

## Research on the Ideological and Political Work Innovation of University Instructors

Li Yajuan

Xi'an International University, Department of Teaching and Scientific Research of Ideological and Political Theory Course, Xi'an, Shaanxi 70077, China

Email: liyajuan@xaiu.edu.cn

**Keywords:** Ideological and Political Work; Innovation; University Instructors

**Abstract:** College students are very valuable human resources, they are the nation's hope, the future of the motherland. Strengthening and improving the ideological and political education of college students is a strategic project related to the future of the country and the destiny of the nation. As the backbone of the ideological and political education of university students, as an instructor and guide for the healthy growth of college students, how to innovate the ideological and political work of college counselors will inevitably become an important task of ideological and political work in colleges and universities.

### 1. Introduction

The ideological and political work of the counselors should be rooted in the fertile ground of the development of Marxist philosophy, ideological and political pedagogy, pedagogy, psychology, sociology, management and youth, and in the development of the times. The development of their own practice gradually formed its own characteristics, specific research areas, specific research object. At the same time, he should do the team building innovation, the concept of innovation, content innovation, work methods of organic unity. Among them, the team building innovation is the pilot, the concept of innovation is the foundation, content innovation is the carrier and the work method innovation is the concept of innovation in the practical level of concrete embodiment and development. It is the concept of innovation as the soul, is to achieve critical and groundbreaking progress of the premise. However, it should be noted that in recent years, many of our ideological and political education of counselors in the practice of innovation is more accustomed to the perspective of ways and means of counselors work innovative ideas, but intentionally or unintentionally ignored the concept of innovation The leading role, the basic role and the content innovation. However, the development of counselors to date, to keep up with the times of the state of mind and vitality, must work methods, content innovation and further on the basis of the concept of innovation to the level of innovation in the concept of the premise of further Explore the innovation of working methods, and constantly expand the content of new space for innovation in the concept of innovation, work methods, content, the overall advancement of advisers seeking the development of counselors. To this end, in the current, with particular attention to strengthen the ideological and political education and counselor work concept innovation, pay attention to firmly grasp the concept of innovation, to achieve a comprehensive, coordinated and sustainable development of counselors work. In the management practice level, the same system, co-ordination is not enough problems, such as professional team building and counselors' quality training and other aspects of a single study, summed up more than the lack of theoretical, comprehensive and systematic.

### 2. The Status Analysis of College Counselor Management System

The team of counselors is gradually improving with the development of society, from the beginning part-time counselor-based management model, and now gradually build a professional, expert, academic counselor team, the role of counselors gradually clear , Status and treatment continue to improve, counselor function gradually from a single management of the compound to

excessive.

There are two kinds of counselors in our university: counselors and part-time counselors. Because part-time counselors have been less and less, so we do not carry out research and discussion, we will discuss the status of full-time counselor to discuss. Full-time counselor management system status: First of all, China's colleges and universities are combined with practical work needs, according to the ratio of 1: 200 teachers and students with full-time counselors to ensure that each faculty and grade number of full-time counselors. College full-time counselors hiring generally used for the open recruitment of the way, to ensure fairness and openness, the maximum capacity of the introduction of strong, high-quality talent to the counselor team. However, whether the relevant professional postgraduate degree or above, whether it is a member of the Communist Party of China, whether the outstanding achievements in school, whether as a major student cadres, and the influence of many networks, also resulted in the counselor team may lose a lot of talent. Secondly, full-time counselors in the teaching and management of the status of the university has not been given due attention, many tedious things occupy the counselor too much work time, counselors are too much energy are used in moral guidance, psychological counseling, Security and stability management, award-winning evaluation, vocational training, lack of impartial and objective for the counselors to create scientific research, training platform. Third, in the construction of full-time counselors, the overall quality and professional skills is the killer of counselors, but in reality, counselors are often only participate in pre-service training, lack of systematic training and related professional skills training. This causes the counselor in the ideological and political education process and it is often stick to a fixed set of educational methods and theories, methods of work on the lack of innovation.

Full-time counselors in the management of the obvious advantages, such as: at any time for students to manage, morning exercises, attendance classes, night classes, dormitories, etc. no dead ends, to a comprehensive and timely treatment of various types of emergencies. Because the age is similar, counselors can be closer to the students emotionally, easier and students resonate. Since most colleges and universities are two-level management model, which is also easy to college full-time counselors to manage. High-quality full-time counselors in the management of a more professional, more experienced, high-quality and relatively stable. Colleges and universities with full-time counselors, help to create professional and expert counselors.

Full-time counselors should also pay attention to several aspects: First, the structure of the counselors unreasonable, the degree of specialization is not high, operational capacity is not strong enough. Second, the job responsibilities are not clear enough, the counselor function is not obvious. Third, the relevant treatment of counselors is generally low, career development prospects are not clear, the counselor team composed of large mobility, not stable. Fourth, the counselor assessment mechanism is not perfect, easy to one-sided deny counselor work, incentive mechanism is also not perfect and so on.

### **3. The Main Problems in the College Counselors Carrying out Ideological and Political Education**

#### **3.1 Lack of ability to optimize the ideological and political education methods and approaches.**

The ideological and political education in colleges and universities work methods innovation: in the form of education, should highlight the side of typical deeds, typical of outstanding students as the representative of the impact of education around the students, so that students have learning objectives and role models, so that education is not vague problem. In terms of education content, on the basis of highlighting the guiding ideology of the party's main body, to adapt to the development of the times, comprehensive education of college students to establish a correct outlook on life, world outlook and values. In the education method, should be based on education and guidance to strengthen the effectiveness of ideological and political education and scientific, rational use of other auxiliary disciplines in teaching the supporting role.

The innovation of the ideological and political education work in colleges and universities is as follows: First, the role of social practice in ideological and political education should be brought into

full play, and the activities of three rural areas, inter-school exchanges, revolutionary cemeteries and revolutionary memorial halls should be regarded as practical ideological and political activities. The use of mental health education knowledge to answer college students on the emotional aspects of the future, learning, thinking and other aspects of the questions raised to improve the psychological quality of college students and the ability to withstand pressure to reduce the ideological burden of college students to achieve ideas The purpose of political education. Third, the network information as an information carrier in education plays an important role. Therefore, we should pay attention to and use the Internet, innovative ideological and political education of new methods, through the Internet to carry out ideological and political education of college students.

### **3.2 The content of education is out of touch with the times.**

"Education should be oriented to modernization, the world, facing the future." Time is one of the salient features of ideological and political education in colleges and universities. Higher education needs to be combined with the times, and educational content needs to be combined with modern teaching needs. Ideological and political education in colleges and universities can only keep pace with the times to keep up with the social transformation and the development trend of domestic and international forms in order to truly play its effectiveness in order to reflect the ideological and political education of the essential value and practical significance.

In the past, ideological and political education in colleges and universities has the characteristics of "mandatory, closed and simplistic", but the ideological and political education workers in colleges and universities must pay attention to improving the teaching methods and methods, enriching the content of ideological and political education, Characteristics, and maintain its strong vitality. In the process of education, we should pay close attention to the real life in the case of targeted, set the times strong, with strong characteristics of the times of scientific research and teaching topics, encourage students to participate more practical social activities, in practice Experience the results of ideological and political education, enhance the content of the ideological and political education of the times, to ensure that educational content penetration of the characteristics of the times. To strengthen the ideological and political education of the times of the characteristics of ideological and political education must be unified with the national, and reality of unity, and openness, unity, and innovation. Colleges and universities should strive to train students to become a new era of a good citizen to adapt to a harmonious society in response to the new challenges of economic globalization.

### **3.3 Unreasonable composition of college counselors.**

The composition of the college counselors in the following aspects of the prevalence of problems. First, the college counselors are mostly college graduates and undergraduates in the main outstanding, open recruitment for the staff eventually admitted to a smaller proportion. Second, because the counselors are mostly school students, during the inheritance of management methods and management philosophy is too single, the lack of outstanding students between the school managers of the exchange. Third, the relationship between human relations and other factors affect the overall quality of the counselors, resulting in some do not have the basic qualities of counselors filled the ranks of the counselors to seriously affect the overall quality of counselors. Fourth, college teachers and other administrative staff of the work of counselors have more obvious errors that counselors are all capable of work, counselors themselves because of the work is too formulaic and other issues, easy to give counselors is caused by Simple Misunderstanding of Manual Labor.

## **4. The Innovation Strategy of College Counselors Ideological and Political Education**

### **4.1 Improve the counselor's comprehensive ability.**

The reasonable construction and development of the counselors cannot be separated from the construction of the corresponding platform, and it is a problem that all colleges and universities should pay attention to create a reasonable and comprehensive academic research platform for the comprehensive ability of the counselors. Only all colleges and universities can attach importance to

the professional of counselors the establishment of a comprehensive research platform in order to truly enhance the comprehensive capacity of counselors to create possible. The platform should include counselor training, counselor career planning, counselors professional training, counselors exchange learning, counselors assessment mechanism, counselors research projects, counselors academic exchanges and so on.

#### **4.2 Make reasonable adjustment and optimization of the composition of counselors.**

The establishment of a reasonable and perfect college counselor team, I think we should proceed from the following aspects: First, we must strengthen the rationalization of the counselor team to introduce and improve the recruitment mechanism, reasonable planning counselors to recruit the standard details to ensure high-quality people can be filled to the counselor team. Second, we should strengthen the inter-school counselors regular exchange and exchange of visits, is conducive to the dissemination of outstanding experience between the universities and inheritance. Stick to the management model in the school is difficult in the work of innovation, only to increase the exchange of counselors between colleges and universities to learn, in order to truly take his long, make up their own short. Thirdly, we should establish a perfect counselor assessment mechanism and counselors advanced education mechanism and make clear the status of counselors in universities and provide more learning opportunities for the instructors, in order to ensure the stability of counselors. Finally, combined with the actual university, the establishment of their own management needs for full-time counselors and part-time counselors team.

#### **4.3 Improve the overall quality of the counselors.**

Pre-job training in newly recruited counselors is a must-do before their induction, and counselors often do not receive other relevant professional skills for a long period of time after pre-service training or job training, which is in fact the leadership of the college counselors do not attach importance to their own quality as well as further study of the mechanism does not attach importance. This results in the incapacity of the counselor's ability to work overtime, which will greatly affect the work enthusiasm and enthusiasm of the counselors, and eventually lead to changes in the position of counselors, Instructor team stability. In the work, to establish long-term learning mechanism, such as qualification, study abroad, social practice and so on to improve the counselors in the work of the actual operational capacity.

### **5. Conclusion**

The change of work concept of the counselors, the innovation of work content and the new exploration of educational methods are the key issues to improve the effectiveness of counselors. It is a big problem to deal with the transformation and innovation of counselor's work concept, work content and working methods, and it has something to do with effectively carrying out the ideological and political education work in colleges and universities and the future development direction.

### **References**

- [1] B. N. Ma, The key to enhance the effectiveness of ideological and political education of college, J. Journal of Ideological & Theoretical Education. 44 (2010) 146-147.
- [2] H.X. Zeng, Research on the Innovation of contemporary college students' ideological and political education, J. Guangming Daily. 18(2005) 55-57.
- [3] J.H. Xue, Reflections on improving the effectiveness of college students' ideological and political education, J. China Youth Politics College, 32(2012) 189-190.
- [4] Y.J. Qi, Value orientation of ideological and political education in campus culture construction J, Jilin Education, 4(2007) 38-40.
- [5] Y.M. Tian, Research on the reform path of higher education management system with Chinese characteristics, J. University Education Science, 9(2013) 142-150.