

Research on the present situation and improvement countermeasures of the performance evaluation of scientific research of music teachers in colleges and universities

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Abstracts

This Study aims to investigate how to objectively and scientifically construct and evaluate the scientific research performance of music teachers in Colleges and universities. Taking the scientific research performance evaluation of music teachers as the research object, this paper combs and summarizes the characteristics of the scientific research performance evaluation of music teachers, and analyzes the problems encountered in the current scientific research performance evaluation of music teachers through investigation, including low attention, weak professionalism and imperfect evaluation indicators. On the basis of the problems, combined with the reality of music teachers' scientific research, the results constructs a three-level evaluation system with 20 indicators. By analyzing the index evaluation system, we can accurately and scientifically evaluate the scientific research work of music teachers, which has strong universality.

Keywords: Music Teacher; Performance Evaluation; System Construction

Introduction

Scientific research is one of the four basic functions of colleges and universities. Its role and significance in Colleges and universities are becoming increasingly prominent. It is closely related to the education and teaching work of every teacher in Colleges and universities. It is an important way for the professional development and ability improvement of every teacher in Colleges and Universities. At the same time, scientific research is the ladder of scientific progress and the source power of human civilization innovation. In this regard, scientific research is the basis of social development. As an important part of colleges and universities, music teachers' good scientific research work is an important link to speed up their own professional development, improve teaching quality and cultivate high-quality music talents. However, from the current reality, compared with teachers of other subjects, it is an indisputable fact that music teachers' scientific research ability is not strong. On the one hand, scientific research is an important part of music teachers' work, on the other hand, the scientific research initiative of music teachers is not strong. Therefore, how to stimulate the scientific research power of music teachers and improve the scientific research level of music teachers has become one of the focuses of current academic research. Performance evaluation is an important way to encourage teachers to improve their scientific research level. However, music teachers are different from teachers of other disciplines and have certain particularity. Therefore, how to scientifically, objectively and efficiently evaluate the scientific research performance of college teachers has become an important task of colleges and universities.

Under this background, this paper takes the scientific research performance evaluation of music teachers in Jiangxi as the research object, analyzes the problems encountered in the scientific research performance evaluation of music teachers, and explores a more perfect scientific research performance evaluation method, so as to stimulate the scientific research power and level of music teachers.

Characteristics of music teachers' scientific research performance evaluation

With the rapid development of colleges and universities, the number of teachers is increasing. The evaluation of teachers' scientific research performance has become an important way to judge teachers' scientific research level. Many scholars have done a lot of research on the relevant methods and index system of University Teachers' scientific research performance evaluation. However, there is a lack of research on the scientific research performance evaluation of teachers in music colleges and universities. The school running orientation of music colleges and universities focuses on teaching, artistic creation and the training and practice of students' artistic skills. The main work of music teachers also focuses on this orientation. Compared with science or engineering majors, research is not the only focus, but more practice. According to statistics, more than 80% of the courses offered by music schools are the training and practice of students' relevant music skills, while there is relatively little pure theoretical research. If we want to build a comprehensive scientific research performance evaluation system for music teachers, we need to clarify the characteristics of music scientific research performance evaluation.

1. complexity

The higher education of music discipline is a complex system, and the relationship between various components is also very subtle. Higher education institutions finally achieve the goal of cultivating music and art talents through the processing and communication of music teachers by investing certain human resources, material ability and financial resources. Therefore, the evaluation of music discipline has a certain complexity. The first is the complexity of the role of teachers. In this process, music teachers not only act as the educational role of music basic courses and professional courses, but also the creator of music art. Music creation needs unrestrained inspiration and the distinct personality of music teachers. The teaching of music needs to be rigorous and professional. The transformation of roles has a certain complexity, followed by the complexity of the operation process. Art majors, especially music teaching, mostly use one-to-one teaching, and the teaching process is mostly music skill demonstration, which leads to less students brought by music teachers and can't teach students on a large scale, which is not conducive to the performance evaluation of music teachers.

2. Particularity of scientific research practice

Music teachers in colleges and universities generally have profound music learning background and have received systematic and complete music training before they can engage in music education. This is similar to teachers in other subjects, but the difference is that the education in music subjects focuses on practice, such as how to use breathing to make better sounds and how to make the conversion between true and false sounds. How to generate resonance, how to use breath and so on, these practical activities can not only teach students artistic skills, but also lead students to learn the artistic charm of music, the teacher delves into music practical skills is a kind of scientific research activities. Therefore these art practice needs to be included in the performance evaluation of scientific research, at the same time,

another prominent manifestation of music research achievements is music work and performance results, a condensed the music works a teacher a few years or even decades of scientific research work, the professionalism of the music works as ordinary liberal arts scientific research performance evaluation factors. Therefore, music works should also be considered in the evaluation of scientific research performance. Finally, the performance results are also the same. For many classical music and national vocal music performance majors, the scientific research results need to be carried out around the existing excellent classic works and re-created within the framework of classic works. The achievements of scientific research and creation need to be tested by stage performances. If we still use the evaluation model of ordinary colleges and universities, it will not be able to reflect the music teachers' painstaking efforts behind the special scientific research and practice activities of the music discipline. It can't really reflect the characteristics of the development of the discipline.

3. hysteresis

Higher education is a comprehensive teaching for students, and it takes a long time to finalize the training of students, especially music teaching. Music art requires performers to have a strong personal style, and the formation of such personal style and the perception of music art requires a long time of study and precipitation. There are also many factors such as the creator's personal reputation, charm and social recognition. At the same time, a musical work also needs the test of time to highlight its artistic value, so does musical performance. So there is a certain lag in the performance evaluation of music teachers. The music scientific research of many university teachers is often difficult to judge at present, and many music scientific research takes a long time to emerge. Therefore, the lag of time value and other factors should be considered when evaluating the music discipline.

4. transmitted

Music as an art of sound, the natural elements are high transmission, a classical music works, can evoke memories, can lead people to pursue their dreams, can bring hope to the society, and these need to be spread, music teachers' scientific research is not to create music works, through the spread of these music works, transmission work to the society because of the spirit. So in the performance evaluation of scientific research of music teachers, not like ordinary discipline, focus limited to teachers' project number, project scale, the number of patents, paper book number, etc., and to consider to the propagation characteristics of music works, through performance, work and practice, social services, cultural diffusion, the value of communication effect to show the scientific research achievements.

Problems existing in performance evaluation of music teachers in colleges and universities

1. The importance of performance evaluation is not high

By the end of 2020, there were 103 universities in Jiangxi. Among them, 45 are undergraduate schools, 58 are junior colleges, 25 are music majors and 15 are junior colleges. Schools offering music majors do not take music as a key discipline to train, so the colleges and universities in the region pay little attention to the performance evaluation of music teachers. At the same time, the managers of the music major in the school are mostly experts and scholars with high attains in the field of music art. Their thinking is creative and random, so they lack awareness of performance evaluation management, and their attention level is low and their participation is low. Under this understanding, even the performance evaluation of school music teachers often starts from the results and ignores the scientific research efforts

of many grassroots teachers. In the long run, the scientific research performance evaluation of music teachers in colleges and universities cannot play a role in evaluating teachers' ability level.

2. The professionalism of the performance evaluation system needs to be strengthened

At this stage for the performance evaluation of music teachers' lack of systemic and execution, first of all, because of the music teachers' scientific research performance evaluation has certain particularity, if in accordance with the general subject standard, is unable to accurately evaluate teachers' scientific research level, so you need to specifically formulated evaluation system, but the present many schools at the time of evaluation system to establish, It is not based on the actual scientific research of music discipline, but applies the similar evaluation method of art discipline, and The adaptability of research performance is not achieved. Second, not in the light of the design of actual performance appraisal scheme on research, the design of the performance appraisal of scientific research need according to the reality of the school, many schools in the performance evaluation of scientific research, does not take into account the school music teacher's opinion, the lack of communication from top to bottom, performance evaluation of teachers to participation, recognition is not high, execution effect and incentive effect have some discount, Some teachers feel that assessment becomes a mere formality.

3. The design of scientific research performance evaluation indicators is not perfect

Currently many schools performance evaluation indicators are mostly on research reference for the performance evaluation of China's higher education report, and this assessment is primarily designed for general arts and science subjects, comparing the number of published papers on level, subject number, patent number, and transfer efficiency indicators, such as the particularity of music subjects described above, In the current scientific research evaluation system of music teachers, there is a lack of evaluation of music teaching practice innovation, music works, music performance and other related indicators, so the current evaluation system can't meet the needs of music discipline performance evaluation.

Analysis of improvement countermeasures

1. Improve the school's attention to the performance evaluation of music teachers

Performance evaluation not only has a strong incentive effect on the individual music teachers, but also has a strong guiding effect on the discipline management of art colleges. The guiding result of evaluation is directly related to the quality and work effect of the scientific research management of music discipline. Therefore, both professional music colleges and departments should attach importance to the guiding role of music performance evaluation in scientific research management. First of all, it is necessary to strengthen the awareness of music teachers' scientific research performance evaluation from the aspect of school top-level design, realize the particularity of music scientific research and realize the deficiencies of current music scientific research performance evaluation. Reverse the previous backward concept, pay attention to music research performance evaluation. Second, to build open and fair performance evaluation mechanism, every school has its own way, music teachers' scientific research activities have not all the same, but have different characteristics, so the construction of music performance evaluation system, must fully respect and absorb the grass-roots music teacher's advice, understand the basic music teachers' scientific research, thus targeted build evaluation mechanism, And after the formulation of relevant rules, but also for publicity, listen to other people's opinions and suggestions to improve.

2. Establish a scientific and perfect performance evaluation index system for music research

Constructing a scientific and perfect performance evaluation index system of music scientific research is the core of solving the current problems of performance evaluation of music teachers' scientific research. Of building index system must first clear the principle of performance evaluation, first, the developmental principle, build a music teacher performance evaluation index system, the ultimate purpose is to enhance the scientific research of music teachers' enthusiasm, promote the development of music teachers, so need to evaluate the comprehensive certainty, needs not only accurate also manifests the humanities concern of the school. Second, target oriented principle, the music teacher education institutions, such as the main body of evaluation is a school, in the process of evaluation to adhere to the goal orientation, goal oriented core connotation is give play to the role of incentives, through goal-directed inspire music teachers to improve the research level, and better realize the educational target, third, the scientific principle, The scientific principle is reflected in the setting of the performance evaluation index of music teachers' scientific research, which should be combined with the particularity of music teachers' scientific research and can't be separated from the category of music scientific research. Fourthly, the principle of quantification. For the evaluation of scientific research performance, fairness is the core connotation. In order to achieve fairness, it is necessary to avoid too much artificial interference and finally form quantitative results through the quantification of indicators.

Stick to principle, need to build the music teachers' scientific research performance evaluation index system, although music scientific research in colleges and universities has particularity, but still belongs to the scientific research activities, and the framework of scientific research evaluation mainly has four parts, respectively is: support, scientific research, scientific research output index, efficiency index, the four indicators basically covers all aspects of scientific research. Therefore, this paper still uses four index frameworks when constructing relevant indicators. Referring to the research achievements of Yang Kun (2016), Wang Lili (2017), Wang Zhaorui (2019) and other scholars, this paper constructed a three-level evaluation system of 20 scientific research indicators, as shown in Table 1:

Table 1 Research performance evaluation index system of music teachers in colleges and universities

First-level indicators	Second-level indicators	third-level indicators
Support indicators	Basic research conditions	title
		education
	Academic research reputation	Famous scholars and musicians Academic part-time
Scientific research input index	Types of scientific research projects	National scientific research projects
		Provincial scientific research projects
		Horizontal scientific research projects
	research funds	Vertical project funds Horizontal project funds
	Performance level of works	Participating works or original works of national organizers and participating in

Scientific research output index	(thesis level)	performances as main actors. (Central Propaganda Department, Ministry of culture, China Federation of literary and art circles, Central People's radio, China Radio International, CCTV)
		Participate in a performance of the national sponsor as the main actor.
		Participate in a performance of the national sponsor as the main actor. Works of the Ministry of education, Chinese Musicians Association, etc. or artistic performances sponsored by the Organizing Committee of major international and national competitions
		The organizer is the participating and participating works of the Publicity Department of the provincial Party committee, the Provincial Department of culture and the Provincial Federation of literary and art circles, an original work or a performance as a main actor.
		The organizer is the participating and participating works of the Provincial Department of education, the provincial musician association and the provincial TV station, and two original works or two performances as main actors
	Academic works	Create a high-level large-scale music and literary works or hold a personal concert (the organizers are the Central Propaganda Department, the Ministry of culture and the China Federation of literary and art circles).
		Create a high-level large-scale literary and artistic work or hold a personal concert (the organizers are the Chinese Musicians Association, the Publicity Department of the provincial Party committee, the Provincial Department of culture and the Provincial Federation of literature and Art).
Benefit index	Research Award	Won prizes in the permanent competition activities sponsored by the Central Propaganda Department, the Ministry of culture, the China Federation of literary

		and art circles, the Central People's radio, China Radio International and CCTV.
		Participate in the permanent competition activities sponsored by the China Musicians Association or the Ministry of education and other national government industry competent departments, as well as the Publicity Department of the provincial Party committee, the Provincial Department of culture and the Provincial Federation of literature and art;
	Scientific research transformation	Economic benefits of music performance or music copyright income transformation
		Music works are selected by national, provincial and ministerial organs for performances, commemorative activities or other large-scale activities.

In the above table, the scientific research output and scientific research benefit indicators have been reformed in a wide range in combination with the scientific research reality of music teachers. Originally, the scientific research output indicators for college teachers were mainly the level of papers and the level of works. Considering the particularity of music scientific research, this paper replaced the papers with the performance level of works, and distinguished the corresponding levels according to the level of works participating in performance. At the same time, music works replace works. In terms of scientific research benefit indicators, this paper takes the winning of works in music competitions as the corresponding three-level indicators. In terms of scientific research transformation, considering that the income of music works is mainly copyright and performance, rather than the transformation of patents, the copyright income and selected performance are used as relevant evaluation indicators. After substitution, considering the particularity of music discipline and the coverage of scientific research activities, we can comprehensively and accurately evaluate the scientific research performance of music teachers.

Conclusion

Scientific research performance evaluation is not only an effective identification of music teachers' scientific research ability and scientific research work, but also an important way to encourage college music teachers to improve their scientific research level and enthusiasm. Therefore, colleges and universities must pay attention to it. After constructing the scientific research performance evaluation system, relevant schools should also realize that scientific research projects are not invariable, and adjust the indicators according to different development stages to give full play to the guidance and accuracy of scientific research performance evaluation to the greatest extent. Finally, make the scientific research performance evaluation play its due positive incentive role to ensure that music teachers can better carry out scientific research activities.

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