



# The Construction of the Way to Cultivate Talents for College Teacher Education Under the Concept of “Three-All Education”

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**Abstract.** The concept of “three-all education” is an important guide for colleges and universities to cultivate the teacher education talents needed by modern society. In order to realize the fundamental task of establishing morality in colleges and universities, and embody the characteristics of teacher education talent training, the school actively builds academic tutors, senior tutors, counselor tutors, party and government cadre tutors, outstanding alumni tutors, and primary and secondary school teachers as one “Six Great Tutors” tutorial system. In order to ensure the smooth implementation of the implementation, the school needs to plan the implementation plan from the three aspects of personnel arrangement, process supervision and operation mode, and provide support from the aspects of staffing and financial support. The research not only conforms to the spirit of the Ministry of Education’s documents, but also breaks through the traditional guidance system and broadens the pattern of “three-all education”.

**Keywords:** Three-all education · Colleges · Teacher education · Construction

## 1 Introduction

The Central Committee of the Communist Party of China and the State Council issued the “Opinions on Strengthening and Improving Ideological and Political Work in Colleges and Universities in the New Situation” (hereinafter referred to as “Opinions”). The “Opinions” emphasize that colleges and universities shoulder the important mission of talent training, scientific research, social services, cultural heritage and innovation, and international exchanges and cooperation. To strengthen and improve the ideological and political work in colleges and universities is a fundamental issue concerning what kind of universities to run and how to run them, the leadership of the party over colleges and universities, the successors of the cause of socialism with Chinese characteristics, and a major political task and strategic project. At the same time, it is clearly proposed

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that it is necessary to adhere to the whole process of educating people in an all-round way, guide the ideological value throughout the whole process and all links of education and teaching, and form a long-term mechanism of educating people through teaching, scientific research, practice, management, service, culture and organization [1].

## 2 The Practical Significance of Path Construction

### 2.1 Theoretical Implication of “Three-All Education”

At the national education conference, president Xi Jinping pointed out: “cultivating socialist builders and successors with all-round development of morality, intelligence, physical culture and labor, speeding up the modernization of education, building a powerful country in education, and running a satisfactory education for the people.” [2] The outline for the implementation of the project to improve the quality of ideological and political work in colleges and universities issued by the Party group of the Ministry of Education in December 2017 puts forward the requirements for building an integrated education pattern of “all-party participation, all-processes involvement and all-sector connection”, including “ten education systems”: curriculum education, scientific research education, practical education, cultural education, network education, psychological education, management education, service education, funding education, organization education [3].

### 2.2 Clarifying the Requirements of Talent Training in Colleges and Universities

In order to achieve the goal of cultivating people, higher education must return to the educational essence of educating people, putting moral education first, and cultivating people by virtue. The 19th National Congress of the Communist Party of China clearly stated that “Building a strong country in education is the basic project for the great rejuvenation of the Chinese nation. Education must be given top priority in order to speed up the modernization of education. The party’s education policy needs to be fully implemented, and then the fundamental task of Building Morality and cultivating people should be implemented. Quality education and educational equity need to be further developed, so as to ensure the cultivation of socialist builders and successors with all-round development of morality, intelligence, physique and beauty.” In order to establish and perfect the working mechanism of “three-all education”, which includes all-party participation, all-processes involvement and all-sector connection, college education should insist on the ideological and political work throughout the whole process of education and teaching, take moral education as the basic task and starting point of college education, attach importance to the human as the root, cultivate the people with both moral and talent, and develop harmoniously, and strengthen and improve the construction of the party in colleges and universities. Only when higher education stands upright and has the right direction, can it develop healthily on the right track, so as to build a talent training target system that meets the needs of modern society.

### 3 The Connotation and Thinking of Path Construction

In the process of talent training, it is important to impart knowledge, but more importantly, how to lead students to change their minds, set up positive goals and ideals, organically combine their youth dreams and national dreams, and maximize the motivation of students' subjective ability and self realization. In the process of students' growth and development, in addition to academic guidance, they also need support and guidance in career planning, professional skills, ideological and political, mental health, social responsibility and life planning. However, the existing guidance system usually only has professional teachers to guide their study and counselors to guide their life, and most of the time it is single, which can not meet the needs of students in many aspects. Based on this reality, the "six mentors" guidance system of this study is proposed and promoted.

The specific ideas are as follows:

- The academic tutor is the professional teacher of the department, who provides various information, suggestions and help for students' academic and personal development.
- Counselors are selected by the school to provide students with ideological and political, daily management, employment guidance, mental health and party and League building services and guidance.
- The senior tutor is selected by the college as the excellent student in the senior or graduate students. In the form of peer cooperation, the senior tutor provides timely guidance and helps to the junior students through the exchange of the excellent seniors, effectively solves the difficulties in students' life and study, plans university life, and realizes self-development.
- Teachers of Party and government cadres invite Party and government leaders inside and outside the school to serve as student mentors, further strengthen ideological guidance, and help students establish a correct world outlook, outlook on life and values.
- Outstanding alumni tutors, the successful persons and elites who have graduated from our school and engaged in the relevant work of this major, can help the students of this major to understand the social and workplace rules in advance, guide and support the students' career planning, provide suggestions and help in internship and employment, help students to obtain various internship opportunities, enhance their employment competitiveness and Social adaptability.
- Primary and secondary school front-line teachers' tutors are set up based on the professional characteristics of the students of the college. The talent training goal of the school of teacher education is primary and secondary school teachers. Therefore, it is more targeted to select and employ primary and secondary school front-line teachers as students' outside tutors, which is conducive to accurate guidance, career planning and improvement of teaching skills.

In a word, a multi tutor, three-dimensional, all-round ideological and political education system, characterized by an accurate guidance, implements all aspects of education and teaching and personnel training, aiming to enable each student to find their own goals and growth path and achieve comprehensive development.

## 4 Implementation and Guarantee of Path Construction

### 4.1 Implementation Plan

#### 4.1.1 Personnel Arrangement

In the notice of the Party group of the Ministry of education of the Communist Party of China on strengthening and improving the work of leading cadres in colleges and universities to contact students at the grassroots level, it is pointed out that members of the leading group in colleges and universities, especially the Secretary of the Party committee and the president, should take the initiative to enter the classroom, the class, the dormitory, the canteen, the society, the lecture and the network, and contact students at the front line. This points out the direction for the party and government leaders to participate in the ideological leading work [4].

Counselors are an important force in the work of college students. The Central Committee of the Communist Party of China and the State Council have clearly defined the role of counselors in “On Further Strengthening and Improving the Ideological and Political Education of College Students”: Counselors carry out ideological and political education in accordance with the deployment of the party committee. It can be seen that ideological and political education is the core task of counselors.

The academic tutor system is an auxiliary system to implement and perfect the credit system. It establishes a “learning guidance” relationship between teachers and students. It requires teachers to pay attention to the whole education process of students from enrollment to graduation, as well as all aspects of students’ thoughts, learning and life, so as to realize individualized teaching and individualized training, and effectively improve students’ comprehensive quality, innovative spirit and practical ability.

There will be teaching practice links in normal major. Therefore, the practical experience of front-line teachers is worth learning for every normal student in school. Among them, such as “homework problems”, “discipline problems”, “class health problems”, “extracurricular reading problems”, “review problems” and other real cases and handling methods are worth pondering and thinking over again.

As a new auxiliary mechanism for the education and management of college students, the system of “senior students” is a beneficial attempt to expand the moral education approach in the new era. It is a supplement to counselor work and academic tutor system, which refers to a management mode of “selecting senior students with high political awareness, excellent performance and certain work experience, after training, to help, guide, educate and help freshmen to pass the enrollment adaptation period as soon as possible” Moreover, because the age of their elders is similar to that of their freshmen, freshmen are more likely to have intimate emotional exchanges with their elders. Counselors and academic tutors can learn about the real ideological trends of students from their elders, so as to carry out ideological and political education and enhance the effectiveness of ideological and political work.

### 4.1.2 Process Supervision

In order to ensure the effectiveness of the ideological and political education project, its implementation time is not only in school, but also to form a “before and after tracking”, so a “1+4+1” process model is formed.

According to the actual situation, ideological guidance and promotion education shall be carried out for students one month before entering the school and ideological guidance and follow-up education shall be carried out within one year after graduation; ideological and political education during the school period shall follow the principle of “precision education” and be adjusted according to the actual situation.

### 4.1.3 Operation Mode

The “Notice of the Party Group of the Ministry of Education of the Communist Party of China on Strengthening and Improving the Work of Leading Cadres in Colleges and Universities to Contact Students at the Grassroots Level” pointed out: First of all, leading cadres in colleges and universities should strengthen work effectiveness, innovate contact methods, combine small ideological and political classrooms with large social classrooms, and narrow the distance with students by participating in themed party days, theme class meetings, community activities, and cultural and sports competitions, becoming the favorite of students. Secondly, leading cadres in colleges and universities can win the love of students with their profound theoretical skills and become a model for students to learn by making situation reports, symposium exchanges, and opening lectures. Thirdly, leading cadres in colleges and universities can listen to the actual demands of students and ease their emotions through Weibo, WeChat, and micro-video, and use “key to key” as a beneficial supplement to “face-to-face”. Finally, leading cadres in colleges and universities must resolutely put an end to formalism and bureaucracy, and achieve problem-oriented contact, sincere contact, and real contact. Of course, the information feedback mechanism is also very important. The leading cadres of colleges and universities should summarize and analyze the problems and suggestions put forward by students in a timely manner, and study and implement them in a timely manner. It is an important way to go deep into the grass-roots level to contact students, implement various work and carry out investigation and research [5].

## 4.2 Safeguard Measures

### 4.2.1 Staffing

#### 4.2.1.1 College Level

The core leadership role of the general Party branch in guidance, decision-making and implementation needs to be fully exerted to form a working mechanism for unified leadership, division of labor between party and government cooperation, and coordinated operation. Other members of the leading group shall perform “one post, two responsibilities”. Other members of the leadership team in the college need to perform “one post

with two responsibilities”, and do a good job in ideological and political work and party building in combination with the division of work.

#### **4.2.1.2 Department Level**

The fighting role of the grass-roots branch fortresses of all branches needs to be fully exerted to ensure that the construction work is carried out politically.

#### **4.2.1.3 The Level of Every Section**

It is important to establish a normal mechanism for cooperation in teaching, scientific research, discipline, Party building, learning and engineering, administration, trade union and other sections, incorporate ideological and political education into the responsibilities of each section, and form a working pattern in which all parties actively participate in coordination and co-management.

### **4.2.2 Financial Support**

#### **4.2.2.1 Annual Budget Input**

The college incorporates the funds required for ideological and political work into the college’s annual budget, which can ensure that the funds can be arranged in an overall manner, and the efficiency of the use of the funds will be further improved.

#### **4.2.2.2 Setting up Special Funds**

First, the school increased its financial support for the construction of ideological and political work teams, party and government work teams, and ideological and political theory courses. Secondly, the school should set up special funds according to work needs for party building and ideological and political education, carry out scientific research projects in the form of research groups, and create good conditions for the promotion of work. Finally, the school should strengthen research on the weak links of ideological and political work, solve special problems, and encourage and support teachers to carry out party building and ideological and political education research in combination with actual work.

#### **4.2.2.3 Assessment on the Use of Funds**

The college needs to follow the overall arrangement of work funds, adhere to the principle of special funds and special funds, and strengthen the supervision and audit work in the process of using funds. In addition, the supervision and evaluation work in the process of fund use is also very important. The college needs to establish a mechanism for accountability and investigation to ensure the effectiveness of the use of funds.

## **5 Characteristics and Innovation of Path Construction**

### **5.1 Being in Line with the Spirit of Documents Issued by the Ministry of Education, Promoting the Implementation of the Fundamental Task of Moral Education in Colleges and Universities**

To carry out ideological and political education in colleges and universities around the fundamental issue of “who to train, how to train and for whom” is the top priority of Ideological and political work in colleges and universities. In order to implement the spirit of

the national education conference, the National Conference on Ideological and political work in colleges and universities and the forum for teachers of ideological and political theory courses in colleges and universities, the Ministry of Education recently issued the notice on strengthening and improving the work of leading cadres in colleges and universities to contact students at the grassroots level, which requires further strengthening and improving the work of leading cadres in colleges and universities to contact students at the grassroots level, establishing and improving schools and departments leading cadres of colleges (departments) should go deep into the system of contacting students at the grass-roots level, promote the leading cadres at all levels of colleges and universities to shift their work focus to the grass-roots units, focus on the ideological and political work of students, experience the school situation, care for students, answer questions, solve problems, and promote the formation of a joint force of education. The established multi tutor, three-dimensional and all-round ideological guidance system meets the spiritual requirements of a series of documents. Through the organization and coordination of the strength of all kinds of education subjects, they can give full play to their advantages in ideological guidance, education and talent cultivation to a greater extent, so as to make the ideological and political education work of the college more affinity and pertinence.

## **5.2 Breaking Through the Traditional Guidance System and Building a Multi Angle, All-Round and Three-Dimensional Education System**

In the past work mode, counselors are the leading force in the implementation of Ideological and political education for college students. Academic tutors focus on learning and scientific research guidance, and play the main function of scientific research and education. However, in the face of the multi-faceted needs of ideological guidance in the new era, the limitations of traditional education mode are increasingly apparent, which is not enough to meet the new situation and new requirements of Ideological and political education of college students. The “six mentors” can make up for the deficiency of traditional guidance. The six kinds of leading subjects come from different fields of industry inside and outside the college, and have different perspectives of thinking, which can help college students to see and think more comprehensively. Their ages and experiences are different, and their explanations of the problems are mutually verified, which is conducive to a deeper understanding. The “six mentors” is guided by the thoughts of different tutors, with the help of rich and hierarchical online and offline education mode, and finally constructs a multi angle, all-round and three-dimensional mixed education and communication platform, which will imperceptibly make ideological and political education work on the heart of students.

## **5.3 Broadening the Pattern of “Three-All Education” and Realizing the Mode of Ideological and Political Education as a Whole**

“Three-all education” emphasizes all-party participation, all-processes involvement and all-sector connection. The college closely focuses on the training requirements of normal students, coordinates the educational resources and educational forces of all parties, and helps to build a comprehensive ideological and political education model.[6] Multi tutor navigation is not only that the tutor subjects come from various industries, covering all

ages, but also that their participation helps to coordinate all resources, form a joint effort of all staff education, so as to better promote education including curriculum education, scientific research education, practical education, cultural education, online education, psychological education, management education, service education, funding education, etc. The education ecosystem should be implemented in a more healthy and effective way.

## 6 Conclusion

The implementation of the “Six Great Tutors” tutoring system has fully integrated society, schools and other forces, and cultivated high-quality, professional and innovative teacher education talents with international vision and national feelings in the new era, which is conducive to China has realized the great dream of becoming a strong country through education and a strong country with talents.

**Authors’ Contributions.** This paper is independently completed by Zhenxia Xu.

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