Jiujiang University

General Office
JJU [2024] No. 78

Management Measures for Practical Training for Teachers of Jiujiang University (Trial)

To accelerate the construction of a high-level application-oriented university, standardize the administration of teacher practical training, and foster a contingent of "dual-qualification and dual-competence" teachers with solid industry experience, rich practical experience and strong practical teaching ability, these Measures are formulated in accordance with the *Implementation Opinions on Further Strengthening the Construction of High-Level Application-Oriented Regular Undergraduate Universities* (*GanJiaoGao [2022] No. 32*), the *Measures for the Construction and Administration of "Dual-Qualification and Dual-Competence" Teachers of Jiujiang University (Trial)* (*JJU [2023] No. 43*) and the actual situation of the University.

I. Basic Principles

1. Overall planning and phased implementation. On the premise of ensuring normal teaching and research, teachers shall be selected for practical training in an all-round, planned and batch-based manner according to disciplinary and professional development.

2. Categorized arrangement and professional matching. Teachers shall be assigned to posts in relevant industries and enterprises to ensure the training content is closely related to their disciplines and work.

3. Focus on priorities and pursue practical effects. In line with Jiangxi Province's "1269" Action Plan and Jiujiang City's "9610" Project, teachers with strong integrity, ability and development potential shall be given priority. Target-oriented management and assessment shall be implemented to ensure effectiveness.

II. Training Organizations and Contents

Training Organizations Teachers are encouraged to take practical training in: - State ministries, provincial departments, large, medium, small and micro enterprises; - Municipal

(district/county) and above government agencies and public institutions; - High-quality primary and secondary schools (kindergartens) in the city. Enterprise classification shall be implemented in accordance with the *Measures for the Classification of Large, Medium, Small and Micro Enterprises in Statistics* (*GuoTongZi [2017] No. 213*).

Training Contents

1. Technical attachment: Work in enterprises for project cooperation, technical research, achievement transformation, industry-education integration, etc.

2. Teaching attachment: Practice teaching, research and management in primary and secondary schools (kindergartens) to meet normal professional accreditation requirements.

3. Administrative attachment: Temporarily hold posts in government agencies or public institutions to broaden horizons and improve management and service capabilities.

III. Forms of Practical Training

1. Part-time training (primary): Teachers participate in work or projects while completing regular duties.

2. Full-time training (auxiliary): Teachers temporarily leave their posts for full-time training. Full-time training in government agencies, public institutions or primary and secondary schools shall generally not exceed 12 months in total within five years.

IV. Selection Requirements and Targets

Basic Requirements - Good health, high political integrity, law-abiding, dedicated and professional. - Generally possess professional and technical qualifications in university teaching.

Targets and Duration Requirements

1. Teachers of applied disciplines related to key industrial chains: at least 6 months and no more than 12 months of practical training in every five years.

2. Teachers of normal education courses: at least 12 months of basic education practice in every five years. 3. Teachers of other specialized and general courses: at least 6 months and no more than 12 months of practical training in related enterprises or institutions in every five years.

V. Working Procedures

1. Personal application: Teachers confirm the training organization and submit the

Application Form for Practical Training for Teachers of Jiujiang University.

2. Department review: The department determines the list and submits the Summary Form for Practical Training for Teachers to the Academic Affairs Office and Personnel Office for approval by the end of November each year.

3. Practical training: Teachers carry out training in accordance with objectives and requirements.

4. Assessment and appraisal: After training, teachers submit a summary report, the Appraisal Form for Practical Training for Teachers and supporting materials. The department organizes assessment.

VI. Objectives and Tasks

Part-time Training Complete annual and employment assessment tasks as required.

Full-time Training Complete at least 32 teaching hours per year. Specific assessment tasks include:

Horizontal projects: Science & Engineering ≥ 300,000 RMB per year; Humanities & Social Sciences ≥ 150,000 RMB per year.

Provincial or above scientific research projects, “Ranking & Leading” projects. Provincial or above teaching reform projects jointly applied with the host organization. Guidance for national or provincial discipline competitions. Think-tank achievements adopted by municipal or above government. National/provincial/school-level industry-education cooperation courses. Provincial or above teaching achievement awards. Provincial or above teaching teams or virtual teaching and research offices. Authorized invention patents as first completer. Scientific and technological achievement transformation ≥ 200,000 RMB. - Provincial scientific research awards (second prize or above) as top-two completer. - Help at least 3 students obtain full-time employment for more than one year. - Other tasks set by the department.

VII. Assessment and Evaluation

Assessment includes process assessment and outcome assessment:

Process Assessment Work performance and attitude during training. Attendance reported monthly to the Personnel Office.

Outcome Assessment Results are graded as Excellent, Qualified, Unqualified. Results

are linked to awards, further study, professional title evaluation and talent programs.

Disqualification Conditions Incompetent, failing to complete tasks, poor performance. Absenteeism, notified by the host organization or found by university inspection twice or more. Causing major losses due to irregular operations. Fraud, falsifying achievements or attendance. Engaging in business or irrelevant activities under the pretext of training. Violating discipline, laws or professional ethics.

VIII. Salary and Benefits

Part-time Training Regular salary and benefits are paid on schedule if assessment tasks are completed.

Full-time Training

1. Training in government agencies, public institutions or primary and secondary schools: Basic salary and basic performance salary are paid normally. Service period is extended to twice the training duration. - Reward performance salary: 100% for Excellent, 80% for Qualified, none for Unqualified.

2. Training in enterprises: - No salary, social insurance or welfare during full-time training. - Basic salary, social insurance and housing fund may be prepaid by the teacher and withheld by the university. - Full-time training period is not counted as service years.

3. Qualified or above assessment is deemed to have met basic teaching workload requirements.

Reward A one-time performance reward of 2,000 RMB will be granted to teachers certified as “Dual-Qualification and Dual-Competence” by 2025 (inclusive).

IX. Work Requirements

1. Departments are the primary responsible units. They shall formulate plans, build training bases and establish industry-university-research cooperation.

2. Strengthen file management. Paper and electronic materials shall be submitted to the Personnel Office for record.

3. Teachers shall accept dual management of the department and the training organization. Agreements signed with the host organization must be approved by the university.

4. Teachers shall actively obtain nationally recognized professional (industry)

qualifications.

5. Teachers participating in talent reuse programs shall follow relevant university regulations.

6. Regular teaching practice, internship, fieldwork and investigation are not regarded as practical training.

X. Recognition of Practical Achievements

Teaching Achievements Teaching reform projects, teaching achievement awards, industry-education cooperation courses, teaching teams, virtual teaching and research offices.

Scientific Research Achievements Horizontal project contracts and payment proofs, adopted think-tank achievements, achievement transformation certificates, provincial science and technology awards.

XI. Supplementary Provisions

1. Personnel selected by the Organization Department shall follow relevant organizational regulations.

2. These Measures shall take effect on the date of issuance. The right of interpretation resides in the Personnel Office and Academic Affairs Office of Jiujiang University.

3. Matters not covered herein shall be studied and decided separately by the university.

Appendix:

1. Application Form for Practical Training for Teachers of Jiujiang University

2. Summary Form for Practical Training for Teachers of Jiujiang University

3. Appraisal Form for Practical Training for Teachers of Jiujiang University Issued by the General Office of Jiujiang University August 29, 2024