

Basic Measures for Improving the Quality of Middle-level Cadre Training in Colleges and Universities

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Abstract—In the middle-level cadre education and training, it is necessary to strengthen party spirit education and improve ideological and moral cultivation, focus on examining the overall situation, grasping the trend of thinking ability and looking forward to the future of forward-awareness education, and strengthen the development of scientific methods and techniques. In education and training, it is necessary to establish a training evaluation incentive mechanism, strictly train discipline, and improve the training effectiveness.

Keywords—university; education and training; promotion; method

I. INTRODUCTION

Colleges and universities are the basic units for the implementation of higher education, the cradle of knowledge inheritance and technological innovation, an important window for conveying and propagating our party and government policies, and the main pillar for enhancing the comprehensive strength of China's education and the important force for improving international competitiveness. Middle-level cadres in colleges and universities are the backbone of the state in the field of higher education. The ability and basic quality of middle-level cadres in colleges and universities will directly affect the quality of higher education in China. The education and training of middle-level cadres in colleges and universities is the basic, leading and strategic project for the construction of high-quality talents in colleges and universities. It will continuously and efficiently improve the quality of education and training for party members and cadres in colleges and universities, and persist in building high-quality talent cadres in universities. It is of great significance to improve the quality of teaching in universities.

II. STRENGTHENING PARTY SPIRIT EDUCATION AND IMPROVING IDEOLOGICAL AND MORAL CULTIVATION

A. Strengthening the Study of Policy Theory

Party spirit is the highest and most concentrated manifestation of the class nature of the proletariat. Middle-level cadres in colleges and universities should strengthen party spirit and strengthen the study of political theory knowledge. This is a compulsory course for the majority of middle-level cadres in colleges and universities, and the most effective means to improve the basic political quality of

middle-level cadres in colleges and universities. It is conducive to strengthening the middle-level cadres of universities to strengthen the Marxist ideals and beliefs and improve political literacy. Many colleges and universities use holidays, broaden the training path, innovate training methods, take the form of going out and inviting them, organize middle-level cadres to read party constitutions, study theory, think heroes, and vigorously, increase the party's theoretical knowledge education and training, and strengthen leading cadres. The improvement of the level of theoretical knowledge require the middle-level cadres to raise their loyalty to the party's cause through the arming of the party's theoretical knowledge; adhere to normalized learning, improve their party's theoretical cultivation and spiritual beliefs; adhere to real-time learning, improve job responsibility awareness; and steadfastly continue to learn and improve awareness of ideals and beliefs. With the attitude of being responsible to the party, responsible to the country, and responsible for history, it shoulders the responsibility of managing the school and the historical mission endowed by the party and the people.

B. Strengthening Political and Ideological Education

To strengthen political and ideological education, which is the basic course of middle-level cadres in colleges and universities, is also the ideological "cornerstone" of middle-level cadres in colleges and universities. Whether it is student education, teacher team management, scientific research and technology development, are inseparable from middle-level cadres. Middle-level cadres shoulder the leadership of science and technology, technology innovation, the motherland's science and technology talent strength. Middle-level cadres in colleges and universities are the backbone of college management and the backbone of the party in the field of higher education. Therefore, strict management of the party can strengthen the Party's construction, strengthen the ideological and political education of middle-level cadres in colleges and universities, conscientiously implement the spirit of relevant documents of the Party and the state, and make the Party's voice heard in class. In the minds of teachers, it can overcome the long-standing problems in theoretical study, low enthusiasm for work and teaching, and realize "stubbornness". Gu has fostered a good team atmosphere, promoted a good teaching style, and explored the innovation of education, scientific research,

Teaching methods and other aspects, in order to create a good environment for the research of electronic technology, make universities form a better atmosphere of promotion and meet new tasks, the challenges conferred by the new era are of vital importance. Through strengthening ideological and political education activities, it is necessary to cheer up, practice and deepen higher education as a series of important speech spirit of the General Secretary of the Nineteenth Congress of the Communist Party of China to serve national development, people's lives and people's livelihood. It is a must to play an important role in stabilizing social progress, actively strengthen the leadership of Party organizations in higher education, and guide middle-level cadres in Colleges and universities in Wuxi City to be the most professional, sophisticated, competent and dedicated in their work. It also needs to realize the centripetal force of party members and cadres, and consolidate and strengthen the leading core of Party organizations in colleges and universities.

C. Strengthening Education on Clean Government

The key to the success of higher education lies in the party organization. How well the party organization plays its role as a battle fortress will directly affect the teaching style of teachers, the style of students' study, and the working style of scientific and technological workers. Since the 18th national congress of the communist party of China (CPC), the corruption of leading cadres has been concerned by the society. Colleges and universities are not only pure land, but also have various corruption problems, which have a great impact on the teaching and research activities of colleges and universities. At present, it is very difficult to strengthen the construction of party style and clean government. And honest work is the leading cadre's bottom line, it is necessary to unswervingly pay special attention to the style of the cultivation of clean government, build the wind clear positive work environment and atmosphere, encourage leading cadres to set up the correct view on rights, and they should strengthen the consciousness of discipline and continue to strengthen the movement education, obey the law and discipline, improve self-discipline, enhance the capacity of combating, form a good style of work, make its non-corrupt cadres and strive to improve the ability of combating the escort for the sustainable development of higher education.

III. STRENGTHENING THE STRATEGIC THINKING EDUCATION AND ENHANCING THE MANAGEMENT ABILITY

Strategic thinking is a long-term perspective, the perspective of the overall situation, calm observation, dialectical thinking, scientific treatment of problems thinking mode. Only by keeping in mind the overall situation, focusing on major issues, and constantly improving their strategic thinking ability, can leading cadres grasp the general trend, act in response to it, act in response to it and take advantage of the trend, and enhance their foresight, systematic nature, creativity and principle in their work. General Secretary Xi Jinping has repeatedly stressed that leading cadres should improve their strategic thinking ability. Higher education has already passed from elite education to

mass education. The door of education has been opened for a long time. Colleges and universities all over the country follow the principle of opening their doors to run schools and cooperate with institutions of higher learning and research institutes at home and abroad. Every year's college enrollment, high school campus enrollment advertising has become a distraction. No matter how good the universities are, they are facing increasingly fierce competition. It is no exaggeration to say that colleges and universities are facing a new situation of both opportunities and challenges. Only by improving their management ability and strengthening the strategic thinking education of middle-level cadres can colleges and universities seize opportunities, plan for the overall situation, better grasp the general trend and promote the rapid, efficient and healthy development of higher education.

A. Strengthening Future-oriented Education

The prominent advantage of strategic thinking is a future-oriented thinking, a scientific prediction of the possible development trend of the industry and profession, and a grasp of the difficult to determine complex factors and possible results. In the course of education and training, Strengthen strategic thinking training, focus on the educational situation and the development trend of science and technology, national higher education policy and national development strategy, so that middle-level cadres can go deep into standing at the height of world science and technology, educational development trend and national education development strategy, from both macro and micro perspectives. Face-to-face analysis enables policy cadres to better understand the tradition and national conditions of higher education, industrial development trends and internal strategies.

B. Strengthening the Training of Thinking Ability to Examine the Overall Situation and Grasp the Trend

As a middle-level cadre, may be a discipline of "bellwether", now many colleges are hoping to answer the question, "why don't our schools produce great people?" The "q" of Qian Xuesen, focuses on establishing world-class universities, cultivates first-class talents. It will be active, pay close attention to the development of world science and technology, Education situation, To know the general situation, maintain the general situation, Obey the overall situation, The further study of this unit, The phased characteristics of this discipline should not only grasp the trend, also want to find out the status quo, It will be active, Talent cultivation, key problems, From a strategic height, Planning education, Promoting education, enhance the level of education. Only by strengthening the cultivation of thinking ability to examine the overall situation and grasp the trend, Can improve the theoretical quality, and push higher education to a higher level with full spirit and vigorous fighting passion.

C. Scientific and Rigorous Methods: the Leadership of a University Is Mainly the Work of People

No person in a university is not professional and with abundant knowledge. At the same time, to focus on the future, scientific prediction of tomorrow's development is also inseparable from the scientific method. Therefore, for middle level cadre of the university, it is necessary to strengthen the method to train. Without a set of scientific methods, it will be difficult to do a good job. In terms of method education, it is needed to not only strengthen standard learning, but also invite some successful management experts and senior scholars for experience teaching and theoretical guidance. It is also feasible to take the initiative to go out and organize middle-level cadres into teams to go to successful colleges and universities to learn from each other on the spot. What is more important is to study Marxist philosophy well, lay a solid foundation in philosophical theory, enrich ourselves with Marxist world view and methodology, educate everyone, stick to everything starting from reality, seek truth from facts, persist in investigation and research, analyze contradictions and solve problems with the method of contradiction analysis.

IV. FORMULATING STRICT TRAINING DISCIPLINE AND IMPROVING TRAINING EFFECTIVENESS

The ultimate goal of training middle-level cadres is to improve the management level of colleges and universities. However, why do many colleges and universities spend a lot of time and money on the scene of training? This is a headache for many college leaders.

A. Strict Discipline in Education and Training

Good study style and strict training discipline are the future and foundation of good training effect. As the saying goes, "no rules, no standards", middle-level cadres in colleges and universities, in the requirements of subordinates, Often is more strict, but when It does students, Some people will relax themselves, some trifles, during the study and training still have to deal with a lot of things, so, How much there are some reasons and reasons. In fact, this is not entirely to blame students, in our organization of training, First must be strictly disciplined, strengthen the management and supervision of the training process of students, class to establish a check-in, Roll call system, No matter who, as long as into the classroom, you must turn off the phone and listen carefully. Lateness and early departure will be notified without discrimination before the system. In the training, school leaders should take the initiative to be a good team leader, take the lead to set an example. In class, more experience exchanges and study discussions can be arranged to encourage learning exchanges and improve training results.

B. Establishing a Training Assessment Incentive Mechanism

It is needed to implement the system of evaluating and evaluating the merit of education and training, and establish a sound mechanism for connecting and connecting education and training evaluation with the treatment, evaluation,

evaluation, post adjustment, promotion and appointment of leading cadres. The results of the education and training of middle-level cadres can be taken as the main basis for the promotion, appointment and post adjustment of cadres. The middle-level cadres can be guided to take an active part in education and training at the same time, from "my training" to "I want to training", consciously take learning as a kind of behavior, a kind of spirit pursuit, a way of life, firmly establish a concept of life-long study, earnestly comprehend the basic content of education and training, encourage middle-level cadres to practice, improve management skills, and quickly adapt to and meet the needs of the development of higher education reform.

V. CONCLUSION

The improvement of the quality of middle-level cadres in colleges and universities is very important, and the significance is extraordinary. Strengthening the education and training methods of middle-level cadres in colleges and universities, strengthening party spirit education and improving ideological and moral cultivation are the foundations and strengthening the strategic thinking education of middle-level cadres in colleges and universities can effectively improve management ability; in education and training, strict training discipline can improve the effectiveness of education and training.

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