

Exploration of Innovative Talents Training Mode for Independent Colleges

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Abstract—Independent Colleges want to develop in a sustained, coordinated and healthy way, they have to break the traditional mode of education, to take the role of innovative development, and build a scientific and rational innovative training model. This paper elaborated the fundamental basis for building innovative training model in three aspects of school space, school status and the school features, proposed the main content of building innovative training model which are innovation of training objectives, innovative combination of professional setting and market, scientifically design curriculum system to cultivate students' innovative spirit and practical ability, build a teachers' team suitable for the development of innovative talents, improve the management system and the quality of teaching. Through these analyzes and research, It can cultivate innovative talents and establish the foundation for standing firm the pace in the competitive ranks.

Keywords- independent college, innovation, personnel training mode

I. INTRODUCTION

Independent colleges are the product of China's higher education innovation, which is a critical change in our enlarged enrollment resources of higher education, cultivating comprehensive talents, so as to better serve society. After nearly 10 years of exploration, they have metamorphosed, from the highly dependent on maternal universities at the very beginning, into a new educational system and new mode of running higher education institutions as an important part of the cause in China's higher education^[1]. However, overall, the development of the independent college is still in the primary stage. There are still some problems need to be further explored and improved such as its philosophy and objectives, teaching mode and innovative personnel training mode. How to encounter the cultivation of innovative talents training mode and make some changes on that has remained the very common concern for the independent colleges.

II. ON THE BASIS OF INNOVATIVE TALENTS TRAINING MODE FOR INDEPENDENT COLLEGES

Independent colleges are the one of the most important innovation from elite education to mass education in China's higher education reform and development process. Constructing a scientific and reasonable innovation talents training mode is the need of China's higher education training system, the right choice of the society and the local economic trend. First of all, from the space, the independent

colleges are just newly emerged these days, and lack of managerial experiences. Thus it is hard to be accepted by most people. Moreover, they cannot avoid some of the contradictions, the problems and defects in the process of development. These characteristics entitle them the very big development space. Secondly, from the position, in order to meet the social demand, they provide the society with more high quality practical talents of higher education while the investment from government is insufficient. Meanwhile this new mode requires that they have to adopt a new personnel training system to survive and develop in the industry. Finally, from the characteristics, students of independent colleges are less qualified compared with that of government-run colleges. Moreover, they are just at the initial phase of development. And they have no any competitive edge if they just copy the general universities' training mode of running schools. Therefore, independent colleges must unswervingly execute innovation to build their own brand to achieve extraordinary development.

III. THE CONSTRUCTION OF INNOVATIVE TALENTS TRAINING MODE OF INDEPENDENT COLLEGES

A. the innovation of the goal of cultivating

It is the innovative design of the target of talent education that is to build independent institute innovation talents training mode first. The independent colleges have to set a goal combined with their own conditions with carefully analyzing the current situation of the society development and human resources market demands at the same time to characterize their unique ones. Independent institutes are teaching-oriented neither research-oriented to develop the "high, refined, sharp" talents nor technical-oriented in high-level position talents, but to cultivate those with innovative consciousness and entrepreneurial potential applied, in other word, the talents who have ideas and skills of doing things^[2]. So the innovative personnel training goals of independent institutes should be embodied in making the talents with the solid theory, professional knowledge, practice ability and comprehensive quality to service the local economy and social development. At the same time, the students should have noble moral character, good physical and psychological quality.

B. Innovative combining the major settings with the market demands.

The major setting is the first step to implement the talent training scheme. First of all, independent colleges should make full use of the resources which belong to the university it is affiliated with to offer courses with brand advantages and major characteristics, which should also reflect their own the characteristics of a school, not just simply imitate or copy. The second is to reduce the number of those majors with low employment rate or even to stop recruit. For a while, some of the independent colleges just pursuit of large quantity and great varieties which result in convergence and redundancy. But the conditions of different schools vary a lot one another, which may lead to unsatisfying teaching quality and low employment rate. Finally, Independent Colleges should do more research on the market demands combined with their course settings and then try to figure out which majors might have good employment. After all, having a high employment rate of the graduates is the key for all the Independent Colleges to survive the competition for the future.

C. System of Rational course settings design versus cultivation of students' innovative spirit and practice ability.

1. To perfect curriculum system

Courses are the main carrier for students to acquire knowledge, develop abilities in quality-focused education system, which are the core of the talents training mode. Independent college curriculum system construction should include four platforms and ten modules, which are the general education platform, the fundamental education platform, professional education platform and ability education platform. Among them, the general education platform contains three modules-- general Compulsory courses, Limited Optional courses and general Distributional Electives. The fundamental education platform includes 2 course modules which are the required core courses and the Distributional Electives related to their majors. The ability education platform has three course modules—fundamental skills courses, vocational techniques and integrative competence courses [3]. Thus students are strengthened in their basic knowledge, professional knowledge and abilities through all these ten course module.

2. To enlarge the proportion of Distributional Electives

Independent colleges should increase the proportion of elective courses to give students more options in what to learn in order to cultivate students' innovation ability. It enables students to choose those subjects that they really like and more suitable for themselves, which can develop their individual personalities, enhance their innovative thinking, increase their creative abilities. The setting of the elective courses should be combined with social needs and future prospect, involving the humanities, science and technology (or skills), economy, art, career, health and so on, which should also focus on the direction of multidisciplinary subjects and blend in order to cultivate

comprehensive application talents to embody characteristics of The Times.

3. To consolidate practice procedure

There are two ways of constructing practice courses: teaching approach and the non-teaching approach. The teaching approach means that well-designed and comprehensive experimental settings are arranged to cultivate students' innovation spirit and practice ability to form the students' manipulative ability. Meanwhile, the traditional teacher -centered approach will give way to the student -centered mode, which encourages students to actively speak in class, discuss the problems and put forward some suggestions, excavate the students' potential, and cultivate their creative thinking ability. The non-teaching approach involves the contact and cooperation between Independent colleges and business entities. Students are required to practice in enterprise units at regular intervals under teacher's guidance which makes students better understand the professional knowledge and trains the students' practical and innovative abilities. Students are required to participate practices in summer vacation, during which they are supposed to get their reward after finishing a task with guidance. In addition, students get involved in the after-class activities like the various school societies, the project design of science and technology competitions, English language competition and starting a business and so forth to improve the students' abilities of questioning, analyzing and solving problems. Moreover, students are provided with all kinds of information on professional skill tests to note all kinds of professional qualification certificate, and make themselves well-prepared for their career life in advance.

D. To assemble a teaching team for the development of innovative talents training

Education is an essential and long-range program for a nation to survive. And teachers ought to be the core factor leading power of the nation's education. It is extremely critical to build up a collaborative team with professional knowledge, innovative spirit, teaching ability to adapt to the characteristics of Independent colleges to form their own innovative talents training mode. They should make great efforts to set up their own full-time group combined with part-time teachers. At the same time, they have to train their group of teachers to become both the teachers and technicians or experts. They can send the teachers to observe and do research in the relevant enterprises and institutions to improve the group's technology; on the other hand, they can invite some experts and technicians who are experienced and successful in these fields to teach in college to increase the percentage of the team with professional technical qualification. Thus the team building is strengthened.

E. To perfect management system to improve the quality of teaching

Independent colleges should adhere to the education and management principles to regulate the teaching process,

stable teaching order, and constantly improve the teaching management rules and regulations according to "management innovation, system innovation" concept. First step is to carry out President Responsibility system under the leadership of the board of directors to establish the school director-group, councilor group, academic committee, the academic administration, ministry of science running the comprehensive management of the teaching process. The second is to set up a set of effective quality assessment monitoring system in order to track and inspect the process of which factors have impacts on the teaching quality' input to give some targeted incentive and constraint accounting on the feedback information. Teaching and learning supervision teams are established to carry out various activities such as student appraisal of teaching, teachers' mutual observation to lectures, rewards of teaching quality selections. Consequently, it forms a good interactive pattern of teaching and learning^[4]. Finally, it is to reinforce the teaching management team construction to enhance managers' awareness of enthusiastic, careful, earnest and dedicated

working attitude to ensure that managers are familiar with the management system and process to improve the teaching management level and efficiency.

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