

The Quality of College Management Staff and Teaching Staff Training

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Abstract: Through the analysis of the existing problems of current to our university enrollment and students ideological situation, a demand which caused high school teachers, in this case, the introduction of the teachers teaching and management demand is uneven, and need to be guided and culture. The quality requirement according to students close contact with the teaching staff and teaching management, combined with the investigation and analysis of different levels, professional, students, sex and so on a large number of students, from two aspects of political and professional quality are summarized, the political quality is the root of this guide, service quality is the basic requirement of view, to the quality of the employees themselves to provide reference.

Keywords: Teaching Staff; Teaching Management Staff; Political Quality; Professional quality

1. Introduction

With the continuous expansion of China's colleges and universities, school running scale is also growing, increase the number of students have also created demand for teachers, management, service and staff are swelling. On the one hand, recruit more capable personnel and training, continuing education and other aspects of comprehensive ability of the problem also comes out, to ensure the personnel training has a major impact on the quality, it is necessary to study and discuss the.

Facing the college students in daily contact with most of the teaching staff and teaching management, based on many years of work experience and with the students, peer survey results, were studied on two aspects of its political quality, professional quality.

The teaching staff is directly involved in the students' knowledge of part-time teachers, teachers, including various types of engaged in basic courses, professional courses, experiment courses, training teachers and external production line of part-time teachers; teaching management refers to the study of personnel engaged in coordination, management, service links in college students various, including full-time teaching staff, including the management at all levels of leadership and teacher, counselor, Party organizations of workers, such as the curriculum teaching at all levels of leadership. Especially the Department engaged in the teaching of basic level management cadres, is the management, and teaching staff, and at the same time, teaching staff and management personnel, we should pay more attention to all aspects of self-cultivation.

Educators, who is considered a "human soul engineer" occupation, is the community sessions as extremely lofty

occupation, one of the students later growing far-reaching occupation, its quality determines the future development of a harmonious society to create new, so we must improve all aspects of their own culture, use their own the speech, to shape and influence around every college students is a be one's responsibility duty.

2. Political Quality

As an educator, its political consciousness level is the key to the success of education. A qualified educators, both in teaching and teaching management, we must strive to raise their political consciousness, is the most basic, the most important quality.

Political quality is holding an educator towards the world, national, collective and individual interests of the non event attitude and action, its success or failure is related to the training we will love the motherland and nation building, whether for the interests of the state and dedication.

Therefore, every one of our educators should pay attention to cultivating their own quality:

(1) Love of the motherland, determined to serve the motherland. This is not an exaggeration, empty talk, but a sentence in the present stage is extremely important realistic meaning of words, we the purpose of education is to cultivate a large number of the motherland builders rather than strong destructive elements. Our country is a foundation is weak in developing countries, not because of the poor and give up their country, especially the era of diversification in today's world of exchanges have become increasingly frequent, the temptation from the developed countries always attract every students, educators, attitudes and actions impact on students is no small matter. Our university educators must be from the heart,

this will, a will only slogan hanging in the mouth, the action is egoistic teacher, will only let the students or let students feel confused. Education of students, so that they are keenly aware of the development of our country is great China Communist Party in reference to the development of all countries in the world, combined with the reality of our country, creatively opened up a road of socialism with China characteristics, in spite of this or that the shortcomings and deficiencies, it is not the intention of national decision makers, not will not become the mainstream of society, in the country and the people's efforts, the ugly phenomenon will ruin. In the work, the author has repeatedly and students going abroad and evils of some social discussions, guiding students positively correct thinking, make the service of the motherland to make their own decisions, students to raise their motherland, safeguard national dignity and interests, don't do anything harmful to the state development.

(2) Love job, have a strong sense of responsibility. Only from the heart to love their work, do everything in the work. The importance of the social demand and personal should shoulder the responsibility of a deep understanding of their work. Education, any time in history has never been neglected, and rulers have attached great importance to, through education has produced many famous through the ages of scientists, politicians etc.. The teaching staff loyal to the teaching, management personnel of due diligence, strive to do a good job occupation career in bit by bit, grab from each tiny link, from the ideological to avoid any work omissions, careless is any process does not allow the existence. Only in this way, we teach by precept and example is the result of the students also have the same quality.

(3) Implementation at all levels of decision-making. Education is a huge systematic project, not a thing; a person, a project or a specific behavior can be done. Our party and state departments of education, schools with their own characteristics, to choose a suitable for their own development path, there are plans to train students to, so he took a series of help to implement the measures and the system total target, the daily teaching and management all the time to carry out, do not appropriate words and deeds have a negative effect on the students. Work colleagues, students occasionally encountered on the state or some school system does not understand the negative and even hostile, ought to lead from the front, but can not add fuel to the flames, let students see a positive, maintaining the school collective image of teachers, this will have a positive effect on the students' thought.

(4) Efforts to forge ahead, to overcome difficulties. The difficulties and problems in the work, not evade, not retreating, to work, dares to undertake the responsibility of image is the essential quality of every educational worker. The new era, the information developed, network accessible, we will implement the education policy, adhere to

the correct direction of the cultivation of students will always make an impact, must guide. In addition to the requirements of education has a strong political position, also requires us to study diligently, to understand the main point of the events of the recent international, domestic, industry, universities and students, to overcome the social misunderstanding, cyber source misleading and they understand the problem, from the overall situation of safeguarding stability, do a good job.

(5) Innovation. In an effort to work hard at the same time, should pay attention to summing up experience, good at summing up, do not stick in the mud, creative thinking, improve work efficiency, which also showed the potential political quality of an educator. In solving work problems, adhere to a firm political position, safeguard the interests of the party and country, maintain the stability and unity of the political situation, the old sermon is likely to make students lose interest, we must innovate the mode of thinking, the use of all available resources, to carry out the work. Such as the use of the disintegration of the former Soviet Union data suggest that liberal thought why not allowed to spread problem is very effective, with some current negative cases that violate social development mainstream approach is doomed to failure also received a good education effect.

These are just some of the side of the political quality, comprehensive response to a big problem with educators in higher education to understand and should shoulder the responsibility to recognize and how to act.

Establish good with characteristics of the times educational view, student view, service concept, education quality, performance evaluation concept, respect for each student, to understand their thinking activities, timely education.

3. Service Quality

Service quality refers to a person engaged in the work attitude, ability and practical action. Service quality is directly determines the basic factors of a person can be qualified, to complete tasks. Specifically, the teaching staffs of his subject do foundation, business skilled, advanced teaching methods, the teaching effect is good; management personnel in the coordination teaching, student services under the guidance of thinking, make good coordination and communication with the teacher's teaching and student's learning process, perfect match teaching -- learning each link.

Because of the teaching staff and teaching management personnel training, focus position, role in students are different, the author discuss.

In addition, their quality refers to the basic moral quality as a qualified educator should have, including social ethics, morality, self-cultivation etc.. As to comply with social ethics, open-minded, positive and enterprising spirit, helpfulness, good style, be a model for others; honest,

impartial and honest personality; treat people sincerely, be strict with oneself life style in every hour and moment

of each student and colleague, not a mental environment pollution.

	Teaching staff	Teaching management staff
Discipline basis	(1)understand the basic situation of the professional, such as training target, professional characteristics, main courses, employment channels; (2)application to any course in the professional courses in the; (3)understand course content in the application of key courses; (4)understand main achievements of field; (5)Read classic books /materials/information	(1)understand the professional setting, faculty field of employment, etc.; (2)understand the main course credits, class number, a term, whether degree courses, teachers etc.; (3)understand the basic situation of the subordinate department person in charge of the teaching unit; (4)understanding of the teaching unit of academic leaders
The basic theory	(1)basic theory to master this course and its relationship with before and after the course; (2)teaching syllabus focus, difficulties and breakthrough modes; (3)master the course of knowledge subject and main applications; (4)understand course of latest research results; (5)related definitions, abbreviations, courses related to the origin; (6) Understand the subjects related to the management of knowledge.	(1)familiar with the Department of main course department, hours, credits; (2)familiar with the Department of main courses, set up professional term, examination, teaching materials; (3) Familiar with the basic rules of the credit system and calculation method.
Technology Practice	(1)master the course experiment, training practice all content requirements; (2)curriculum design master in large, graduation practice, graduation design application; (3)practice, understand the course of the latest research results of the experiment and other aspects of the theoretical basis and experimental design, equipment, production processing method; (4)course of mainstream commercial software applications and to investigate the characteristics of similar software; (5)to master the main contents of this course program development ideas, models and code; (6)learning and teaching theory, improve the teaching effect; (7)to impart knowledge and skills.	(1)familiar with the main practice the department undertake department, main equipment and responsible person; (2)familiar with the functions of the Department ; (3)play the leading role, to enhance the cohesion of the department; (4) the sound system, a clear assessment target, check according to plan, supervise; (5)insight, foresight, to remind the Department issues that may arise, nip in the bud; (6)review method is familiar with the use of this department office software and common report files; (7)understand the main features of the problem students;
Related disciplines	(1)understand the status of professional courses; (2)understand the situation of interdisciplinary talents cultivation of the professional; (3)qualification certificate, registration certificate courses related to the basic situation; (4)understand the course of computer, foreign language knowledge and the related new technologies; (5)understand the new progress of this subject belongs to the field of the new classification, the developed countries in the world; (6)psychology, pedagogy, sociology, management science and etc.;	
Others	(1)assiduously business, actively absorb the new progress; (2)to guide the new culture; (3)to build a conservation oriented society; (4)to change old ideas, take the initiative to try to introduce new technology and management tools; (5)the integration of new development theory and practice;	

4. Summaries

The teacher is a kind of special occupation for the purpose of training the talent, the public demands of teachers is special, is that under the sun are the most brilliant occupation, the human soul engineer, hardworking gardener, "education" is to let every educated people are able to accept the good education persons to impart knowledge, both the acquisition of knowledge, intellectual development, and enhance the training capacity, and moral perfection, basic skill formation, personality development, realize the comprehensive development of teaching special effect only can do, but only to the pursuit of scientific achievements.

In a word, as an educator, must clear their responsibilities, a clear political quality "is the fundamental guiding, service quality is the basic requirement of" point of view,

not only has a wide range of job knowledge and skills, but also have good interpersonal skills, quality training and job skills, but also to continue to explore, in the practice of continuous learning, the accumulation of good summary and innovation, good at teaching and management, establish a perfect image of educators in Colleges and universities.

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