

Research on the Improvement of College Counselors' Quality and Ability Based on the Perspective of Ten-dimensional Educational System

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ABSTRACT

College counselors are a specialized force in the ideological and political education work team in colleges and universities, and their quality and ability are directly related to the effectiveness of college education. From the perspective of the ten-dimensional education systems planned in the *Implementation Outline for Improving the Quality of Ideological and Political Work in Colleges and Universities*, this paper explores and studies the methods and ways to improve the quality and ability of college counselors from ten aspects, in order to strengthen the professional construction of college counselors and realize the goal of college personnel training.

Keywords: education system, college counsellors, quality and ability

1. INTRODUCTION

The *Implementation Outline for Improving the Quality of Ideological and Political Work in Colleges and Universities* proposes to build a ten-dimensional integrated education system, from ten aspects of the curriculum, scientific research, practice, culture, network, psychology, management, service, funding, and organization, and strive to solve the problem of unbalanced and insufficient development of ideological and political education in colleges and universities. As a specialized force in the ideological and political education work team in colleges and universities, counselors are teachers in the front line of college students' ideological and political education work and shoulder the important task of educating people in colleges and universities in the new era. Therefore, from the perspective of the ten-dimensional education system, actively exploring methods and ways to enhance the quality and ability of college counselors is significant to improve the quality of ideological and political education in colleges and universities and cultivate socialist builders and successors who develop morally, intellectually, physically and aesthetically.

2. THE NECESSITY OF IMPROVING THE QUALITY AND ABILITY OF COLLEGE COUNSELORS

The quality and ability of college counselors cover many contents, which not only requires counselors to do well in ideological and theoretical education and value guidance of students but requires counselors to flexibly handle various affairs and emergencies. Each quality and ability touch all aspects of students' work. The improvement of counselors' quality and ability is the main way to enhance counselors' professional happiness and social identity is the key factor to strengthen the professionalization of college counselors and is the vital basis to promote the standardization and specialization of college students' ideological and political education.

3. THE PROBLEMS EXISTING IN THE QUALITY AND ABILITY OF COLLEGE COUNSELORS

At present, professional quality and professional ability of college counselors is uneven, and counselors have obvious deficiencies in their work attitudes, levels, and methods. The specific manifestations are: confusion about personal development prospects, lack of initiative and innovation in work, lack of goal, serious job burnout; some colleges and universities do not pay attention to the

professional quality and subject background when selecting and recruiting counselors, counselors as a whole have a low degree of specialization, and lacks scientific and systematic work modes and methods; tired of student affairs all day, ignoring the study of ideological and political education, mental health education and other related theories, their professional abilities cannot be fully improved.

4. FROM THE PERSPECTIVE OF THE TEN-DIMENSIONAL EDUCATION SYSTEMS, ENHANCE THE QUALITY AND ABILITY OF COUNSELORS

4.1 Taking curriculum education as being the basis, innovate the work mode of counselors

In Order No. 43 of the Ministry of Education, counselors mainly have nine responsibilities, including ideological and theoretical education and value lead, party group and class construction, and study style construction. The conventional education methods adopted in the actual work, such as psychological counseling, theme activities, and mass notification, make some counselors feel that the students' work is fragmented, decentralized, random, and repetitive, which does not play a good expected education and guidance effect on students. The introduction and implementation of the "curriculum-based" mode of counselor work can solve this problem through "integrated teaching" to a certain extent, and make the counselor work mode innovative.

The "curriculum-based" counselor work requires counselors to fully, normatively and systematically classify and organize their work based on their work experience, responsibilities, and content, formulate corresponding teaching plans, and solve the "common" problems among students through "classroom teaching", truly realize the combination of the actual work of counselors and the ideological and political education of college students; meanwhile, the "curriculum-based" work mode puts forward higher requirements for the professional quality and ability of counselors in all aspects, which makes counselors more clear about their work contents and requirements, and is conducive to promoting the professional development of counselors.

4.2 Taking scientific research and educating people as a carrier, improve the scientific research ability of counselors.

In terms of personal development, counselors have dual identities as teachers and managers. Therefore, in addition to work performance and educating people, scientific research ability and level are important standards to evaluate professional title; in terms of student education and management, in addition to relying

on their own experience to carry out work, counselors should also take scientific theories and methods as guidance, summarize the difficulties and doubts encountered in practical work, and actively explore the new characteristics and laws of student work, to enhance the pertinence and effectiveness of student education and management.

Colleges and universities should pay attention to the improvement of counselors' scientific research ability, that is, to improve counselors' training system, pay attention to the theoretical study of counselors, and actively promote the construction of learning students work team^[1]; set up special funds for the construction of counselors, encourage and fund counselors to establish counselor studios or scientific research teams, carry out special research in the field of moral education and ideology, and equip studios or scientific research teams with growth mentors to promote the transformation of the team from practice to "practice-research-oriented".

4.3 Taking practical education as the requirement, strengthens the counselor's awareness of innovation and practice

As the most basic workers to promote practical education in colleges and universities, counselors bear the responsibility of ideological and political education and management of student, and are the most powerful organizers, implementers, and instructors of practical education. Therefore, enhancing counselors' awareness of innovation and practice is not only a basic requirement for strengthening counselor team building but also a necessary condition for increasing the quality of college students' talent training in the new era.

To enhance the awareness of the innovative practice, counselors should strengthen learning, consciously combine the spirit of policy documents related to practical education with practical work, correctly guide students to practice socialist core values, and establish family and country feelings; meanwhile, encourage and guide students to participate in innovation and entrepreneurship competitions and practical activities, stimulate students' innovative thinking and practical enthusiasm, effectively increase counselors' own practical experience and improve the effectiveness of education.

4.4 Taking cultural education as an opportunity, to enhance the cultural quality of counselors

As the main place of cultural inheritance and innovation, colleges and universities play a vital role in educating people with culture and building a socialist culture power. Counselors are the direct leaders and instructors of cultural education in colleges and universities, occupy a basic and key position in cultural

education, and bear the responsibility and mission of cultural education.

Counselors in the new era should actively improve the cultural self-cultivation, actively explore the ideas and methods of cultural education in colleges and universities, grasp the law of cultural education, and constantly enhance the cultural quality; deeply study the history, spirit, motto, and song of school, enrich the campus culture, enhance the students' awareness of loving and honoring the school, and create a strong campus culture and educating atmosphere; carry out relevant educational activities around the excellent traditional Chinese culture, revolutionary culture and advanced socialist culture, inherit and prosper cultural knowledge, enhance the cultural self-confidence of college students in the new era, and lay the foundation for building colleges and universities into a highland of socialist spiritual civilization.

4.5 Taking online education as a platform to improve counselors' new media literacy

The popularization of the Internet and the emergence of new media put forward higher requirements and challenges for ideological and political education and student management in colleges and universities. Under the impact of the "new media", the traditional education and learning model has gradually changed to the network, which has brought convenience and innovation to the work of college counselors, but also exposed some drawbacks. The emergence of these behaviors requires counselors to shoulder the heavy responsibility of network education, improve personal new media literacy, consolidate the ideological status of colleges and universities, and enhance the effectiveness of online ideological and political education.

Improving new media literacy requires college counselors to constantly improve their self-learning ability, enhance their network knowledge reserves, guide students to actively study the theory of network ideological and political education, build correct core values, and improve network information discrimination^[2]; through new media such as "webcast", "WeChat official account" and "counselor blog", enhance communication with students, understand the students' thoughts in time, solve the problem of "individuality" and "commonality" among students, and spread the main theme and promote positive energy.

4.6 Taking psychological education as the guarantee, strengthen the counselor's mental health education ability

With the increase of serious mental diseases such as suicide, depression among college students, mental health problems began to attract extensive social attention. In the face of students' sudden psychological

crises, college counselors take the lead in provide guidance and help. However, there are still some problems in mental health education. For example, the number of people with psychological professional backgrounds is very small. Due to the professional limited ability, they cannot intervene and deal with students' psychology effectively in time. The less investment in mental health education equipment and the imperfect establishment of related systems in colleges and universities directly affect the development of counselors' work. Therefore, further standardizing the psychological health education of counselors and strengthening the ability of psychological health education of counselors can achieve the expected effect of psychological education in colleges and universities.

To strengthen the ability of mental health education, counselors should constantly improve their theoretical knowledge system of mental health education, improve the ability of psychological counseling and consulting, combine professional knowledge, give full play to the counselor communication, resources, and functional advantages, improve their mental health education work specialization, standardization level; strengthen the prevention and intervention of psychological crisis, establish a four-level psychological caring earning and prevention and control system of 'school-department-class-dormitory' give full play to the role of peer supervision and prevent crisis event.

4.7 Taking management and education as the center, improve the systematic management level of counselors

As an important part of the work of "three-education" in colleges and universities, "management education" plays a critical role in talent training in colleges and universities. Counselors are the specific implementers of students' education and management, who can point out the development direction for students and guide students to realize self-management. The improvement of counselors' systematic management level is conducive to strengthening the construction of counselors' professional teams and is significant for colleges and universities to train qualified socialist builders and successors.

Continuously improving the ordering and standardization of student management systems and actively exploring different ideas and models for student management are vital ways to improve the management level of counselors. This requires counselors to pay attention to the guidance, service, and supervision of students, strengthen the training and management of student cadres, give full play to their exemplary leading role among students, improve the information upload and release mechanism, actively expand new channels for student management, improve students' awareness of compliance, and establish self-discipline^[3].

4.8 Taking service and educating people as the guarantee, establish a long-term service mechanism for counselors

“Service” is the most essential feature of counselors’ work. Only by establishing a long-term service mechanism of “student-centered and serving students’ growth and success” can counselors actively help students solve their reasonable demands in learning and life, implement all the student work, and truly achieve the effect of educating and guiding students in caring for, helping and serving students.

To do a good job in the student work under the concept of serving and educating people, counselors need to fully care for and respect students, adhere to the principle of combining solving practical problems with ideological problems, and improve the effectiveness of service and education; meanwhile, counselors need to enhance their awareness of service and education, constantly improve their personal professional quality, actively explore and study a more standardized and scientific long-term service mechanism and arm their minds with advanced theories to meet the reasonable needs of students in many aspects.

4.9 Taking funding education as an opportunity, improve the counselor’s education mode of helping the poor

According to the *2020 Chinese Student Financial Aid Development Report*, a total of 240.82 billion yuan was invested in a year, supporting 146.175 million students, the state and society pay great attention to the financial aid work of colleges and universities. As the direct executor of the financial aid work for college students, counselors play an important role in the development and implementation of this work. There are still problems existing in student financial aid work, such as the identification of students with family economic difficulties is lack of standardization, fewer work-study posts, and the ideological and psychological problems caused by family difficulties are increasing. The key to solving these problems is to constantly improve the education mode of counselors to help students with difficulties, which is significant to improve the effectiveness of subsidized education in colleges and universities^[4].

To improve the mode of helping poor students and educating people, college counselors need to formulate a standardized working index system for poor students, dynamically manage the files of students with family economic difficulties, organically connect the four key nodes of students’ entrance, school, graduation, and entry, and strive to achieve the “full coverage” of subsidizing education; use the new media to increase the interpretation and publicity of the financial aid policies; integrate the concept of “moral education” into the

subsidized education work, actively carry out the education of inspirational gratitude, honesty and social responsibility among students, and enhance the sense of mission and responsibility of the aided students.

4.10 Taking the means of organizing education, play the role of counselors

Counselors are the bridge connecting colleges and universities and students, and the communicator and executor of university policy. At present, some elements and functions of the organizational education system in colleges and universities are still ‘individualized’, and the collaborative ability between organizations is weak, resulting in the failing to effectively realize the overall goal and effect of a college education^[5]. Therefore, colleges and universities need to use the coordination role of counselors in the whole, optimize the mechanism of organizational education in colleges and universities, and ensure the effective operation of diverse activities.

As the link between colleges and universities and students, counselors should focus on the work of party construction leading the construction of the Communist Youth League. Counselors give full play to the role of student party branches as a fighting fortress, vigorously promote the healthy and orderly development of the Communist Youth League and student union, actively guide all kinds of clubs to carry out bright, positive and colorful activities, to enrich students’ extracurricular life and promote students’ all-round development.

5. CONCLUSION

Taking counselors as the research object, this paper explores the methods to improve the quality and ability of college counselors from the perspective of the ten-dimensional educating people, which not only puts forward a constructive framework for the education work of colleges and universities but also puts forward higher requirements for the construction of college counselors.

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