

Research on the Construction of Ideological and Political Teachers' Team in Higher Vocational Construction Engineering

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Abstract: *Based on the integration mode of "post course competition, certificate creation", this paper optimizes the personnel training and curriculum standards and integrates the curriculum teaching content according to the skill requirements of each post in the engineering technology specialty. And properly integrate ideological and political teaching. On this basis, we will focus on analyzing the advantages and disadvantages of the existing teaching team, give the implementation path of the construction of the ideological and political teaching team of various courses, improve the overall quality of the teaching team, and cultivate excellent graduates with the good engineering values of "excellence" in higher vocational education and the ability to be competent for new vocational positions.*

Keywords: Post course competition certificate creation; Ideological and political faculty; Construction path.

1. INTRODUCTION

As the main venue for training high-level skilled talents in enterprises, higher vocational colleges have a direct relationship between the quality of ideological and political education and the quality of talents. Teachers should be able to guide students' thinking and improve their skills, so as to organically combine their moral character, knowledge and skills. The ideological and political teaching work of the university is the main battlefield for the university to cultivate graduate students. The professional head teacher and the ideological and political course teacher jointly shoulder the important task of teaching and educating people. It is necessary for each teacher to have a serious academic style, take the lead in setting an example, and penetrate the professional ideological and political teaching into all aspects of students' professional learning in a reasonable and appropriate way, so as to achieve the goal of cultivating high-level skilled talents in the school and escort the development of education. Based on the integration of "post course competition, certification and innovation", the engineering technology specialty has explored the ideological and political construction of the curriculum, and has formed the ideological and political system of the curriculum. The teaching staff is a strong implementer of the ideological and political reform of the curriculum. In the implementation process, it needs a strong guarantee of ideological and political teachers to achieve the desired quality effect. This paper, based on the training mode of "post course competition, certification and innovation" in the engineering technology specialty of the Institute of Construction and Engineering, proposes the construction of curriculum ideological and political teacher team in higher vocational colleges based on the integration of "post course competition, certification and innovation". It explores the construction of curriculum ideological and political teacher team with the integration of "post course competition, certification and innovation" as the carrier, the improvement of the overall ideological and political ability of the teacher team as the main line, the construction of management training system as the starting point, and the ideological and political evaluation system as the incentive mechanism, It is expected to play a reference value and significance for the construction of other colleges or professional teacher teams.

2. PROBLEMS IN THE CONSTRUCTION OF IDEOLOGICAL AND POLITICAL TEACHER TEAM

The teaching team requires that teachers must have comprehensive professional awareness, practical teaching ability, and the level of discipline ideological and political practice after teaching, which is the basic condition for the integration and innovation ability training of "post course competition, certification and innovation" in China's higher vocational colleges. This is the key guarantee for the quality of higher vocational education and the important guarantee for the implementation of the integration of "post course competition, certification and innovation". However, at present, China's major higher vocational colleges still have relatively weak teachers in the construction of innovative teachers. Due to the lack of effective coordination between "post course competition certificate creation" and "curriculum ideological and political", the teachers' ability to integrate education and

teaching is relatively weak, the practice and guidance of post course competition certificate is inadequate, the professional curriculum ideological and political is still on the grain, and the actual demand for applied education is also difficult to meet, There is a problem of mutual connection between "post course competition, certificate creation" and "curriculum ideological and political". Teachers' political thinking ability is not strong, mainly reflected in:

2.1. Teachers' understanding of the ideological and political connotation of the curriculum is not deep enough

Among the professional teachers in higher vocational colleges, teachers generally believe that teaching the major well is the first priority of teachers, and teachers do not attach great importance to the ideological and political concept of curriculum. They focus on the pursuit of the passing rate and reaching rate of students' professional course assessment, especially in the context of the integration of "post course competition, certification and innovation", ignoring the teaching mode of educational ideological and political education, which makes teachers have no overall vision and no overall teaching concept in specific project education, In the specific project education, because teachers usually only focus on students' mastery of professional courses, but lack effective help for students' comprehensive quality training and other ability training, the resulting talent training focuses on ability and ignores quality education.

2.2. The backbone teachers are weak and lack of top talents

Due to the vigorous promotion of the 1+X certificate, higher vocational colleges pay more attention to the financing of "post course competition, certification and innovation", but many higher vocational colleges still stay in the form of financing, the process of financing is only theoretical guidance, lack of practical experience and enterprise verification, and lack of understanding of the relevant fields of "post course competition, certification and innovation", which further limits the development of innovation and entrepreneurship. Among the corresponding teachers, the older teachers have rich experience in teaching practice, but they can not fully explore and apply it. The teaching work of young teachers can only be regulated in a temporary way, and the professional curriculum ideological and political education also requires teachers to be knowledgeable, in-depth study of the basic knowledge of their own specialty and the theoretical knowledge of the corresponding interdisciplinary disciplines, in addition to the increasing comprehensiveness of teachers' teaching, The contradiction between teaching theoretical knowledge and social reality is becoming more and more complicated and diversified, which makes the number of difficult problems in teachers' classroom teaching increasing, thus reducing teachers' teaching initiative.

2.3. The integrated construction of curriculum ideological and political education and teaching staff is not deep enough

The implementation of "curriculum ideological and political" requires the active participation and conscientious performance of every teacher to realize the correct value orientation of education. The current ideological and political situation of teachers in our college is mainly due to the lack of professional education concepts and the weakening of teaching functions. Therefore, teachers need to unify the functions of "knowledge imparting" and "value leading", and put forward higher requirements from all aspects of their own, including belief pursuit, moral feelings, academic accomplishment, etc. Higher vocational colleges should strengthen the construction of curriculum ideological and political teachers, especially young teachers, so that they can really shoulder the heavy responsibility of training construction craftsmen in the new era and make up for the lack of curriculum ideological and political ability.

2.4. Incomplete training and assessment mechanism

At present, the innovation and ideological and political teachers in higher vocational schools still lack an effective training and performance evaluation system, and also ignore the era of "post class competition and certification", as well as the demand for knowledge and innovation ability of university teachers. Teachers are ordinary people and have great laziness. Teachers are not omnipotent. The quality of education cannot meet the requirements only by consciously lacking the restriction of system and evaluation mechanism.

2.5. Incentive and promotion mechanism to be improved

The integration of "post course competition, certification and innovation" is a systematic project. The courses to be implemented will involve different majors and different semesters. There are higher requirements for teachers' workload, and the corresponding lack of clear teacher incentive mechanism and talent promotion mechanism makes teachers do things based on their interests and feelings, and their enthusiasm is not high. Therefore, in order to solve the problem of teachers' inactivity and make the integration of "post class competition, certification and innovation" compatible with teachers' development, we must optimize the incentive mechanism and teachers' promotion mechanism.

3. CONSTRUCTION PATH OF CURRICULUM IDEOLOGICAL AND POLITICAL TEACHERS

The integration of "post course competition, certification and innovation" needs to integrate vocational certification and talent training through professional talent training program adjustment, curriculum structure optimization, content design, teaching method and means upgrading, and improve the vocational education service ability of "post course competition, certification and innovation" integration with the goal of job demand and skill training as the core, so as to further improve the basic vocational skill level and comprehensive vocational quality of students. To achieve professional goals, we need to build a team of teachers with advanced vocational education concepts, solid theoretical foundation, skilled practical skills, careful logical thinking and rich language expression. Full-time teachers in teams should be enterprising, moral and caring; It is necessary to have rich theoretical teaching experience and be able to integrate in practical teaching work. Based on the research on the problems in the current ideological and political construction of the curriculum, the quality management system of the ideological and political teachers of the curriculum has been established. With the management system as the starting point, the assessment method as the mechanism, and the "four teachers in one" service platform as the link, the ideological and political awareness of the educational ideological and political team has been enhanced, and a benign growth environment has been created for the teaching staff. To improve teachers' political and thinking abilities, we need not only to start from teachers themselves and strengthen their self-cultivation through internal motivation, but also to create a good system and management level of teachers in the external environment, and provide guarantee strategies for teachers.

3.1. Build an innovative faculty training system and optimize the top-level framework design

The ideological and political construction of the curriculum requires not only the continuous efforts and practice of the teachers, but also the effective promotion of the top-level design. Higher vocational colleges generally have both the characteristics of students and local advantages in the specialty setting, and also have regional ideological and political education resources. Schools often rely on the ideological and political education resources with regional characteristics, build a complete curriculum ideological and political education system, carry out top-level framework design, coordinate all kinds of resources, and give full play to their school-running advantages from the perspective of talent cultivation. To create a relaxed teaching and research environment and form a virtuous circle, it is necessary to pay attention to the work and life status of curriculum management teachers in a timely manner. First, schools should optimize the construction of innovative ideological and political teachers through the combination of "internal training" and "external guidance"; Second, increase the proportion of innovative political teachers in school teacher training; The third is to arrange teachers to take exercises in relevant practice bases or teacher training base enterprises in a targeted manner, and improve teachers' innovative practical ability by means of customized plans, organizing teachers to participate in various innovative professional qualification certification training classes in batches and levels. The fourth is to purposefully integrate and cultivate the theoretical teaching and practical teaching ability of "post class competition certification and innovation", improve the practical ability of teachers in building industrialization and the ability to control the construction market information, and promote the level of teachers' teaching reform and scientific research.

3.2. Strengthen the transformation of teachers' ideological and political concepts and adjust the structure of ideological and political teachers

Teachers of professional courses must improve their understanding of the teaching principles of ideological and political education and grasp the core of ideological and political education in the curriculum. That is, they should use innovative teaching methods to explore the factors of educating people in professional courses, and properly and timely integrate them into the teaching of professional courses, so as to unify the scientific nature and value of education. If you really understand the teaching idea, you can deepen the content of the course, and at the same time increase the humanistic color of the course, and the effect of the professional course will be improved. As a

full-time teacher, first of all, we should realize the key significance of teachers' ideological and political education in teaching and its social significance, and then we should further establish our own requirements for ideological and political education in teaching, so as to further improve the level of teachers' ideological and political education, and effectively realize the combination of teaching knowledge and cultivating ideas. At the same time, the school has adopted the "introduction, recruitment and training" approach to effectively improve and optimize the school's teaching staff system and meet the needs of "post competition, certification and innovation" to integrate education by training a large number of creative full-time teachers, and employing scholars, entrepreneurs and outstanding people in relevant fields of society as part-time teachers. Arrange teachers to participate in the training of 1+X certificate, skill contest, job certificate and other aspects as well as professional skills improvement.

3.3. Build an innovative ideological and political team management system, and improve the implementation quality of the "post course competition and certificate creation" project

A sound management system makes teachers full of enthusiasm and initiative in competitions and projects, which can effectively improve the innovation and exertion of projects, and make the funding team more stable. In order to ensure the allocation of resources needed for the construction of innovative political teachers' team from the organizational perspective, we will build a special management organization for the "post competition certificate" financing institution. The characteristics of the integration of "post course competition, certification and innovation" determine the diversity of teachers it needs. Teachers are required to not only know all kinds of courses in their own specialty, but also have some knowledge of other professional courses, and be familiar with their posts and have rich experience in work practice, so as to reserve rich engineering cases. Through the scientific management of the team, the spirit factors and evaluation elements contained in the new ideological and political moral education are refined as a whole, and the elements of moral connotation are deeply excavated in the teaching of the new ideological and political education, so as to avoid the randomness and mobility of the teaching team, and form an effective teaching team of "post class competition certification"; Explore the characteristics of innovative ideological and political teaching, establish new teaching methods of ideological and political education, and help students gradually master political skills through training and improving their abilities. Time flies, and explore the spirit of innovation. The reliability of the Situational Motivation Scale (SIMS) was measured and analysed in the pilot study that was implemented in the Dance Sport course that undergraduates took in China. In this study, a construct validity analysis was performed on the Situational Motivation Scale (SIMS). The KMO and Bartlett tests were utilised to determine whether or not the data were adequate for the construct validity analysis. According to Kaiser, KMO, and Bartlett's test, a number larger than 0.5 is considered acceptable. However, in actual applications, the KMO value should ideally be greater than 0.7. In this investigation, the KMO and Bartlett's Test were carried out on the data obtained from the pilot study.

3.4. Establish and improve the ideological and political training system, and complete the ideological and political training of teachers by layers and blocks

In essence, curriculum ideological and political education is a vocational education guide for learners. When teachers use the classroom to teach children professional knowledge, they make them understand the great spiritual power and pursuit behind learning. It is the most effective way to effectively improve teachers' ideological and political quality and realize the specialization and professionalization of teachers' ideological and political team. Vocational colleges should form a comprehensive and multi-channel layout for the ideological and political education training of teachers' curriculum, and formulate a detailed ideological and political education plan to make the ideological and political education of teachers' curriculum more diverse, scientific and contemporary, and then establish a classification training system for teachers at all levels, and a complete ideological and political education system for teachers' curriculum. The training management system specifically covers the training system, incentive measures, feedback and management of training materials, personnel training and performance evaluation system. Measures of reliability and analyses of the Situational Motivation Scale (SIMS) used in the pilot research of an undergraduate dance sport course in China are as follows: The Learning Motivation Scale is comprised of a total of four dimensions, the first of which is known as "intrinsic motivation," the second of which is known as "identified regulation," the third of which is known as "external regulation," and the fourth of which is known as "motivation." They include the following categories of items: intrinsic motivation, which includes items 1, 5, 9, and 13; identified regulation, which includes things 2, 6, 10, and 14; external regulation, which includes items 3, 7, 11, and 15; and motivation, which includes items 4, 8, 12, and 16. After the pilot research, the data were subjected to mathematical and statistical analysis. The results of this analysis can be seen in Table 1, which displays the Cronbach's alpha value for each dimension. The dependability of the measure is demonstrated by the

fact that Cronbach's alpha value ranges from 0.732 to 0.905. The following are the corresponding alpha values for each dimension: intrinsic motivation = 0.905, identified regulation = 0.786, external regulation = 0.732, and amotivation = 0.791. According to Hair et al. (2011), a score of 0.6 or above on the Cronbach's alpha gives evidence that an instrument is reliable and acceptable[15]. Therefore, the results of the reliability measure of the Situational Motivation Scale (SIMS) in this pilot study utilised in the Dance Sport course for undergraduates in China were satisfactory. This can be deduced from the fact that the outcomes of the study were positive.

3.5. Create a service center of "four divisions in one" and implement the ideological and political implementation path

Through the establishment of the "four teachers in one" service center, full-time professional backbone teachers, young teachers, full-time ideological and political teachers, and off-campus tutors will integrate the core elements of ideological and political education, such as patriotism, professional ethics, craftsmanship, and dedication to society, and integrate education based on the "post course competition, certification and innovation" of engineering technology specialty, so as to enhance the initiative of ideological and political teaching of faculty and grow together. Relying on the "four teachers in one" service center, it creates opportunities for teachers to organize services across schools, disciplines and disciplines, helps team teachers to develop professional skills, improve service level, and further strengthen school-enterprise cooperation, and enhance mutual communication and knowledge sharing among teachers at all levels and levels; Social entrepreneurs and celebrities are often invited to the school to give lectures with them, share successful experience, deepen the ability of teachers to "create job certificates" and "create class certificates", so that teachers can understand and understand in innovative teaching. The ways to improve the ideological and political abilities of "four teachers in one" professional teachers are shown in Table 1. Through the training, the students in each class and ideological and political class were strongly promoted to walk with each other, and gradually established a "big ideological and political" system, which played a good role in promoting the work of the Sanquan. The way to realize the curriculum mainly includes: improving the professional level of education teachers and innovating the teaching management mode of teachers. The ideological and political education factors in the education classroom are deeply explored through various courses. At the same time, the classroom ideological and political case teaching method with rich content is adopted to improve the ideological and political quality of education teachers, including case teaching method, experiential teaching method, instant discussion method, etc., to realize the continuous training and improvement of their own ideological and political level, so as to promote comprehensive and comprehensive development, so as to better adapt to the needs of ideological and political teaching in the curriculum. Path 2: Deepen the ideological and political teaching training of the course and improve the ideological and political teaching ability of the course. Through training, professional teaching and enterprise value orientation are organically integrated. While teaching students professional knowledge and developing professional skills, students are guided to adhere to correct professional values and establish lofty ideals by encouraging their passion for professional knowledge and determination to develop professional skills; Path 3: focus on information training and build a model of intelligent teaching. Through the way of information education, it has effectively promoted the implementation of ideological and political content in the classroom, and thus increased the educational and interesting content of ideological and political knowledge in the classroom. Promote the improvement of the teaching structure and content of ideological and political work in the classroom, mobilize students' enthusiasm to participate in the study of ideological and political education in the classroom by enriching the content of the classroom, and improve the adjustment of the school's learning structure of ideological and political knowledge in the classroom and the improvement of the teaching content by carrying out the study of ideological and political knowledge in the classroom. Promote the overall improvement of teachers' informatization learning level, and actively promote the in-depth integration of informatization and education and teaching. Teachers must work hard on professional knowledge expansion and theoretical knowledge innovation. In the construction of teaching concepts, it is emphasized that teachers should have a comprehensive understanding of the significance of the existence of their major, enrich the basic knowledge as much as possible and fully broaden their professional horizons, and improve the quality of teachers' preparation for lessons by using cases with extensive references, simple understanding, knowledge and interest. The rigid knowledge points should be activated and dynamic, and teachers should be trained to use various Internet resources to combine traditional courses with modern education, effectively enhance the charm of the classroom and improve their personal Internet information quality. Path 4: Optimize the external faculty. Employ enterprise skill experts with rich practical experience to participate in technical training, employ enterprise skills and managers to participate in the knowledge competition for certification, post internship training, and employ skilled artisans to carry out professional skill training. Classify and collect ideological and political application cases, and expand the ideological and political case library. A school-enterprise collaborative training system of "professional teachers to enterprises for training, and enterprise experts to schools for part-time

teaching" has been formed. Path 5: Improve teachers' social service ability.

Table 1: The way to improve professional teachers' ideological and political ability "four teachers in one"

| Teachers' ideological and political ability "four teachers integration" to improve the platform features | |
|---|--|
| Basis: clear role positioning and realize multi-level and multi-dimensional collaboration | Fundamentals: firm ideals and beliefs, and consensus on the direction of ambitious goals |
| Guarantee: carry forward noble teachers' ethics, promote mutual humility and trust, establish morality and cultivate people | Key: master excellent knowledge and improve the ability of mutual education |
| Improvement measures | Professional full-time backbone teachers, young teachers, full-time ideological and political teachers, and off-campus tutors grow together |
| 1 | <p>Deepen the identification of ideological and political connotation of the curriculum, and construct the ideological and political teaching system</p> <p>(1) Strengthen the education of national sentiment: professional course teachers should firmly adhere to the "four self-confidence", adhere to the goal of teaching for the country, shoulder the responsibility of establishing morality and cultivating people, actively spread the national theme, and transmit the positive energy of socialism;</p> <p>(2) Strengthen vocational standard education: love and work hard, prepare each class carefully, and devote to teaching work with full passion;</p> <p>(3) Strengthen the education of academic norms: we should abide by academic norms, adhere to academic ethics, study rigorously, teach meticulously, and pursue excellence;</p> <p>(4) Do a good job in thanksgiving education: care for students and provide assistance to students with difficulties in study and life.</p> |
| 2 | <p>Strengthen information literacy training and popularize the application of intelligent teaching mode</p> <p>(1) Excellent teachers carry out demonstration classes and open classes;</p> <p>(2) Help young teachers and apply them in teaching;</p> <p>(3) Cooperate with universities and enterprises, and hire technical experts outside the university to give professional lectures;</p> <p>(4) Lead the team to participate in the school-level and provincial-level teacher teaching ability competition to further exercise and improve the level of informatization;</p> |
| 3 | <p>Build a multi-level and multi-dimensional cooperation platform to improve the comprehensive social service capacity.</p> <p>School-enterprise cooperation: set up doctoral innovation workstation, take technical service as the center, point to area, cultivate teamwork spirit, accumulate work cases, enrich ideological and political materials, and improve teachers' ideological and political ability;</p> <p>School-government cooperation: undertake to complete the provincial and municipal training projects to improve the comprehensive service ability of teachers;</p> |
| 4 | <p>Optimize the external teacher team and realize the coordinated promotion of ideological and political work inside and outside the school</p> <p>(1) Raise the threshold for teachers to be hired outside school and improve the quality of teachers to be hired outside school;</p> <p>(2) Set up a one-to-one mutual aid group of post-based modular professional capabilities inside and outside the school, and establish an evaluation and incentive mechanism;</p> <p>(3) Schools and enterprises jointly develop ideological and political teaching cases and participate in the construction of ideological and political textbooks;</p> |
| 5 | <p>Improve their professional level and innovate the teaching methods of courses</p> <p>(1) Vigorously improve the training of teachers' ideological and political teaching ability and innovate teaching methods;</p> <p>(2) Set up teaching methods, cases, classes and curriculum activities, and set up corresponding incentive mechanisms;</p> |
| 6 | <p>Deepen the effectiveness of ideological and political training and enhance the ability of ideological and political teaching</p> <p>Summarize the ideological and political teaching team by stages, such as submitting training summary, report and evaluation;</p> <p>Summarize and promote ideological and political teaching cases. Include the assessment of teachers' ideological and political ability into the year-end assessment system, and increase the proportion of ideological and political ability improvement in the year-end assessment.</p> |
| Change ideas, seek foreign aid, enrich teaching methods, and increase ability | |

Strengthen the construction of education and scientific research force, create opportunities for teachers to participate in enterprise projects, let teachers closely contact with the actual situation of enterprises, master the dynamic of post skills, accumulate practical work experience in social technical services, improve the ability of practical teaching, give play to the basic role of scientific research in teaching, and build a platform for school-enterprise cooperation and serve the society. We should increase the depth and breadth of cooperation with industry and enterprises, and make full use of the advantages of excellent teaching and research of industry and enterprise talents based on and relying on scientific research achievements. To sum up the knowledge related to teachers' scientific research projects and obtain new inspiration and thinking methods from the projects, teachers should be trained to be realistic and pragmatic in scientific research. Only by improving teachers' scientific research ability can we accurately analyze and judge the nature of some social hot issues while accumulating professional and political teaching resources, so as to help students understand the nature of things and lay a foundation for curriculum construction.

3.6. Establish an appropriate evaluation system for innovative ideological and political teachers

The establishment and success of the innovative ideological and political education teacher evaluation system must first establish a good teacher evaluation system, and the establishment of the teacher evaluation system is to establish a special fund for innovative ideological and political education teachers, to enhance the enthusiasm and initiative of school teachers to carry out the curriculum ideological and political reform by supporting and guiding teachers to drive school teachers to carry out the teaching reform practice of "on-the-job competition and innovation", and combine the guidance of the new curriculum ideological and political teachers to the team. The training and teaching work for the teachers of the curriculum are converted into corresponding workload; The second is to form a teaching evaluation and feedback system for the instructors, school teachers (peers and experts) and students of the subject ideological and political education, so as to drive the transformation of the ideological and political education of school teachers from initiative to specialization; Third, we should quantify the assessment standards and innovative ideological and political education of school teachers, and take the ideological and political education level and training effect of school teachers as the evaluation focus of teachers' ability to upgrade higher levels of positions; Fourth, teachers' ability to participate in training should be taken as a necessary condition for job evaluation and participate in innovative political education. By optimizing the implementation of the evaluation system, the ideological and political education will be further implemented.

4. CONCLUSION

In the new era, the construction of ideological and political teachers is the key to the reform of the "post course competition, certification and innovation" integration teaching. In order to comprehensively improve the technical level and ideological quality of civil engineering students, it is necessary to comprehensively explore the path of the construction of ideological and political teachers in the curriculum on the basis of the "post course competition, certification and innovation" integration. This paper analyzes the main problems in the current construction of ideological and political teams in engineering and technology majors, based on the "post course competition, certification and innovation", It has established the methods and implementation paths for the construction of teachers' team, and integrated the teaching of higher vocational courses on the basis of "post course competition and certificate creation". Through the implementation of the project, the school has achieved the goal of integrating the basic elements of ideological and political education teaching, such as faith, morality, craftsman spirit, and contribution to society, into the curriculum system of "post course competition, certification and innovation", and integrating the curriculum ideological and political education with the teacher training of "post course competition, certification and innovation"; Realize the education goal 2. Innovate the ideological and political system and reform the assessment system, so that teachers' innovative education consciousness in ideological and political education is encouraged and cultivated; Goal 3 has been achieved. The "four teachers in one" ideological and political ability improvement platform has been established, providing a good space for innovative ideological and political teachers to exercise and improve. Finally, we will fully strengthen the ideological and political ability of professional teachers, and achieve the goal of establishing morality and cultivating people related to the specialty.

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