

# Reflections on Campus Basketball Teaching Staff Construction in the Context of the New Educational Power Building Planning Programmed

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**Abstract:** This study focuses on the current situation and problems of campus basketball teacher construction in the context of the Outline of the Plan for the Construction of a Stronger Education Nation 2024-2035.<sup>[1]</sup> Taking primary and secondary schools in Zhaoqing as an example, the study reveals the deficiencies of the current campus basketball teachers in terms of the number, professional competence, training system, and resource allocation through empirical research and theoretical analyses. In view of these problems, we propose to build a teacher supplementation mechanism of 'targeted training + cross-school sharing', create a professional development system of 'competence certification + digital empowerment', implement a precise cultivation mode of 'targeted training + practical training base', and implement a training system of 'targeted training + practical training base'. The research aims to develop strategies and paths for improving the school sports governance system, creating a professional development system of 'competency certification + digital empowerment', implementing a precise training model of 'targeted training + training bases', perfecting a development guarantee system of 'career promotion + diversified incentives', carrying out a resource optimisation project of 'dynamic monitoring + precise deployment', and deepening the path of integration between physical education and sports. The study aims to provide decision-making references for improving the school sports governance system and help the effective implementation of the strategy of strengthening education at the grassroots level.

**Keywords:** Strong education programme; School basketball; Teaching staff

DOI: 10.62639/sspjess11.20250202

## 1. Introduction

With the promulgation and implementation of the Outline of the Plan for the Construction of a Stronger Education Nation 2024-2035, campus sports have become an important hand in improving students' physical health, promoting physical education reform and cultivating talents for all-round development, and the Outline stresses the promotion of the in-depth integration of sports and education through optimizing curricula, perfecting facilities and enriching activities, so as to help the construction of a stronger education nation. Basketball has become an important carrier because of its nurturing function. Currently, school basketball in China is facing problems such as a large shortage of full-time teachers, the prevalence of part-time substitutes, and varying professionalism, which makes it difficult to support the strategic demand for the integration of sports and education.<sup>[2]</sup> Although the Outline of the Plan has always emphasized the optimization of physical education teachers, the existing research

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(Manuscript NO.: JIESS-25-2-72001)

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### Funding

This research was supported by the following projects:

The 2024 Industry-University Cooperation and Collaborative Education Project of the Ministry of Education: "Research on the Construction Strategy of Professional Basketball Teaching Practice Bases in Regional Colleges and Universities" (NO. 231005862113139) .

The 2023 Project of Zhaoqing Education Development Research Institute: "A Study on the Comprehensive Quality Enhancement of School Basketball Teachers in Primary and Secondary Schools in Zhaoqing City and Strategies for Faculty Building" (NO. ZQJYY2023100) .

focuses on the innovation of the curriculum model, and the systematic exploration of the construction of the teacher system is insufficient, resulting in the disconnection between the policy and grassroots practice. This study takes policy orientation as a framework to deconstruct the obstacles in the construction of campus basketball teachers: through empirical research and theoretical analysis, it explores the path of teacher specialization in the context of regional differences by focusing on the logical chain of 'policy implementation - cultivation mechanism - resource allocation - ecological construction'. The study aims to build a model of physical education integration with both theoretical innovation and practical value, provide decision-making reference for improving the school sports governance system, and help the effective implementation of the strategy of strengthening the country's education at the grassroots level.

## **2. Research Objective and Methodology**

### **(1) Subjects of the study**

School basketball teachers in primary and secondary schools in Zhaoqing.

### **(2) Research method**

This study will use the literature method, questionnaire survey method, mathematical statistics, interviews, etc. to investigate and study the primary and secondary school campus basketball teachers.

## **3. The Current Situation and Problems of Campus Basketball Teacher Team**

### **(1) Insufficient number of teachers and uneven distribution**

According to the Ministry of Education's estimation in 2021, according to the proportion of physical education subjects in the total curriculum of 11% and the physical education teachers' weekly class hours of 15 sessions, the shortage of physical education teachers is about 120,000 people, and the shortage of physical education teachers is even more prominent in rural primary schools, <sup>[3]</sup> junior high schools and teaching points in remote mountainous areas than in the cities of developed areas. Xinhua News Agency's research in Chongqing, Guizhou shows that in some rural primary schools, two physical education teachers are responsible for 93 physical education lessons. In terms of school basketball teachers, a study shows that 12.8% of primary schools do not have a basketball-specific teacher, and 22.3% of schools have only one basketball-specific teacher (Zhang Shuo, 2020). <sup>[4]</sup>

### **(2) Structural lack of professional competence**

According to my assessment of about 120 primary and secondary school basketball teachers in Zhaoqing City, Guangdong Province, I found that only 39% of teachers could demonstrate the three-step lay-up technique in full, 65% of teachers lacked experience in organizing tournaments, less than 30% of grassroots teachers held basketball refereeing certificates, and only 8% of teachers were able to use sports data analysis software. In addition, the shortcomings of composite teaching ability are obvious, with only 35% of teachers able to combine basketball teaching with core qualities such as health knowledge and teamwork. As for the application of intelligent equipment, more than 75% of teachers have not received training in the operation of sports bracelets and video analysis systems, making it difficult to adapt to the needs of digital teaching reform.

### **(3) Incomplete and ineffective training system**

According to the survey, primary and secondary physical education teachers in Zhaoqing City receive professional training only 1.2 times a year, of which less than 5% of basketball-specific training, and more than half of the teachers have not participated in training at the provincial level or above in the past three years. There

are three major problems with the existing training: firstly, the content is homogenized, with 80% of the courses focusing on the basic technical and tactical level, and a lack of extended content such as sports injury protection and psychological guidance for young people; secondly, the training method is based on theoretical lectures, with less than 40% of the training being practical guidance; and thirdly, there is a lack of a tiered mechanism, with the mixing of training between novice and senior teachers leading to a discounted effect.

#### **(4) Imbalance between policy implementation and resource allocation**

Although the Opinions on Comprehensively Strengthening and Improving School Physical Education Work in the New Era explicitly calls for the full allocation of physical education teachers, the survey shows that 31 per cent of schools in Zhaoqing City still fail to meet the standard due to financial funding and other factors. In addition, there is a significant gap between school basketball specialty schools and non-specialty schools. Some basketball specialty schools in the city have an average of 2.5 specialized teachers, while ordinary schools have only 0.7. Although this policy of tilting resources has promoted the development of some schools, it has also exacerbated the structural contradiction in the overall distribution of teachers.

### **4. Strategies and Paths to Improve and Enhance the Construction of the Current School Basketball Teacher Team**

#### **(1) Constructing a 'directional training + cross-school sharing' mechanism to replenish teachers**

In order to solve the problem of insufficient number and unbalanced distribution of campus basketball teachers, it is recommended to establish a differentiated replenishment path of 'short-term - medium-term - long-term' plan. In the short term, a 'directional training programme' should be implemented, in which the education administrative department, in conjunction with local teacher training colleges and universities, should set up a special 'excellent teacher programme' for basketball in areas where basketball is weak, and adopt the mode of 'tuition-free + directional employment' to train directional students. The programme adopts the mode of 'tuition-free + directed employment' to cultivate directed students. In the medium term, the construction of a 'regional teacher sharing platform' will be promoted, and regional 'mobile stations for basketball teachers' will be established, allowing professional teachers to rotate between 3-5 schools, and their workload will be included as a bonus in the evaluation of their titles. The long-term need to adjust the enrolment structure of sports majors in colleges and universities, moderately increase the proportion of students enrolled in basketball specialties, and add a module on 'grass-roots teaching practice' to the curriculum.

#### **(2) Create a professional development system of 'competence certification + digital empowerment'**

Establish a progressive competence certification system to solve the shortcomings of professional competence. Firstly, the professional competence standards for school basketball teachers in the three levels of 'basic teaching', 'training guidance' and 'tournament management' are formulated, and teachers are required to pass one certification every three years. Secondly, integrating the resources of the CBA league and the North Normal University and other institutions to develop a 'basketball teaching digital resource base', teachers can exchange continuing education hours after completing the corresponding study. Focus on promoting the enhancement of intelligent technology application ability. At the same time, increase the number of courses on sports science and data analysis in teacher training colleges and universities, restore the number of hours of specialized courses to more than 240, and ensure that graduates are proficient in the use of tools such as heart rate monitoring and tactical board software.

#### **(3) Implement the precise cultivation mode of 'targeted training + practical training base'**

Reform the existing training system and implement a 'three-dimensional targeted training programme' in terms of 'content, form and region': in terms of content, the programme is divided into three levels, namely 'novice-mature-

expert', according to the age of the teachers. In terms of content, the programmed focuses on skills standardization (0-3 years), complex teaching (4-10 years) and scientific research and innovation (more than 10 years); in terms of format, a mixed mode of '30% theory + 50% practice + 20% seminar' is adopted, with two weeks of on-the-job practice in grassroots schools arranged for each training period; in terms of geography, a mechanism for regional collaboration is established, with schools with special basketball characteristics and ordinary schools pairing up to form a single team. In terms of geographical dimension, a regional collaboration mechanism is established to pair up basketball schools with ordinary schools to carry out the 'Basketball Master Teacher Delivery Project'. School basketball training bases can also be set up in the region in proportion to the number of schools, equipped with standardized basketball gymnasiums, physical testing equipment and video analysis systems. The bases regularly organise 'immersion training', with special financial support from local governments.

#### **(4) Improve the development guarantee system of 'career promotion + multiple incentives'**

To actively broaden the career development channel, first, a separate 'Physical Education Teacher Title Review Sequence', team performance, physical fitness improvement rate into the assessment indicators; second, the establishment of the 'Basketball Master Teacher Workshop', to give a certain amount of funding to each studio to undertake The third is the implementation of 'flexible determination of lesson time', the early training, extracurricular guidance, etc. will be counted as a certain percentage of lesson time, to ensure that the weekly lesson time does not exceed 16 sessions. The innovative incentive mechanism of 'three-level competition reward system' was established, and different rewards were given to teachers who guided their students to win the awards of municipal, provincial and national basketball tournaments.

#### **(5) Deepen the integration of sports and education, and build a sustainable teacher development ecology**

Deepen the integration of sports and education: Encourage CBA clubs to build 'reserve talent bases' with schools, and send professional coaches to schools to provide guidance every year; explore the system of 'teacher-coach dual-certification interoperability', and allow teachers to obtain the qualification of E-level coaches through assessment and participate in social training to generate income. Explore the 'teacher-coach dual-certification interchange' system, allowing teachers to obtain E-level coach qualification through examination and participate in social training to generate income. Through the combination of policy leverage and market mechanism, a sustainable teacher development ecology is built.

## **5. Conclusion**

School sports is an important guarantee for the prosperous development of national sports. This paper summarizes the current situation and problems of school basketball teachers in China, and puts forward strategies and paths to improve and enhance the construction of school basketball teachers in combination with the Outline of a Stronger Education Country 2025-2035, which will provide references to improve the development of school basketball and enhance the physical fitness of young people in China.

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