

Research on the Connotation Interpretation, Realistic Dilemma, and Mechanism Construction of Educator Spirit in the New Era

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Abstract: The state attaches great importance to the construction of the teachers' team, from "four haves" good teachers to "great teachers", and then to the evolution of the concept of "educator teacher", and finally condensed into the spirit of educators with Chinese characteristics. This spiritual system takes six dimensions as the core, such as "the ideal and belief of serving the country with sincerity", which is the inheritance of the Chinese excellent educational tradition and the major innovation of the sinicization of Marxist educational theory. In the critical period of building a strong education country, it is of great theoretical significance and practical value to deeply explain the theoretical origin and the value of the times of the educator's spirit, to solve its practical dilemma in carrying forward and implementing, and to construct a scientific and efficient practical mechanism. This paper systematically combs the connotation and generation logic of educator spirit, analyzes the existing problems in connotation interpretation, transformation path, and guarantee system, and puts forward the three-dimensional implementation mechanism of "cultural guidance-practical empowerment-institutional guarantee", which provides theoretical support and practical path for the construction of teachers' team and the high-quality development of education in the new era.

Keywords: Educator spirit; Education power; Vocational education; Ideological and political education

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1. Introduction

A strong country must first strengthen education, and a strong education must first strengthen teachers. Teachers are the foundation of education and the source of education. The proposal of the spirit of an educator is the inheritance and innovation of the thousands of years of educational civilization of the Chinese nation. It is the theoretical sublimation of the practical experience of education since the founding of the People's Republic of China. It is also the inevitable requirement to cope with the educational reform in the new era and meet the people's demand for high-quality education. At present, China's education is in a critical period of transformation

from scale expansion to quality improvement, facing multiple challenges such as digital transformation, education model reform, intensified international competition, and the development of new quality productivity. In this context, carrying forward and implementing the spirit of educators is not only the internal need to improve teachers' professional quality and moral sentiment, but also the core driving force to solve the problems of education development and promote the high-quality development of education.

2. Connotation interpretation and generation logic of the educator spirit in the new era

The educator spirit is a spiritual system rooted in the profound historical and cultural soil, relying on scientific theoretical guidance and conforming to the development needs of the times. Accurately grasping its core connotation and clarifying its core connotation and generation logic are the premises of deeply understanding the spiritual essence of educators and promoting their effective practice.

2.1. The core connotation of the educator spirit

The educator's spirit covers the following six dimensions: the ideal and belief of "having a big heart and serving the country sincerely", the moral sentiment of "being a scholar and acting as a model", the educational wisdom of enlightening wisdom and moistening the heart and teaching students in accordance with their aptitude, the attitude of diligence and innovation, the heart of benevolence of loving students and being willing to devote, and the pursuit of promoting the world with the mind and educating people^[1]. It constitutes a spiritual system with strict logic and rich connotation.

The ideal and belief is the soul of the educator's spirit. It emphasizes that teachers should integrate personal ideals into the great cause of national development and national rejuvenation, which reflects the family and country feelings and mission of education. Yan Yangchu's participation in the civilian education movement and Zhang Boling's "three questions of patriotism" are vivid portrayals of ideals and beliefs.

Moral sentiment is the foundation of the body, requiring teachers to lead by example, be a model for others, and become a model for students' moral cultivation. Ideological and political teachers should adhere to the principle of "strong politics, deep feelings, new thinking, wide vision, strict self-discipline, and correct personality"^[2].

Educational wisdom is the core competence, which highlights the professionalism and scientificity of education and requires teachers to follow the law of education and the law of students' growth. Vocational education teachers need to balance skill teaching and value guidance in the integration of production and education. Basic education teachers should teach students in accordance with their aptitude under the pressure of further education. College teachers should solve the problem of "emphasizing research and neglecting teaching" and realize the equal emphasis on teaching and research.

The attitude of farming reflects the teacher's academic spirit and enterprising consciousness, emphasizing lifelong learning and innovative practice. Vocational education teachers need to conform to the development trend of new productivity, go deep into the practice of enterprises to master new technologies and new skills, and college teachers should continue to improve in academic research and teaching reform.

The heart of benevolence is the emotional basis of education, highlighting the student-centered concept of education. "Holding a heart without half a grass" is the ideal interpretation of the spirit of teacher love.

The pursuit of Hongdao shows the cultural mission and international vision of education. It requires teachers to inherit Chinese excellent culture and promote the exchange and mutual learning of civilizations. It is the concrete embodiment of Hongdao's pursuit that vocational education teachers' overseas teaching serves international production capacity cooperation.

2.2. The generative logic of the educator's spirit

2.2.1. Historical origin: Inheritance and innovation of the Chinese excellent education tradition

The spirit of Chinese traditional educators is deeply rooted in the soil of Chinese excellent traditional culture. It takes "self-cultivation" as the core and emphasizes the heart of "sincerity" and the feelings of home and country. From Confucius "educational proposition of "education without discrimination", Zhang Zai's mission of "building the heart for the heaven and the earth, and building the life for the people", to Zhu Xi's academic attitude of "studying things to acquire knowledge", the elements of benevolence, integrity, practice and responsibility in the traditional educational spirit provide profound cultural nourishment for the spirit of educators in the new era. Since modern times, Cai Yuanpei's school-running concept of "ideological freedom and inclusiveness", Tao Xingzhi's practical proposition of "life is education", Meng Xiancheng's exploration of the integration of Chinese and Western educational thoughts, the formation of patriotic dedication, the pursuit of truth, and the unity of knowledge and practice have further enriched the connotation of the spirit of Chinese educators and laid a historical foundation for its formation in the new era.

2.2.2. Theoretical guidance: The sinicization and modernization of Marxist educational theory

Marxist educational theory emphasizes the class nature, people's nature, and practicality of education, and advocates that education serves the cause of the proletariat and promotes the all-round development of people. In contemporary China, this theory is combined with Chinese educational practice, forming the fundamental task of "building morality and cultivating people" and the educational policy of "five educations simultaneously." The spirit of educators is the spiritual condensation of these theoretical achievements, which embodies the innovative development of Marxist educational theory in the new era. Especially in the field of ideological and political education, Marxist theory provides a solid theoretical support for the spirit of educators.

2.2.3. The needs of the times: The practical call for the construction of a strong education country

As China enters the stage of high-quality development, education undertakes the important mission of cultivating socialist builders and successors with all-round development of morality, intelligence, physique, beauty, and labor^[3]. In the face of the new requirements of digital transformation, industrial upgrading, and new productivity development for talent training, and the urgent needs of the people for high-quality and balanced education, education reform and development need strong spiritual guidance. As the main position of cultivating technical and skilled talents, vocational education urgently needs to lead the construction of "double-qualified" teachers with the spirit of educators. Higher education is facing the dual tasks of "double first-class" construction and independent training of talents, which requires the spirit of educators to stimulate teachers' enthusiasm for educating people; basic education needs to improve the quality of education with the spirit of educators under the background of the "double reduction" policy. The proposal of educator spirit is the inevitable result of responding to the demands of the times, which provides spiritual impetus for solving the problems of education development and improving the quality of education.

3. The realistic dilemma of carrying forward and implementing the educator's spirit

In the current process of carrying forward and implementing the educator spirit, it still faces a series of practical difficulties. These difficulties not only restrict the effective dissemination and deep recognition of the educator's spirit, but also hinder its transformation from spiritual concept to teaching practice, affecting the effectiveness of teacher team construction and education quality improvement.

3.1. Cognitive level: The fragmentation of connotation interpretation

At present, there is a problem of fragmentation in the interpretation of the connotation of the spirit of educators. Some educators only pay attention to the understanding of a single dimension and lack the overall grasp of the spiritual system, resulting in one-sided cognition. For example, some vocational education teachers simply equate the spirit of educators with the spirit of craftsmen, ignoring the core dimensions of ideals, beliefs, and pursuits; college teachers may focus on scientific research and innovation in the attitude of self-cultivation, weakening the cultivation of educational wisdom and benevolence.

3.2. Practical level: fuzzy transformation path

In the process of practice transformation, some schools and teachers have the phenomenon of "emphasizing form and neglecting effectiveness." Carrying forward the spirit of educators is simply equivalent to carrying out thematic activities and posting propaganda slogans, lacking the specific path of transforming spiritual connotation into teaching behavior. There is an imbalance between supply and demand in the practice transformation in different education fields: college teachers are faced with the guiding influence of "emphasizing research and neglecting teaching", the weight of scientific research evaluation is too high, and it is difficult to fully integrate the wisdom of educating people and the attitude of hard work into teaching practice. Some teachers even regard teaching as a "sideline" and ignore the fundamental task of moral education.

3.3. Institutional level: The security system is not perfect

In terms of the guarantee system, the teacher training system lacks pertinence. The existing training is mostly general content, and it fails to design personalized training programs based on the characteristics of teachers in different periods, different disciplines, and different fields. The training of vocational education teachers focuses more on theoretical knowledge and lacks practical skills training in enterprises. The training of ideological and political teachers lacks the deep integration of value guidance and teaching methods; the lack of training resources for teachers in rural areas makes it difficult to obtain high-quality learning opportunities. The protection mechanism of teachers' rights and interests is not perfect. Some teachers are facing problems such as high work pressure, limited space for career development, and low salary. In particular, the social status and economic treatment of vocational education teachers need to be improved, which affects the enthusiasm of practicing the spirit of educators.

4. Construction of the mechanism for carrying forward and implementing the spirit of educators

To solve the practical dilemma in the promotion and implementation of the educator's spirit, it is necessary to build a scientific system and a practical mechanism. Based on the previous analysis of the connotation and dilemma, a three-dimensional implementation mechanism of "cultural guidance-practical empowerment-

institutional guarantee” is proposed.

4.1. Cultural leading mechanism: Strengthen cognitive identity and atmosphere construction

Innovate diversified communication paths: integrate traditional media and new media resources, and build a communication system of “policy interpretation + case sharing + interactive communication.” Use new media carriers such as short video platforms and educational apps to produce vivid and engaging communication content, such as vocational education teachers’ enterprise practice records, ideological and political teaching innovation cases, and excellent teachers’ education stories. Carry out offline activities such as “educator spirit into campus”, “famous teacher lecture hall” and “craftsman master into campus”, and invite excellent teachers, industry experts and craftsman masters to share practical experience; establish a cross-regional and cross-domain learning and communication platform, and narrow the cognitive gap between regions and fields through online live broadcast, offline mutual visits, and teacher studio pairing. Pay special attention to the coverage of teachers in rural areas and remote areas, and ensure the accessibility of learning resources by sending teachers to the countryside and providing online training.

Strengthen the culture of respecting teachers and valuing education: increase the recognition of teachers’ honors, improve the three-level recognition system at the national, provincial, and school levels, and focus on recognizing teachers who have achieved remarkable results in practicing the spirit of educators. In the field of vocational education, the establishment of the “double-qualified” teacher model, vocational education teacher and other honorary titles; in the field of ideological and political education, select famous teachers of ideological and political courses and excellent ideological and political workers; in colleges and universities, promote the “double name plan” and cultivate educator-type famous teachers and principals. Tell the story of Chinese educators well, excavate the typical cases of excellent teachers in different fields, such as Zhang Guimei, Yu Yi, etc., widely publicize through various channels, and create a social fashion that advocates the spirit of educators. To integrate the spirit of educators into the construction of campus culture, vocational colleges can set up industry models and craftsmen master sculptures, colleges and universities can build educators memorial halls and school history halls, basic education schools can arrange typical portraits of sages and people’s educators, forming a campus atmosphere of “everyone practicing the spirit of educators.”

4.2. Practice empowerment mechanism: Build a transformation platform and enhance the ability

Build a practice transformation carrier: establish an “educator’s spiritual practice base”, select different types of schools to carry out pilot projects, such as the “craftsman cultivation” base of vocational undergraduate colleges, the “double name plan” practice base of colleges and universities, and the famous teacher studio of basic education, and explore a replicable and replicable practice model. Carry out the theme practice activities of “practicing the spirit of educators”, and vocational education can organize teachers’ enterprise practice results display and skill teaching innovation competition; colleges and universities can hold teaching innovation forums and educational achievements exchange meetings; basic education can carry out teaching design competitions and share educational stories; teachers of ideological and political courses can organize red education practice, social hot spot discussion, etc., and promote teachers to transform spiritual connotation into specific teaching behavior. Build a teacher practice community, encourage interdisciplinary, cross-school, cross-field teacher exchanges and

cooperation, and use project research, project cooperation, and famous teacher studios as carriers to share practical experience and jointly solve practical problems. For example, vocational education teachers and enterprise technical experts form a community to jointly develop curriculum resources; teachers of ideological and political courses cooperate with teachers of professional courses to promote the construction of ideological and political courses.

Strengthen digital literacy and technology application ability: incorporate digital literacy into the core content of teacher training, and carry out special training such as intelligent teaching tool application, online teaching method, and big data analysis according to the needs of teachers in different fields. Vocational education teachers focus on learning virtual simulation teaching technology and digital training platform operation; college teachers focus on the digital retrieval of academic resources and the application of online teaching platform; basic education teachers strengthen the production of multimedia teaching resources and students' ability to learn data analysis; teachers of ideological and political courses need to master new media communication technology and online value guidance methods. Build a digital teaching resource library, integrate high-quality teaching cases, teaching design, virtual simulation resources, etc., cooperate with the national smart education platform, and provide technical support for teachers to practice the spirit of educators. Guide teachers to correctly handle the relationship between technology and education, adhere to the original intention of educating people in intelligent teaching, avoid technological alienation, teach students in accordance with their aptitude through technological empowerment, and enhance teacher-student interaction and emotional communication.

4.3. Institutional guarantee mechanism: Improve the evaluation incentive and support system

Reform the education evaluation mechanism: establish a three-dimensional evaluation system of "teacher ethics + education effectiveness + professional development", and take the practice of educator spirit as the core index of teacher evaluation. Colleges and universities should adjust the weight of evaluation, improve the proportion of teaching performance, education effect and curriculum ideological and political construction effect in title evaluation and performance evaluation, and reduce the excessive weight of scientific research results; the basic education reforms the way of student evaluation, pays attention to the overall development of students and the improvement of comprehensive quality, integrates the cultivation of students' moral character and the development of ability into the evaluation system, and creates a relaxed environment for teachers to practice the spirit of educators; vocational education establishes a school-enterprise collaborative evaluation mechanism, incorporates enterprise practice results, education results, and technical service capabilities into the teacher evaluation system, and improves the evaluation weight of skill teaching and integration of production and education. The evaluation of ideological and political teachers focuses on indicators such as political literacy, value-leading effectiveness, and students' ideological transformation, and adopts a combination of student evaluation, peer evaluation, and expert evaluation. Use big data, artificial intelligence, and other technologies to improve diversified generative evaluation, give full play to the evaluation role of industry enterprises, parents, and students, and reverse the utilitarian tendency of teachers.

Improve the teacher security system: improve the teacher salary guarantee mechanism, improve the income level of teachers, narrow the gap between urban and rural areas, regions, inter-schools, and teachers in different education fields, especially improve the salary and social status of teachers in vocational education and rural areas. Establish a teacher career development channel to provide clear promotion paths for teachers at different

levels, such as the “double-qualified” title promotion channel for vocational education teachers, the teaching-type and research-type parallel promotion path for college teachers, and the special promotion channel for ideological and political teachers to stimulate career development. Strengthen teachers’ mental health services, establish psychological counseling and stress counseling mechanisms, and relieve teachers’ work pressure, especially pay attention to the pressure of basic education teachers, the pressure of scientific research of college teachers, and the multi-task pressure of vocational education teachers. Educators will implement the teacher’s “burden reduction” mechanism, reasonably arrange the workload of teachers, reduce unnecessary administrative affairs, meetings, supervision, and inspection, and give teachers more time and energy to carry out teaching, scientific research, and education^[4].

5. Conclusion

With the continuous deepening of education reform and the sustainable development of the era of digital intelligence, the connotation of the spirit of educators will continue to be enriched, and the implementation mechanism also needs continuous innovation. The promotion and implementation of the educator’s spirit is a long-term and arduous task, which requires the unremitting pursuit and practice of generations of educators. It is believed that under the joint efforts of the administrative departments of education, schools, society, families and other subjects, through the guarantee of a sound implementation mechanism, the spirit of educators will be deeply integrated into the whole process of education and teaching, and transformed into the professional beliefs and action consciousness of the majority of teachers, so as to inject inexhaustible impetus into the construction of a strong country in education and cultivate more socialist builders and successors with all-round development of morality, intelligence, physique, art and labor for the great rejuvenation of the Chinese nation.

Disclosure statement

The author declares no conflict of interest.

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