

# Exploration and Practice of Improving the Teaching Level of Teachers in Higher Vocational Colleges from the Perspective of Teaching Evaluation

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**Abstract:** Teachers are the main force of teaching, and the level of teachers' teaching level directly affects the quality of teaching and education. In the context of the construction of "double universities", the importance of internal teaching quality evaluation in higher vocational colleges is becoming increasingly prominent, and it is of great significance to explore and practice the way to improve the teaching level of teachers in higher vocational colleges from the perspective of teaching evaluation.

**Keywords:** higher vocational colleges, teaching evaluation, teachers, teaching level, improvement

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## Introduction

On May 29, 2023, General Secretary Xi Jinping emphasized in his speech at the fifth collective study session of the Political Bureau of the 20th CPC Central Committee, "It is necessary to strengthen the construction of teachers as the most important basic work to build a strong country in education, improve the teacher education system with Chinese characteristics, and vigorously cultivate a team of high-quality professional teachers with noble morals, exquisite professional skills, reasonable structure and vitality." The above policies have laid a good foundation for the construction of high-quality college teachers, and in recent years, the construction of China's college teachers has also made great achievements. In addition to the favorable policies and overall deployment at the national level, the teaching quality evaluation work within the higher vocational colleges is also very critical to the promotion of teacher development, and the *Implementation Plan for Deepening the Construction and Reform of Vocational Education Double-position Teachers Team in the New Era* jointly issued by the Ministry of Education and other four departments emphasizes that "the introduction of third-party vocational teacher quality evaluation institutions, and constantly improve the evaluation standard system of vocational education teachers, and improve the professional level of teachers."

### 1. Consolidating the lesson preparation process

In order to promote teachers' in-depth lesson preparation, Northern Beijing Vocational Education Institute takes the quality of teachers' teaching plans and the actual application of teaching plans as one of the important indicators of teachers' teaching quality assessment, and in accordance with the provisions of the *Northern Beijing Vocational Education Institute Teacher Teaching Quality Evaluation Program (revised version)*, the full score of teachers' teaching quality

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evaluation is 100, of which 50% are evaluated by external third parties, 20% are evaluated by teaching affairs, and 30% are evaluated by students. In these three parts of the evaluation, the external third party of the college and the teaching affairs evaluation all involve the issue of teaching plans. The external third-party evaluation of the college adopts a 100-point system, of which 70 points are accounted for for the listening and evaluation class (60 points for the quality of classroom teaching + 10 points for the teaching plan of the course being listened to), and 30 points for the final teaching plan census score (the average score of all course teaching plans undertaken by the instructor this semester); the teaching affairs evaluation also adopts a 100-point system, of which 65% of the scores point to the timeliness and standardization of the teaching materials submitted, which involves curriculum standards, teaching plans, teaching plans, internship training task books, internship training guides, etc.

In order to take lesson preparation as the starting point, prompt teachers to continuously improve the teaching level and classroom teaching quality, and then improve the overall quality of education in the college. Since 2018, Northern Beijing Vocational Education Institute has organized a third-party evaluation agency to carry out 10 college-wide teaching plan census activities on a semester basis, which not only allowed the college to comprehensively understand the quality of teaching plans of all teachers as a whole, and found out the overall preparation status of teachers in the college, but also stimulated the teachers of Northern Beijing Vocational Education Institute to understand the importance of lesson preparation to a certain extent, and promoted the improvement of the quality of teaching plans of teachers in Northern Beijing Vocational Education Institute as a whole, and then promoted the improvement of teachers' teaching ability and teaching quality.

The 10 large-scale survey of teaching plans of Northern Beijing Vocational Education Institute shows that in the past six years, although the excellent rate of teaching plans of teachers of Northern Beijing Vocational Education Institute has fluctuated slightly, it has maintained an upward trend in the fluctuation, and the unqualified rate has continued to decline in the fluctuation. As can be seen from Figure 1, the excellent rate of teaching plans of teachers in Northern Beijing Vocational Education Institute has increased from 39.5% in the second semester of the 2017-2018 academic year to 96.97% in the first semester of the 2023-2024 academic year, an increase of nearly 60%, while the failure rate has decreased from 27.9% in the second semester of the 2017-2018 academic year to 3.03% in the first semester of the 2023-2024 academic year, a decrease of 24 percentage points. The overall quality of lesson preparation by teachers has been significantly improved.

## **2. Grasping classroom teaching**

As the core link of school education, classroom teaching is the main channel and main battlefield for students to receive knowledge and skills, and whether it is effective and efficient will directly affect the quality of talent training. The *Action Plan for Improving the Quality and Training of Vocational Education (2020-2023)* clearly points out that "strengthen the daily management of classroom teaching and standardize the teaching order." Promote the 'classroom revolution' of vocational schools, adapt to the characteristics of diverse student sources, and push the curriculum and teaching reform to a deeper ..... About 1,000 typical cases of 'classroom revolution' in vocational education were selected, and the selection of vocational education teaching achievement awards was tilted towards classroom teaching reform. On July 25, 2023, the inaugural meeting of the first national major industry industry-education integration community and the national rail transit equipment industry industry-education integration community was held in Changzhou, Jiangsu. From "Golden Specialty" to "Golden Course", from "Golden Teacher" to "Golden Land" and "Golden Textbook", the development direction and specific tasks of China's vocational education are becoming more and more clear and clear. "Golden Specialty", "Golden Course", "Golden Master", "Golden Land" and "Golden Textbook" are five-in-one and mutually supportive, "Golden Master", "Golden Teacher" and "Golden Textbook" are for the landing of "Golden Course", and the forging of "Golden Specialty" is inseparable from the support of "Golden Course", "Golden Master", "Golden Land" and "Golden Textbook".

In order to actively respond to the national classroom revolution strategy, create more "golden teachers", cast more "golden courses", and firmly grasp the central education link of classroom teaching, Northern Beijing Vocational Education Institute has been resolutely implementing the whole process evaluation mechanism of classroom teaching since 2015. The key points of the third-party evaluation agency randomly go deep into the teaching space to evaluate the teaching mainly include whether the talent training plan is implemented in the classroom teaching process, whether the curriculum standards, teaching plans, and teaching plans (including internship training instructions and task books) are implemented in the teaching process, the organization of classroom teaching or internship training, and the students' head-up rate, participation, and hands-on situation. The main reason why Jingbei Vocational Institute insists on implementing the random in-depth teaching space evaluation mechanism is that "the teaching objectives, teaching contents, teaching situations, teaching objects and teaching processes faced by teachers are extremely complex, and it is difficult for others to provide universal ready-made solutions, and teachers must independently face teaching activities with inherent uncertainty and make decisions and take actions<sup>[1]</sup>". Therefore, the mechanism of random in-depth observation, guidance and evaluation of teaching space can directly discover the problems existing in the teaching process of teachers, intuitively observe the learning status of students, objectively evaluate the teaching level of teachers, and provide more targeted improvement suggestions for teachers.

"Guidance-based, supplemented by evaluation" with the goal of improving teachers' teaching ability The monitoring data provided by the external third-party evaluation agency of Northern Beijing Vocational Education Institute for nine years shows that through more than nine years of persistence and efforts, the overall classroom teaching level of teachers in Northern Beijing Vocational Education Institute has been steadily rising: from the second semester of the 2014-2015 school year to the first semester of the 2023-2024 school year, the excellent rate of classroom teaching effect of teachers in Northern Beijing Vocational Education Institute has continued to increase in fluctuations, and in the first semester of the 2023-2024 school year, the excellent rate of classroom teaching effect of teachers in Northern Beijing Vocational Education Institute is 95.45%, an increase of 45.38% compared to the 50.7% excellent rate in the second semester of the 2014-2015 school year. The failure rate has been zero for nearly six years.

### **3. Using the right evaluation leverage**

The *Overall Plan for Deepening the Reform of Educational Evaluation in the New Era* emphasizes that "educational evaluation is related to the direction of education development. The plan also clarifies that it is necessary to "carry out education and teaching evaluation through multiple channels and channels, and lead teachers in the new era to achieve professional development in the education and teaching ability as the foundation." This points out the direction for the construction of the teaching evaluation mechanism of teachers in higher vocational colleges in the new era. In order to create a teaching effect evaluation mechanism that can not only scientifically and reasonably evaluate the teaching level of teachers, but also have positive guiding significance for teachers, and attract more outstanding talents to be enthusiastic about teaching, meticulous teaching, long-term teaching, and lifelong teaching, Northern Beijing Vocational Education Institute has been insisting on the implementation of the teacher teaching effect evaluation mechanism with the help of third-party evaluation institutions since 2015. The evaluation subjects of the mechanism include external third parties of the college, the academic affairs department of the college, and the students, and the evaluation subjects have achieved diversification; the evaluation of the mechanism has a wide range of dimensions, from pre-class preparation, classroom teaching, to after-class teaching effect, covering the whole process of teaching, and the evaluation process and evaluation indicators are scientific and reasonable. In addition, in order to guide and motivate teachers to concentrate on teaching, Jingbei Vocational Institute will also take the teaching effect of teachers as a prerequisite for teachers to evaluate and promote professional titles, and evaluate all kinds of awards at all levels. The *Implementation Plan for Deepening the Construction and Reform of the "Dual-Teacher Teacher" Team in Vocational Education in the New Era* and the *Action Plan for Improving the Quality and Training of Vocational Education (2020-2023)* emphasize "breaking the stubborn disease of 'only diplomas, papers, hats, identities, and awards' Improve the correct orientation of assessment and evaluation,

and strengthen the application and incentive role of evaluation results".

The current teacher teaching effect evaluation program of Northern Beijing Vocational Education Institute stipulates that the teaching effect of teachers will be evaluated by three different dimensions: external third party, college academic affairs department and students in the semester, and the evaluation results will be ranked as a whole, and the top 20 teachers will be rewarded with the salary increase of all teaching hours in this semester, and at the same time, they will also enjoy favorable conditions such as evaluation, promotion priority and evaluation priority, and the bottom 20 teachers will be evaluated by professional titles. Penalties such as delaying the promotion of professional titles or canceling the qualifications for participation in the evaluation are as follows: the average score of the participating teachers enters the bottom 20 once per academic year, and the promotion time of their evaluation or professional titles is postponed for one year. New teachers (new teachers of the current year) participate in the evaluation of the teaching effect of the college in the first year, and those who enter the top 20 at the college level will be rewarded normally, and those who rank in the bottom 20 of the college level will be exempted from one year of punishment. In addition to actively responding to relevant national policies, actively guiding teachers to be enthusiastic about teaching, meticulous teaching, long-term teaching, lifelong teaching, and breaking the "five only" tendency, Northern Beijing Vocational Education Institute insists on implementing the teaching quality evaluation ranking of teachers in the whole college, and implements the elimination mechanism. Teaching reflection ability is one of the important abilities of teacher development, and teaching reflection is an effective way to improve teaching quality and promote the professional development of teachers."<sup>[2]</sup>

#### **4. Playing an exemplary role**

In order to attract more outstanding talents to devote themselves to the education and teaching work of the college, Northern Beijing Vocational Education Institute not only rewards outstanding teachers with higher salaries, but also gives full play to the exemplary and leading role of excellent teachers and excellent teaching plans. For the top 20 teachers in the teaching quality of the college each semester, the college publishes a public list, fully affirming the efforts of outstanding teachers for teaching, actively publicizing the advanced deeds of outstanding teachers, and fully expressing respect for excellent teachers. In order to improve the overall quality of the teaching plans of the teachers of the college, Northern Beijing Vocational Education Institute has held 10 consecutive excellent teaching plan exhibitions since 2018, and edited the excellent teaching plans after the dismantling into a book, made an excellent teaching plan collection, and distributed it to all teachers, giving full play to the demonstration and leading role of excellent teaching plans. The practice of demonstration first put forward the report of the 20th National Congress of the Communist Party of China to put into practice the "sincere love for talents, careful cultivation of talents, dedication to attracting talents, and careful use of talents", and created a good atmosphere of advocating excellence, respecting excellence, and striving to become excellent in Northern Beijing Vocational Education Institute, so that teachers deeply appreciate the true intention of the college to evaluate teaching is to promote the improvement of teachers' teaching level.

#### **5. Conclusion**

According to the statistical data of classroom teaching quality and the results of the general survey of teaching plans obtained by the external third-party evaluation agency of Northern Beijing Vocational Education Institute in the past nine years, the teaching quality evaluation mechanism of Northern Beijing Vocational Education Institute has been consciously implemented since 2015 to promote the improvement of teachers' teaching ability and the improvement of education quality as the core. The implementation of this mechanism in Northern Beijing Vocational Education Institute and the results achieved show that the exploration of ways and means to improve the teaching level of teachers has very high practical value with the evaluation of teaching quality in the school as the starting point, which can not only monitor the teaching work of higher vocational colleges from time to time, but also effectively promote the improvement of teachers' teaching level.

#### **Conflicts of interest**

The author declares no conflicts of interest regarding the publication of this paper.

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