







the reality of army equipment and improve the teaching quality.

#### **4.2. Putting People First and Respecting Teachers and Their Teaching**

The NCO colleges should establish the concept of putting people first, bring teacher team construction to the center of college construction, and emphasize cultivating talents with career, encouraging talents with policies and retaining people talents with environment. They should persisting in the central status of teaching, advocate the tradition of respecting teachers and their teaching and build a favorable environment for talent development. Meanwhile, relevant departments should make integrated planning and reasonable arrangement, and integrate resources to build a platform for teachers to display their talents.

#### **4.3. Establishing Impartial Evaluation Mechanism**

An objective and impartial evaluation mechanism can stimulate the constant appearance of excellent talents. The evaluation should insist on "sunlight working", focusing on making the evaluation mechanism democratic and open. As to the methods of evaluation, we should combine qualitative and quantitative methods together, and highlighting quantized assessment, adopt various forms, such as quantized grading, inquiry, hearing of witnesses and accountability, to give the evaluating right to the basic level in the real sense. In the contents of evaluation, we should stick to the organic unification of virtue and talent to avoid one-sidedness. With regard to the usage of evaluation results, we should both focus on assistance and connect them to talent exploitation to bring the evaluation benefits into play.

#### **4.4. Actively Encouraging Teachers to Conduct Academic Research Activities**

Academic research is an important way of enhancing teacher team construction. High-quality academic research activities can greatly increase the knowledge reserve of teachers and elevate teaching quality. Teaching must be combined with academic research in order to keep pace with the times and enter into a higher level. Only academic research can enable teachers to learn about new scientific and technological achievements in time, keep up with the new pace of scientific and technological development, constantly enrich and update teaching contents and improve the quality and level of NCO education.

### **5. References**

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