The Scientific Construction of Top-notch Talent Training Mode in Private Colleges and Universities

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Keywords: Top, Innovation, Personnel training mode, Science building.

Abstract. In the development of China’s higher education, Talent training is the fundamental task. The eternal topic of higher education is to improve the quality of talent training. In higher education at the present stage in China, different levels, different types of universities bear the different levels of talent cultivation system. Also have different levels of development orientation, and top-notch innovative talents has become the strategic mission of high levels of colleges and universities, so cultivating elite is on the development of the times. How you can build top-notch scientific innovation personnel training mode is put forward the new education in colleges and universities.

Along with the rapid development of society and the change of people’s education concept, the concept of talent cultivation gradually popularization, and the public's approval. At present, wins initial success in the investment of our country in this respect, if you want to continue to increase the level of top creative talents cultivation of private colleges in our country, must according to the actual circumstance of private colleges. According to the principle of the scale and level of school accordingly, in combination with the practical situation of private colleges and the practice and exploration of the research object, build up the scientific talent cultivation model.

Reform of Top-notch Talent Training Mode

The System of Major Enrollment is Implemented

In the process of student selection, colleges and universities may implement the system of broad enrollment. The most important component of running a university is the student. The level of talent training in colleges and universities directly depends on the quality of students. In the process of training top-notch talents, it is even more so. Therefore, colleges and universities should attach importance to the selection of students\textsuperscript{[1]}.From the perspective of the source of students, the source of top-notch innovative talents in colleges and universities at present mainly consists of the following two aspects: first, students directly admitted by the college entrance examination; The second is the secondary selection of freshmen. In practice, in order to obtain higher quality students, students are often selected in advance, for example, independent enrollment. In the process of independent enrollment, attention should be paid to the selection of college students with high comprehensive ability, strong innovation consciousness and higher development potential, reserve army for innovative experiments, form high-end experimental classes with students whose scores rank the top, and integrate excellent teaching teams for teaching. In fact, no matter from what Angle, approach to the selection of students, colleges and universities should adhere to the system of major enrollment, which is also one of the main measures to break through professional education.
General Education

In order to further improve the overall quality of students, colleges and universities should take general education and elective courses as the focus of the innovation talent training reform, and colleges and universities should vigorously promote this policy. For example, in the process of practical teaching, a large number of general education courses can be set for the students in the top talent pilot area[2]. From the practical point of view, we should actively adhere to the principle of what students lack and what teachers make up. In fact, most of the increase is a few class hours, but at the undergraduate level, students can only study effectively for 2,000 class hours. As a result, the goals set for students are too high, and the learning process is too difficult for students, which, to some extent, frustrates students' learning enthusiasm. As a result, the structure of the first class and the second class is unbalanced. From the point of view of credits, generally students only need to study 160-200 credits. Compared with foreign schools, Chinese colleges and universities have more credits, which to some extent affects the improvement of the level of top-notch innovative talent training.

Optimize the Curriculum

Curriculum construction is the focus of top-notch innovative talent training. Colleges and universities must form a scientific and reasonable curriculum system. Optimize the curriculum and teaching methods, should adhere to the principle of "fewer but better", attach importance to general education increases exploratory curriculum increasing openness to the student education resources, pay attention to cultivate students' scientific research consciousness advocates students autonomous learning, design, management to cultivate interdisciplinary compound talent, to students' comprehensive development as the curriculum goal palm cultivation and practice of behavior as a basic guide to guide students to the organic combination of knowledge and interest[3].

Give Priority to the Trovision of Teachers

At present, the main problem that troubles the construction of the top-notch innovative talent training mode in universities is the shortage of teachers. In the process of talent training, not only need a good source of students, at the same time, should also have excellent teachers. Especially with the rapid changes in the current educational environment of colleges and universities, the scale of most colleges and universities is expanding rapidly, and the composition of their faculty is also changing greatly. In order to continuously improve the training level of top-notch innovative talents, priority should be given to the provision of teachers [4]. The main measures are as follows: first, teachers with excellent professional knowledge and rich teaching experience should be selected to teach. We should not only attach importance to the education background, professional title and background of teachers; Secondly, teachers with rich management experience should be selected for the management of talent training. These kinds of teachers are generally characterized by love, understanding of education, management, etc. It is necessary to have a comprehensive understanding of students' daily life and state of mind, and to actively guide students and ideological guidance.

The teaching of double-qualified teachers will benefit students a lot, and also make schools save the cost of hiring teachers. Finally, the tutorial system can be implemented. Abroad, tutor system has the very profound history, however, in the process of teaching in colleges and universities, many schools have no tutorial system, tutorial system school, the role of tutor system is not large, the use of the tutorial system is mainly used in the master's stage, stage of Dr, and we also use in environment
design professional undergraduate level 2016 training stage. In this context, it is necessary to carry out an in-depth analysis of the tutorial system, and use it according to the actual needs of the undergraduate stage. In addition, the position and role of the tutor should be further clarified.

**Use Case Teaching**

Problem-driven teaching and other educational methods focus on improving students' ability to innovate. Enrich scientific research practice. "Research is the best way to unleash the potential for innovation." However, for undergraduates, there are relatively few scientific research activities. The cultivation of top innovative talents should attach importance to the cultivation of students’ practical ability and innovation ability. Private colleges should pay attention to students' extracurricular practice through lectures, science and technology exhibition outlook of students to develop the students encouraged to carry out the second classroom activities, let the students widely participate in various scientific research activities, course contests, teacher research, subject, such as a patent for invention, the communication with the enterprise development and relations to strengthen extracurricular practice base construction to achieve a win-win goal, set up scientific research practice platform for top creative talents development theory combining practice, study and explore, experience combined with the innovation of curriculum system.

**Pay Attention to Environmental Edification**

Loose and harmonious atmosphere is the fertile soil for the growth of top innovation talents. Higher education institutions should provide a relaxed environment for teachers to teach and students to study independently. In the process of teaching, the principle of equal discussion and free exchange of ideas is emphasized to capture the generation of students' innovative ideas. Teachers should respect every student and encourage students to question and explore so that their personality can be fully developed. In addition, the construction of innovative groups, classes or collectives should be actively expanded to expand international exchanges and cooperation to broaden the vision of running schools and cultivate top-notch innovative talents by creating an international education environment. The cultivation of top-notch innovative talents has become an important content pool in the exploration and practice of colleges and universities. From the perspective of history and reality, talent training is not a subject that can be simply copied and completed in a short period of time. It needs to be constantly explored and improved on the basis of reference and practice based on national conditions and social development needs.

**Pay Attention to Students' Comprehensive Ability Evaluation**

In the process of talent evaluation, with the change of social needs, students have begun to pay attention to the development of their abilities, especially in modern enterprises. In the process of student evaluation, colleges and universities should also strengthen ability evaluation. The main measures are as follows: The evaluation of talents cannot be decided by social practice. Secondly, a scientific and reasonable student evaluation system should be carried out to integrate students' social practice, theoretical results and the learning content of the second class, and a scientific and reasonable student evaluation system should be carried out. This evaluation system should not only investigate students' basic ability, but also pay attention to the improvement of students' practical ability, innovation ability and comprehensive ability. Finally, we should constantly improve the student evaluation system. We should pay attention to the important role of process evaluation, stage assessment and growth record in the student evaluation system. Under this background, we should constantly improve the scientificity and rationality of student evaluation.
To sum up, it is of great significance to construct the top-notch innovative talent training mode for promoting the overall development of students and the improvement of the talent training ability of colleges and universities. Therefore, the development of this aspect should be emphasized in the talent training mode of colleges and universities. In personnel training mode in the process of building, according to the actual development of the colleges and universities follow the principle of localization principle, the system of systematic, overall coordination principle, the principle of return to the origin of the principle, at the same time, also according to the demand of the society and the development of talents training in colleges and universities, to conduct categories enrollment system, carries on the general education, first guaranteed staffed, attaches great importance to the students' comprehensive ability evaluation, paying attention to students' innovative entrepreneurial education the implementation of such strategies, hope to be able to constantly promote college talent cultivation model of development.

Construction Principle of Top-notch Talent Training Mode

Localization Principle

Because of the late start of the talent training mode in this aspect, China's top-notch innovative talent training mode is in a stage of development and gradual exploration. In the process of constructing this talent training model, domestic universities attach great importance to learning from each other. In private colleges and universities, the cultivation mode of top-notch talents is particularly valued by their own schools. In the process of innovation, the cultivation mode is inevitably imitated and borrowed from each other.

From the perspective of its development status, the talent training mode among colleges and universities has certain similarities in innovative ideas, innovative ideas and innovative modes. Some have even copied the western model. The western national system and education system are different from the existing national education in China. We should start with the existing educational resources to integrate and sort out the resources in line with the top-notch innovative talent training mode of the development of private universities in China. Therefore, colleges and universities must clearly realize that due to different regions, school resources and student sources, the same conditions, background and school environment cannot be achieved in the construction of the training model. Therefore, in the construction process, the principle of localization should be observed and the construction should be carried out according to the actual situation of the school.

Systematic Principles

In essence, top-notch talent training mode is a systematic project, therefore, in the process of system setting, we should pay attention to its systematic development. In particular, the design of talent training philosophy, objectives, courses and training mode should be more systematic. For example, in the system of running a school, we should not only realize the optimization of the cultivation mode of undergraduate students, but also pay attention to the interconnection of the cultivation mode of undergraduate students and graduate students, so as to realize the integration of the talent cultivation system. However, from the point of view on the time, most of the colleges and universities in the process of building a talent cultivation model, mainly by the educational administration department as a leader, however, the unit often can only solve undergraduate teaching, education, student status of related problems, not for each professional know a lot of students and employment market orientation, and is limited by resources, the administrative
authority factors, can't solve all the problems in training mode. This leads to the obvious lack of
systematicness in the system design of universities in the process of constructing the top-notch
innovative personnel training mode. Therefore, in the process of system design, we must pay
attention to the systematization of the system, through the systematic system, to ensure that students
in the process of academic training and communication, can continue to improve their ability to
develop.

**Follow the Principle of Overall Synergy**

At present, China's universities mainly implement the system of experimental areas in the process
of the development of the talent reform experimental areas, the training of top-notch innovative
talents for comprehensive analysis and design. In the experimental area, the establishment of the
special zone of continuing education, the school will be good students in the same major into a class,
its teachers are also relatively strong configuration. Both students and teachers will enjoy certain
special care, and there is a certain inclination in teaching and training resources. Some schools
cause a variety of conflicts because of this problem, such as the excessive psychological pressure in
the class with "a great number of experts", the one-sided tendency of educational resources, and the
possibility that conflicts lead to the failure of the development of talent training mode. At the same
time, in the dynamic streaming, there are some differences and conflicts between general education,
professional basic education and professional education, which make the streaming students unable
to adapt to this situation in time. In addition, there are some problems in the credits. The conflict of
the above series of problems leads to the slow development of the cultivation of top-notch
innovative talents. Therefore, in the process of construction, we must pay attention to the
adaptability and coordination of the overall system of the school.

**Follow the Principle of Returning to the Source**

The main reason for exploring the mode of personnel training lies in how to train and construct top
innovative talents, which requires us to follow the principle of returning to education itself in the
process of constructing the mode of personnel training. In the process of construction, it is fully
realized that the essence of top-notch innovative talent training is human, that is, the subject of
students. Must respect the laws of students at each stage of growth, but blindly, aggressive way of
education, makes the talent training mode of deviating from the normal track, must according to
each stage, various professional, so students of different levels in different periods of development
objectives, tasks and growth characteristics to make a timely return to the origin of the principle. In
the process of discussing the model, we should adhere to the principle of people-oriented and
teacher-oriented.

**Conclusion**

Nowadays, the competition in the society is the competition of talents. The talent development
strategy in the field of higher education is the first strategy. It has become an international strategy.
At present, the cultivation of top-notch innovative talents has resulted in the competition of
international talents. It is urgent to explore the top-notch talents mode that meets the national
conditions and the university's own needs. Therefore, it is of great theoretical significance and
practical value to construct a scientific top-notch innovative talents training mode.
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