

On the Current Situation and Path of the Construction of College Counselor Teachers in the New Era

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Abstract: In the new era, influenced by the change of material conditions and the prosperity and development of culture, many new changes have taken place in the objects and contents of student management in Colleges and universities. More and higher requirements have been put forward for the management and service of teachers. It is particularly necessary to build a high-quality college counselor team. As a counselor, we should not only manage students' daily life, but also organize ideological and political courses and social practice activities, so as to promote the improvement of students' quality and ability and base on the real society as soon as possible. Based on the analysis of the current situation of the construction of college counselors, this paper explores the path of the construction of teachers' team in the new era.

1. Introduction

As an organic component of higher education, counselors are of great significance to the overall development of students. In the new era, college counselors should shoulder the responsibility of guiding people on the way of students' growth, study hard, improve their comprehensive quality, strengthen experience summary and break through innovation in daily work, so as to meet the needs of social development and provide better services for students.

2. The Current Situation and Difficulties of the Construction of College Counselor Team

General secretary Xi Jinping pointed out clearly the importance of Counsellor's post work at the national education conference, that is to say, we should persist in moral education and strengthen ideological and political work in Colleges and universities, and serve as the backbone of Ideological and political education for university students. The professional quality and system guarantee of this team is an important guarantee for optimizing this team. Looking at the current situation of college counselors, they are still faced with difficulties such as fast flow of talents, lack of professional identity, and imperfect evaluation system, waiting for careful analysis and exploration of solutions.

2.1. Fast Flow of Talents

Due to the continuous increase of social pressure and the complexity of student management, in many people's eyes, counselor is not a career for life, some counselors regard it as a transition period in the work journey, and sooner or later they will leave the team. Every semester, the counselor team will face different degrees of loss, which is not conducive to in-depth understanding of students, education and management of students, students need to adapt to the new management mode constantly, which has an impact on the physical and mental development of students. For team building, teachers lack correct attitude and effective time to accumulate educational management experience, which greatly weakens the stable development of teachers.

2.2. Lack of Professional Identity

Career identity is the basis and premise of career development, which involves the identity of the nature of work, work process and results, work environment, etc. Some people on the Internet have described counselors' work in this way: "turn your eyes on and turn off the lights, turn your eyes off and be alert.". From this sentence, it shows that many people have a low sense of identity for the career of counselors, and because of the heavy daily work, it affects the career interest of the current on-the-job counselors themselves. In the eyes of educator Confucius, education is a two-way interactive process between teachers and students, which should be the relationship between teaching and learning. The great changes of the environment in the new era make the construction of college counselors and the new relationship between teachers and students urgent.

2.3. Imperfect Evaluation System

The evaluation and motivation of the post are closely related to the devotion of the work. "Scientific post setting, quantitative assessment, clear responsibilities, strict rewards and punishments" is a thought of the evaluation system of college counselors widely recognized by the society. However, in the current situation of education, because most of the counselors' majors are not appropriate, they have to learn and do their work at the same time. With the rapid development of society, college education has ushered in the momentum of high-quality development. Naturally, the requirements for counselors will continue to improve. In terms of evaluation, it is relatively harsh, which causes many teachers' psychological frustration, the evaluation of professional titles is blocked one after another, and there is a lack of sense of achievement in the work position. Therefore, once a new opportunity arises, some counselors will choose to turn to management posts or professional teachers.

3. Research on the Construction Path of College Counselor Team in the New Era

3.1. Absorb Professional Talents and Improve Overall Quality

As an important base for training talents, colleges and universities should raise the entry threshold for counselors, so as to pave the way for the later team building. In terms of talent recruitment, first of all, we need to expand the scope of recruitment. We can open examinations and interviews to attract outstanding talents from the society. Secondly, we should not only have clear requirements for the professional background of the counselor candidates, but also require the candidates themselves to have lifelong learning ability, good management coordination ability, innovative thinking ability, etc. In the final post distribution, we should take the form of professional counterpart as much as possible, so that teachers can also play their own initiative to help students learn and grow. In addition, colleges and universities should gradually improve the evaluation system, take professional ability, political quality, service attitude, work performance as the evaluation criteria, and have different levels of assessment and evaluation criteria for teaching teachers and administrative personnel, so that counselors can find a benchmark, encourage them to actively look forward to outstanding people, and improve their sense of belonging to the big family of colleges and universities.

3.2. Carry Out Systematic Training and Enhance Professional Identity

College counselor is a specific profession, in which the counselor shoulders many responsibilities as a teacher and administrative staff, so it is necessary to ensure the stability of the team and show its professional quality and ability level. First of all, as a counselor, he should have a sense of love for this work, face the work with a good and positive face, give full play to his own experience and initiative, and coordinate the balance of nine specific work, such as ideological and political education, daily affairs management, academic guidance, theoretical and practical research. As shown in Table 1.

Table 1 Specific responsibilities of College Counselors

Ideological and Political Education	Daily affairs management	Crisis response
Party, league and class construction	Mental health education and consultation	Career planning and employment guidance
Academic guidance	Network ideological and Political Education	Theoretical and practical research

Secondly, considering the professional development of teachers, colleges and universities can enrich teachers' learning and life and promote the improvement of teachers' comprehensive quality by organizing special training activities of various theories and skills, as well as "youth teaching competition", "subject research practice activities", etc.

Under the background of the new era, counselors and students should be a growing community. Counselors should strive to be good teachers and friends of students, regard students as collaborators, learn to think in a different way, patiently lead students to understand and develop the world together, and help students realize their life value and social value. As shown in Figure 1.

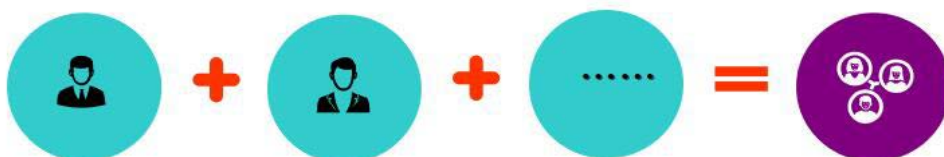


Figure 1 Repositioning the relationship between teachers and students under the user's awareness closely follows the scientific research theme and leads the professional development

For colleges and universities, personnel training has always been the most important task. Teachers in Colleges and universities should unite to create a warm and comfortable learning environment for students. In daily life, counselors pay attention to the growth of students every day. They have a deep understanding of students' personality, hobbies and learning conditions, which provides great convenience for leading students' professional development. Specific instructors can cooperate with professional teachers to lead students to participate in project research, cultural, scientific and technological health "three rural" activities, etc. Through a series of activities on scientific research topics, it can not only promote the professional development of college counselors, but also promote the students' thinking and cooperation and innovation ability to be improved in the exploration experience. Taking the "three going to the countryside" activity of culture, science, technology and health as an example, in the activity, as an old man with rich life experience and professional knowledge, the counselor can play the role of management and guidance, manage students' learning and practical life, guide students to use professional knowledge, help others to solve problems in real life, and also lead students to participate in the activities organized by China Youth Daily The top 100 practice group selection activity shows the results of practice, together to help social development and promote innovation. As shown in Figure 2.



Figure 2 Selection details of the top 100 Summer College Students' practice groups

3.3. Learning Network Technology and Developing Ideological and Political Class

In the new era, Internet technology is becoming more and more developed and has been widely used in the construction and development of finance, political culture, education and other fields. In order to better serve college students, counselors should also keep pace with the times in theory and professional ability, and actively participate in the training related to information technology for learning. At the same time, the rapid development of new media platform in the network environment has brought earth shaking changes to students' daily learning and life. Students are full of curiosity about new things, love research and exploration. Counselors can also consult students modestly, pull in the relationship between teachers and students, and work with student cadres to carry out management and service work together to improve work efficiency. Considering the needs of students' development and the complexity of the Internet environment, counselors should give full play to organize and carry out ideological and political classes in wechat public platform, blog, E-class, as well as online and offline combination in the actual classroom, so as to promote the education content to cover many aspects closely related to students' study and life, national development, legal rights protection, etc. In the ideological and political classroom, counselors and students can broaden their horizons and improve their quality level. Taking building a brand micro class as an example, the instructor class combines the daily attention to students' behavior and psychological state, aiming at the common problems found by college students, recording micro classes around two series of "how to see" and "how to do", in the form of inviting guests to answer and share experience, or conducting student interviews, etc., to promote the formation of students' correct values.

4. Conclusion

All in all, great changes have taken place in the environment and development of education in the new era, and the construction and development of college counselors is of great necessity. It is a systematic practice project to build a team with strong cohesion and close cooperation. Efforts should be made in structural optimization, assessment and training, etc. at the same time, management, practice and scientific research should be carried out in accordance with the actual situation in combination with the overall development of students, so as to improve their comprehensive quality and promote their growth and national excellence Talent cultivation and dedication.

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