

# Countermeasures to Improve the Construction of Coaching Staff in Private Colleges in China

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## **Abstract:**

Junior culture in private colleges not only reflects the universality of college culture, but also reflects the particularity of private college culture. Since the teachers in private colleges are the organizers, implementers and coordinators of the student culture work, and the people who guide and lead the Junior to grow up, it is an important organizational guarantee for private colleges to strengthen the construction of teachers. Although China's private colleges have made active explorations and achieved remarkable achievements in the construction of coaching staff, there is still some room for development, such as strengthening the system construction to form a new mechanism to adapt to the construction of coaching staff in private colleges, the joint efforts of the whole society to form a favorable environment for the construction of coaching staff in private colleges, and strengthening the construction of coaching staff in private colleges to meet the requirements of high-quality development.

**Keywords:** Private colleges, Coaching staff, Team construction, Quality of culture, Coaching ability.

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## I. INTRODUCTION

In January 2021, the Ministry of Education and other five departments issued the Guiding Opinions on Strengthening the Construction and Reform of the Teaching Staff in Colleges and Universities in the New Era, which pointed out that the focus should be on the connotative development of colleges and universities, and the fundamental task of cultivating people with morality should be implemented. Moreover, the guiding ideology and objectives and tasks for the construction of the teaching staff in colleges in the new era have been clarified, with the primary task of strengthening the ideological and political quality of college teachers and the construction of teachers' morality and style, the key of improving teachers' professional quality ability starting from promoting the reform of personnel system according to the laws of education and teachers' growth and development to provide strong teacher guarantee for improving the quality of personnel training, enhancing the ability of scientific research and innovation and serving the country's economic and social development.

## **II. STRENGTHENING THE SYSTEM CONSTRUCTION AND FORMING A NEW MECHANISM TO ADAPT TO THE CONSTRUCTION OF TEACHING STAFF IN PRIVATE COLLEGES**

The teaching staff is the first resource to realize the connotative development of private higher education, and the relying force for the transformation and development of private higher education in the new era. Thus, sticking to the construction of the teaching staff as the basic work for the reform and development of private higher education is a new thinking and positioning for the status and role of teachers in private colleges in the new era. [1]

Institutional construction is a dynamic process in which systems are formulated, executed and tested and perfected in practice without an end point in theory, which should be constantly revised to meet the requirements of new situations and tasks in order to establish and improve a scientific, reasonable, concrete and practical system. A macro-background survey reveals that in order to give full play to the function of the system, it is necessary to build a closed, related and scientific system, in which all parts are connected and coordinated to play a role together, and the absence of any part will result in the loss of structure, function and efficiency. Therefore, strengthening the construction of teachers in private colleges requires the joint efforts of the government, private colleges and the whole society to establish a complete and unified system and to form a new mechanism to adapt to the construction of teachers in private colleges.

### **2.1 To Strengthen Guidance and Norms and Improve the Formulation of Laws and Regulations by the Government**

At present, although China's laws and regulations on the construction of teaching staff in private colleges are rich, they still need to be improved to better protect its construction. Legal norms have two major functions in the construction of teaching staff in private colleges: one is to safeguard the legitimate interests of teachers in private colleges from external unreasonable factors, and the other is to regulate and restrict the orderly and healthy development of teaching staff in private colleges. The legal status of private teachers should be established to give teachers in private colleges a correct and appropriate policy orientation. In addition, it is necessary to strengthen publicity and guidance to raise people's awareness of the necessity and importance of building a contingent of teachers in private colleges. More importantly, it is essential to standardize and solve the status and future of teachers in private colleges in terms of laws and policies. It is also necessary to continuously introduce and improve the legal norms concerning private colleges and their teachers, make legal and policy provisions, clarify the obligations of private colleges to carry out education, ensure that the school-running personnel of private colleges have correct ideas, raise the concept and consciousness of carrying out education in accordance with the law, and truly achieve scientific legislation. At the same time, perfect and compatible supporting policies should be further formulated in accordance with the relevant laws according to the characteristics of the teaching staff in private colleges, and relevant guarantees should be provided for the housing, insurance, wages, professional titles, further studies and evaluation of teachers in private colleges, so as to effectively safeguard the legal status and interests of the teaching staff in private colleges.

## 2.2 To Establish and Improve Rules and Regulations by the School to Achieve Standardized Management

To realize the educational function of imparting knowledge and educating people, it is necessary to build a high-quality teaching staff in private colleges and give full play to their role, which requires private colleges to strengthen the standardized management of the teaching staff with high quality and efficiency. Therefore, the establishment and improvement of rules and regulations and the establishment of a reasonable management mechanism in private colleges will be beneficial to the continuous, healthy and sound development of the teaching staff.

First of all, the selection and employment system should be improved. The criteria for selecting and appointing teachers in private colleges should also be improved. There should be clear requirements for the knowledge structure, working ability and language expression ability of the teachers. As far as possible, teachers should be selected from highly educated people with strong sense of responsibility, certain work experience of students and strong organization and management ability. Multi-channel, high-standard and strict requirements for new exploration suitable to the actual conditions of the school and the requirements of students' education work should be adhered to when selecting and recruiting the teaching staff according to the actual conditions of the school itself. The teacher appointment system and assessment system should continue to be improved. Since the implementation of the appointment system for teachers in institutions of higher learning, profound changes have taken place in the forms of employment. Moreover, the various forms of employing people that followed not only broke the traditional way of staffing management and talent evaluation, but also demanded that the design of the employment system should aim at maximizing the "selection of the best" and "survival of the fittest", and make more comprehensive and detailed regulations on the signing of the employment contract, the management of post-employment contract and assessment, the withdrawal mechanism and the handling of employment disputes, so as to ensure that more work and better work is paid, and the teachers are rewarded for their diligence and punished for their laziness, so as to improve the teaching staff. [2]

Secondly, the training and further study mechanism should be established. In order to maintain the teachers' advantageous position in the process of education and teaching and to ensure the effectiveness of the work, it is necessary to increase the study and improvement of the teaching staff. Thus, it is an important task for private colleges at present and in the future to establish a training system and strive to build a learning-oriented team. The establishment of a teacher training and learning mechanism to improve the effectiveness of teacher training and learning can not only provide a reference for the formulation of scientific and reasonable training programs and opportunities, but also test the effect of training and learning, ensure that teachers can gain and make progress in training, and can transform what they have learned into the practice of educational and teaching activities. Moreover, the establishment of a reasonable learning and training system can stimulate teachers' enthusiasm for actively participating in learning and progress. Private college teacher training is not a simple and isolated work, but an important part of the whole college teaching staff construction, involving many links and factors, which are not only influenced by the school development orientation, financial support, management level, incentive

mechanism, evaluation system and distribution system, but also related to teachers' own quality. Private colleges should clearly stipulate the rights and obligations of further education and training during their tenure in teachers' post responsibilities, and make corresponding assessment on their participation in training, so as to improve their awareness of the importance and necessity of participating in training from a systematic perspective. The development of information technology, the emergence of big data and artificial intelligence technology provide new opportunities for the evaluation of teacher training effectiveness. How to use it to collect more data and make a more objective and sustained evaluation of teacher training effectiveness requires further consideration and research. [3]

Third, the appraisal and incentive system should be improved. The establishment of scientific evaluation can stimulate teachers' sense of honor and pride, promote their self-improvement and progress, and ultimately improve their performance. In private colleges, strict assessment methods and requirements should be formulated, not only to organize relevant departments to evaluate the work of teachers, but also to give full play to the role of student evaluation in the assessment, so as to give special rewards to teachers who have passed the assessment, and rectify teachers who have failed the assessment within a time limit. In addition, they also need to establish a corresponding incentive system based on the actual situation of the school and taking into account the interests of all parties, so as to give educators an honorary incentive by awarding honorary titles in spirit, and to give teachers who are excellent in job evaluation a certain amount of salary, allowance promotion and bonus payment in material terms. The reform of salary system for teachers in private colleges should be promoted, such as establishing an income distribution mechanism that reflects the orientation of increasing knowledge value, expanding the autonomy of income distribution in private colleges, and independently determining the income distribution method within the approved total performance salary. Private college teachers' reward income from the transformation of scientific and technological achievements obtained according to law is not included in the total wage base of the unit. Finally, the internal incentive mechanism that adapts to the characteristics of teaching posts in private colleges should be improved. For full-time teaching staff, the proportion of basic performance pay in performance pay should be appropriately increased, and the post incentive for teaching-oriented teachers should be strengthened. [4]

### 2.3 To Strengthen Supervision and Support by the Society to Ensure the Smooth Progress of Education

To make a great progress in the construction of teachers in private colleges, it is necessary to strive for social support and ensure the smooth progress of the construction of teachers in private colleges with the help of all social forces, because it is impossible to form a stable and creative teaching staff without social supervision and support.

First of all, the development of the economy has prompted enterprises to demand more and more graduates from private colleges, which indicates that the development prospects of private colleges are optimistic. Therefore, people of insight with the spirit of innovation, development and dedication should actively invest in private education, absorb domestic and foreign social funds, expand educational resources, continuously study the rules for the development of private higher education, put forward new

ideas and measures for work, be leaders in private education, and strengthen the participation, consultation, evaluation and supervision activities of all sectors of society in private higher education. The input of social forces will play a positive role in promoting the development of private higher institutions, accelerate the process of popularization of higher education, promote local social and economic development, and provide a good and broad development space for the development of education.

Secondly, the whole society should care for and affirm private teachers, support the education of students and personnel training in private colleges, take classified management as a breakthrough to innovate institutional mechanisms, improve support policies, strengthen standardized management, improve the quality of running schools, further mobilize the enthusiasm of social forces to set up education, and promote the sustained and healthy development of private education. From the policy point of view, private colleges, whether for-profit or non-profit, have received unprecedented and clear preferential support policies, ranging from market access to teachers, teaching direction and student financial assistance. Teachers in private colleges enjoy the same rights as those in public colleges in qualification, job evaluation, training, evaluation and commendation, and students in private colleges enjoy the same state-funded policies such as student loans, scholarships and grants. Moreover, the advanced models and deeds of teachers' work in private colleges should be actively reflected, respected and understood, and their lofty status should be established.

### **III. FORMING A FAVORABLE ENVIRONMENT FOR THE CONSTRUCTION OF PRIVATE TEACHERS WITH THE JOINT EFFORTS OF THE WHOLE SOCIETY**

Not only is the existence and development of human beings premised on a certain environment, but also people's thoughts are formed and developed in a certain environment. Similarly, the construction of teaching staff is restricted and influenced by various environments. Creating a good environment for the construction of teachers in private colleges is the guarantee for the private colleges to build an excellent team of teachers. The development of teacher policy is not "freedom" in a complete sense, but also needs the restriction of governing environment. According to the complexity of teacher policy environment system, the overall governance environment can be divided into teacher policy process (decision-making, implementation and evaluation), teacher policy content (politics, economy, education and culture), teacher policy regional scope (different countries and regions) and teacher policy levels (macro, meso and micro). On the whole, the overall governance policy environment for the construction of teachers in private colleges in China has been gradually improved, and a relatively perfect picture of a virtuous circle has been formed [5]. It is of great significance to correctly handle the relationship between teaching staff building and various environmental factors for strengthening teaching staff building.

#### **3.1 The Government Should Increase Support and Funding**

Some encouraging and loose policies of the state can play a certain supporting role, making it possible to develop private education with social resources. And the focus of government investment should be macroscopic and instructive, so as to maintain the characteristics and vitality of private education.

First of all, due to the inevitable overlapping of responsibilities and authorities between school-running and managers in the process of operation, it is necessary to define right and wrong through policies, clarify the authority of conduct, guide and standardize school-running behavior, adhere to the school-running policy of promoting the development of private education, and point out the school-running direction and development goals of private colleges, so as to create a more free space and relaxed atmosphere for the construction of teachers in private colleges. Secondly, the government should continue to increase its support for the policy-oriented funds for the construction of teaching staff in private colleges, and offer certain concessions and subsidies for daily expenses, teachers' salaries, various special subsidies for students, and scientific research funds. Organizations and individuals should be encouraged to donate money to help students, and a policy of reducing or exempting customs duties on donated materials for the public welfare undertaking of private colleges can be implemented to provide a better economic environment for the construction of teachers in private colleges. Thirdly, a reasonable assessment should be made according to the teachers' morality, ability, diligence, performance and responsibility to correspond to the corresponding salary, and spiritual and material rewards should be given to the outstanding teachers.

### 3.2 Private Colleges Should Actively Implement Relevant Policies

In terms of strengthening the construction and management of teachers in private colleges, the government has increased its investment, established the correct policy guidance, clarified the status and role of teachers, stipulated the rights and obligations of teachers, safeguarded the legitimate rights and interests of teachers, and established a series of management policies and supporting measures. Therefore, all private colleges should strictly and orderly implement the relevant policies and supporting measures in accordance with the procedures to comprehensively promote the construction of the teaching staff.

First of all, in the process of teacher cultivation and training, private colleges, according to their own conditions and characteristics, should establish a system for teachers' work, pre-job and on-the-job training for teachers, a system for teachers' further studies and degree studies, and a system for guiding teachers to participate in social practice. They should formulate plans for the construction of teaching staff in accordance with the government's plans for the development of colleges and universities, clarify the objectives and implementation measures of the teaching staff within a certain period of time, and carry out the plans step by step according to the specific plans and the requirements of management by objectives. Secondly, in accordance with the regulations on teachers' duties formulated by the state, detailed rules and measures for the promotion of teachers to higher-level posts should be formulated in each region and each private university respectively, which strictly stipulate the level, ability and work attitude of promotion to a higher level, and provide promotion opportunities for those with outstanding achievements, so as to encourage teachers to undertake more teaching and scientific research tasks. There should also be a set of rules and regulations for salary promotion, and wage reward, special government allowance or heavy reward should be given to those who have made special contributions. Colleges and universities should implement different incentives according to the contribution, and various forms of reward system established by the state and the education department, such as scientific achievement award, scientific



research achievement award and teaching and educating award, to make a difference between the levels in the distribution of teachers' salaries and allowances, so as to mobilize the enthusiasm of the teachers.

### 3.3 Building a Social Culture Conducive to the Healthy Growth of Private Colleges

The social and cultural environment mainly refers to the relatively stable culture, beliefs and way of life formed by a nation, a country or a region in the long-term production and life process and accepted by this group, mainly manifested in social psychology and social consciousness. It mainly includes certain social customs and habits, national psychology and values, ways of thinking and beliefs from the perspective of social psychology, and language, politics, culture and morality from the perspective of social consciousness. Because young students, as the most active group of cultural absorption and information dissemination, have strong plasticity, the social and cultural environment is crucial to the effectiveness and reliability of education for them. In order to create a cultural environment conducive to the healthy work and study of teachers and students in private colleges, the whole society should take active actions and use various means to strengthen the management of cultural market so that high-quality education becomes the main theme of the times, such as holding some cultural propaganda and cultural activities that are loved by the masses, vivid and lively, advocating civilization, loving the collective, uniting and helping each other, and creating a large number of outstanding works, etc., so as to create a good social and cultural environment and working environment for the construction of teachers, and make elegant, healthy and progressive culture moisten students' minds, sublimate their spiritual realm, and make their thoughts and sentiments develop in a healthy direction, thus serving as teachers. To this end, the strengthening of cultural environment construction is to adhere to the right cultural direction, create a positive and healthy cultural atmosphere, standardize the cultural industry, fully stimulate young students' pride and political responsibility, form a good atmosphere, and enhance the effectiveness of teaching staff construction.

## **IV. STRENGTHENING THE CONSTRUCTION OF TEACHING STAFF IN PRIVATE COLLEGES ACCORDING TO HIGH STANDARDS ON CONDITION OF MEETING THE REQUIREMENTS OF HIGH-QUALITY ECONOMIC AND SOCIAL DEVELOPMENT**

Since the teaching staff is the organizational guarantee to strengthen and improve the education of college students and an important force to promote the development of the school, strengthening the construction of the teaching staff is the basis and premise to do a good job in the education of young students, which is of great significance for the full implementation of the party's educational policy and the implementation of various tasks in the education of college students. Teachers, the organizers, planners, implementers and regulators of young students' education in private colleges, play an important role in the process of education, which largely determines the quality of school education. Therefore, it is necessary to set high standards and strict requirements and take effective measures to build a cohesive, creative and fighting force of teachers.

#### 4.1 Improving the Ethics Level of Teachers in Private Colleges

Professional ethics is the moral norm and code of conduct that should be followed in any profession. The university is an important position of moral construction, which has high requirements for teachers' professional ethics. Teachers' words, deeds and every move will become an example and a model for the formation of students' good moral character. It is necessary to strengthen the construction of teachers' professional ethics in private colleges, establish noble professional ethics, and truly regard teachers' posts as places to realize the value of life, thus contributing to the cultivation of outstanding talents. In view of the fact that the level of teachers' morality in private colleges is a key factor affecting the quality of education, teaching and personnel training, it is necessary to first strengthen the construction of teachers' morality in order to improve the quality of education, teaching and personnel training. Although almost all the students in the school have become adults, their character and personality can be greatly shaped because they have not really gone to society yet. As the most direct guide and guide for young college students, teachers who have been in contact with college students for the longest time will exert a subtle influence on college students through their words and deeds, because their noble sentiments and good virtues are textbooks that have the greatest impact on college students.

The first step to strengthen the teachers' ethics in private colleges is to improve their own moral level. Teachers' moral style has a direct and subtle influence on students, so teachers should not only impart relevant moral standards to students, but also influence them with their own model practice. In the Great Learning, it is said that "we can manage our family well if we have a good moral character, and we can manage our country well if we have a prosperous family business". Self-cultivation means establishing good moral quality and morality. If teachers in colleges and universities give priority to "self-cultivation" and set an example with their own good moral behavior, they will become silent educators, which is more persuasive and influential than any words, attracting and infecting college students to follow. The second is to have a high sense of responsibility, respect posts and love careers. Only those who love education and students can become qualified teachers, be meticulous in their work, devote their knowledge and efforts to higher education, and do their best to educate young students, thus stimulating their enthusiasm and creativity. The evangelists themselves should first be clear about and trust in the morality, and the educators should first be educated. Only by pursuing and establishing a large realm, mind and pattern can they give students guidance and guide their life. Only in this way can they show the nobility of teachers' personality and the great power of education. The third is to love students and be tireless in teaching them. Teachers' love for students is a prerequisite for successful education of students. Only by fully understanding, trusting and respecting students, and communicating with them more, can teachers in private colleges understand the real situation of students ideologically and fundamentally. Teachers' care and love for students are the boosters of students' learning and development, and play an important role in promoting the realization of educational objectives and the formation of students' good quality. Teachers should strictly demand and care for students on this basis, and promote students' all-round development and healthy growth.



#### 4.2 Improving the Professionalism of Teachers in Private Colleges

Professionalization of teachers in private colleges is a process of improving educators' working skills in an all-round way, for which one of the basic conditions is professional specialization. It is very important to build a high-level team of teachers to strengthen and improve the comprehensive quality of college students. In this process, education should be regarded as an honorary profession and teachers should be trained as theorists, practitioners and educators in related fields. The individual quality objectives of the professionalization of teachers in private colleges are mainly embodied in knowledge accomplishment and work skills, acting as not only the direction of teachers' efforts, but also the quality requirements for them.

First of all, it is necessary to improve the knowledge literacy of teachers in private colleges, because knowledge literacy is the basic requirement for teachers' knowledge structure. Teachers with profound basic knowledge have strong adaptability and are more capable of solving new problems in teaching, scientific research and practical work, which is beneficial to the improvement and development of their own abilities and qualities. Teachers with rich professional knowledge have great innovative ability, which is conducive to the development of academic ideas and makes a qualitative leap in their professional knowledge. The target of education and management in private colleges is students with high cultural quality, which requires teachers to have high knowledge quality in order to carry out education and teaching smoothly.

First of all, they should have a complete knowledge of moral education. The focus of a teacher's work is to educate college students, so it is an inherent requirement for a teacher to have knowledge of educational principles, educational methodology and comparative education.

Secondly, they should master a wide range of related disciplines. Teachers in private colleges should possess not only specialized but also innovative knowledge. They should be familiar with the basic knowledge of relevant disciplines closely related to this discipline, including pedagogy knowledge, psychology knowledge and management knowledge, as well as comprehensive knowledge including politics, law, humanities and morality. Only when teachers have profound knowledge can they enrich the teaching contents, make the lectures lively and vivid, and make them comprehensive, and draw inferences from other cases. Only when teachers have new knowledge and link it with practice can they introduce more advanced technology and cutting-edge theory to students in combination with teaching work.

Thirdly, they should master profound professional knowledge. Teachers in private colleges play an important guiding role in the professional study of young students. In the process of learning, students may not understand some professional knowledge, or they may be confused about their future careers because they don't know the development trend of their major. All these require teachers to have a comprehensive understanding of the overall professional knowledge of the students in their departments without knowledge blind spots.

Fourthly, they should build a scientific and reasonable academic relationship structure. As an important guarantee for the development of modern colleges and universities, a scientific academic relationship structure should have the following three characteristics: First, the graduating colleges with the highest academic degree in the teaching staff should have "high level, various types, wide regional distribution and reasonable proportion"; Second, the teaching staff members have learned many kinds of specialties, with a high level and a certain degree of cross-cutting; Third, the knowledge system of teaching staff is complete in categories and covers a wide range. At the same time, it is necessary to think about how to form a scientific and reasonable learning-origin structure in the process of ensuring the source of college teachers from the system level, and how to optimize the learning-origin structure of the existing college teachers, which are issues that every college cannot avoid in the process of higher education development, and need our deep thinking. [6]

Secondly, it is necessary to improve the working skills of the teaching staff. To become expert educators, teachers in private colleges should possess some necessary vocational skills besides general educational and management skills, including theoretical thinking ability, organization and management ability, investigation and analysis ability, coordination and communication ability, language expression ability, psychological education ability, vocational guidance ability, information technology ability, writing ability, crisis management ability and innovative thinking ability, etc.

The first is to improve their teaching ability. First of all, educators should fully understand textbooks by improving their ability to control them, use them rationally, strengthen the pertinence and practicability of education and teaching, make students acquire necessary knowledge and useful information with limited class hours and time, quote new knowledge extensively, and enrich the contents of education and teaching to meet the needs of students for knowledge. Secondly, it is necessary to improve the ability of language expression. As language is the carrier of knowledge, professional education and teaching language have an important impact on the cultivation of students' good moral character, the improvement of teaching efficiency, the development of students' thinking ability and the cultivation of noble sentiments. Finally, teachers should improve their ability to use a variety of teaching methods, get rid of the shackles of backward educational concepts, avoid blindly one-way indoctrination and closed teaching, return the classroom to the students, change "imparting knowledge" to "imparting methods", make the classroom truly a place for students to learn autonomously, improve the motivation and enthusiasm of students' active participation, and promote the ability to transform the learned knowledge into social life.

The second is to improve the practical ability. The goal of personnel training in private higher education is to produce, build, manage and serve the first-line applied talents of higher technology. Therefore, emphasis is placed on the practicality and application of teaching in the education and teaching links, as well as on improving students' ability to transform theory into practice, and the ability of teachers to effectively organize the second classroom activities and guide students to carry out social practice activities. Private college teachers should have a certain depth of theory, strong application ability and be able to solve practical problems in work, study and life.

The third is to improve the scientific research ability. Private college teachers should promote the improvement of teaching level by improving scientific research, enrich, deepen and update their own knowledge and improve their academic level based on scientific research, and then apply scientific research results to education and teaching practice. Teachers should also have the ability to write academic papers and conduct academic exchanges, because they can sum up their experiences in the process of education and teaching in time and effectively, and turn them into cultural achievements by writing academic papers, and they can understand the frontier and trends of current disciplines and promote the improvement of academic level by reading a lot of literature and participating in academic exchange activities.

The fourth is to improve the ability to use information technology. The extensive application of information technology has broken through the restriction of traditional educational means and methods, and the network resources and information technology have the characteristics of real-time and timeliness because they are not restricted by time and space, which makes the teaching activities take on a temporary new look. In practice, there are a large number of abstract concepts and principles in teaching materials, which are difficult to stimulate students' thirst for knowledge and interest in learning due to the lack of perceptual knowledge. Therefore, teachers can use and integrate the educational resources on the Internet into relevant courseware, lesson plans, test questions and other contents, or make full use of the advantages of sound, light and color of multimedia to change the one-way information transmission with monotonous content and inflexible form in the past, or strengthen students' understanding and memory of knowledge through various charts, videos, animations and other means, or hire relevant experts in journalism and communication to teach the operation features and logic of emerging media, and guide teachers to make full use of information technology to establish a "bridge of friendship" with college students and become "guides" on the road of college students' growth and success. [7]

## **V. CONCLUSIONS**

The high-quality development of private colleges, an important part of higher education in China, is necessary to improve the quality of higher education in the new era. In recent years, with the introduction and improvement of relevant laws and regulations to provide basic institutional support for the development of private colleges, a number of high-quality private colleges have emerged in China, effectively increasing the supply of educational services. In the future, the internal governance of private colleges will be further optimized, and the all-round development of teachers will promote the all-round development of private higher education by strengthening the system construction to form a new mechanism to adapt to the construction of teaching staff in private colleges, by the joint efforts of the whole society to form a good environment conducive to the construction of teaching staff in private colleges and by strengthening the construction of teaching staff in private colleges to meet the requirements of high-quality development.

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