

Construction of the Evaluation Index System of Teachers' Ethics in Colleges and Universities Under the Guidance of Socialist Values

Yanjie Zhang^{1,*}, Minghong Shen¹

¹ Sichuan University of Science & Engineering, Sichuan, Zigong, China

* Corresponding Author

Abstract

With the development of economic globalization, the competition for national comprehensive strength has become more intense, and the core element of competition lies in the competition among talents. Colleges and universities are the cradle of conveying talents for the development of the country, and the key to cultivate talents is the teachers, "Teachers are the engineers of the soul of mankind, and bear the sacred mission." Based on the content of socialist core values, the author analyzes the current problem of teacher ethics in colleges and universities, finds out the current problems and their causes and explores effective measures to solve them, with a view to promoting the development of teachers in colleges and universities and cultivating more high-quality talents for the society in line with the idea of socialist values in the new era.

Keywords

Socialist core values; Teacher's ethics in colleges and universities; Evaluation index system.

1. Introduction

"Today's world is in a big change that has not been seen in a hundred years," with the new round of scientific and technological revolution and industrial change continues to develop, to promote the increasingly close ties between the countries around the world at the same time, a variety of Western values of the introduction has also brought a series of negative impacts. Due to the influence of the external social environment and other factors, a small number of college teachers have appeared in a variety of teacher moral misconduct, seriously affecting the good social image and professional reputation of college teachers in the eyes of the people. [2] The report of the Nineteenth National Congress clearly states that "building a strong educational country is a basic project for realizing the great rejuvenation of the Chinese nation, and it is necessary to give priority to the cause of education, accelerate the modernization of education, and run a good education to the satisfaction of the people". manuscripts must be in English, also the table and figure texts, otherwise, we cannot publish your paper.

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2. Conceptualization

Lenin believed that the school should be a tool for the destruction of bourgeois rule and the elimination of class stratification in society. Lenin attached great importance to the outstanding role of national education in the development of the country, believing that it was only through the development of national education that the masses could be trained to have a high level of consciousness, discipline, and loyalty to the bourgeoisie's struggles, and that the proletarian dictatorship could be realized in the end. He pointed out that "only when the subject of education possesses high political and moral standards, sentiments and a high sense of social responsibility, will the force of his personality have a subtle and silent educational effect on the masses."

2.1. Socialist core values

The 19th National Congress clearly put forward "to adhere to the basic strategy of the socialist core value system", education to enhance the fundamental is the development of the level of moral quality of teachers, through the social core values of the three levels of leadership, will be on the college teachers of the "moral" to play a positive role in guiding the training of talents to meet the needs of colleges and universities. Through the leadership of the three levels of social core values, it will play a positive role in guiding the teachers of colleges and universities to "establish morality", so as to meet the needs of colleges and universities for talent training.[3] First of all, they should take the initiative to learn the socialist core value system of the new era, and establish a solid communist faith with Marxist ideology as the guide. College teachers need to realize that they are the main force of teaching and educating people, and should have the correct ideology for the development of the country, and firmly "four self-confidence", to better integrate the mainstream consciousness of the new era into their own education and teaching, and form their own values of patriotism, dedication, etc. Meanwhile, college teachers should put the concept into action, and promote the popularization of the socialist core value system. At the same time, college teachers should externalize their concepts and promote the popularization of the socialist core value system. Whether in life or work, they should act as the guide and disseminator of social trends, expound the advanced ideas of socialism with Chinese characteristics in easy-to-understand words, and influence the student body to establish the spirit of "honesty and trustworthiness" and the sentiment of "love for the motherland" in the process of influence, and strive to create a socialist culture with Chinese characteristics. In this way, it influences the student body to establish the spirit of "honesty and trustworthiness" and "love for the motherland" in a subtle way, and strives to create a good campus moral culture with Chinese characteristics.

2.2. Teacher ethics in higher education

In the construction of the teaching force, the academic qualifications, titles, teaching and scientific research achievements of the university teaching force are the external indicators to measure the level of the university teaching force. Teacher moral and ethical construction is different from these indicators, is internal, also known as "hidden indicators". "Explicit indicators" can be significantly improved within a certain period of time through strengthening, while implicit indicators are like nurturing, which is a subtle process. The latter is the foundation of the former, is a prerequisite for good education and teaching work and training of students, and is directly related to the effect of the implementation of the curriculum and the realization of the goal of cultivating moral integrity.[4]

College teachers should not only have the ability to teach and research, should also continue to improve their own knowledge and cultivation, to morality, morality of teaching, truly become the students' learning teacher, life in the benefit of friends and personality model. Teacher ethics is the core indicator for evaluating a teacher's comprehensive quality and ability.[5]

3. The Significance of Teacher Ethics Evaluation Indicator System of Colleges and Universities in the Perspective of Socialist Values and Its Problems

Based on the requirements of the Party and the State for college teachers in the new era, the pursuit of building high-level universities, and the expectations of society and students for teachers,[6] a firm political stance has gradually become the primary quality that college teachers must have, and also the most basic requirement for teacher ethics. He Xianglin and Wu Changjin (2015) discussed the difficulties faced by teachers' moral construction in colleges and universities, and believed that exploring the socialist core values to lead the construction of teachers' morality in colleges and universities is of great practical significance.[7]

Teaching force not only has the quantity, structure, level and ability problems, but also has the ideology, morality, quality and sentiment problems, among which the teacher morality is the most important problem.

4. Exploration of the Reasons for the Problems of Teacher Ethics Evaluation Indicator System in Colleges and Universities under the Perspective of Socialist Values

The problem of academic integrity of college teachers, which is at odds with the socialist core values, is mainly caused by the lack of fulfillment of duties, the responsibility system is not clear enough, the existence of formalism in the construction of teachers' morality and ethics, the existence of loopholes in the research and judgment of teachers' ideological dynamics, the lack of a sound mechanism for early research and judgment of pre-emptive measures, and the insufficiently timely detection of the incipient problems, and insufficiently forceful early warning and treatment.

4.1. Inadequate school system system

Teacher ethics education efforts, system construction, supervision and accountability mechanisms, assessment and evaluation system, teacher ethics typical publicity is insufficient, role model demonstration function to be further played, to further create a good cultural atmosphere of teacher ethics. Concerned about the deep state of mental health, personal files to be established and sound, school level, although there are relevant systems and regulations, the existence of utilitarian value of the work of the staff cognitive, heavy teaching, scientific research and other hard standards, belittling ideological and moral and other soft constraints; the education and management of teachers is not in-depth enough, the existence of the phenomenon of the upper hot, middle temperature, the lower cool, the pressure is not transmitted from one layer to the next.

4.2. The awareness of university teachers still needs to be strengthened

Tian Chen's discussion, on the one hand, college teachers will focus on the assessment of the title and rank promotion, busy writing papers, doing scientific research, do the project, relatively ignore the teaching work, there is a lack of time to prepare for the class, the class is more casual, in the face of the students' questions ignored the teacher's responsibility problems. On the other hand, young teachers, who have only been working for a short time, are facing pressure from work, family, study and economy, and they are too profit-oriented, with a weak sense of teaching responsibility and weakening ideals of educating people; older teachers, who have already been evaluated for senior titles, will also relax their classroom teaching and have weaker motivation for their work.

The pressure of competition in scientific research, the bad social atmosphere, and the incomplete assessment and evaluation standards of only papers, awards and titles have made some researchers gradually forget their original intention of doing scientific research and lose themselves on this arduous road. For example, the incident of Dr. Zhai, the plagiarism incident of young Changjiang scholars, and the large-scale withdrawal of manuscripts have had a great negative impact on the academic world.

5. The Path Choice of Teacher Ethics Evaluation Index System in Colleges and Universities under the View of Socialist Values

In terms of the principles of teacher ethics evaluation, Li Chunqiu in Introduction to Higher Education elaborates the basic requirements for teacher ethics from three aspects: teachers in other interpersonal relationships, teacher-student relationships, and teacher-teaching profession relationships. [8] The construction of teacher ethics in colleges and universities under the influence of socialist core values in the new era should not only have a bottom line originating from the historical orientation of the new era, but also have legal self-confidence.

5.1. New spirit - focus on political thought leadership

For teachers in colleges and universities, political literacy is their primary literacy. It is not only about the foundation of university life and livelihood, but also about what kind of teaching team the university has, and even more about the fundamental question of "what kind of people to train and for whom to train people". At present, on the whole, the political literacy of teachers in colleges and universities in China meets the requirements of the country and the needs of the society. However, in practice, with the development of network media, the increasing infiltration of Western bad ideas, constantly corroding the muscle of our college teachers. As a result, the political literacy of some college teachers is not in line with the requirements of the state, and some of them even have ideological slippage, low political standing, and profit-oriented. College teachers political literacy "gap", the result is that teachers "behavioral disorders", the growth of students have a negative impact. Therefore, it is extremely urgent to improve the political literacy of college teachers. In view of this, it is necessary to give full play to the role of socialist core values in shaping and upgrading people, and to continuously improve the political literacy of college teachers.

General Secretary Xi Jinping pointed out that "political direction is the first issue for the survival and development of the party." [9] Political direction is also the first issue in the construction of college teachers' morality, and the nature and system of our country and the inherent requirements of the development of the cause of higher education inevitably determine that the fundamental premise of the construction of teachers' morality in colleges and universities in the new era is to clarify the political direction. Guiding college teachers to arm their minds with Marxist theory. Teachers in colleges and universities bear the burden of cultivating outstanding talents, whether they have Marxist faith, communist ideals and beliefs, is related to the ideological position of colleges and universities firmly or not.

5.2. New level

In recent years, China has issued a number of opinions, guidelines and guidance related to teacher ethics in colleges and universities. In April 2019, the Ministry of Education for the first time took the way of publishing typical cases of violating the ten guidelines of professional behavior. The Opinions provide an important basis and scientific guidance for the development of teacher ethics in colleges and universities from the overall requirements of the construction of college and university teachers' ethics and comprehensively strengthening the ideological and political work of the teaching team and other six aspects of the construction of teacher ethics in colleges and universities.

In 2018, the CPC Central Committee and the State Council issued the Opinions on Comprehensively Deepening the Reform of Teacher Construction in the New Era, which explicitly proposed, "Focusing on strengthening the monitoring and supervision of teachers' ideological and political quality, teachers' morality and ethics, etc., strengthening teacher ethics appraisal, reflecting rewards for excellence and punishing inferiority, implementing a negative list system for teacher ethics appraisal, establishing teachers' personal credit records, and perfecting the commitment of honesty and breach of trust disciplinary mechanism for breach of trust, and focus on solving problems such as teacher moral misconduct and academic misconduct."

5.3. New high

Colleges and universities should insist on the evaluation and assessment of teacher ethics as the basic basis and important reference for the introduction of talents, annual assessment of teachers, title evaluation, job appointment, merit rating and modeling, and performance awards. Such as in the recruitment of teachers, we must adhere to the ideological and moral quality of teachers and teaching business ability to do a double investigation, and ideological and moral quality should be put in the first place, to put the new teachers at the source of the pass, to improve the access standards, to the teacher's morality as the primary measure of standards, the recruitment of new teachers to first consider the political quality, and then on the business ability, professional behavior and career aspirations for a comprehensive assessment. In the process of title evaluation, colleges and universities should strictly abide by the teachers' morality and ethics, constantly improve the title evaluation policy, and further promote the reform of teachers' evaluation and assessment system. Schools in the quantitative assignment standard should be "basic quality and professional ethics" as the first quantitative elements, focusing on ideological and political and teacher ethics assessment. Colleges and universities should conscientiously fulfill the main responsibility of building teacher ethics and morals, and strengthen the identification of hidden dangers and the sorting out of problems.

5.4. New evaluation indicator system

Evaluating the teacher ethics of college teachers requires a team of evaluators who are firm in their thinking, solid in their style, practical and willing to work, and upright in their work. The assessment and evaluation process of teachers is often affected by the subjective feeling, personal preference, personal experience and interpersonal relationship of the evaluators, so on the basis of perfecting the evaluation index system, attention should also be paid to the establishment of a correct evaluation concept, the formation of a diversified evaluation method, and attention to the value of the evaluation results of the correct play of these three aspects.

Evaluation indexes should not only be applicable to various disciplinary groups, but also take into account teaching, research and management, and should be constantly updated and innovated. According to the Code of Ethics for Teachers in Colleges and Universities and the Seven Red Rules for Teachers, a reasonable and feasible index system should be set up in terms of ideological construction, professional philosophy, care for students and academic integrity.

The development of the evaluation system should first establish a correct evaluation concept, to evaluate should be evaluated well, the evaluation of the objective, fair, scientific, persuasive and credible.

Evaluation methods should be diversified, with both common standards and different classifications. Quantitative and qualitative should be combined; quantitative can only be evaluated through the completed hours of classes, published papers, attendance, etc., but qualitative indicators such as the degree of work commitment, work effect, work status, and the level of professional ethics are the important indicators for assessing the level of teachers' ethics in colleges and universities.

Evaluation results should give full play to their due value, for example, in terms of promotion, appraisal of posts, awards and merits. When evaluating teachers' ethics, relevant subjects should be selected to participate in the evaluation, including teachers themselves, colleagues, students, school management, etc., combined with the teachers' daily teaching performance and self-assessment, mutual assessment, scoring for comprehensive evaluation, according to the degree of interest of different subjects to give different weights, the teachers' self-assessment and colleagues, students and other assessment together, to realize the combination of self-discipline and self-discipline. Safeguard the organizational setup and set up a hierarchical assessment working group. Increase the implementation of responsibility for the process of teacher ethics assessment, and shift the center of gravity to establish a mechanism for accountability.

5.5. New measures

Strengthen the college teachers to cultivate moral education Dialectical materialism tells us that the development of any thing is the result of the joint action of internal and external factors. Colleges and universities to carry out teacher moral construction work, in the final analysis, is to enhance the inner teacher "virtue", so that the teacher's "virtue" in line with the requirements of the norms of teacher morality. College teachers' "virtue" is embodied in all aspects of teaching and educating people, but the most fundamental is to strict political standards for college teachers, guiding college teachers to firm political position, abide by political discipline and political rules, consciously safeguard the national political security.

First, to guide college teachers in the study and research to strengthen the cultivation of morality, the formation of the awareness of the political bottom line. In the study and research, consciously strengthen the cultivation of morality, be careful with words and deeds. Take the initiative to learn the basic political theory of the party, understand what should be done, what is prohibited to do, through strengthening the political theory learning, increase political knowledge reserves, gradually form the consciousness of guarding the political bottom line, the published academic views should always be consistent with the party's political direction, political stance. The school level can revise the teacher morality assessment methods, the assessment results are deposited in the teacher's file, the teacher morality performance as the annual assessment, title evaluation, awards and merits, mentor selection and other preconditions.

Second, to guide college teachers in teaching and educating people to strengthen the cultivation of morality, and to develop the habit of guarding the political bottom line. The soul of the teacher is the teacher's morality, and the soul of morality lies in the correct body. The purpose of cultivation is not to make college teachers become a saint, but to further enhance the sense of responsibility of college teachers through cultivation, guide college teachers to love their career, consciously practicing socialist core values, integrating the Party's basic line, guidelines and policies into the practice of teaching and educating, and guiding students to love the Party and the country. It is strictly prohibited for college teachers to engage in behaviors and remarks detrimental to national interests in their teaching and educating work, and guides colleges and universities to develop the habit of guarding the political bottom line by constantly correcting and cultivating teachers' morality in teaching and educating people. Teachers' practice is the landing point of teacher ethics, so we should focus on the practice of teacher ethics issues, improve the business level of competence, improve the theoretical and practical level of education and teaching, and maintain the mentality that learning is always on the road.

Third, to guide college teachers to strengthen the cultivation of morality and improve the ability to guard the political bottom line in strict self-discipline. The root of cultivation lies in the correctness of the heart, and in order to do the correctness of the heart, it is necessary to be strict with oneself, self-restraint and hold. On the one hand, we must guard the bottom line of

thought, and often carry out self-reflection, self-examination and self-correction on our own political life and words and deeds, keeping in mind the original mission of the Party. On the other hand, to guard the bottom line of integrity, single-mindedly for the growth and development of students to serve, based on the establishment of moral education, clean officers. Increase publicity, through exhibition boards, bulletin boards, new media, etc.; in-depth research, more talks, more exchanges, to strengthen a comprehensive understanding of the state of mind of teachers, one-on-one support for difficult (economic, physical, psychological, etc.) staff; constantly strengthen learning, improve the quality of ideology and morality, and the strict implementation of the work discipline, to enhance the love of work and dedication to the spirit of work.

6. Summary

To sum up, colleges and universities must strengthen the importance of teacher ethics construction work, and for the new era of teacher ethics construction in colleges and universities under the challenge of specific analysis, combined with the characteristics of the development of the times and their own development needs, to build a long-term mechanism for the construction of teacher ethics construction with the advanced, scientific and epochal, and comprehensively improve the comprehensive level of the teaching force, the real implementation of the fundamental purpose of the Lidu Shrenren, and to promote the development of China's education. The development of education in China.

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