

# Practical Thinking on Strengthening Teaching Supervision in Independent Colleges in the New Era

Gang Li

Department of Marxism, Quancheng College, Jinan University, Penglai, 265600, China

**Abstract:** Strengthening the teaching supervision work of independent colleges in the new era, it must set up leading innovation, achievement orientation and stress efficiency supervision idea, and play the role of guidance of teaching supervision, motivation and function of think-tank, with the insistence on lead of party committee and support from teachers, supervision combined with guidance, two-level supervision of university and secondary college, which can perfect the teaching supervision pattern within three-part unification, by optimizing the supervision team personnel structure, highlighting the supervisor's authority and strengthening supervision staff's unity and dedication to continuously strengthen the teaching supervision team.

**Keywords:** New Era; Teaching Supervision; Teaching Ability

## 1. Introduction

Adhere to the correct direction of education in the new era, with the development of applied talents, cultivating students' innovation ability, in deepening teaching reform and pushing forward informationization teaching, colleges and universities should be enhanced in teaching supervision work, give full play to the function of teaching supervision, effectively solve the prominent problems of the teaching supervision work, improve the teachers' teaching ability.

## 2. Innovate Teaching Supervision Concept and Serve Teaching Objectives

To serve the teaching goal, to ensure the scientific and directional teaching supervision, and to innovate the teaching supervision concept.

### 2.1. Highlight the innovation-leading concept

To strengthen the ability standard of college students, we should highlight the innovative ideas of teachers, eliminate the conventional teaching ideas, and fully mobilize students' enthusiasm for learning. Professional knowledge is important to improve teachers' teaching ability, but having profound professional knowledge is not equal to forming strong teaching ability. Innovative teachers need innovative supervisors, it should strengthen the supervision of teachers' innovative consciousness and innovative ability, strengthen innovation quality cultivation, lead teachers to insist on problem oriented, highlight the students' main-character status and innovation ability training and consciously use case type, review, reflection and dialogue type teaching method, making teachers to

show innovation elements everywhere in the practice of teaching, constantly flashing innovation spark.

### 2.2. Develop a results-oriented approach

The teaching goal of independent college is to cultivate college students who meet the needs of social construction and development. To serve the needs of independent colleges' opening up and innovation and entrepreneurship education, independent colleges should optimize the professional setting of secondary schools and departments, not pursue greedy-big and full-covered, and build professional clusters suitable for their own characteristics. To meet this need, teaching supervisors should design the teaching mode in a reverse way with students as the center, examine the training program of teachers, check the curriculum system, strengthen the teaching operation and monitoring, and realize the continuous improvement and optimization of the teaching quality of the school.

### 2.3. Strengthening the concept of comprehensive benefits

High employment rate is an important condition for independent colleges to attract students and ensure sufficient enrollment. At the same time, the independent college students admission scores are lower compared with universities, which requires a effective teaching plan based on the actual situation of students, the main point of teaching is no longer book-reading, but selected extension and expansion of some basic theoretical knowledge, especially for the new demand of future jobs, service and social development needs. The supervisors should set up the concept of modern educational benefit. Using modern benefit concept to examine the supervision work, carry-

ing on the correction deviation around the teaching direction, which will inevitably encourage the majority of teachers to adapt to and keep up with the new teaching requirements of short, real and fast, and then improve the teaching efficiency.

### **3. Give Play to the Teaching Supervision and Strengthen the Teaching Motivation**

In view of the fact that some teachers are not very enthusiastic about devoting themselves to education, their sense of mission to strive for excellence is weakened, and their fear of difficulties increases in special subject teaching, it is necessary to give full play to the important function of teaching supervision and strengthen teaching motivation.

#### **3.1. Give play to the guiding function of teaching supervision**

One of the important functions of teaching supervision is to guide teaching, learning and management so as to achieve the purpose of standardizing teaching. [2] Teaching supervisors provide normative guidance on teaching design and theoretical basis, comment on teachers' teaching and class speaking, point out existing problems and analyze the crux of the problems. In addition, specific improvement measures are proposed for common problems such as lack of pertinence in teaching contents, monotonous methods and means, lack of emphasis in teaching, unfamiliar teaching contents and unreasonable classroom arrangement. In addition, it is also inseparable from the help of teaching supervision on teachers' ability to propose, discover and solve problems in class. Giving full play to the guiding function, the key is to define the role positioning of supervisors, realize the transformation from teaching referee to teaching guide, and choose the key points of guidance according to the types and growth rules of teachers, so as to guide the majority of teachers to form a distinctive teaching style.

#### **3.2. Give play to the incentive function of teaching supervision**

Finding and introducing teaching models and excellent teaching talents in the teaching supervision are valuable on affirmation and encouragement to the majority of teachers, which is conducive to the realization of teachers' self-value, the creation of a competitive atmosphere, and the enhancement of teachers' sense of responsibility and mission to love teaching. Giving full play to the incentive function, it needs to adhere to the scientific supervision, improving teachers' responsibility and competition sense. cultivating noble sentiment and dedication of the teacher, treating credit and earnings in a correct away, showing a good image of independent college teachers, using the personality charm and knowledge to effect stu-

dents, acting as a good director and guide for students' healthy growth.

#### **3.3. Give play to the think -tank function of teaching supervision**

Think tank is an organization specialized in serving public policy and decision-making and producing public thoughts and public knowledge. Its essence is to provide high-quality ideological products, including policies, suggestions, analysis reports and certain public knowledge that serve public decision-making. [1] Teaching supervision institutions in colleges and universities are special think tanks with the function of providing ideological products and guiding teaching public opinions. With the deepening of teaching reform, independent colleges are faced with new problems such as the improvement of teachers' quality, classroom teaching and the application of information-based teaching methods. In practice, it forms the decision-making consultation of the think tank for the teaching standard and some policy making of the college department and business department. To give full play to the function of think tank is to improve the intellectual support for teachers' teaching ability, strengthen the contact between the supervision institution and teachers, share the research results of the supervision institution, and provide valuable teaching reference materials for teachers.

### **4. Improve Teaching Supervision Mode and Solve Teaching Problems**

At present, there are some problems in the teaching supervision mode, such as more random inspection and less constructive inspection, more supervision and less guidance, more stages and less whole process, and more usage and less support. Due to the lack of effective communication, some young teachers have some psychological resistance to teaching supervision. To solve the problem of teaching supervision, the key is to insist on "three unity".

#### **4.1. Uphold the unity of party committees and teachers' support**

The improvement of teaching supervision mode needs the full help of party committees and business departments at all levels. The problems pointed out by the teaching supervision team and the good experience suggestions should be emphasized in the party committee's discussion on teaching, and the publication should be increased. The teaching supervisors carry out the decision-making intention of the party committee of the university and the principle of school governance. In the supervision, they will inevitably encounter certain difficulties and work pressure without discrimination. The party committee should support them from the overall angle of the university, give them enough authorization

and formulate corresponding policies to support them. Make all teachers familiar with the requirements and mission of teaching supervision through extensive publicity. To improve the lecture report, giving respect to the supervisor and trusting the supervisor, learning supervisor, eliminate ideological misunderstanding, to truly realize that the supervisor is a service instructor rather than a simple supervisor, having an open communication, dare to expose their shortcomings, so that truly treat supervisors as the teachers and friends.

#### **4.2. Adhering to the unity of education supervision and guidance**

According to the specific situation and different tasks, teaching supervision work stresses supervision sometimes and stresses guidance some other times. Although the emphasis is different, but fundamentally speaking, supervision is the means, guidance is the aim. By defining the scientific orientation, we can realize the harmonious supervision mode based on supervision and guidance. [3] The supervision of teaching emphasizes the management of teaching style, focuses on standardizing teaching order, and constantly rectifies teachers' teaching attitude. According to the setting of teaching contents and the flexible application of teaching methods in teaching, the key point is to give constructive ideas and measures to enrich teaching contents and optimize teaching methods. Teachers' ability of learning and research is an important part of improving teaching ability, which requires an advance guidance to teachers' learning and research ability.

#### **4.3. Adhere to the unity of two-level supervision of university and the secondary college**

To strengthen the communication between the two levels of supervision and explore the best combination, not only ensure that the college supervision team can timely grasp the construction of various professional disciplines and the overall teaching ability of teachers, but also ensure that the secondary school supervision team can understand the overall requirements and specific plans of the college supervision work. Strengthen the joint meeting discussion and communication between the two levels of supervision, share experience, revise the standards for class inspection, and discuss and solve problems. Especially for major special topics and key courses, the implementation of the system of joint lectures, collective "consultation." The college supervision group carries out diagnosis supervision, appraisal supervision, key supervision and evaluation supervision. According to the needs of curriculum setting, the focus of supervision should be moved down and forward, and the supervisory role of the professional department supervision group should be given full play, so as to avoid the whole supervision of general courses and specific courses that cannot

be effectively carried out due to insufficient personnel and heavy supervision tasks at the college level. The supervision group of the secondary college provides direct guidance to young teachers who are newly recruited to improve their teaching level due to their lack of professional teaching experience and weak teaching ability. To insist on the organic combination of college and department supervision means that under the unified leadership of college and university supervision group, the enthusiasm of department supervision can be fully aroused and its role can be fully played, so that teaching supervision can cover a wide range and deepen to details.

### **5. Build a Strong Teaching Supervision Team, Highlight the Teaching Guidance**

At present, independent colleges pay more and more attention to the construction of teaching supervision team, and gradually complete the construction of teaching supervision team of colleges and professional departments. However, from the perspective of practice, the structure of supervision team is not perfect, the combination of the university and the secondary college is not close enough, the coordination is not smooth, the selection and replacement are not timely, and the authority of a few supervisors is not authoritative. To solve these outstanding problems, we need to focus on three areas.

#### **5.1. Optimize the structure of the supervisory team**

The personnel structure determines the whole team. The school supervision group and the secondary school supervision group have the same purpose of supervision, but different emphasis and different ways of supervision. The first-level teaching supervision and guidance group of the school is mainly full-time supervision, which carries out the overall key supervision, and carries out the examination, finalization and checking of the main courses, new courses and major thematic courses, with emphasis on evaluation and guidance. This is to be selected from the range of institutions and even from experts and professors from different institutions in the field. Secondary school supervision group is mainly part-time supervision, focus on the supervision of collective lesson preparation, making final check on good teaching quality, focus on teaching and specific guidance. This is to be selected from the core courses and high-quality teachers in the teaching and research sections of the department, teachers with good foundation and strong academic ability. The key to optimize the structure of school-level supervision team is to complement each other's advantages, and highlight the collocation of full-time and part-time personnel, expert-type personnel and management-type personnel, personnel with different professional and academic backgrounds, and personnel with different age structures.

## 5.2. Highlight the authority of supervisors

The current primary school teaching supervision team are mainly retired experts and professors, who have rich teaching experience and deep teaching feeling, strong scientific research ability and the constant pursuit of the education career, who are able to devote to the supervision work, but if the timely tracking of learning is lacked for a long time, it will also reduce the authority of supervision. According to the responsibilities of teaching supervision in colleges and universities, short and fast training should be carried out for supervisors, with emphasis on the study of new laws and regulations, so as to make them have a firm grasp of modern educational concepts, master the spirit of superior documents, constantly improve the ability level of supervision according to law, and enhance the authority of supervision. In addition, the participation of supervisors and the exercise of voting rights in major activities such as teaching observation and selection of teaching and research personnel in colleges and universities will also improve the supervision authority of supervisors.

## 5.3. Strengthen the spirit of unity and dedication of supervisors

College level supervision team members are mostly members of the main disciplines, becoming a supervisor faced the transformation of roles and change of the task, which will change from the past academic leader to an

equal member, once the lack of unity, dedication and responsibility spirit, it is impossible to stick to the supervision standard, who cannot supervise objectively and fairly, and easy to have individual arbitrariness, even to report false result due to the difference of closeness. To strengthen the spirit of unity and dedication, we should pay attention to the overall situation of the university, adhere to the principle of unity, achieve harmony of disputes, separate works without separating school, having mutual support, adhere to the combination of individual expertise and collective judgment, so as to maximize the overall strength of the supervision team. The supervisors of secondary schools often have the dual identities of coaches and athletes, so they need to affect other teachers with their own actions. They should start from themselves, be strict with themselves first, properly deal with various conflicts, and conduct face-to-face interviews and hand to hand teaching.

## References

- [1] Xu Xiaohu, Chen Qi. What is think tank. *China Social Science Journal*. 2011, (11).
- [2] Chen Weiping. Teaching supervision dilemma and resolution path in new era universities. *Journal of Changchun Institute of Engineering (Social Science Edition)*. 2019, (2).
- [3] Shi Shengwei, Shen Ying. Innovative practice of teaching supervision mechanism in independent colleges. *Journal of Changchun Normal University*. 2015, (1).