

Practical Research on Strengthening the Construction of University Faculty with the Spirit of Educators

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Abstract: The spirit of educators serves as the core value guidance for building a high-quality teaching staff in the new era. To deepen teaching reform and build a strong education country, cultivating and promoting the spirit of educators must be placed at the core of faculty construction. Its profound connotations provide clear value orientation and rich spiritual nourishment for teachers' professional development. Guided by the spirit of educators, innovating the teacher training model can effectively drive teachers' professional growth and significantly improve teaching quality, so as to cultivate more new talents who can shoulder the great task of national rejuvenation. Focusing on the construction of university faculty, this paper deeply analyzes the connotation of the spirit of educators and puts forward specific construction paths, aiming to enhance the effectiveness of education and provide useful references for promoting the connotative and high-quality development of higher education.

Keywords: Spirit of educators; University faculty; Practical research

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1. Introduction

The fundamental task of higher education is to cultivate morality and nurture people. To achieve the sustainable development of education, it is necessary to strengthen the construction of the teaching staff and improve professional ethics and professional quality. Infiltrating the spirit of educators, relying on the exemplary role of well-known educators, and adhering to the principles of teaching students in accordance with their aptitudes and behavioral norms, educators can build a high-quality teaching staff. As the frontier of activity innovation, universities play a key role in scientific and technological productivity and innovation drive, and should build a high-quality teaching staff under the guidance of the spirit of educators. The spirit of educators can stimulate teachers' love for education, prompt them to pursue and care for students, form good internal motivation, improve teaching effects, and help scientific research development. Based on this, the construction of university

faculty under the guidance of educators can promote the realization of the goal of building a strong educational country and accelerate national scientific and technological innovation.

2. Connotation analysis of the spirit of educators

The spirit of educators is the sublimation of the national traditional education thought and the precious spiritual wealth formed by Chinese educators in practice through the ages. Its connotation is rich and profound, requiring teachers to adhere to the mission of educating people for the country, actively adjust teaching methods, participate in education, create a good course environment for students, and improve teaching effectiveness^[1]. It includes good moral sentiments, such as establishing oneself with morality and teaching with morality, which are the professional ethics norms of teachers, can break through the limitations of material desires and fame, and guide teachers to pursue noble values. In the practice of higher education, teachers need to adhere to teaching students in accordance with their aptitudes, use scientific concepts, and rely on their own talents to imperceptibly influence students and improve their professional knowledge^[2].

Specifically, the connotation of the spirit of educators includes: first, the teaching attitude of diligence, truth-seeking and innovation, which reflects the professional quality of teachers, such as truth-seeking, progress, etc., is the path for teachers to adapt to the law of knowledge transmission, can cultivate a rigorous and self-disciplined attitude and the spirit of breakthrough, and shoulder the responsibility of educating people in the new era^[3]. Second, the benevolence of being willing to teach and actively dedicate, which contains the professional spirit of teachers, can help teachers assume the important task of educating people, moisten students' hearts with true feelings, and encourage students to show feelings of success. Third, the pursuit of value caring about the world and educating people with culture, which includes the sense of responsibility of carrying forward the past and opening up the future, can urge teachers to become disseminators of ideological culture, provide guidance for the healthy growth of students, and improve the effectiveness of education.

3. Strengthening the construction of university faculty with the spirit of educators

First, casting the mission of family and country, and taking on the responsibility. The spirit of educators with the core of “educating people for the party and cultivating talents for the country” is the “anchor” for teachers to strengthen their ideals and beliefs. It takes root in the responsibility awareness of teachers to “cultivate the foundation and cast the soul”, and drives teachers to consciously integrate their personal academic aspirations with the national strategic needs. The specific performance is: in the selection of scientific research directions, take the initiative to focus on the key technology research of “stuck neck”; in the education and teaching, organically integrate the elements of family and country feelings, and realize the deep coordination of professional knowledge teaching and core values shaping.

Second, stimulating internal motivation and driving professional improvement. The concept of “lifelong learning and rigorous scholarship” advocated by the spirit of educators is the “cardiotonic” to break the utilitarian tendency of “valuing scientific research over teaching.” It encourages teachers to continuously update educational concepts and skills (such as mastering intelligent teaching tools and innovating interdisciplinary curriculum design), deepen the practice of “teaching academicization”, and continuously improve the ability to educate people. Thus, teachers can build a benign interactive cycle of “promoting teaching through research and feeding research through teaching”, and achieve the two-way improvement of teaching and research

capabilities.

Third, cultivating the educational ecology and optimizing the interaction between teachers and students. The feelings of “joy in teaching and love for students, and willingness to contribute” contained in the spirit of educators are the “lubricant” for building a harmonious teacher-student relationship. It guides teachers to sincerely care for students and understand their differences, and implement “teaching students in accordance with their aptitudes” in practice. This prompts teachers to pay more attention to the all-around growth of students, actively create an educational environment of respect, trust, and support, effectively improve the learning experience and effectiveness, and finally cultivate a high-quality educational ecology of teaching and learning together and coexisting and prospering.

4. Practical strategies for strengthening the construction of university faculty with the spirit of educators

4.1. Giving play to the role of the government and coordinating the construction of the teaching staff

In order to effectively promote the inheritance of the spirit of educators, the government needs to establish correct concepts and provide good guidance. The spirit of educators needs to keep pace with the times and play a good historical foundation role ^[4]. The spirit of educators is abstract and also displayed in the process of various teaching practices. It is not an unreachable dream, as it can promote the smooth realization of the goal through efforts.

First, strengthen government guidance and institutional supply. The government needs to deepen the understanding of the contemporary value and historical foundation of the spirit of educators and play a leading role. Formulating and implementing special policies and regulations provides a solid institutional guarantee and cultural guidance for the inheritance of the spirit of educators ^[4]. Strengthen the publicity and interpretation of the spiritual connotation, create a good social atmosphere of respecting teachers and valuing education, and advocating the spirit of educators, and help teachers’ professional growth ^[5].

Second, deepen cultural cultivation and value infiltration. The spirit of educators is rooted in the excellent traditional Chinese culture and is the essence of it. Colleges and universities should vigorously carry forward the lofty demeanor of educators of past dynasties, deeply explain their unique value and the essence of higher education, follow the law of teacher growth, effectively stimulate teachers’ internal motivation and progressive spirit, and accelerate the modernization process of higher education ^[6].

Third, improve the incentive guarantee and effect evaluation. To optimize the treatment guarantee, the government should improve laws and regulations, effectively protect the legitimate rights and interests of teachers, and enhance the professional attractiveness and sense of dignity ^[7]. Guide teachers to use the spirit of educators to examine and overcome the utilitarian, entertainment, and other tendencies in higher education. At the same time, establish an evaluation and feedback mechanism, take the spirit of educators as the core value scale, and incorporate it into the teacher evaluation and work performance assessment system to ensure that various construction measures are implemented and achieve practical results. Through scientific evaluation and feedback, the inheritance path is continuously optimized.

The construction of the above multi-dimensional guarantee system aims to cultivate a high-quality teaching staff with the spirit of educators, and inject sustained development momentum into building a strong education country rooted in the Chinese land.

4.2. Relying on the guidance of the spirit of educators to help teachers grow

The spirit of educators is the core engine driving the self-iteration and pursuit of excellence of university teachers. Colleges and universities should give full play to their leading role and empower teachers to grow in multiple dimensions.

First, anchor the educational goal and clarify the professional direction. Guide teachers to deeply understand the core meaning of the spirit of educators, take “cultivating new people who can shoulder the great task of national rejuvenation” as the fundamental follow, and dynamically optimize the teaching content and methods accordingly ^[8].

Second, internalize the spiritual value and stimulate the consciousness of growth. Promote the deep integration of the spirit of educators into the teacher value system, make it an internal incentive source, strengthen professional identity and role responsibility, and continuously enhance the kinetic energy of independent development.

Third, practice the “three establishment” criteria and lay a solid foundation for development. Run through the whole process of teacher development: taking moral establishment as the foundation, taking noble teacher ethics and style as the cornerstone, and strengthening value guidance; taking learning establishment as the foundation, driving teachers to deepen professional knowledge and continuously improve academic literacy and innovation ability; taking teaching establishment as the key, tempering excellent teaching ability (concept updating, method innovation), and expanding the ability of scientific research to feedback teaching and serve society.

Fourth, implement the requirements of “four cultivations” and achieve the unity of knowledge and action. Guide teachers to deeply identify with the spirit of educators at the cognitive level through “cultivating the body, cultivating the mind, cultivating the practice, and cultivating the industry”, and internalize it in the heart and externalize it in the line: cultivate educational feelings (cultivating the body and cultivating the mind), and establish the ambition of caring about the “big things of the country”; practice the academic attitude of diligent study, earnest practice, and seeking truth from facts (cultivating the practice); continuously improve professional ability (cultivating the industry), and pursue excellence in teaching and scientific research ^[9].

Fifth, drive educational innovation and empower systematic reform. Guided by the creativity and practicality of the spirit of educators, promote teachers to: break through the barriers of traditional thinking and technology application, focus on the core of talent training; actively carry out creative practices integrating education, scientific research, and social services; and finally improve the overall effectiveness of the education system and serve the construction of a strong education country ^[10].

4.3. Creating a humanistic environment and carrying forward the spirit of educators

Building a humanistic environment that nourishes the spirit of educators and stimulates the vitality of educational innovation is the deep-seated guarantee for building a high-quality education system and realizing the fundamental task of cultivating morality and nurturing people. The achievement of this goal is by no means the responsibility of colleges and universities alone, but a systematic project, which urgently requires multiple subjects such as the government, colleges and universities, society and even families to form a synergy of education, and jointly weave a strong social atmosphere of respecting teachers and valuing education, advocating wisdom and learning ^[11–12]. Only when the universal recognition and respect for the professional value of teachers and the sanctity of education are established at the social level can the spirit of educators

obtain the fertile soil for rooting and thriving, and their leading and exemplary role can be responded to and practiced in the widest range.

First, strengthen the concept of advocacy and rights protection, and build a solid social foundation for respecting teachers and valuing education. Colleges and universities should earnestly act as the main position and forerunners of carrying forward the spirit of educators. It is necessary to not only publicize the lofty deeds and spiritual core of educators of past dynasties in a normalized and three-dimensional way through various carriers such as the university history museum, famous teacher studios, opening/graduation ceremonies, but also deeply integrate the concept of respecting teachers and valuing education into the construction of campus culture and system design, so that it becomes the common value pursuit and code of conduct of teachers and students.

At the government level, respecting teachers and valuing education should be raised to the height of a national strategy. Through the trinity of legislative guarantee, policy preference and financial investment, the treatment of teachers will be improved systematically and long-term (especially to ensure that the salary of compulsory education teachers is not lower than the average level of local civil servants), the social security such as medical care, housing and children's education will be improved, the career development channel will be unblocked, and the economic status, social status and professional dignity of teachers will be significantly improved, so that teachers will truly become enviable and respected professions. The dual strengthening of material security and spiritual respect is the fundamental premise to reverse the social utilitarian tendency, reshape the dignity of teachers, and finally make respecting teachers and valuing education become a common practice, and also the solid soil for the widespread dissemination and deep-rootedness of the spirit of educators.

Second, improve the hierarchical and classified honor incentive system and stimulate the internal drive to practice the spirit of educators. It is very important to establish a scientific, complete, hierarchical, and authoritative teacher honor system. This system should cover multiple levels of national, provincial (ministerial), municipal, county (district), and school levels, and form a pyramid-shaped incentive structure. National honors (such as "People's Educator" and "National Model for Teaching and Educating") focus on setting up benchmarks of the times and demonstrating national will; local and school-level honors focus on coverage and accessibility, so that more ordinary teachers who work hard in obscurity can be recognized.

Enhancing the credibility and influence of honors is the core. The selection standards and procedures must be strict to ensure their professionalism, fairness, and transparency. At the same time, the honor awarding ceremony (such as a high-standard award ceremony, included in important festival activities) should be carefully designed and solemnly held, and the strong sense of ceremony should be used to maximize the transmission of social respect for teachers and significantly enhance the spiritual incentive value and professional attractiveness of honors.

The honor incentive needs to be accurately oriented and highlight the value guidance. It should focus on encouraging the backbone teachers who have long stuck to the front line of teaching, concentrated on teaching and educating people, and the teachers who have silently dedicated themselves to the difficult environments, such as remote, poor areas, and special education posts. This inclination is not simple "care", but a clear praise of the most vivid practitioners of the "spirit of educators" — those teachers who truly integrate "love" and "responsibility" into their daily life and regard "educating people" as their lifelong career.

By making these "greatness in the ordinary" seen, remembered and praised, a strong demonstration effect and precise incentive effect can be produced, so that the majority of teachers can deeply feel the practical value

and professional glory of the spirit of educators, and thus more consciously and actively internalize it in the heart and externalize it in the line, and pursue excellence in their respective posts ^[13].

4.4. Stimulating teachers' internal motivation and practicing the spirit of educators

The style of teaching is the core cornerstone and value foundation of the spirit of educators. Colleges and universities must put it in the central position of faculty construction and strengthen the guidance of professional ethics through systematic measures.

First, deepen the cognition and value internalization. Strengthen the publicity and education of teacher ethics, guide teachers to deeply understand their role as the inheritor and guide of traditional culture, consciously internalize the excellent traditional Chinese virtues into the code of conduct, and abide by the core concept of “establishing oneself with morality and teaching with morality”, so as to provide a solid support for cultivating morality and nurturing people ^[14].

Second, clarify the core influence of teacher ethics. The style of teaching not only shapes the professional image of teachers but is also directly related to the quality of education. Noble teacher ethics is the premise for teachers to achieve “teaching by example”, and the key guarantee for them to effectively guide students to establish correct values and stimulate internal learning motivation. Therefore, colleges and universities need to run the construction of teacher ethics throughout the whole process of teachers' careers.

Third, strengthen training and value practice. Integrate the cultivation of teacher ethics into the teacher professional development system in depth. Through diversified training (such as special seminars, case teaching, and practical reflection), teachers' understanding of the connotation and contemporary value of teacher ethics is deepened, and they are prompted to consciously practice the core socialist values in practice and implement the fundamental requirement of “cultivating people with morality.”

Fourth, broaden the vision and strengthen the mission. Actively organize teachers to participate in national conditions research, social services, and other activities ^[15]. Guide teachers to deeply understand the overall situation of national development and strategic needs, personally experience the national development achievements and historical changes, so as to strengthen the “four confidences”, deeply understand the fundamental problem of education of “what kind of people to cultivate, how to cultivate people, and for whom to cultivate people”, and stimulate the internal sense of mission and action consciousness to devote themselves to education and serve national development.

To sum up, the deep integration of the spirit of educators into the construction of university faculty is the core path to improve the overall quality of the faculty and enhance the effectiveness of education. By creating a growth environment led by the spirit of educators, teachers' ideological and political education ability, professional theoretical literacy, and practical ability are synergistically strengthened and improved, which strongly promotes the formation of a high-quality and professional faculty. This team shows continuous exploration vitality in the innovation of teaching methods, the deep integration of scientific research into teaching, and the optimization of curriculum content, which significantly improves the systematicness and effectiveness of talent training. In this context, students' comprehensive quality has been comprehensively developed, and their learning initiative and enthusiasm (especially in course learning and practical training) have been significantly enhanced; at the same time, the stimulation of teachers' internal motivation has prompted them to more actively guide students to participate in subject competitions, scientific research projects and other activities, helping students achieve excellent results and fully display their comprehensive abilities and

qualities. Therefore, taking the spirit of educators as the soul to lead the construction of the faculty is the key support and source of vitality for cultivating new talents with both ability and political integrity, realizing the connotative development of higher education, serving the strategic goal of building a strong education country, and supporting the great cause of national rejuvenation.

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