

The Multiple Forms of Teaching Evaluation, Improve Teachers' Teaching Ability

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Abstract: This article in view of the college practical connotation construction, takes many forms of teaching evaluation, solid foundation, improve teachers' teaching coaching ability construction, promote the improvement of education quality of teaching and talent training.

Keywords: Connotation construction; Teaching evaluation; Coaching ability construction

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1. Introduction

Strengthening the connotation construction, solid foundation, good internal strength, comprehensive improve education quality of teaching and talent training level, is a college of the 12th five-year plan development goals. And the improvement of education quality of teaching, must have a highly efficient and excellent business and rigor of teachers to protect and build a high teaching quality and teaching ability of the teaching team, is the core of the implementation of connotation construction.

To carry out the crucial advice about implementation of connotation construction, vigorously promotes the teaching routine, the multiple forms of classroom assessment as the breakthrough point, improve teachers' teaching ability, improve the effect of classroom teaching.

2. Renew Educational Concept, Fully Understand the Importance of the Evaluation in Improving Teachers' Teaching Ability

2.1 Understand the Connotation of Teachers' Teaching Ability

Coaching ability refers to the teachers engaged in teaching

activities, needed to complete the teaching mission, guiding students to learn the sum total of all kinds of ability and quality. Specifically refers to the ability of teachers engaged in teaching, curriculum teaching skills, practice, and evaluation skills in class, teachers' language skills and ability to use modern education technology. In the aspect of teaching, is mainly refers to curriculum development skills, instructional design skills and lessons; In the implementation of teaching, is mainly refers to teaching, demonstration, interactive, regulating the teaching process and evaluation of learning process skills, etc.

2.2 Understand the Role of the Evaluation in Improvement of Teachers' Teaching Ability

The improvement of the teaching ability and promote, is developing and perfecting the education teaching, puts forward higher requirements to teachers' professional ability. But the teacher's teaching ability is a system, the result of training and continuous practice, cultivation of ability of the coach needs both constant perfection of the individual, and needs assessment of school strong organization and process.

Institute in the process of teaching practice, exploration and practice, the teachers' performance appraisal system

and evaluation system, the combination of the process of the assessment results as a basis for the evaluation of teacher development, to continuously improve the course of teaching, to promote the ability of the teachers, rather than merely as a basis for the summative evaluation. On the basis of college attaches great importance to the internal organization system construction, established a perfect performance evaluation system and evaluation system, in order to give full play to the rules and regulations in the incentive, improve and promote teachers' education teaching ability oriented function.

3. Adopt Comprehensive Appraisal, Take More Measures, Effectively Promote Teachers' Teaching Ability

3.1 Attache Great Importance to the Assessment of "Hard Work", and Attache Great Importance to the Assessment of "Soft" Virtue

Ethics strengthen is the soul of teachers' profession, is the most important quality of teachers, is the soul of teachers, is the prerequisite of khalid ents. Noble ethics, strengthen is the most vivid and specific to the student, the most profound education. Good ethics strengthen education, is to strengthen teachers team construction, improve teachers' teaching ability of top priority.

College in the teaching practice, pay attention to guide teachers to fully understand and recognize the importance and necessity of development ethics strengthen inspection work, would violate the higher school teachers' professional ethics, ethics of strengthen, cause bad influence; Or around the late for class, leave early, leave the job, absenteeism, 9 of the strengthen of the moral standards of a serious breach of regulations such as delinquent into the performance appraisal, the implementation of "one ticket veto", at the same time, in accordance with the measures of publicity, all the teachers study the evaluation methods of assessment content, and the teacher's ethics strengthen regulations, lead teachers consciously enhance ethics and education teaching ability, continuously regulate the behavior of their own teaching. Second, extensive "my favorite teacher" selection activities, improve the selection of the past good teacher way, dominated by students, fully motivate the students' subject consciousness, do not set standards, in class, through students ranking for selection for the teacher to give full play to student's main body status, guide the students to teachers, students, care about students' growth, efforts to enhance the level of professional ethics construction and education and teaching.

3.2 Set up Teaching Performance Assessment Mechanism Which Takes Improving Teaching Ability as Fundamental.

Teachers' teaching performance mainly includes the teacher's teaching work, teaching effect and teaching construction and reform research from three aspects. The teachers' teaching effect evaluation is the important and difficult in the teacher's teaching performance. College on the basis of summary of teacher evaluation, explores the evaluation system, at the end of the semester students to supervise the everyday wk of process evaluation system and the system of inspection Tours, increase the proportion of the procedural supervision in teaching performance evaluation, to form the "results and process, highlight the process diagnosis" instead of the teacher evaluation system.

1) Improve the students' work, change the traditional way of evaluating teachers, achieve the evaluation of teachers teaching curriculum, evaluation for different courses, highlight the feedback of information. College courtyard in the implementation of university student, on the basis of further optimization based on the student's point of view the evaluation methods and evaluation indexes, organize the appraisal committee, for each class, responsible for their implementation, further improve the scientific evaluation. At the same time for student evaluation of teaching results, completes the individual feedback and communication, to facilitate teachers to improve the teaching in time.

2) To improve the supervision evaluation mechanism, explore outstanding teachers engaged in teaching ability, teaching implementation skills evaluation. College set up to support, guidance and demonstration for the main purpose of the steering system of listening to lectures, set up the supervision system, independently of the teaching routine, weekly teaching feedback, and the supervision "random class" "push door into classroom" as a normal work. Timely and comprehensive understanding of the teachers' lessons and teachers' teaching implementation skills, and communication with the teacher discussion, in order to improve the effect of classroom teaching.

4. Establish a Feedback Mechanism to Improve the Effectiveness of the Evaluation to Promote Growth

1) Establish the teaching feedback system, the implementation of three feedback work. One is the final end of course, organization students online evaluation, feedback. Students for a semester course learning to evaluate

teachers' teaching ability, for each reaction to evaluate teachers' ability of project, elaborates the advantages and disadvantages of existing in teachers' teaching ability at the same time, the college will generally reflect the specific problems in the evaluation results timely feedback to the teacher, the teacher in the late development direction. The second is the supervision appraisal feedback will supervise organization targeted class appraisal results, after class, in the form of communication, timely feedback to evaluate teachers, to urge the teachers to raise their teaching level. 3 it is to patrol feedback daily teaching work, search teams to set up the daily teaching, to observe the school teaching system is the key, and will inspect the result feedback the teachers, in order to be a teacher in a timely manner to improve and perfect.

2) Based on the assessment results of salary distribution system, the faculty of the year-end pay linked to the teaching work and teaching performance, year-end final evaluation. Both improve the effect of the assessment to promote growth, and mobilize the teachers' professional development, enhance the teaching ability of teaching.

It should be said that the teacher's teaching ability of the coach effectively improve the teachers' awareness, also effectively promote the improvement of talent train-

ing quality, but system to promote the teaching teaching ability construction, as a kind of exploration, college has just started, also wants this kind of experience to use for reference from other YuanBu coaching ability construction and demonstration.

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