

# Exploring the Long-Term Mechanism of the Construction of College Teachers' Ethics in the New Era Under the Concept of "Sanquan Education"

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**Abstract:** This paper takes the long-term mechanism exploration of the construction of teachers' ethics in the new era under the concept of "Sanquan education," aiming to explore how to establish a long-term mechanism of the construction to meet the needs of college education development under the background of the new era. A series of targeted measures and suggestions are put forward, including improving the system and mechanism, strengthening the education and training of teachers' ethics, and establishing the evaluation and assessment mechanism. The implementation of these measures can promote the formation of the long-term mechanism of the construction of teachers' ethics in colleges and universities, improve teachers' ethics and behavior quality, and provide strong support for the development of education in colleges and universities.

**Keywords:** Sanquan education; Ethics; College education; Long-term mechanism; Teacher quality

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## 1. The system and mechanism of teacher ethics construction in colleges and universities in the new era

### 1.1. Improving the system for the construction of teachers' ethics

Improving the system of the construction of teachers' ethics is an important guarantee to ensure the long-term mechanism of the construction of teachers' ethics in colleges and universities. It is necessary to establish a set of scientific and reasonable guidelines and policy documents for the construction of teachers' ethics and behaviors, and clarify the norms and requirements of teachers' behavior in education and teaching, academic research, and teacher-student relations. It is necessary to strengthen the implementation and execution of the system, establish and improve the corresponding management mechanism and process, clarify the division of responsibilities and working procedures, and ensure the effective operation of the system <sup>[1]</sup>.

## **1.2. Establishing and improving the supervision mechanism for the construction of teachers' ethics**

Establishing and improving the supervision mechanism for the construction of teachers' ethics is an essential means to ensure the effective operation of the long-term mechanism of the construction of teachers' ethics in colleges and universities. It is necessary to strengthen the intensity and breadth of supervision, such as regular inspection, supervision, and evaluation, comprehensive and objective supervision of the performance of teachers' ethics and behaviors, and timely detection of problems and appropriate corrective measures. Smooth reporting channels and protection mechanisms should also be established <sup>[2]</sup>.

## **1.3. Promoting the construction of teachers' ethics in colleges and universities with the talent selection system**

Promoting the connection between the construction of teachers' ethics and the talent selection system ensures the consistency and synergy between the construction of teachers' ethics and the goal of talent training. It is necessary to establish a scientific and reasonable talent selection system, clarify the importance and evaluation indicators of teachers' ethics and behaviors in talent selection, and take teachers' ethics and behaviors as an important reference basis for talent selection. It is necessary to strengthen the supervision and evaluation of the talent selection process, ensure the fairness, transparency, and impartiality of the selection process, and prevent the phenomenon of not knowing morality or being unethical <sup>[3]</sup>.

## **2. Education and training of the construction of teacher ethics in colleges and universities in the new era**

### **2.1. Strengthening the innovation in content and methods of teachers' ethics education and training**

Strengthening the education and training of teachers' ethics is an important way to improve teachers' quality and promote the construction of teachers' ethics. In terms of content, attention should be paid to cultivating teachers' moral sentiment, professional ethics, and professional quality, emphasizing teachers' ethics and educational concepts <sup>[4]</sup>. At the same time, focus should be put on improving teachers' teaching ability, innovation ability, and scientific research ability to meet the needs of education development. Moreover, a variety of training methods can be adopted, such as online learning platforms, special seminars, teaching observation, and so on.

### **2.2. Establishing a multi-level and all-round teacher ethics training system**

The establishment of a multi-level and all-round ethics training system is an essential guarantee to improve teachers' ethics. A whole-process training system from entry training to on-the-job training should be established to ensure that teachers can receive training that meets their development needs at different stages. Different levels of training, including basic training, professional training, and leading cadre training, should be conducted to meet the needs of teachers at different levels <sup>[5]</sup>. Attention should also be paid to cultivating teachers' innovative ability and educational and scientific research ability, encouraging teachers to participate in academic exchanges and teaching research, and improving their professional quality and academic level.

### **2.3. Guiding teachers to participate in professional development and teaching research, and improving teachers' quality**

Guiding teachers to participate in professional development and teaching research is crucial to improving teachers' quality and promoting the construction of teachers' ethics. Teachers should actively participate in

discipline construction and teaching reform to improve their own discipline knowledge and teaching ability. Schools may set up professional development funds to subsidize teachers to attend academic conferences, training courses, and academic lectures. Schools should also support teachers to carry out teaching innovation projects and evaluation of teaching results, so as to improve teachers' teaching level and teaching ability <sup>[6]</sup>.

### **3. Evaluation and assessment of teacher ethics construction in colleges and universities in the new era**

#### **3.1. Improving the evaluation and assessment index system of teachers' ethics**

It is the key to ensuring the scientificity and comprehensiveness of the evaluation to improve the evaluation index system. The system should include teachers' performance and achievements in education and teaching, academic research, teacher and student relationships, as well as the evaluation indicators of teachers' moral quality and professional ethics. The formulation of indicators should take into account the characteristics of colleges and universities and the actual situation of teachers to ensure the fairness and operability of evaluation <sup>[7]</sup>. The corresponding evaluation methods and procedures should also be established, and the evaluation procedures and standards should be clarified to ensure the scientificity and objectivity of the evaluation.

#### **3.2. Establishing a scientific and fair evaluation and assessment mechanism**

The establishment of a scientific and fair evaluation and assessment mechanism is a vital guarantee to promote the construction of teachers' ethics. This mechanism should clarify the objectives and principles of evaluation and assessment, and ensure the fairness, justice, and authority of evaluation. In the design of the mechanism, diversified evaluation methods should be adopted, including teaching evaluation, student evaluation, peer review, etc. Furthermore, the performance of teachers' teaching ability, academic level, teacher-student relationship, and other aspects should be comprehensively considered <sup>[8]</sup>. At the same time, a sound evaluation and assessment procedure should be established to ensure the transparency and standardization of the evaluation and provide opportunities for teachers to appeal and improve.

#### **3.3. Establishing an incentive mechanism to promote the sustainable development of the construction of teachers' ethics**

The establishment of an incentive mechanism is an important means to stimulate the enthusiasm of teachers and promote the construction of teachers' ethics. This mechanism should include the establishment of all kinds of awards and honorary titles, as well as the salary incentive measures linked to the evaluation and assessment results. The incentive mechanism should focus on stimulating teachers' internal motivation, encourage them to actively participate in professional development and teaching research, and improve their own quality and ability <sup>[9]</sup>. At the same time, a sound incentive evaluation mechanism should be established to ensure the fairness and effectiveness of the incentive. While encouraging excellent teachers, we should also provide opportunities for improvement and growth to other teachers.

### **4. The organizational guarantee of the construction of teacher ethics in colleges and universities in the new era**

#### **4.1. Establishing an efficient management organization for the construction of teachers' ethics**

It is an important measure to establish an efficient management organization for the construction of teachers'

ethics and behaviors in colleges and universities in the new era. The organization should have a clear division of responsibilities and duties to ensure the orderly progress of the construction of teachers' ethics and behaviors. The institution shall set up a special department or institution for the construction of teachers' ethics and behaviors, responsible for overall planning, organization and coordination, and supervision and management of related work. The institution should have professional management personnel for the construction of ethics and behaviors, including experts and management personnel with rich experience and professional knowledge <sup>[10]</sup>.

#### **4.2. Strengthening the organization and leadership force of the construction of teachers' ethics**

The establishment of a strong organization and leadership in colleges and universities aims to promote the construction of teachers' ethics and behaviors in an all-round way. Colleges and universities should set up special leading groups or institutions for the construction of teachers' ethics and behaviors, which are personally led by school leaders and equipped with full-time staff. The leading group or institution should have the functions of decision-making, coordination, guidance, and supervision, and be responsible for formulating the overall plan and policy for the construction of teachers' ethics and behaviors, coordinating the work of various departments, and promoting the construction of teachers' ethics and behaviors. Colleges and universities should establish sound organizational structures, including offices or committees for the construction of teachers' ethics and behaviors <sup>[11]</sup>. At the same time, we should also set up relevant jobs, recruit full-time personnel, provide professional support and services, and ensure the professionalism and efficiency of the construction of teachers' ethics. Colleges and universities should also strengthen contact and cooperation with colleges, departments, teaching and research departments, and other grassroots units. Through the establishment of the working mechanism and process of the construction of teachers' ethics, information communication and sharing are strengthened and a working situation of up-down linkage and collaborative promotion are formed.

#### **4.3. Establishing an information platform for the construction of teachers' ethics in colleges and universities**

The establishment of an information platform for the construction of college teachers' ethics is significant to improve management efficiency and promote information sharing. The platform should be supported by modern information technology to integrate and manage information resources related to teachers' ethics and behaviors, so as to realize centralized management and rapid transmission and sharing of information. The platform should include policies and regulations, education and training resources, case sharing, advanced deeds, etc., to provide teachers with comprehensive and timely information support <sup>[12]</sup> and form a positive atmosphere for the construction of teachers' ethics and behaviors.

### **5. Social co-governance of teacher ethics construction in colleges and universities in the new era**

#### **5.1. Strengthening the cooperation and exchanges between universities and all sectors of society**

Strengthening the cooperation and exchange between colleges and universities and all sectors of society is a crucial measure to promote the construction of teachers' ethics in colleges and universities in the new era. Such cooperation and exchange can help broaden horizons, draw lessons from experience, discuss problems together, and promote the comprehensive improvement of the construction of teachers' ethics. Colleges and universities can actively establish cooperative partnerships with all sectors of society, and carry out cooperation projects

with industry associations, enterprises and institutions, social organizations, etc. By jointly carrying out research topics, holding special lectures, and organizing practical activities, we should strengthen the theoretical research and practical exploration of the construction of teachers' ethics, and improve teachers' professional quality and ethics <sup>[13]</sup>. Colleges and universities can actively carry out the interaction between teachers and students and society, encourage teachers to participate in social practice, industry training, enterprise practice, and other activities, and enhance teachers' practical skills and social responsibility.

## **5.2. Establishing a social supervision mechanism for the construction of teachers' ethics in colleges and universities**

Establishing the social supervision mechanism for the construction of teachers' ethics in colleges and universities is an important measure to strengthen the construction of teachers' ethics. This mechanism helps to form the common attention and supervision of the whole society to the construction of teachers' ethics in colleges and universities, and promote the professional ethics and code of conduct of university teachers. Diversified supervision subjects can be established, and the social supervision mechanism should include the participation of students, parents, social organizations, media, and other parties to form a diversified supervision force. Students can participate in supervision through evaluation, complaints, reports, and others; parents can understand and supervise teachers' ethics through parents' meetings and home-school cooperation; and social organizations and media can carry out investigation and reports and public opinion supervision, so as to promote the openness and transparency of ethics in colleges and universities <sup>[14]</sup>. A sound reporting and handling mechanism and reporting channels should be established, the legitimate rights and interests of informants should be protected, the reporting contents should be investigated and verified, and corresponding handling measures should be taken in time.

## **5.3. Cultivating a positive atmosphere for society to participate in the construction of teacher ethics in colleges and universities**

Colleges and universities can strengthen communication and interaction with all sectors of society, and establish a communication platform between colleges and society, including regular open seminars on teachers' ethics, social forums, and other activities, inviting people from all sectors of society to participate in discussions and suggestions. At the same time, universities can also actively respond to social concerns, timely release relevant information on the construction of teachers' ethics and behaviors, and increase transparency and credibility. All sectors of society can be encouraged to participate in the evaluation and supervision of the construction of teachers' ethics and behaviors <sup>[15]</sup>. Colleges and universities can also cooperate with all sectors of society to carry out practical teaching, social practice, and other projects, strengthen the publicity and guidance of the construction of teachers' ethics, establish a positive example, and guide the attention and support of public opinion.

## **6. Conclusion**

To sum up, this paper explores the long-term mechanism of the construction of teachers' ethics in colleges and universities in the new era under the concept of "Sanquan education," and puts forward a series of measures and suggestions, such as improving the system mechanism, strengthening the education and training of teachers' ethics, and establishing the evaluation and assessment mechanism. The implementation of these measures will help to form a long-term mechanism for the construction of teachers' ethics in colleges and universities, improve teachers' ethics and behavior quality, and provide strong support for the development of education in

colleges and universities. In the background of the new era, college education needs to keep up with the pace of the development of the times, constantly optimize the construction mechanism of teachers' ethics, to meet the needs of the times and make greater contributions to the training of more outstanding talents.

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