

# Practical Strategies to Improve the Quality of Teachers in Higher Vocational Colleges in the New Era

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**Abstract:** In this paper, practical strategies are proposed to improve the quality of teachers in higher vocational colleges. Research and analyses have shown that the key to improving the quality of teachers in higher vocational colleges lies in the improvement of professionalism, subject knowledge, and teaching ability. Thus, the following practical strategies are proposed: strengthen teachers' moral development, establish a teacher training system, focus on curriculum construction and teaching method innovation, and strengthen the teaching quality monitoring and evaluation mechanism. These measures can effectively improve the quality of teachers in higher vocational colleges and promote the development of higher vocational education.

**Keywords:** Higher vocational colleges; Teacher quality; Student quality; Educational philosophy

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## 1. Introduction

Higher vocational education is a form of education different from traditional general undergraduate education. Its goal is to cultivate talents with certain theoretical knowledge and strong practical skills. In order to ensure that, the quality of higher vocational teachers is of paramount importance. The teaching level and teaching effect of higher vocational teachers directly affect the quality of education and teaching in higher vocational colleges. Therefore, improving the quality of teachers is the top priority of the current teacher training work in higher vocational colleges. Against this background, it is necessary to research and analyze practical strategies for improving the quality of teachers in higher vocational colleges. This would be an effective way to improve the quality of teachers in higher vocational colleges.

## 2. Importance of improving the quality of teachers in higher vocational colleges in the new era

### 2.1. Conducive to the improvement of the quality of higher vocational education

The goal of higher vocational education is to cultivate skilled talents, and the quality of teachers directly affects the quality of higher vocational education. Teachers are the backbone of higher vocational education. Not only do they need to have a solid subject foundation and rich practical experience but also good teaching ability and innovative consciousness. Only by improving the quality of teachers can we improve the quality of higher vocational education and better satisfy societal demands for skilled talents <sup>[1]</sup>.

## **2.2. Conducive to the improvement of the quality of students**

Higher vocational education is aimed at cultivating skilled talents. The quality of teachers not only affects the quality of teaching but also directly affects the growth and development of students. The teaching level and educational philosophy of teachers have a profound impact on students' ideas, outlook on life, and career planning. Only by improving the quality of teachers can we better support students in their development and cultivate their practical skills and innovative consciousness. In addition, the education level and professional background of teachers also have an impact on students' career development and future choices. If teachers have more professional experience and a higher level of education, they can provide students with a more comprehensive and in-depth knowledge base and practical learning opportunities, which would help students better adapt to the requirements of social and professional development.

## **2.3. Conducive to the construction of teaching teams**

Constructing a higher vocational teaching team is the key to improving the quality of higher vocational education. The growth of teachers embodies a continuous process of learning and improvement. Only by improving the quality of teachers can we better promote the construction of higher vocational teaching teams. In the training of teachers, their professional and moral development is an important aspect. Ethical, high-quality, and sensible teachers can better promote the quality of the teaching staff.

## **2.4. Conducive to the development of higher vocational education**

Higher vocational education is an important part of the country's economic and social development. It is also the key link in personnel training. Teachers are the backbone of higher vocational education, and thus the quality of teachers is related to the development of higher vocational education. Only high-ability and high-quality teachers with innovative consciousness can promote the development of higher vocational education and make greater contributions to the country's economic and social development <sup>[2]</sup>.

## **3. Existing challenges affecting the quality of teachers in higher vocational colleges**

### **3.1. Lacking an understanding of subject knowledge**

Teachers in higher vocational colleges teach highly practical professional courses, but some teachers lack an understanding of their subject knowledge. This is mainly manifested in the fact that some teachers have less subject knowledge reserves, are unable to comprehensively and deeply grasp the professional knowledge taught or closely integrate the teaching content with application scenarios, and lack innovation and practical skills. Therefore, teachers in higher vocational colleges should strengthen their understanding of the professional fields they teach, improve their subject knowledge, and master relevant knowledge of the application to better guide students in learning and practice.

### **3.2. Inflexible teaching methods**

The teaching methods in some higher vocational colleges are relatively simple, relying only on classroom lectures. The lack of teaching skills and methods is evident. Due to the practicality of higher vocational education, the teaching methods used should be more flexible and diverse, focusing on cultivating students' practical skills. Therefore, teachers in higher vocational colleges need to actively explore various teaching methods, innovate existing teaching models, and carry out various forms of teaching activities, such as classroom lectures, experimental teaching, internships, practical sessions, *etc.*, in order to develop students' practical skills <sup>[3]</sup>.

### **3.3. Outdated educational concepts**

Some higher vocational colleges practice outdated educational concepts, lack an understanding of the role of higher vocational education in the new era, and are unable to adapt to the diverse needs of students. Modern higher vocational education has transformed from pure skill training to quality education, which requires teachers in higher vocational colleges to possess comprehensive and humanistic qualities. Therefore, teachers in higher vocational colleges should be aware of new educational concepts, focus on the all-round development of students, develop students' innovation skills and entrepreneurial spirit, as well as encourage independent learning among students.

### **3.4. Poor moral development**

Teachers in higher vocational colleges must pay attention to moral development, as an important component in teacher training. Some teachers in higher vocational colleges have poor morality, as evident by their lack of responsibility, disrespect for students, and indifference to student development. All these have negative impacts on students and affect the quality of education and teaching. Therefore, teachers in higher vocational colleges should pay attention to their moral development, actively cultivate their own professional ethics, improve their sense of responsibility and education mission, respect the development needs and personality of each student, and set an example for students by precepts and deeds.

## **4. Practical strategies to improve the quality of teachers in higher vocational colleges in the new era**

### **4.1. Strengthen teachers' moral development**

Strengthening teachers' moral development is an important aspect of improving the quality of teachers in higher vocational colleges. The essence of higher vocational education is the cultivation of applied talents. An important factor in shaping students' morality and attitude, the morality of teachers is the cornerstone of the quality of higher vocational education. First of all, in order to strengthen teachers' moral development, self-cultivation, and quality enhancement are the two components that must be emphasized. Teachers must keep their words and actions consistent, teach by precepts and deeds, and influence the attitude and morality of students with their own behavior. At the same time, teachers should lead by example, practice ethics, be honest and trustworthy, respect students, care for students, and help students feel their warmth and care<sup>[4]</sup>.

Second, in order to strengthen teachers' moral development, it is necessary to establish a sound assessment and supervision mechanism. Ethics assessment and education should be carried out on a regular basis for teachers in higher vocational colleges. Their moral performance should also be monitored, and teachers who violate professional norms should be promptly dealt with and educated. In this way, an incentive mechanism can be established to guide teachers to continuously improve themselves in terms of ethics and professional norms, so as to better serve students.

Lastly, in order to strengthen teachers' moral development, a strong educational and cultural environment must be formed. Teachers in higher vocational colleges should cultivate students' moral quality, create a healthy and progressive educational environment, and inherit the excellent traditional culture of the Chinese nation and the socialist core values in their education and teaching practice. At the same time, higher vocational colleges should pay attention to education and teaching management, strengthen the management and guidance of teachers, as well as create a safe and stable environment for education and teaching. In short, strengthening the teachers' moral development is an important aspect of improving the quality of teachers in higher vocational colleges. While higher vocational colleges should create a good environment for teachers' moral development, teachers in higher vocational colleges must first work on themselves and continuously improve their own quality. Only in this way can higher vocational education serve the country and society as well as contribute to the realization of the Chinese dream.

## **4.2. Establish a teacher training system**

Continuous learning with knowledge and skill development is important for improving the quality of teachers in higher vocational colleges. Therefore, it is necessary to establish a sound teacher training system. First of all, higher vocational colleges should put effort into pre-employment training for teachers. With the support of the Ministry of Education, experts, scholars, and university leaders should be encouraged to formulate training plans based on the actual needs of teachers in higher vocational colleges, focusing on educational theories, teaching skills, education regulations, ethics in education, professional ethics, and other aspects of knowledge and skills to improve their overall quality <sup>[5]</sup>.

Second, higher vocational colleges should carry out professional training on specific subjects to improve teachers' knowledge levels. Various experts and industry professionals can be invited to conduct these training to improve teachers' subject knowledge and practical skills. In that way, teachers can better guide the learning of students <sup>[6]</sup>. In addition, higher vocational colleges can consider using a combination of online and offline methods for teacher training, such as online education and distance education. They should also form alliances with leading enterprises in the industry to set up training bases for dual-qualified teachers, improve the training system and curriculum system for these teachers, and carry out customized and personalized training. These new education methods can provide teachers with more convenient learning channels and, at the same time, promote the modernization, informatization, and intelligence of higher vocational education.

Lastly, higher vocational colleges should incorporate the teacher training system into the school management system; establish an evaluation and incentive mechanism for continuing education and training; evaluate, assess, and reward teachers who participate in training; and further stimulate teachers' enthusiasm for learning and initiative. In short, the establishment of a sound teacher training system is one of the ways to improve the quality of teachers in higher vocational colleges, which enhances not only the education and teaching level but also the teaching quality and effect <sup>[7]</sup>.

## **4.3. Pay attention to curriculum construction and teaching method innovation**

In order to improve the quality of teachers in higher vocational colleges, it is crucial to pay attention to curriculum construction and teaching method innovation. In today's era, the focus of education has shifted from simply imparting knowledge to cultivating comprehensive abilities among students. Teachers in higher vocational colleges must adapt to this trend and focus on curriculum construction and teaching method innovation in order to improve the quality of students and their skills <sup>[8]</sup>. First of all, paying attention to curriculum construction is the key to improving the quality of teachers. Teachers in higher vocational colleges need to constantly pay attention to the content of the courses they teach, carry out in-depth research and evaluation on the course content, as well as make adjustments and updates in a timely manner based on students' feedback and social needs. In the process of curriculum construction, teachers must also pay attention to the pertinence and practicality of the curriculum and integrate theoretical knowledge with practical application to improve students' practical skills. At the same time, teachers need to pay attention to the comprehensiveness and intersectionality of courses and take advantage of the connections between different subjects to cultivate students' interdisciplinary skills <sup>[9]</sup>.

The innovation of teaching methods is also the key to improving the quality of teachers. Teachers in higher vocational colleges should adopt different teaching methods based on the needs of students and the teaching content in order to achieve better teaching effects. For example, experimental teaching, projects, *etc.*, can be used to encourage students to participate and deepen their understanding of certain theoretical knowledge; in classroom teaching, interactive teaching, group discussions, and other methods can be used to enhance students' learning initiative and teamwork spirit. In the process of innovating teaching methods, there is a need to integrate information technology and adopt multimedia teaching, network courses, and

other methods to improve the efficiency and quality of teaching. In short, focusing on curriculum construction and teaching method innovation is an important way to improve the quality of teachers in higher vocational colleges. Targeted curriculum construction and innovation of teaching methods should be carried out based on the needs of students and the teaching content. In addition, in order to improve the teaching quality and effect, teachers must keep up with the new developments in educational concepts and instructional methods. At the same time, higher vocational colleges should provide corresponding support and resources, such as professional training, teaching equipment, and teaching resources, to help teachers complete their teaching tasks.

#### **4.4. Strengthen the teaching quality monitoring and evaluation mechanism**

Strengthening the teaching quality monitoring and evaluation mechanism is an effective means of ensuring the teaching quality of teachers in higher vocational colleges. It is also an important way to improve the overall quality of teachers in higher vocational colleges. This mechanism enables teachers to quickly identify their strengths and weaknesses as educators, allowing them to continually improve their instructional strategies and teaching quality.

First of all, a comprehensive evaluation system, which includes student evaluation, peer evaluation, and expert evaluation, should be established. Student evaluation is an important indicator of teaching quality in which students are given the opportunity to evaluate their teachers from various angles, including classroom teaching quality, teaching content design, teaching methods, *etc.* <sup>[10]</sup>. On the other hand, peer evaluation allows teachers to evaluate each other and thus promotes communication and mutual learning among teachers. Expert evaluation provides professional opinions and suggestions to help teachers discover their own shortcomings and thus improve their teaching.

Second, the management of the teaching process, including teaching progress management, homework assignment, correction, assessment, and scoring, *etc.*, must be strengthened. Teachers need to keep track of students' learning and modify their teaching strategies to ensure that students can fully and effectively master the knowledge and skills they have learned. At the same time, an incentive mechanism should be established to encourage teachers in higher vocational colleges to actively participate in teaching work. Teaching achievement rewards and honorary of outstanding teachers would encourage teachers to further explore and innovate in teaching.

Lastly, it is important to make full use of modern technological means. With the rapid development of information technology, modern technological means would play an important role in improving the teaching quality monitoring and evaluation mechanism. Internet technology can be used to establish an online evaluation platform to facilitate students' evaluation and feedback on teaching; at the same time, technical means such as data analysis and artificial intelligence can be used to monitor and evaluate teaching quality.

In short, strengthening the teaching quality monitoring and evaluation mechanism would help improve the teaching quality as well as the learning effect and quality. Therefore, higher vocational colleges must strengthen the teaching quality monitoring and evaluation mechanism and the management of the teaching process, establish a comprehensive and scientific evaluation system from multiple levels as well as an incentive mechanism, and make full use of modern technology to provide high-quality education. All these would provide a strong guarantee for the improvement of the teaching quality of teachers in vocational colleges.

## **5. Conclusion**

In conclusion, improving the quality of teachers in higher vocational colleges is very important for schools and the entire higher education undertaking. In this new era, higher vocational colleges should adhere to

the “people-oriented” educational concept, establish scientific management mechanisms, strengthen the training and education of teachers, implement democratic management, and ensure that the campus culture relates to young people, so as to improve the quality of teachers and provide greater strength for the development of higher vocational education.

### **Disclosure statement**

The author declares no conflict of interest.

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