

# Construction and Analysis of University Teacher Evaluation System Guided by the Principle of Virtue-Education

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**Abstract:** The evaluation system for university teachers is an important component of ensuring the quality of university education. This paper proposes a construction plan for the evaluation mechanism for university teachers based on the guidance of “cultivating virtue and educating people.” This plan takes moral education and academic research as the core evaluation criteria and establishes a comprehensive, scientific, fair, and effective teacher evaluation indicator system, including two major categories of moral education and academic research, covering aspects such as teaching, scientific research, and social services. At the same time, this paper introduces the practical application of this evaluation mechanism and analyzes its evaluation effect. Practice has shown that the evaluation mechanism for university teachers guided by the principle of “cultivating virtue and educating people” has a positive promoting effect on improving the moral education and academic level of teachers and promoting the improvement of the quality of university education.

**Keywords:** Virtue-education; University teacher evaluation; Evaluation mechanism; System construction

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## 1. Strengthening the value recognition of teaching and educating people, promoting the transformation of evaluation concepts

The construction of a university teacher evaluation mechanism guided by the principle of teaching and educating people needs to be based on correct concepts<sup>[1]</sup>. The work of teachers is not only about imparting knowledge but more importantly about cultivating students' abilities and qualities, inheriting culture, and contributing to social development. Therefore, the evaluation of university teachers should focus on their overall quality, including teaching level, teaching effectiveness, discipline construction, research capabilities, and social services, rather than just focusing on teachers' teaching achievements and examination scores. At the same time, the evaluation concept should also break free from the constraints of the past “economic man” thinking, which is not only for the management and constraint of teachers' behavior but more importantly for the concern about teachers' development and growth, respecting teachers' professional values and value pursuits<sup>[2,3]</sup>. The university teacher

evaluation mechanism should center on teachers, addressing their personal needs and development, providing tailored services to help them discover their growth paths and unlock their potential, thereby enhancing their professional competencies <sup>[4,5]</sup>.

In addition, the evaluation mechanism for university teachers should also advocate a people-oriented evaluation concept, paying attention to giving play to teachers' subject role and creativity, not only for the development and ranking of the school but more importantly for the growth and development of teachers themselves. The evaluation mechanism should start from cultivating teachers' self-awareness and educational responsibility, encouraging teachers to actively participate in educational teaching reforms and innovations, giving play to teachers' professional strengths and academic influence, and promoting the progress and development of the education cause <sup>[6,7]</sup>. Finally, the construction of a university teacher evaluation mechanism guided by the principle of teaching and educating people also needs to pay attention to teachers' emotional needs, caring about teachers' physical and mental health and job satisfaction, and motivating teachers' professional enthusiasm and creativity. Teachers are the backbone of the education cause, and their growth and development are the key to the development of the education cause. Only by establishing a people-oriented evaluation mechanism, giving full play to teachers' subject role and creativity, can we truly improve the quality and level of university education and teaching and make greater support and contributions to the construction of an education power.

## **2. Scientific evaluation, constructing a university teacher evaluation index system oriented to teaching and educating people**

The construction of a university teacher evaluation mechanism oriented by teaching and educating people is a long and complex task, and its evaluation indicators are an important component of the evaluation mechanism <sup>[8]</sup>. To achieve a scientific and reasonable teacher evaluation, universities need to pay attention to overall planning and systematic thinking and establish an evaluation index system that is suitable for various types of universities and in line with actual conditions <sup>[9,10]</sup>. The design of this index system needs to take teachers' moral education and academic research as the core indicators, while taking into account the evaluation content of scientific research, student work, and social services to promote the coordinated development of various work functions. The evaluation indicators should fully consider the characteristics of teachers of different disciplines, titles, and teaching ages, avoiding the simplification and mechanization of evaluation indicators. At the same time, the formulation of evaluation indicators also needs to draw on advanced teacher evaluation concepts and practical experience at home and abroad and combine them with the actual situation of the school for quantification and classification. Evaluation indicators should not only focus on teachers' performance and achievements but also pay more attention to teachers' educational teaching concepts, teaching methods, and educational psychological qualities to assess teachers' comprehensive abilities and levels. In summary, the construction of a university teacher evaluation mechanism oriented by teaching and educating people needs to establish a scientific and reasonable evaluation index system, which not only aligns with teachers' occupational characteristics but also takes into account the actual situation of the school to promote teachers' growth and improvement and the sustainable development of university education.

## **3. Digitalization support for the university teacher evaluation mechanism, promoting refined management of teaching and educating people**

The construction of a university teacher evaluation mechanism oriented by teaching and educating people is a

long and complex process that requires not only the improvement of technical means but also the emphasis on the core position of educational teaching performance. In this process, the following measures need to be taken:

First, universities should strengthen the top-level design of information construction to ensure the institutional guarantee of technical support for teacher evaluation reforms. The deep integration of information technology and teacher evaluation mechanisms is the key to achieving the modernization of teacher evaluations. In addition, we need to make full use of information technology to establish a database of university teacher information to comprehensively record the dynamic data of teachers' work and professional growth and to strengthen the process evaluation of university teachers. This database should be regularly updated and provide convenient and accurate functions for reading teachers' evaluation information so that teachers and educational management departments can better grasp and evaluate teachers' job performance. We should also make full use of information technology to build a data analysis platform for university teacher evaluations, achieve quantitative and qualitative assessments of each teacher through automatic data analysis, realize the intelligence and precision of university teacher evaluations, and promote the routine implementation of university teacher evaluations.

At the same time, attention should be paid to protecting teachers' privacy and information security to ensure the fairness, openness, and transparency of the evaluation process. On this basis, we also need to emphasize the core position of educational teaching performance, improve the evaluation index system of educational teaching performance, including multiple indicators such as scientific research, student work, and social services. In addition, we should strengthen the evaluation of the educational teaching process, emphasize the core position of educational teaching evaluation indicators, and increase the weight of evaluation results in aspects such as job hiring, title evaluation, talent selection, and performance assessment. Finally, we should innovate the incremental evaluation of educational teaching performance, encourage teachers to participate in educational teaching reforms and innovative practices, and promote the scientificity, fairness, and effectiveness of university teacher evaluations.

#### **4. Establishing a teacher evaluation result feedback mechanism, strengthening moral education**

The application and feedback of teacher evaluation results are important links in the construction of university teacher evaluation mechanisms. By applying the evaluation results of teachers, we can promote teaching improvements and the enhancement of moral education and better serve students and society. At the same time, timely feedback mechanisms can also effectively improve teachers' understanding of teaching work and mastery of educational teaching. First, universities can provide personalized teaching improvement suggestions to teachers based on evaluation results. By analyzing evaluation results, we can understand teachers' strengths and weaknesses in teaching, as well as the shortcomings and problems existing in teaching, and thus propose corresponding teaching improvement suggestions. For example, guidance and assistance can be provided in aspects such as teaching strategies, curriculum design, and textbook selection to help teachers improve their teaching methods and enhance teaching effectiveness. Second, the feedback of teacher evaluation results can also promote teachers' personal growth and development. Teachers can understand their own teaching achievements and shortcomings through evaluation results, set clear goals and directions for their professional development. In addition, teachers can also learn from and exchange ideas with other outstanding teachers to further improve their teaching levels and abilities and achieve personal growth and professional development. Finally, the

application and feedback of teacher evaluation results can also promote the overall quality improvement of university teachers and the construction of moral education. By applying and feeding back evaluation results, we can continuously improve teachers' teaching quality and teaching abilities, thereby promoting the overall improvement of the university's educational teaching level. At the same time, the feedback of evaluation results can also promptly discover and correct teachers' improper behaviors, improve teachers' moral education levels, and ensure the quality and fairness of educational teaching. In summary, the establishment of a scientific university teacher evaluation mechanism not only requires strengthening university information construction and comprehensively building a teacher information database but also requires giving full play to the application and feedback roles of evaluation results to provide effective guarantees and support for teachers' teaching improvements, professional growth, and the overall improvement of university educational teaching quality.

The application and feedback of teacher evaluation results are crucial links in the construction of university teacher evaluation mechanisms. By applying the evaluation results of teachers, we can promote teaching improvements and the enhancement of moral education, better serving students and society. To gauge the effectiveness of the proposed evaluation mechanism, a survey was conducted among 32 students in a selected class. The survey aimed to assess students' perceptions of their teachers' performance in virtue-cultivation and academic guidance.

As shown in **Table 1**, the majority of students reported positive experiences, with high agreement on teachers' ethical behavior and encouragement of creativity. These findings support the notion that a comprehensive evaluation mechanism, incorporating both moral education and academic performance, is effective in fostering a conducive learning environment.

**Table 1.** Student perceptions of teacher performance in virtue-cultivation and academic guidance

Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1. Teachers effectively incorporate moral education into their lessons.	20	10	2	0	0
2. Teachers are actively engaged in research and share findings with us.	15	12	5	0	0
3. Teachers provide adequate guidance for social service projects.	18	8	4	2	0
4. Teachers encourage creativity and innovation in the classroom.	22	8	2	0	0
5. Teachers are role models for ethical behavior.	25	7	0	0	0

## 5. Conclusion

With the intensifying competition in higher education, improving education quality has become an important task for universities. Building a university teacher evaluation mechanism guided by the principle of cultivating virtue and educating people is an important means to promote the improvement of education quality. The construction and implementation of the university teacher evaluation mechanism requires the attention and support of the whole society, and only through the joint efforts of all parties can good results be achieved. University administrative departments need to strengthen information construction, improve the database of teacher information and the data analysis platform for evaluations, and provide more scientific and precise data support for teacher evaluations. Teachers should also actively participate in the construction of the evaluation mechanism, conduct in-depth reflection and summary on their own teaching work, continuously improve their own teaching levels, and make greater contributions to the improvement of university education quality.



In addition to the technical and conceptual discussions, the inclusion of student feedback through the survey highlights the practical implications of the proposed evaluation mechanism. The positive responses from students underscore the importance of integrating moral education and academic performance in teacher evaluations. This approach not only enhances teaching quality but also aligns with the broader goals of nurturing well-rounded talents. As universities strive to improve education quality, incorporating student feedback into the evaluation process can provide valuable insights for continuous improvement.

## Disclosure statement

The authors declare no conflict of interest.

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