

Reflections on Strengthening the Construction of Young Teachers' Morality in Colleges and Universities in the New Era

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Abstract—The level of young teachers' morality is not only related to their own growth and progress, but also to the rise and fall of the whole educational cause, as well as to the future reform and development of the whole nation. In the new era, strengthening the work of young teachers' morality construction in Colleges and universities should start from the following three aspects: build a scientific and systematic system of teacher ethics education, give full play to the advantages of helping and leading the advanced typical role, and create a healthy and harmonious external environment to solve the worries behind. In accordance with the "four have" requirements, young teachers are encouraged to grow up healthily.

Keywords—New era; colleges and universities; young teachers; construction of teachers' Ethics

I. INTRODUCTION

When President Xi Jinping visited Beijing Normal University, he said: "The vast number of teachers across the country must become good teachers with ideals, ethical sentiments, solid knowledge, and benevolent hearts." [1] Young teachers are an important force in promoting the scientific development of higher education and ensuring that the people are satisfied with higher education. The teacher's morality level of young teachers is not only related to their own growth and progress, but also to the rise and fall of the entire educational cause, and to the reform and development of the nation's future.

II. THE REALITY AND NECESSITY OF STRENGTHENING THE CONSTRUCTION OF YOUNG TEACHERS' MORALITY

At present, the media constantly exposes news events such as academic fraud and behavioral degeneration of college teachers. In the society, there are frequent phenomena such as college teachers accepting gifts from students and absenteeism in part-time work. [2] These phenomena often reflect the increasingly serious academic misconduct, bad ideas and behavior of young university teachers in our country. The reasons for these problems are various. On the one hand, the overall environment of the construction of young teachers' morality and morality in Colleges and universities is not good enough, and the unhealthy social atmosphere has an impact on the campus environment of colleges and universities; on the

other hand, it also stems from the inadequacy of the education of young teachers' morality in Colleges and universities, the education is not in place, and the form and content of the teacher's moral education can no longer meet the expectations of young teachers. With the rapid expansion of the scale of higher education in China, the number of teachers in Colleges and universities is also growing rapidly, with outstanding characteristics of the teachers are younger and highly educated. Young teachers, as the backbone of teaching and scientific research team in Colleges and universities, play an important role in the reform and development of colleges and universities. How to manage a team well is an important topic before the management of colleges and universities. Among them, the construction of teacher ethics has become the primary problem that young teachers need to solve urgently.

At the Peking University Teacher-Student Symposium, President Xi Jinping put forward new requirements for the teachers to impart knowledge and educate student: "We should continue to implement the construction of teachers' morality and style, incorporate socialist core values into the curriculum system of teacher education, and integrate them into the whole process of pre-service training and entry, post-service training and management of teachers." Young teachers in Colleges and universities are defined as teachers under 45 years of age, and they are composed of post-70, Post-80 and post-90 groups. They live in the process of deepening reform and opening-up, facing the confrontation of multiple values. Some moral declines in the society have had a negative impact on the construction of young teachers' morality and ethics. At the same time, young teachers themselves are also facing economic pressure, professional title pressure, teaching and scientific research pressure and other issues. From the comprehensive influence of subjective and objective aspects, the young teachers nowadays have the characteristics of broad knowledge, strong professional ability, sufficient motive force for development and strong desire for development. Correct recognition of the group characteristics of young teachers and targeted strengthening of teacher morality education are the key to success of teacher morality education.

III. CONSTRUCTING A SYSTEM OF SCIENTIFIC TEACHER MORALITY EDUCATION SYSTEM

A. *Teacher quality, headed by morality*

Teacher's moral education should run through the ideological and political work of young teachers, and build a scientific education system for young teachers. Teacher quality, headed by morality.[3] The core of teacher quality is the teacher's morality. The cultivation of young teachers' morality is a long-term, systematic and gradual project. It should aim at promoting the all-round development of young teachers, guided by the practice of socialist core values, and the "Professional Ethics of Colleges and Universities" as the program. The combination of traditional culture and modern teacher education constitutes an organic whole. This system runs through a series of trainings at the beginning of the inauguration and runs through every stage of the growth of young teachers.

B. *Strengthen the Education of Ideals and Beliefs*

The education of ideals and convictions of young teachers should be strengthened, especially the special training on socialist core values. Chairman Xi Jinping once said vividly that the ideal and belief is the "calcium" of the Communists' spirit, which also applies to the young teachers. Teachers have direct influence on students' thoughts and behaviors, and their ideological and political qualities and value orientation have important influence and guidance for students. The moral level is the most basic criterion for evaluating a teacher, and also the basic requirement for evaluating a teacher. On the basis of ideal and belief education, young teachers should strengthen training and Practice Socialist Core values.[4] stimulate young teachers to establish lofty professional ideals, and place personal development in the general pattern of national and social development. In particular, we should do a good job in training young teachers' morality in induction training. The time after the induction of young teachers is the key period of cultivating teachers' morality, it is also the key period of adapting to schools. To do a good job in the construction of new teachers' morality in induction training is helpful to build a team of teachers with noble morality from the source.

C. *Careful designer training content*

It is necessary to carefully design the content of the teacher's training, and build a system of young teachers' moral education in different categories and levels. Content design should be more accurate, focusing on the characteristics of today's young teachers, focusing on their growing needs. In practice, we find that there are formalized phenomena in the current teacher ethics training. The content of lectures given by the guests on stage is not creative and attractive enough; the audience does not care and pay attention to them, but only to cope with attendance. What is the effectiveness of such training? The selection of the training content must be through the previous research and actual investigation, and the teacher's moral education can be combined with the teacher's business training. The professional quality of teachers includes both professional knowledge and comprehensive knowledge. It is easy to be false, big and empty when talk about teachers' ethics

without teachers' professional knowledge. If the teacher's moral education runs through the teacher's career development training, it is much easier for teachers to accept it.

D. *Combination of theory and teacher's moral practice*

The teacher's moral education also deals with actions and adheres to the principle of combining theory with the practice of teachers. Teacher education is a humanistic education and an emotional education; it needs to be gradually formed in the process of long-term practice and emotional growth. Teacher's morality is reflected in the teacher's words and deeds and behavioral norms, embodied in classroom teaching and knowledge transfer, embodied in the direction of adhering to socialist education, and embodied in the ideology of teachers. Therefore, teacher moral education cannot follow the general knowledge transfer method. While strengthening theoretical study, it is also necessary to strengthen the management and guidance of the daily work and life behavior of young teachers, so as to achieve unity of knowledge and action. Teacher's moral education is completed in practice, in the communication between teachers and students, in the actual teaching and research process, in the face of practical problems.

IV. PLAY THE ADVANTAGE OF PROFESSOR'S INHERITANCE, HELP AND TEACHING AND THE LEADING ROLE OF ADVANCED TYPICAL TEACHERS

A. *Bring into Full Play the Good Tradition of "Inheritance, Help and Leading"*

Around the construction of young teachers' morality and style of teaching, teaching and scientific research ability, we should give full play to the fine tradition of "transmission and help" and carry out various thematic activities and practical activities. The senior teachers take the lead in setting a good example and taking the lead in observing the teacher's morality. They can exert subtle influence and guidance, so that the teacher's moral education can do more with less. Take the Xijing College where the author is located as an example, through the activities of "one-on-one guidance and assistance program for new and old teachers", "excellent teacher training program" and "famous teacher forum", the school will continuously improve activities' quality, attractiveness, brand and influence through famous teachers, famous artists and old professors. All the measures for young teachers' development create a working atmosphere of fair competition, talents, catching up; challenge the limits, dedication education, students, and the country. Many young teachers are full of talent, but because they are confronted with new environment, new roles, confusion and lack of guidance, they fail to emerge and even take detours. Old teachers' professional help and concern for young teachers' life can enable new teachers to quickly integrate into the school, generate a sense of belonging, and complete the role transformation as soon as possible. At the same time, it can also clarify the direction of their efforts and standards of conduct help to establish career development goals and grow in the shortest time.

B. Combining Typical Education with Self-Education

Through the combination of typical education and self-education, the construction of teachers' morality is constantly promoted. Select outstanding young teacher representatives in the school to establish a model and model, the representatives of outstanding teachers must follow the principle of "taking morality first", not only must be outstanding in teaching and research positions, but also widely recognized throughout the school, with noble morality, personality charm and academic style.[5] Through the "new and old teachers one-on-one guidance and assistance program", "excellent teacher training program", "famous teacher forum" and other activities, young teachers can learn from outstanding representatives and give full play to the leading role of advanced models. On the other hand, we should select typical models of teaching and educating methods and famous teachers, to create an atmosphere of advanced learning and cultivate an advanced and healthy campus culture within the whole school. Let teachers who abide by teachers' ethics and style be respected, encouraged and rewarded, and promote young teachers to pay attention to moral cultivation, combining self-moral restraint with improving the assessment mechanism.

V. CREATE A HEALTHY AND HARMONIOUS EXTERNAL ENVIRONMENT AND SOLVE WORRIES

A. Optimizing the Environment for the Development of Young Teachers

We should respect and appreciate young teachers and optimize the environment for their development from both hardware and software. From the hardware point of view, the school should devote itself to building a beautiful campus environment and satisfying the working environment of teachers' subject research; from the humanistic environment, it should devote itself to building a harmonious campus suitable for the all-round development of individuals, ensuring that teachers' scientific research is guaranteed, democratic rights are guaranteed, and working treatment is guaranteed, so as to let young teachers, be able to work happily. Young teachers have a unique pursuit of the value of life; schools should try to respect the individuality of young teachers, recognize their differences in work ability and psychological personality, and respect and support their academic pursuits. Establish and improve the evaluation mechanism of young teachers,[6] and promote outstanding young teachers to stand out. Provide young teachers with a fair and equitable rising channel, so that young teachers have a "stage" to show. To create a good tolerant and healthy growth atmosphere for young teachers, combine school development with personal development, and achieve a win-win situation.

B. Solving the worries of young teachers

We should solve practical problems, create a good environment for young teachers to grow up, and solve the worries of young teachers. Concerned about solving practical difficulties for young teachers, including caring about the practical difficulties encountered in their work and life. Young teachers are in the inevitable stage of marrying and having

children, children going to school, and supporting the elderly, they are also facing the pressure of position promotion, teaching and scientific research. Society, schools, students and families have placed great expectations on them, but they are under tremendous pressure both mentally and economically. Teacher's moral education must be combined with practical problems, and only solve the worries of young teachers. Young teachers are politically cared, cared on life, and implemented in treatment, so that they can feel the care and warmth of the school, can they devote themselves wholeheartedly to the cause of education.

VI. CONCLUSION

Create a relaxed, harmonious and warm academic environment, solve the worries of young teachers, and make young teachers grow healthily. Schools should strengthen the construction of young teachers' morality and style of teaching, construct the long-term planning and execution system of Party committees, principals and middle-level leaders in universities, and form a working pattern in which Party committees, administrative departments, trade unions and mass organizations work together.[7] Pay attention to the active role of organizations at all levels and secondary colleges in the construction of teachers' morality and ethics, and create a good atmosphere of unity and cooperation and joint management in the whole school, so that the construction of teachers' morality and style can be implemented. Young teachers are the main force and backbone of the development of colleges and universities, only by doing a good job in the education of teachers' morality and strengthening the construction of the teaching staff in Colleges and universities, introduce talents from the world with tolerance, and demand talents with the standards of first-class universities, only in this way can young teachers grow up healthily and win-win situation, so that young teachers can develop their courage and make contributions in the overall pattern of national reform and development.

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