarten teachers increased rapidly, they are becoming the important force on the field of education , They play a pivotal role on the preschool education reform and Improve the quality of preschool education. In today's society, our team of kindergarten teachers social status is not high, in particular in wages and social security instability, especially the kindergarten teachers' salaries, benefits and other issues have not been solved in rural area due to many reasons. There are some "kindergarten reduce costs, teacher preparation and teachers' salaries or even dismissed qualified teachers, employed lack of professional training teachers with lower paid it had seriously affected the quality of kindergarten teachers "[1](Lijuan, Pang,2001). Many people are reluctant to engage in preschool teaching profession in this situation.

The "Education Law of the People's Republic of China" stipulates that "The State applies a system of qualifications, posts and appointment for teachers" The "Teachers Law of the People's Republic of China" stipulates that " Schools and other institutions of education shall gradually institute a system of appointment for teachers". Therefore, in order to solve the above problems, many places started to full employment contract management as the main content of the reform of education personnel system, make the transition from employ persons by the state to employ persons by schools. The system of appointment for teachers is an important part of the construction of teachers. Great changes occurred in the personnel system is bound to have a profound and long-term impact on the construction of teachers and teachers' professional development. At present, many local carry out the reform of teachers' employing system, implemented the system of appointment for teachers, and achieved good results. Implement full appointment for teachers conducive to further optimize early childhood teachers, promote steadily development of teaching, research and social services in kindergartens. Furthermore, the system of appointment for teachers also allows the teachers autonomously choose kindergartens, without restraint from the personnel files, it provide a better platform for the development of excellent teachers, and mobilize the majority of early childhood workers enthusiasm and passion, enhanced early childhood teachers vocational appeal.

But in actual operation, we have also seen that there are some problems on the system of early childhood education teachers' appointment, some practices have affected the stability of teachers and so on. And at present, the research about the system of early childhood education teachers'

appointment and the problems existing in early childhood education teachers' appointment are less. This paper attempts from inherent problems in early childhood teachers' appointment, discusses its impact on teachers development, and propose some solutions and suggestions to the existing problems of early childhood teachers' appointment, in order to achieve early childhood teacher s' employment due role in the true sense.

The Values of the Teachers' Appointment to Construction of Teachers

The System of Early Childhood Education Teachers' Appointment to Promote the Improvement of Early Childhood Teachers' Professional Quality

After the implementation of early childhood teachers' appointment, it is a two-way choice between teachers and kindergarten, the kindergarten would employ the best teachers by selection. The state and society will pay more attention on early childhood education and kindergarten teachers, especially in the current and future period of time, kindergarten teachers' economic and social status is gradually improving, with employment pressures emerged in recent years, The competition will be more intense. So, if you want to become a qualified early childhood teachers, it is necessary to improve the ability of scientific research and professional literacy, the implementation of early childhood teachers' appointment is conducive to the improvement of early childhood teachers' professional quality.

The System of Early Childhood Education Teachers' Appointment Promoted the Orderly Flow of Teachers and Balanced Distribution

The human resource distribution refers the implementation of organizational or corporate human resources for scientific, rational allocation in order to improve efficiency, optimize human resources in particular organization or enterprise. We use the administrative allocation scheme to employ the kindergarten teachers before, since the day kindergarten teachers worked, they created a dependency relationship with the kindergarten, unless job transfers, otherwise it is difficult to change the dependency relationship, since the kindergarten personnel file hindering the free flow of kindergarten teachers. Therefore, this approach is not conducive to optimizing the human resource distribution. As a free individual, kindergarten teachers should have the rights to choose the type of work, workplace, and not to determine the whole life choices because of the primary distribution.

Thus, the system of early childhood education teachers' appointment instead of preschool teacher appointment forcing teachers to teach lifelong from the planned economy system and administration plan distribution system, preschool teachers can participate the competition of early childhood teachers in the market, the implementation of the system of early childhood education teachers' appointment achieves the freedom of movement and rational allocation of the teachers resources of the whole society, so that it can achieve optimization of human resources allocation.

The Deficiencies and Problems of the System of Early Childhood Education Teachers' Appointment at Present

At present, China has formed teaching team that mainly have secondary vocational school diploma or three-year college diploma, some of them have bachelor degree, and they must have qualification to mount guard. The system of early childhood education teachers' appointment to implement a certain extent, promote the improvement of early childhood teachers' professional quality, and promote the orderly flow of teachers, evenly distributed, but also appeared in the process of implementing a series of problems, especially for the construction of the early childhood teachers caused some impact.

The Evaluation System of Teachers' Appointment Is Imperfect

Currently, the evaluation system of teachers' appointment is imperfect, mainly reflected in two aspects. On the one hand, it lack of system standards of teachers' appointment for the different

teachers. Currently in China, there are two main sources of kindergarten teachers, one from the Teachers Training College counterparts kindergarten teachers. The second are the non-teacher education graduate staff compliance. Therefore, there are two ways kindergarten teachers qualification examination, one is normal students assessment criteria; two is non-standard assessment of normal students[2](Aiqin,Sun&Xiaoxia,Feng, 2008).The are no reasonable and uniform standard of the two sources of employment. It results in lack of rationality in the process of selection and appointment of preschool teachers. On the other hand, the content of teachers' engagement assessment is too general, it is not conducive to the actual operation.

The Contract of the Teachers' Appointment is Imperfect

Now, due to lack of employment contracts uniform standards, there are only unilaterally stipulated the conditions of the teachers, lack of teachers' rights and other important issues in the contracts. It is very clearly embodies the unequal status between the kindergarten and teachers, there are non-bargaining rights of teachers, they are almost in a state of absence.

The signing of the contract is under the same premise of intention in accordance with procedures established by its specific provisions mainly around the rights and obligations of the parties constitutes. Some employment contract of kindergarten is very simple, it clearly detrimental to the appointment of teachers in the current. Even the teachers have some objections on the dismissed behavior, there are no preferred solution for them, they can only unilaterally withstand requests from the school, there is no room for bargaining. This lack of rights of teachers is very unequal and destabilizing the team of preschool teachers.

The Approaches and Countermeasures of Improve Early Childhood Teachers' Appointment

Improve Examination System of the Teachers' Appointment

First of all, we need to use different assessment criteria for different qualifications of candidates to improve teachers' appointment examination system. We should be more focus on its assessment of practical abilities, such as painting, dance, piano and other skills for teachers college graduate candidates; added to test their theoretical knowledge examination for non-teacher professional candidates. So, we can select better candidates to improve the overall level of kindergarten teachers. The language representation of teachers' appointment assessment standard must be clear, easy to understand. The so-called language clearly stated, understandable, it refers not only to pay attention to the assessment criteria are easy to remember, but also pay attention to in the implementation of easy to master, reduce differences and disputes occur.

Strengthen the Legislation to Protect System of the Teachers' Appointment

The system of the teachers' appointment is based on the labor contract system evolved, but it is different from the labor contract system. The system of the teachers' appointment in addition to follow the "The constitution of the people's Republic of China", "Labor Law of the People's Republic of China", it should also follow the "The education law of the people's Republic of China" and "The Teachers Law of the people's Republic of China". Thus, while the teacher is employed buy the kindergartens, and there are labor relations between the teacher and kindergarten, but the nature of the kindergarten determines it's different from the general employer, the employment contract must reflect some special supervision and regulation. Nevertheless, our country has not yet formed a special law for kindergarten teachers, we only have some legislation and regulations ("Kindergarten Management Regulations", "Guideline and Kindergarten Education Program Guidelines (for Trial Implementation)",) which is in the future must be perfect. Only we provide effective legal protection from kindergarten teachers' qualifications, hiring mode, training after signing, that we can to make the appointment system to better develop.

From the current situation of the implementation of the current kindergarten teachers' employment, we should strengthen the legislative work in the following areas:

First, the local governments should improve the legal aspects of the kindergarten teachers

qualification. The system of the teachers' qualification's improvement is the prerequisite for the smooth implementation of the appointment system. Only by establishing a sound aspect of laws and regulations about kindergarten teachers' qualification, quality of preschool teachers in order to have security. The improve of kindergarten teachers' qualification regulations should include not only strict qualification conditions, there should also be strict accreditation procedures and censorship.

Second, improve laws and regulations of the system of the teachers' appointment. Although the country has established relevant laws and regulations, but there are still many problems. For example, the use of executive orders is much greater than the use of laws and regulations in the management of teachers, human factors account for a large proportion, resulting in the management of teachers regard not only teachers know what to do, even the educational administrative departments and schools also very randomness. Therefore, we should establish complete and standardized of laws and regulations of the system of the teachers' appointment. It should include employment conditions, the appointment procedure, the contents of rights and obligations under the appointment of the two sides enjoyed undertaken, as well as the conditions of dismissal and dismissal procedures and other aspects.

The third, improve associated with educational legal remedies about teachers' appointment. At this stage, the administrative law relationship is still largely dominated in the relationship between our nursery and kindergarten teachers and educational authority. So, we should improve associated with legal remedies about teachers' appointment. Education legal remedies refers to the legal system to protect the legitimate rights and interests of the injured person shall be given remedial educational activities when ruling disputes through legal procedures. Education legal remedies is applicable for administrative counterpart, and the teacher is the administrative counterpart and they are at a relatively weak position, their legitimate rights and interests more vulnerable, therefore, we need a sound associated with education legal remedies to protect the legitimate rights and interests of teachers.

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