

# Exploring the Construction Path of Innovative Teaching Team in Local Applied Universities

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**Abstract:** As an important part of modern higher education, this topic mainly studies the construction of innovative teachers' team in local applied colleges and universities. After analyzing the problem, we found that there are many problems in the construction of innovative teachers in local applied colleges and universities, such as the lack of effective cultivation mechanism and the lack of corresponding incentives. Therefore, this paper aims to put forward some suggestions on how to establish innovative teachers' team, in order to provide a reference basis for the development of innovative teachers' team in local applied colleges and universities.

**Keywords:** Local Application-Oriented Universities; Faculty Development; Innovation Ability; Teacher Training Mechanism; Curriculum Reform.

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## 1. Introduction

Local applied colleges and universities are an important part of higher education in China, and they play an important role in promoting local economic and social development and improving talent cultivation level. However, due to various factors such as historical reasons and geographic location, the teaching team of local applied colleges and universities is relatively weak and has problems such as old educational concepts, single teaching methods and insufficient scientific research ability, which can hardly meet the development needs of modern higher education. Therefore, how to build an innovative teacher team that meets the characteristics and development needs of local applied colleges and universities has become an important issue to be solved.

## 2. The Main Problems of the Construction of Innovative Teacher Team in Local Applied Universities

In the current context of social development and education reform, the construction of innovative teachers' team in local applied colleges and universities, as one of the important institutions for talent cultivation, is particularly important. However, at present, there are many problems in the construction of innovative teachers in local applied colleges and universities in China, which directly affect the teaching quality and students' employability of such institutions. First of all, there is a shortage of talents in the construction of innovative teachers' team in local applied colleges and universities. Due to the lack of sufficient teachers, many local applied colleges and universities have difficulties in meeting the needs of students, which leads to the continuous problems of declining teaching quality and insufficient employability of students. In addition, some regions even have the situation that some colleges and universities cannot carry out normal teaching due to the lack of teachers. Therefore, how to solve the shortage of talents in the construction of innovative teachers in local applied colleges and universities is an urgent problem to be solved. Secondly, the construction of innovative teachers in local applied colleges and universities also faces the problem of substandard professional quality. Although in recent years, the state has made a series of adjustments and improvements to the running standards of local applied colleges and universities, there is still a gap between the professional settings of many local applied colleges and universities and the actual needs, which makes the teachers of many colleges and universities have certain problems of not high enough professional level. At the same time, there are some teachers in some local colleges and universities who do not have a high level of understanding of the new

curriculum, which also brings some difficulties to the teaching work of our university. Finally, the construction of innovative teachers' team in local applied colleges and universities also needs to strengthen teachers' training. With the rapid development of society and changes in social demands, our university needs to constantly update its teaching contents and methods to meet the requirements of the new era. However, if the teachers themselves have insufficient professionalism and knowledge reserve, it is difficult to ensure the teaching quality and effect of our university. Therefore, it is also very important to improve the training level of teachers in the region's applied colleges and universities.

### **3. Needs and Goals of Building an Innovative Faculty**

While popularizing higher education, local applied colleges and universities are also facing competition with high-level universities and well-known vocational education institutions at home and abroad. Therefore, the construction of the teaching team must have the core goal of improving teaching quality and research and innovation ability in order to make the overall strength of school education improved. To this end, we need to build an innovative faculty that combines talent cultivation and capacity enhancement, including the following needs and goals:

It is expected that the faculty team has modern and advanced education and teaching theories and methods, and is able to adopt diversified teaching methods so that students can get more comprehensive knowledge and skills.

It is expected that the faculty team has rich practical experience and high research ability, and is capable of carrying out practical applications, practical aspects of course design and teaching activities.

It is hoped that the faculty team has a broad vision and international literacy, and can provide intellectual support and reference for the educational and teaching work of the University through an in-depth understanding of advanced education and teaching methods and education systems in foreign countries.

## **4. The Construction Path of Building an Innovative Teaching Team**

### **4.1 Strengthen the Construction of Teacher Morality and Teacher Style**

In local applied universities, teachers are an important force in cultivating students. Therefore, how to improve the quality and level of teachers has become one of the urgent problems to be solved. To achieve this goal, we need to start from multiple aspects, one of which is to strengthen the construction of teacher ethics and style. First, a sound assessment mechanism should be established. By evaluating the performance of teachers, problems can be discovered and corrected in a timely manner, promoting teachers to continuously improve their teaching ability. Second, attention should be paid to teacher training, providing diversified educational resources, enabling teachers to better grasp new knowledge and skills, and creating a better learning environment for students. In addition, attention should also be paid to the mental health of teachers, creating a good working atmosphere, encouraging teachers to actively participate in various school activities, and enhancing their sense of belonging and responsibility. In addition to these measures, it is also necessary to strengthen the management and supervision of teachers. Only in this way can the quality and efficiency of teachers' work be ensured, and the normal operation of schools be guaranteed. At the same time, attention should be given to the professional development needs of teachers, providing them with more opportunities and development space, stimulating their intrinsic motivation, and making them more passionate about education. In summary, strengthening the construction of teacher ethics and style is a long-term and complex process that requires the joint efforts of all teachers and students in the school. Only by persistently promoting it can a high-quality and visionary teacher team be truly built, making greater contributions to the development of local applied universities <sup>[1]</sup>.

### **4.2 Improve Teacher Training Mechanism**

In local applied colleges and universities, teachers are the key force in training students. Therefore, the requirements for the quality and ability of teachers are getting higher and higher. In order to improve the professionalism and teaching level of teachers, a perfect teacher training mechanism needs to be established. First, it is necessary to clarify the objectives and content of teacher training. Traditional education and teaching models can no longer meet the needs of modern society, so it is necessary to strengthen the cultivation of new technology application ability. At the same time, attention should be paid to improving teachers' professional quality and practical experience to better serve the needs of students. Second, a sound teacher training system should be established. Currently,

there are certain differences in talent reserves in various regions of China, and this difference is particularly prominent for local applied universities. Therefore, it is necessary to actively introduce high-quality talent and provide them with a good working environment and development space. In addition, existing teachers should be encouraged to continue learning and further education to enhance their professional level and comprehensive quality. Finally, attention should be given to the quality control of teacher training. Only by ensuring the effectiveness of training quality can teachers truly master the knowledge and skills they have learned and play a role in their actual work. Therefore, various methods such as regular exams, assessments, and listening to feedback from teachers and students can be used for evaluation and supervision. In summary, improving the teacher training mechanism is one of the important ways to build an innovative teacher team in local applied universities. Only by fully realizing its importance and necessity can the effect of teacher training be maximized, thus promoting the development of innovative teacher teams in local applied universities.

### **4.3 Advance Faculty Professionalism**

Professionalization of teachers is the core requirement of modern higher education. We need to divide the development path of teachers into different levels and stages, provide teachers with corresponding space and opportunities for career development, and realize the effective combination of personal and social values. At the same time, we can improve teachers' motivation and innovation by introducing diversified evaluation mechanisms and incentive policies.

### **4.4 Deepen Curriculum Reform**

With the development of information technology and the continuous changes in students' needs, traditional teaching models can no longer meet the needs of modern society. Therefore, implementing curriculum reform is one of the important means to promote the construction of innovative teacher teams in local applied universities. Secondly, we need to consider the specific content and methods of curriculum reform. Specifically, we can start from the following aspects: firstly, strengthen the integration of inter-disciplinary fields, and promote the mutual infiltration of knowledge in different fields; secondly, focus on the cultivation of practical operational ability, so that students can better apply the knowledge they have learned to solve problems; thirdly, introduce more interactive activities in the teaching process, such as group discussions, case studies, etc., to stimulate students' interest and initiative to learn. In addition, various methods such as online classrooms and multimedia technology can be used to enrich the teaching forms and make it more lively and interesting. Finally, we also need to pay attention to the effect evaluation of curriculum reform. Only through continuous monitoring and feedback mechanism can we ensure the effectiveness and sustainability of curriculum reform. For example, some assessment indicators can be set, such as student participation rate, homework completion rate, examination results, etc., to facilitate timely discovery of problems and improvements. At the same time, experts, scholars or peer reviewers can also be invited to obtain more objective evaluation opinions [2].

## **5. Conclusion**

The construction of the teaching team of local applied colleges and universities is an important guarantee for the overall development and an important foundation for promoting the school in the direction of continuous innovation. Through the construction path proposed in this paper, we can make effective improvements in education and teaching philosophy, teacher training mechanism, professional development and curriculum reform to improve the quality and innovation ability of the teaching force in local applied colleges and universities and make greater contributions to the cultivation of more outstanding talents.

## **References**

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