

Research on the Construction Path of Innovative Teacher Team in Vocational Colleges

Xiaoqi Qi

School of Graduate University of Mongolia, Mongolia 999097, Mongolia

Abstract: With the development of society and technological progress, innovation has become an important force driving social progress and development. In higher education, the construction of innovative teacher teams is an important prerequisite and foundation for cultivating innovative talents. This article takes vocational colleges as the research object, explores the path of building an innovative teacher team, in order to provide reference and reference for the construction of an innovative teacher team in vocational colleges.

Keywords: Vocational colleges; Innovative teachers; Team building; Path research.

1. Introduction

Teachers are the first resource for educational development and the core of innovative talent training. The high-quality development of basic education calls for innovative teachers. Innovative teachers are not only the needs of the development of the times, but also the embodiment of teachers' professional characteristics.[1] The world today is experiencing unprecedented changes, with many aspects filled with uncertainty. The only way to deal with uncertainty is through innovation; In today's world, words such as knowledge economy, informatization, and intelligence have become hot topics, and innovation has the trend of replacing capital and resources as the first resource for economic and social development. Since the 21st century, countries around the world have been striving to enhance the innovation capabilities of countries and citizens; Scholars are also actively discussing the topic of innovation, some of whom refer to it as a matter of life and death, at least in political, social, or economic terms, and use dramatic language such as "Innovator Die" to express awareness of its importance and urgency.[2] Therefore, there is an urgent need for innovative teachers in the new era.

2. The Connotation of Innovative Teachers

Innovative teachers refer to educators who possess innovative awareness, spirit, and ability to guide students to think independently, discover and solve problems in education and teaching, and cultivate students' innovative ability and spirit. Innovation consciousness refers to the desire and motivation of teachers to create new things and ideas, including curiosity, exploration, and enterprising spirit towards unknown fields; The spirit of innovation refers to the spirit of teachers who have the courage to explore and break through, including the determination and courage to accept challenges, overcome difficulties, and pursue excellence; Innovation ability refers to teachers possessing solid professional knowledge and skills, interdisciplinary and interdisciplinary knowledge and skills, which can guide students to discover and solve problems, and cultivate students' innovation ability.

3. The Characteristics of Innovative Teachers

3.1. Creative spirit

Innovative teachers possess keen insight and action, and are able to actively seek

solutions to problems when facing challenges. They are brave enough to break through traditional thinking patterns, adept at thinking from different perspectives, and able to put new ideas into practice. In education and teaching, innovative teachers are able to flexibly apply various teaching methods and means, guide students to discover and solve problems, and cultivate students' innovative thinking and ability.

3.2. Innovative teachers with good communication skills and collaborative spirit

Innovative teachers possess good communication skills and are able to effectively communicate with students, colleagues, parents, and other educators. They are good at listening to others' opinions and suggestions, respecting their ideas, and being able to collaborate with others to solve problems. In team collaboration, innovative teachers can fully leverage their own advantages, promote communication and cooperation among team members, and jointly achieve team goals.

3.3. Continuous learning and self-improvement

Innovative teachers possess a strong thirst for knowledge and learning ability, capable of continuously learning new knowledge, mastering new skills, and applying them to educational and teaching practices. They focus on self-improvement, are good at reflecting and summarizing experiences, constantly improving their knowledge and ability structure to meet the needs of educational development.

4. The Ability of Innovative Teachers

4.1. Ability to master new technologies

With the continuous development of technology, innovative teachers need to have the ability to master new technologies, such as artificial intelligence, big data, cloud computing, etc. They are able to flexibly utilize various

educational technology means to provide students with richer and diverse learning resources and course experiences, and stimulate their interest and motivation in learning. At the same time, innovative teachers can also improve teaching effectiveness and quality through new technological means, such as using online learning platforms, virtual laboratories, and other tools to help students better understand and master knowledge.

4.2. Interdisciplinary integration ability

Innovative teachers have interdisciplinary integration capabilities and can organically integrate knowledge and skills in different fields to provide students with more comprehensive and comprehensive educational services. They can analyze problems from multiple angles and levels, guide students to discover the connections and patterns between different disciplines, and cultivate students' comprehensive qualities and abilities. At the same time, innovative teachers can also collaborate with teachers from other subjects to jointly develop interdisciplinary courses and projects to promote the all-round development of students.

4.3. Encourage the ability of teams

Innovative teachers possess the ability to encourage teams, fully unleash the potential of team members, and jointly achieve team goals. They are good at discovering the strengths and weaknesses of team members, allocating tasks and resources reasonably, and stimulating the enthusiasm and creativity of team members. At the same time, innovative teachers can also provide support and assistance to team members, provide timely feedback and guidance, and promote team collaboration and development.

5. Evaluation Index System for The Construction of Innovative Teacher Teams in Higher Vocational Colleges

5.1. Teachers' innovative ability

The innovative ability of teachers is the core indicator for measuring the innovative teaching team. Innovation ability includes aspects such as innovation awareness, innovative thinking, and innovative skills. When evaluating teachers' innovative ability, attention should be paid to whether they have innovative awareness and thinking, whether they can actively explore new teaching methods and means, and whether they focus on cultivating students' innovative thinking and ability. Teachers can evaluate their innovation ability through publishing papers, applying for patents, participating in scientific research projects, and other means.

5.2. Teacher team structure

The structure of the teaching team is the foundation of an innovative teaching team. A reasonable teacher team structure should include teachers with different disciplinary backgrounds, age levels, and professional experiences, forming a diversified teaching and research team. When evaluating the structure of a teacher team, attention should be paid to the interdisciplinary level, age structure, professional experience, and cooperation and communication among team members. The actual situation of the teacher team structure can be understood through surveys, interviews, and other methods.

5.3. Teacher education level

The level of teacher education is an important indicator for measuring the innovative teaching staff. The educational level includes aspects such as the teacher's educational background, teaching ability, and professional knowledge. When evaluating the educational level of teachers, attention should be paid to their educational background, whether their teaching abilities meet teaching needs, and whether their professional knowledge conforms to industry development trends. The educational level of teachers can be evaluated through methods such as their educational background and teaching quality evaluation.

5.4. Teachers' research ability

The scientific research ability of teachers is an important indicator for measuring the innovative teaching team. Scientific research ability includes teachers' academic research ability, achievement transformation ability, and other aspects. When evaluating teachers' scientific research capabilities, attention should be paid to whether their academic research level and achievement transformation ability meet the scientific research positioning and needs of vocational colleges. Teachers can evaluate their research abilities by publishing papers, applying for patents, participating in research projects, and other means.

5.5. Quality of teaching by teachers

Teaching quality is a key indicator for measuring the innovative teaching team. When evaluating teaching quality, attention should be paid to teachers' teaching attitude, teaching methods, and teaching effectiveness. The teaching quality of teachers can be understood through student evaluation, peer evaluation, expert evaluation, and other methods. At the same time, a comprehensive teaching quality monitoring system should be established to comprehensively supervise and manage the teaching process of teachers, ensuring the stable improvement of teaching quality.

5.6. Professional development of teachers

The professional development of teachers is an important indicator for measuring the innovative teaching team. When evaluating the career development of teachers, attention should be paid to whether their career plans and development goals align with the development direction and needs of vocational colleges, as well as whether teachers have the potential and motivation for career development. Teachers' career development can be evaluated by evaluating their career planning and development goals, understanding their professional development and learning situation, and other methods.

5.7. Teacher education contribution

Educational contribution is an important indicator for measuring the innovative teaching staff. When evaluating educational contributions, attention should be paid to whether teachers actively participate in educational reform, whether they pay attention to industry and regional development needs, and whether they provide effective guidance and support for students. Teachers' educational contribution can be evaluated through a comprehensive evaluation of their educational and teaching reform achievements, cooperation between industry, academia, and research, and student satisfaction. At the same time, a sound reward mechanism should be established to commend and reward teachers who have made outstanding

contributions, in order to encourage teachers to actively participate in educational reform and innovation activities.

6. Suggestions for Improving the Ability of Innovative Teachers

6.1. Participate in innovation competitions

Participating in various innovation competitions is one of the effective ways to improve the ability of innovative teachers. By participating in competitions, teachers can be exposed to more innovative ideas and methods, understand the latest technology and educational developments, and at the same time communicate and cooperate with other peers to jointly improve their ability levels.

6.2. Communicate with peers

Communicating with peers is one of the important ways for innovative teachers to improve their abilities. By participating in exchange activities such as academic conferences and seminars, teachers can learn about the research results and educational experiences of other peers, share their own experiences and gains, and thus continuously improve their knowledge and ability structures.

6.3. Read more relevant

literature. Reading is one of the key links in improving the ability of innovative teachers. By reading relevant academic papers, books, journals and other literature, teachers can understand the latest research results and educational theories, master cutting-edge educational technologies and methods, and provide guidance and support for educational and teaching practice.

7. The Current Situation and Problems of Innovative Teacher Team Construction in Vocational Colleges

Currently, there are the following problems in the construction of innovative teacher teams in vocational colleges:

7.1. The teacher selection mechanism is not perfect

Many vocational colleges, when selecting teachers, pay more attention to their educational background and academic abilities, but do not pay enough attention to their innovative awareness, ability, and spirit. This has led to some teachers with innovative awareness, ability, and spirit being unable to join the teaching team.

7.2. Insufficient teacher training and education

Many vocational colleges do not attach enough importance to the training and education of teachers, and lack training and education on their innovative awareness, ability, and spirit. This has led to some teachers' inability to improve their innovation awareness, ability, and spirit.

7.3. The incentive mechanism is not sound

Many vocational colleges lack incentive mechanisms for teachers' innovative practices, and have not formulated corresponding incentive policies or provided necessary financial support to stimulate teachers' innovation enthusiasm and motivation. This leads to some teachers lacking enthusiasm and motivation for innovative practices.

7.4. The cooperation between schools and enterprises is not deep enough

Many vocational colleges and enterprises lack in-depth cooperation and opportunities to collaborate with enterprises in scientific research projects, technology research and development, and other practical activities, which leads to the inability to improve teachers' practical and innovative abilities.

7.5. Insufficient policy support

Some vocational colleges lack policy support for the construction of innovative teacher teams, and lack corresponding incentive and evaluation mechanisms, resulting in low enthusiasm for teachers to participate in innovation.

7.6. The measures for building the teaching staff are not perfect

Some vocational colleges lack comprehensive measures in teacher selection, training, evaluation, and other aspects, making it difficult to ensure the innovative quality and ability of the teaching staff.

7.7. Teachers lack strong innovation awareness and ability

Some teachers are influenced by traditional educational concepts and lack innovative awareness, and their innovative abilities need to be improved.

8. The Construction Path of Innovative Teacher Team in Vocational Colleges

In order to strengthen the construction of innovative teacher teams in vocational colleges, we can start from the following aspects:

8.1. Improve the teacher selection mechanism

When selecting teachers, in addition to paying attention to their educational background and academic abilities, it is also necessary to strengthen the examination of their innovative awareness, ability, and spirit. By setting up interviews, trial lectures, and other stages, the innovative awareness and ability of teachers are evaluated. At the same time, practical projects can be set up to assess teachers' practical and innovative abilities.

8.2. Strengthen teacher training and education

By organizing teachers to participate in various training, seminars, and exchange activities, we aim to improve their professional knowledge and skills, while also strengthening the cultivation and education of teachers' innovative awareness and ability. Famous experts and scholars can be invited to give lectures, introduce the latest scientific research achievements and technological progress, and broaden teachers' perspectives and ideas. At the same time, teachers can be organized to participate in innovation ability training classes, learn methods and skills of innovative thinking, and improve their innovation ability.

8.3. Establish incentive mechanisms

Develop corresponding incentive mechanisms such as reward policies and technical support policies, and implement

them in place to stimulate teachers' innovation enthusiasm and motivation. Commending and rewarding teachers who have achieved outstanding results in innovative practice, while providing necessary financial support to encourage more teachers to participate in innovative practice, thereby improving the innovation level of the entire teaching staff; Provide support and encouragement to some outstanding teachers and students, such as awarding scholarships, to stimulate more teachers and students to participate in innovation and entrepreneurship, leverage their own abilities to contribute to enterprises and the country, enhance their self-worth, promote the development of the education industry and social progress, and enhance their comprehensive national strength, ultimately achieving the early realization of the ideal of the Chinese Dream, To make China's education industry lead the world and become one of the world's top education powers, and make important contributions to building a prosperous, democratic, civilized, harmonious, and beautiful socialist modern power.

8.4. Innovative talent cultivation mode

Vocational colleges should actively promote the reform of talent cultivation models, and cultivate students' practical abilities and innovative spirit by implementing models such as the integration of industry, academia, and research, and the integration of engineering and learning. At the same time, strengthen the training and practical exercise of teachers, and improve their practical ability and innovative awareness.

8.5. Teacher transformation and development

Encourage teachers to shift their roles from traditional knowledge imparters to learning mentors and practical guides, and enhance their innovative educational abilities. At the same time, strengthen school enterprise cooperation, promote communication and cooperation between teachers and enterprises, and improve teachers' practical and social service abilities.

8.6. Improve the evaluation mechanism

Establish a teacher evaluation mechanism centered on innovation ability, incorporating teachers' innovation ability, achievement transformation, and other aspects into the evaluation scope, and encouraging teachers to actively participate in innovation activities. At the same time, improve the teacher reward and punishment system, and provide rewards and promotion opportunities for teachers who have achieved outstanding results in innovative education.

8.7. Strengthen team building

Encourage teachers to form interdisciplinary and interdisciplinary innovation teams, and promote communication and cooperation between different disciplines. At the same time, strengthen support and services for the team, and provide necessary guarantees and resource support for the team's innovative activities.

8.8. Create an innovative atmosphere

By organizing academic conferences, special lectures, and other activities, a strong academic atmosphere and an open and inclusive innovation environment are created to stimulate teachers' enthusiasm and enthusiasm for innovation. At the same time, we should strengthen the construction of campus culture, advocate innovative thinking and the spirit of daring to try, and encourage teachers and students to actively carry out innovative practices.

9. Conclusion

Teacher education in our country has gone through a journey of over a hundred years. Under the requirements of the information age, we should keep up with the times, change our past shortcomings, improve quality, and play our due role in cultivating more innovative teachers and ultimately more innovative talents.[3] The innovative teaching team is an important force in promoting educational reform. They possess advanced educational concepts and innovative consciousness, and are able to actively participate in various reform and innovation activities of the school, contributing their own strength to educational reform. At the same time, innovative teachers also promote the innovation of educational theory and the development of practice through educational research and academic exchange activities. Within the school, innovative teachers will collaborate and communicate with other teachers to enhance the innovation awareness and ability of the entire teaching team, thereby promoting the in-depth implementation of various reforms in the school. Therefore, building an innovative teaching team is of great significance for improving teaching quality, promoting school development, cultivating innovative talents, enhancing teachers' professional literacy, and promoting educational reform. In the future development of education, we should pay more attention to the cultivation and team building of innovative teachers, providing them with a better working environment and development opportunities, in order to better serve the needs of education and social development.

References

- [1] Ren Zhijuan. Quality characteristics and growth mechanism of innovative teachers [J]. Gansu Education, 2023(17):44-46.
- [2] Collis C., 'Developing work integrated learning curriculum for the creative industries: Embedding stakeholder perspectives' Learning and teaching in Higher Education, No 12010, pp 3-19.
- [3] Li Chunyu, Liu Li. Problems and Solutions in Cultivating Innovative Teachers in Teacher Education [J]. Journal of Tonghua Normal University, 2020,41 (01): 55-59.22-1284.2020.01.009