

Suggestions for Strengthening the Construction of Young Teachers' Teaching Ethics Under the New Circumstances

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Abstract

The young teachers are the main force at the front of education. They played an invaluable role in the education field. Under the new circumstances of reform and opening up policy, all kinds of negative thoughts and phenomena from various social corners have strike the teaching ethics of young teachers. To strengthen the construction of young teachers' teaching ethics is a tough and urgent mission for China managing the education properly. In this paper, authors analyzed and discussed some issues about strengthening the construction of young teachers' teaching ethics from three aspects.

Key words: Strengthen; Young teachers; Teaching ethics; Construction

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INTRODUCTION

"A baby bird learns to fly from a grown bird, and a student grows up by learning from teachers". A noble teacher is like the mirror of students' minds. Teachers, as the engineer of shaping human soul, sow the seeds of knowledge, as well as pass the torch of civilization. Deng Xiaoping proposed the guidelines for the development of China's education, "A one-hundred-year program must take education as the basis. The prosperity or the

decline of one nation is determined by education". Under the new circumstances of reform and opening up policy, national economy has achieved fast development, and the society has made continuous progresses. All businesses demand that the education sector must cultivate more high-quality talents. In addition, we must improve the quality and the level of education in order to build a strong nation of human resources. To improve the quality of education, the key relies on teachers. The new situation has established high requirements for teachers' teaching ethics and teaching skills. The teaching ethics is one of important qualities of teachers. The level of teaching ethics will directly affect the quality of talents in future. Meanwhile, the teaching ethics is an important benchmark for people evaluating the education, and also the inner needs of education reform and development. If there is no high-level teaching staff with teaching ethics, there will no high-quality education. The young teachers are the main force at the educational front. They are the backbone of education and the hope of education reform and development in future. In order to adapt to the new situation, to strengthen the construction of young teachers' teaching ethics has become an urgent strategic mission of the educational system. Amounts of facts prove that the high-quality education needs a team of high-quality young teachers. Therefore, strengthening the construction of young teachers' teaching ethics is a systematic project concerning the whole education field and involving in all social aspects, which is an extremely important and urgent business. In this paper, authors develop the following ideas on the construction of young teachers' teaching ethics.

1. PROBLEMS IN THE CONSTRUCTION OF YOUNG TEACHERS' TEACHING ETHICS

Nowadays, the young teachers were mostly born in 1970s or 1980s in the last century. They grew up along with the

execution of China's reform and opening up policy. They are the knowledgeable and civilized young group. They experienced higher education, with rich knowledge, good specialties, active thoughts, and self-motivation. The young teachers are the main force of the teaching staff in schools, as the future and the hope of schools. We can say that the mainstream of young teachers is positive. Most of them hold solid political beliefs and devote themselves to the education cause. They work hard and try to achieve more progresses in teaching field. However, under the new circumstance of China developing socialist market economy, some new worries and problems have arisen from the construction of young teachers' teaching ethics. Along with the constant development of reform and opening up policy and market economy, on one hand, it introduces a new concept of education to teachers, updating their original educational thoughts. On the other hand, because of the coexistence and the collisions of diverse values, especially the replacement of old system with new system, some improper and irregular behaviors and phenomena still exist, what generate many negative impacts on young teachers' life and values. As a result, the young teachers' ideological and political quality decline in general, which mainly focus on the following aspects.

1.1 Lack of Professionalism and Responsibility

Today, some undeniable trend has brought many negative effects on schools. Although the development of market economy has improved teachers' salaries and living conditions significantly, their incomes are still greatly lagged behind many other businesses. The treatment has become more important and cannot be ignored any more. Surrounding by the diversified market economy, some teachers pursue for self returns and economic benefits to a great degree. They complaint a lot and felt hesitation about devoting to education all the life time. Besides, many other teachers are unsatisfied with the pay and try to gain more interests outside the school. They treat the teaching as the "second job". This phenomenon is common and tends to be more serious among young teachers.

1.2 Lack of Ambition and Urgency

A teacher is supposed to "conveying knowledge, separating values, and resolving confusions". As a teacher, he or she must be good at the specialty and update the knowledge in time, so that he or she can keep the same space with the society and the times. Otherwise, a teacher might destroy the student. Therefore, every teacher must develop the spirit of learning till being old. Continuous learning is an important content of teaching ethics. Particularly, at present with the fast development of science and technology and the rapid replacement of old knowledge with new knowledge, people who do not keep learning, like a piece of wood without root, will not survive or make progress. Unfortunately, some young teachers have no passion for learning and make no

progresses since they choose to be teachers in schools. They just complete the job but not pursue for the best result. In addition, some teachers might give up studying the specialty, without updating the knowledge and the teaching approaches, which will seriously impact the teaching quality and the educational quality.

1.3 Poor Awareness of Being a Qualified Teacher

Confucius said, "If the behavior of a teacher is noble, the student will follow him even without instructions. If the behavior of a teacher is not noble, the student will not follow him even with instructions". Teachers are the example of students. Teaching ethics is the mirror in students' minds. However, currently in some schools, some young teachers are incapable of behaving themselves, lacking of the spirit of self-esteem and self-respect. Some teachers may dress improperly or behavior badly. Some teachers may pretend to be noble in schools but crazy for gambling outside. And some teachers may spread certain negative information on the platform, regardless of professional ethics and teaching causes and cultivating students. All these phenomena terribly harm the image of teachers, either as an individual or as a group, ruining the atmosphere of schools, polluting the environment of education, and causing extremely bad influences among students.

By analyzing the phenomena mentioned above, we know that the causes include the following points.

Firstly, with the continuously deepening reform and opening up policy and the fast development of market economy, the income inequality increases, which produce a huge impact on some teachers' life values, affecting their original professional ethics of satisfying with the income and devoting themselves to the cause of education. Some teachers become incapable of "teaching with a peace mind and preaching with a kind mind". As a result, the phenomenon of breaching teachers' rules and ethics appears, such as engaging in paid extra lessons, selling study materials or other commodities to students' parents, or even ask for gifts or money.

Secondly, during the period of reform and opening up policy, some negative social phenomena have affected some teachers' morals. Since the reform and opening up policy, the socialist construction has achieved fast progresses, which has also triggered many ugly social trends, including corruption and embezzlement, cheating, and fraud. Some young teachers have been confused by these negative social affairs. They might follow others because of lacking correct and objective recognition to these facts. As a result, some teachers betrayed the teaching ethics and engaged in gambling, drinking, and work fraud.

Thirdly, Western culture influences teachers' political ideology. Since the reform and opening up policy, the construction of teaching ethics has no systematic and proper theoretical guidance. Plus the continuous

penetration of western ideology and some teachers has not developed the right recognition to the correctness of China following the socialist development. They do not possess attic faith, so that they may question the political ideology or even betray the original belief. In teaching, they have no passion for educating people.

Fourthly, the education authorities do not make up new rules for the construction of teaching ethics. As for the school management, the education authorities are more interested in focusing on the assessment of teaching quality. They emphasize too much on the assessment of teaching quality, but seldom care about the quality of students' learning. The assessment of teaching quality and the ideological and political work did not complement each other. In some places, the construction of teaching ethics has been taken as a burden of dealing with authority examination. It lacks of a basic recognition to the great effect of teaching ethics on the quality of students' learning.

2. THE SIGNIFICANCE OF THE CONSTRUCTION OF YOUNG TEACHERS' TEACHING ETHICS DURING THE PROCESS OF SOCIALIST MORAL CONSTRUCTION UNDER THE NEW SITUATION

The teaching ethics is an important symbol of the quality of school education and school levels. Schools develop on the basis of teachers. The morality is the primary quality of teachers. Therefore, to strengthen the construction of teaching ethics is imperative.

2.1 The Construction of Young Teachers' Teaching Ethics Is an Important Component of Socialist Moral Construction

The effectiveness of young teachers' teaching ethics construction has determinative impacts on the fruits of socialist moral construction. During certain period, if the construction of young teachers' teaching ethics is ignored or declines, it means the importance of young teachers' teaching ethics to socialist moral construction has not been well realized. Schools are the cradles of talents and also the Holy Land of spreading civilization. Young teachers are the main force of running the school by morals and the guiders of talents growth. Teaching ethics is the most basic morals, affecting students to a great degree. For a student, the growth of knowledge and intelligence, including the maturity of healthy thoughts, is mostly derived from the teachers' words and behaviors. There is an old saying, "Being a teacher one day, being a father lifetime". Obviously, the words and the behaviors of teachers have significant impacts on students' life. The age gap between young teachers and students is small. Young

teachers have more effects on students. Teachers can not only convey knowledge to students, but also exert direct sensitive effects on them. The professional characteristics of being a teacher require good characters. From the strict sense, teachers must keep learning and develop perfect characters, without any flaws, because teachers have fundamental effects on students. The school time is the vital period for students developing the world view, philosophy, and values. Teachers are the key elements for students' healthy growth. Their morals and working styles can generate a potential and subtle influence on students' overall development. Therefore, only teachers with virtue can shoulder responsibility of spreading the essence of China's culture and knowledge and the fine tradition of China.

2.2 To Strengthen the Construction of Young Teachers' Teaching Ethics Is an Urgent Need for Accelerating the Speed of Realizing the Purpose of Running Schools

Schools are supposed to manifest justice and enlighten wisdom, in pursuit of harmony and progress. All these purposes need to be realized by teachers' words and behaviors. Ancient people said, "Teachers are examples of people". The famous Czech educator Comenius also said: "The teacher's job is to educate students by self example". Apparently, teachers are the most direct, important, and lively examples for students. Therefore, the teaching ethics is not empty or abstraction. It is closely connected with teachers' ideological consciousness, values, moral standards, and work attitudes, and will be manifested in teaching and scientific research. Whether a teacher becomes a respectable and trustworthy people is closely related to his or her professional ethics. Only with noble professional ethics, can a teacher achieve progresses in teaching and educating. With the social development, the education imposes more responsibilities to young teachers, sets up higher standards for their teaching, and requires a lot for professional ethics. Only by this way, can it make the schools energetic and lively, and train more qualified talents for the society and the nation.

3. EXPLORE THE OPERATION MECHANISM FOR THE CONSTRUCTION OF YOUNG TEACHERS' TEACHING ETHICS

On September 9th, 2013, General Secretary Xi Jinping publicized A Letter of Consolation to All Teachers. It pointed out that,

I hope all teachers establish the solid faith in China's socialist ideals, take the lead to practice the core values of socialist, and consciously enhance the sense of honor and responsibility of educating people, being students' directors and guiders, in the fields of knowledge learning and being good persons. Build

the idea of life-time learning, focus on continuous learning, broaden the horizons, update the knowledge, keep in improving the professional skills and teaching qualities, and become the high-quality teachers beloved by students. Possess the ideology of reform and innovation, devote to the practice of educational innovation, and contribute to china's education cause.

This passage has paved the way and provided the guidance for the construction of young teachers' teaching ethics under the new circumstances. Facts tell us: Morality does not spontaneously affect the society or individuals within certain range. The formation of various moral regulations and rules are results of people conscious practices. Under the new socialist situation, by means of certain forms of organization or approaches, plus the power of laws and regulations, public opinions, ideals and beliefs, and traditions, drive young teachers to follow ethical rules and achieve the purpose of educating, shaping, and training students, which is one of important tasks of the construction of young teachers' teaching ethics. Therefore, actively explore and develop an effective operation mechanism is the most primary task for strengthening the construction of young teachers' teaching ethics at present. The construction of teaching ethics is a long-term and persistent work. So in the long run, we should focus on these aspects as follow.

3.1 The Mechanism of Combining the Construction of Teaching Ethics and the Moral Practices

In the practice of constructing the young teachers' teaching ethics, this project has won the attentions of authorities at all levels. However, sometimes the approaches or the methods are inappropriate, so that the construction of teaching ethics fails in cooperating with teachers' real work. The key is how to combine the construction of teaching ethics with the moral practice organically and form an interactive mechanism. Completely change the unrealistic and vague moralistic state, start from the selection and establishment of practical problems, and target at analyzing and solving practical problems. Continue to spread the new morals and values among young teachers. Connect the diversified education of teaching ethics and the practices with legal and moral education closely. By this way, the majority of young teachers will be educated in a subtle way by means of a number of moral practices. It will gradually develop a positive teaching ethics among young teachers.

3.2 The Mechanism of Combining the Teaching Ethics and Schools' Routine Management

Schools' routine management is an important assistant approach for the construction of young teachers' teaching ethics. It is a critical constraint to teachers' behaviors. We should write the political and moral education on young teachers in educational regulations and carry out these regulations in daily management. Establish and improve the regulations and focus on the process management. Implement all the procedures of teaching

management, including the plan, execution, examination, summarization, punishment, and reward. As for schools, we should, on the basis of actual situations, follow the teaching management rules and teaching laws, develop standard and scientific teaching management regulations, and form positive teaching atmosphere.

3.3 The Mechanism of Combining the Construction of Teaching Ethics and the Supervision of Moral Practice

During the entire process of teaching ethics, moral education is an important approach and form. But it is not a panacea. The effectiveness of moral education must be assisted by the supervision of moral practice. Carry out the organic combination of self-discipline and laws, internal constraints and external constraints. Experiences and lessons prove that the moral supervision on young teachers must be included in the Party supervision, social supervision, and administrative supervision, especially making best use of the effects of Party organizations and public opinions.

3.4 The Mechanism of Combining the Construction of Teaching Ethics and the Material Interests

Moral reward or punishment is a basic method for moral control. Only by praising the noble activities and criticizing immoral activities, can we establish the standards for the right and the wrong, the kind and the evil. For a long period, there has been such a misconception in community that people only emphasize on obligations but no rights. The moral returns have been unnoticed, resulting in the honest people suffering and the despicable benefiting. People who contribute to the society could not win social recognitions or rewards, which generates bad social influences. We should establish a return mechanism for young teachers' teaching activities, so that the young teachers who devote themselves to teaching could get fair evaluations and returns and the young teachers who fail to fulfill their responsibilities could be condemned or criticized. By this way, it can form a virtuous cycle of dedication and return.

In short, under the new circumstances, the construction of young teachers' teaching ethics is the most important part of the education, which is also a long-term and tough mission. We must always keep vigilant and remember the national responsibility, continue to make active exploration and learning, and take references from the successful experiences from other fields. By this way, we can help the young teachers gradually become the qualified talents, with knowledge and morals, at the education front, creating a positive environment for the education.

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