

Study on Career Planning of College Teachers

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Abstract: With the continuous development of society, the demand for cultivating talents in colleges and universities is becoming more and more urgent, and teachers in colleges and universities bear the heavy responsibility of cultivating talents in colleges and universities. High-quality teachers are the backbone of education and teaching in colleges and universities and the reserve army for sustainable development. Through career planning can not only grasp the pulse of the career, grasp the career direction, but also effectively avoid job burnout. This paper mainly analyzes the career planning principles of college teachers, gives the eight links of college teachers' career planning, and also analyzes some problems in the process. sum up, and give the corresponding strategies to provide a good reference for the professional development of young teachers.

Keywords: Career planning for young university teachers; Career planning principles

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1 Introduction

Career planning is the process of continuous and systematic planning of career, which includes three elements: career orientation, goal setting and channel design. The quality of career planning will affect the whole career course. Career planning needs to follow the principles of close to the social needs, according to the personality characteristics, combined with the major learned, through the planning of career, through the establishment of scientific ideas, improve the curriculum system, build a teaching staff, build a practical platform, use evaluation tools paths, in order to implement scientific career planning education^[1].

2 Designing Principles for Career Planning

There are some problems in the career planning of teachers in colleges and universities, such as lack of attention, job burnout and lack of understanding of career planning^[2]. Therefore, career planning for teachers is imperative. Teacher career planning refers to a kind of planning behavior in which teachers design and realize their career ideal. The teacher's career planning includes the conception and planning of all aspects related to the teacher's career development. These include: the choice of the teacher's profession, the vision of the teacher's career goal and expected achievement, the design of the work unit and post, the consideration of the step of the growth stage and the environmental conditions. We think that for vocational students the planning of the horizon should include the following steps.

The first step is to analyze your character. The different personality characteristics of each person lead to different content of personal career planning and design. Teachers should first get their own personality characteristics from the personality of their own, and then targeted to their professional development of the specific problems of specific analysis to complete the career design.

The second step is to analyze one's own knowledge and skills. To analyze your learning and knowledge skills, list your strengths and weaknesses, then analyze the knowledge and skills required for this competent position, combine your own reality, identify the conditions that match your position your position, and then make a career plan. If you can't do this, you won't be able to design your career plan clearly and accurately.

The third step is to confirm your goals. It is not desirable to follow the public blindly without identifying your goals, or to design plans that are not

self-specific. Therefore, teachers should consult the data or interview with senior teachers, or with the department and the unit professionals to understand the development of the professional situation, and then according to the characteristics of professional development on a targeted career planning.

The fourth step is to adjust the plan at any time. Any career planning can not stay in a period, with the change of external environment, the change of objective requirements, career also needs to be adjusted to adapt to the changes of the times. Only in this way, the teacher's career planning is really effective planning.

3 Implementation of Career Planning for College Teachers

According to our practice and research results, the professional career development of teachers can be designed from the following eight aspects.

3.1 The preparatory period

At this time, the main task of teacher's development is to study book theory knowledge, systematic study of pre-service post theory and practical knowledge, including the basic theory of education and teaching, the cultivation of teachers' ethics and style of teaching, the study of teaching micro-teaching skills, teaching feedback and the art of getting along with teachers and students. In a word, teachers have basic professional requirements before they go to work. Therefore, all kinds of training and learning are carried out before formally entering the teaching link, so as to prepare for better teaching and doing well in thinking and ability. At this time the teacher is active in thought, flexible in mind, serious and industrious, and needs better Lead. This also requires that the teacher training department of the school can provide these novice teachers with a better platform for communication and learning, broaden their horizons and enhance their knowledge.

3.2 The adaptation period

Teachers need to have basic educational and teaching ability in this period. At this time the teacher is still in the teaching groping stage, the practice of teaching skills in the classroom can not be skillfully applied, and the task of scientific research can not be mastered skillfully. We suggest that "new and old help" form which can be implemented at this stage, by senior teachers to young teachers to guide and help young teachers to complete their own understanding. The

choice of senior teachers is also a key factor, the need to select serious work, teaching and scientific research achievements, good character and quality of the old teachers to take on this responsibility, so as to ensure that new teachers can take over receive positive positive energy guidance and help. At this time the enthusiasm of teachers teaching is high, it is suggested that senior teachers should give teachers at this time a clear direction of future efforts, give specific and targeted help to professional development, professional title evaluation, personal academic development, and so on, so as to avoid the confusion of young teachers at this time.

3.3 The development period

At this time, the teacher's teaching level gradually improved, gradually produced their own views on the classroom, completely integrated with the students, can be adjusted from the point of view of the students at any time, but also can complete some challenging tasks, actively participate in various teaching competitions, fresh ideas emerge in endlessly, outstanding achievements. At the same time, the degree of specialization of teachers gradually strengthened, in academic and scientific research projects enthusiasm is also very high, although the application success rate is not high, but very enthusiastic participation. At this time, it is more important to guide teachers to actively participate in school-level and provincial-level teaching competition, in the competition to promote and improve the level of teaching, but also let teachers care To recognize people outside the sky, to give them higher requirements, a better platform, let and they realize that there is still a lot of room. At the same time, their creativity is growing.

3.4 The creation period

Teachers form their own unique teaching style in this stage. At this stage, teachers will begin to prepare for retirement. Teachers at this time feel relatively free, at the same time may have a bitter mood do not want to leave the education post, because of the love of education work and feel sentimental attachment. At this time the teacher classroom teaching is very calm and full of philosophical meaning, less a lot of utilitarian purposes, the relationship between teachers and students is very harmonious. But research and other issues are no longer concerned, more is to consider their retirement life. Although teachers at this time

to the cause of education unlimited, but also need to arrange the post-retirement life, they are in a more contradictory mood at this time. *Teacher development center* have to calm them and help them. Teachers have formed their own teaching style, in teaching to produce more self-feeling and reflection, dare to carry out various practices in teaching, teaching is handy, fully able to accept all kinds of new ideas and new theories, and apply these new theories in teaching, but also can achieve better feedback results. Teachers should be encouraged to participate in various competitions and exchanges at the provincial and national levels at this time, and teachers should be encouraged to continue their studies, both at home and abroad, and to provide teachers with the opportunity to go to famous schools and related institutions for further study. Teachers will gradually be trained as teaching experts and scientific research backbone. If the teacher's career design is perfect in this period, the teacher has formed his own characteristic teaching style, and the scientific research is also very good, and even some teachers begin to move forward to the *famous teachers*. This also lays the foundation for the lifelong career development of teachers, so this stage is critical.

3.5 Frustration or second peak period

This part is the diversion stage of teachers' professional development. Part of the teacher's "job burnout" phenomenon gestates at this stage. Due to the previous period of efforts to advance the strength gradually weakened, enthusiasm some slack, but also because this period of the title of teachers basically promoted to a level, in the spirit and physical strength into a burnout period. Teachers are dissatisfied with teaching, scientific research and teaching, and feel confused about their career development. Therefore, teachers should actively self-adjustment with the school teachers training and self-improvement opportunities to smooth through this stage. Although this stage Teachers are still able to carry out various teaching and research activities according to the requirements of the school, but the internal cause of initiative is not strong, began to appear slack mood. At this time, teachers began to diverge, some teachers entered the end of the career, and some teachers entered the peak of the second career development, they began to explore more in teaching, emerging in scientific research, the quality of articles and works, gradually become college or school or even provincial and national talents, based

on the previous development, the second part of teachers into the ranks of *famous teachers*, actively prepared to make greater contributions to education.

3.6 The bottleneck period

Teachers in this period will have the characteristics of lack of initiative, lack of physical strength and so on. In the teaching no longer update the knowledge, the teaching method is old, repels the new teaching idea. The burnout of the previous period caused teachers to feel tired and lower job requirements. In fact, we should also note the increasing health and family and family pressure at this stage, the teachers' age approaching 50, the weakening of physical skills and mental flexibility, and the slow acceptance of new things, which affect teachers' further development. They pay more attention to their health and have no positive attitude towards teaching and research.

3.7 The declining period

At this stage, teachers will begin to prepare for retirement. Teachers at this time feel relatively free, at the same time may have a bitter mood do not want to leave the education post, because of the love of education work and feel sentimental attachment. At this time the teacher classroom teaching is very calm and full of philosophical meaning, less a lot of utilitarian purposes, the relationship between teachers and students is very harmonious. But research and other issues are no longer concerned, more is to consider their retirement life. Although teachers at this time to the cause of education unlimited, but also need to arrange the post-retirement life, they are in a more contradictory mood at this time, need to do teacher development center to calm the work.

3.8 The exit period

In this period, teachers leave the education industry, spend their old years in peace, or join the ranks of retired teachers in their own units, or still give advice for the development of their units, give play to their own light and waste heat. At the same time, some teachers will renew their professional enthusiasm, return to work, and continue to contribute to the cause of education.

4 Issues for Attention in Teachers' Career Planning

Above, we discussed the eight stages of the career development process of teachers, which is a general

process of career development that teachers should understand before entering the post, especially young teachers should plan and manage their career development well, and avoid the career development detours. It is necessary for young teachers who have just entered the post to learn to make their own career plans and pay attention to the problems in the process of making them.

4.1 The correctness of personal analysis

Such as individual personality, individual initiative, internal motivation, etc. The analysis of individual's intelligence, sexual orientation, ability, interest, achievement, values, education and qualification directly affects the foundation of individual's career planning, so it is necessary to make a scientific and objective analysis and summary of his own situation before making career planning.

4.2 The objective factors

Career planning is a subjective plan, before making must take into account such as social environment, interpersonal relationships, opportunities, opportunities and so on. Among them, interpersonal relationship has a great influence on the quality of planning, and the orientation of teachers who are close to outstanding talents is higher than the orientation and starting point of teachers' planning. For example, a better guidance teacher can formulate a targeted planning book, they directly affect the quality of the planning book and the difficulty of implementation.

4.3 Consideration of unexpected factors

Here mainly refers to the teacher's health status and personal temporary emergencies and so on. These unpredictable factors may interfere with the sustainability of planning and therefore should be given attention.

5 Conclusion

The influence of teachers' career development on teachers' career development is enormous, and the influence on school development and students' training is inestimable planning book adjustment and feedback. Planning book is not fixed, it needs to change with the change of objective environment, at the same time, the feedback of planning book is also very important, teachers themselves should pay enough attention to their own career development, adjust their own planning book at any time. College teachers must make a good career development plan before entering the post, so that they can master the initiative of teacher development and realize the development of teachers' potential and the realization of self-worth. It is of great practical significance to study the career planning and development countermeasures of young teachers, to establish and perfect the training system of young teachers' career in combination with the school development strategy, to optimize the school education and teaching system as a whole, to formulate a scientific and reasonable training mechanism and to improve the quality of personnel training^[3]. Therefore, through the effective planning and management of teachers' career, teachers' ability and value are constantly moving in the right direction.

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