

## **Exploration and Practice of Promotion of School Affairs Disclosure System in Secondary Schools of Colleges**

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**Abstract.** The secondary schools are an important part of colleges and of important realistic significance in universities. The promotion of school affairs disclosure system reform in secondary schools of colleges is an important measure of promoting the “rule of law and democratic management” policy and also an inevitable choice of further deepening the innovation and reform of internal management system of colleges. In addition, the promotion of school affairs disclosure system is beneficial to effectively protect the fundamental interests of the masses, comprehensively implement the scientific development outlook, realize the high-efficiency combination of inner-party supervision, democratic supervision and management of the masses, avoid corrupt practices, and establish incorruptible and harmonious school-running characteristics. However, there are still many problems in the practice of promoting school affairs disclosure system in secondary schools of colleges, which need further improvement and perfection. This paper mainly introduces the necessity and significance of promoting school affairs disclosure system in secondary schools of colleges, analyzes the main problems in the current school affairs disclosure work, and puts forward the corresponding solution and countermeasures as well as the practice approach of further strengthening the school affairs disclosure work.

### **Introduction**

The administrative disclosure system is an important measure of building the democratization and legalization of modern government. As the social civilization demonstration area, colleges should be the pioneer of advocating and carrying out social civilization and legalization and democratization, in which the school affairs disclosure is the most effective form in the practice of colleges. The secondary schools, which occupy a special position and play a special role in colleges, are a kind of primary-level teaching administration organization set according to the disciple. The promoting of school affairs disclosure system in secondary schools of colleges is an important extension and deepening of school affairs disclosure work and an important content of school affairs disclosure work. The school affairs disclosure work of secondary schools of colleges is to disclose the information related to the reform and development of school management, scientific research, teaching and other aspect to the staff by Teacher's representative conference and other organization according to the national law, regulations and rules. The great decision and information related to the interests of staff should be immediately, truthfully and regularly disclosed, except the confidential content required by the state, party or educational department. The school affairs disclosure is of important significance in mobilizing the staff to actively participate in the school management and supervision and promoting the school monitoring and sustainable development. Therefore, the research and exploration of the relevant problem as well as the effective practice strategy are necessary.

### **Necessity and significance of promoting school affairs disclosure system in secondary schools of colleges**

Internal need of building a harmonious socialist society

The colleges are the important base for talents cultivation and also the important demonstration base of social civilization. In a sense, the construction of harmonious campus of colleges is the base of promoting the building of harmonious socialist society. The promotion of school affairs disclosure system in secondary schools of colleges cannot only cultivate students' quality and

improve their comprehensive quality by the political significance of administration to provide more excellent talents for building the harmonious socialist society, but also is beneficial to build the harmonious, healthy and positive humanistic environment and atmosphere of campus, give play to the strength of every one, promote the harmonious construction of college campus, so as to further promote the building of harmonious socialist society.

Fully embody the construction concept of “insisting in the mass line” and build the socialist democracy

The promotion of school affairs disclosure system in secondary schools of colleges, which is an important embodiment of insisting the mass line, fully embodies the master status of staff, realizes the ideal of staff as the master, enables the staff to participate in the decision making related to the school management and to control their discourse, realizes the democratic supervision and monitoring and practically protects the rights of staff. Meanwhile, at present with reform of educational system, it is beneficial to improve the initiative and enthusiasm of staff, give full play to their creation and further promote the reform and development of educational system.

Inevitable requirement of realizing modern college management

The promotion of school affairs disclosure system in secondary schools of colleges is beneficial to realize the scientific and democratic management of colleges, improve the scientificity and reasonability of school decision and ensure the sound, stable and sustainable development of school. In the promotion process, the school leaders must always insist in the management concept of “people first, governing for the people, worrying for people in need and thinking for people”, give full play to their leadership and guidance role. In the ruling process, they should reflect on themselves continuous and actively realize their errors to realize democratic decision and management as well as supervision. In addition, they should integrate the wisdom of others to build the perfect, systematic and regular management system and realize the regular and orderly school management.

Inevitable requirement of implementing the college system by colleges

Recently, with the continuous reform and perfection of higher education system in China and continuous expansion of school scale, many colleges have implemented the two-stage management system, which improves the autonomous right of secondary schools of colleges. Thus, the school can undertake more tasks and functions and the colleges gradually involve the social service, scientific research, discipline construction and other fields. Besides, the school also independently manages the position class fee, award and remuneration distribution, expenditure, income creation and other personnel, property and material distribution. Therefore, it is important and necessary to strengthen the school supervision and management. The school affairs disclosure can realize fairness, justice and opening as far as possible, avoid black box operation, improve the decision opening and transparency and optimize the school management.

### **Main problems in the practice of promoting school affairs disclosure system in secondary schools of colleges**

Insufficient understanding of promoting the school affairs disclosure

From the content, the school affairs disclosure mainly refers to the disclosure of party and government affairs, so the party and government leaders are the main body of school affairs disclosure. However, in the actual operation it is true and many party and government leaders fail to realize the importance of school affairs and spend more time and energy in the school affairs disclosure, which is the most important reason for poor effect of the school affairs disclosure of secondary schools. Partial schools fail to define the main channel of school affairs disclosure and separate the school affairs disclosure from the staff meeting and teachers’ representative conference system, and only disclose the results without negotiating and discussing the teachers’ representative conference about the important or major events. Even the teachers’ representative conference is held by free will, lacking of standard. In addition, partial contents are still in the initial stage and fail to be disclosed truthfully, and some schools skimp their works to cope with the superior check, thus making the school affairs disclosure become formalistic.

Low enthusiasm of staff about the school affairs disclosure

To ensure the quality of school affairs disclosure practice, the staff must actively participate in

the school affairs and support this work and actively supervise and manage the school affairs disclosure. However, in the practice, many staff are not enthusiastic about the school affairs disclosure, lack of consistent and stable supervision, only concern about the matters that are greatly related to their interests or themselves, and pay less attention to and even are indifferent to the matters that are unrelated to themselves.

#### Lacking of effective supervision mechanism

Although the school affairs disclosure of secondary schools of colleges is conducted vigorously, its supervision is dissatisfactory because many schools fail to timely, comprehensively and truthfully disclose all school affairs and lack of effective supervision mechanism. For example, whether the disclosure procedure conforms to the provisions, whether the reflection opinions of staff are comprehensively implemented, which lack of effective restraint and provisions. Then, the staff union and discipline inspection commission fail to give full play to their supervision functions and powers, actively coordinate with the school affairs disclosure, and the supervision group fails to exercise their supervision rights.

### **Countermeasures for promoting school affairs disclosure system in secondary schools of colleges**

#### Improve the cognition of school affairs disclosure

The leading cadres are the important representative of the public interests of all staff and students and also the executor of the academic power, administrative power and other public powers, and their ideology, attitude and behavior will directly affect the smooth development and practice of school affairs disclosure. Therefore, it is important to strengthen the leaders' cognition of school affairs disclosure. In the administrative management, the leaders should consider the overall interests and public interests of the school, fully realize the importance and necessity of school affairs disclosure, be strict with themselves to set a good example for primary-level personnel and reject all matters that are afraid to be disclosed or unable to withstand the disclosure to gain the understanding and supports of more staff and lay a solid foundation for truthful, timely and complete promotion of school affairs disclosure system. Meanwhile, it is required to improve the relevant personnel's cognition of this work, strength the job responsibility of relevant personnel, carefully implement and perform the details of various school affairs disclosure works, and improve the efficiency of school affairs disclosure. Then, it is required to improve the emphasis of staff of secondary schools on the school affairs disclosure, be clear about their rights and obligations, and make them realize that the basis for protecting their rights is to actively participate in the school affairs disclosure, so as to improve their participation initiative of staff. In the practice, it is required to carefully and comprehensively implement the "three representatives" thought, emphasize the importance of democratic supervision and promotion to the party and government leaders and staff, and implement the right of choice, supervision, participation and know of staff.

#### Improve the effectiveness of school affairs disclosure

Considering the particularity of colleges, the promotion of school affairs disclosure system requires effectiveness to avoid making the school affairs disclosure become formal. First, the key, hot and difficult points of school affairs disclosure should be defined, in which the key point is to timely disclose the important decision and condition related to the school innovation and reform to the staff to effectively mobilize the initiative of staff, the hot point is to timely disclose the content and information related to the interests of staff to them, including income distribution, further study, assessment, professional title appraisal and promotion, and the difficult point is to timely disclose the diligent and incorrupt government of party and government leading cadres to the staff, especially the decision of special problem, individual income and other problem.

Meanwhile, in the practice of promoting school affairs disclosure, it is required to select the all-around and multi-link ways, always insist in the teachers' representative conference and staff meeting system because they are the important institutions that represent the rights of staff and the important organizational form of democratic management and supervision. The discussion and negotiation of some major events in the teachers' representative conference and staff meeting can improve the cohesion of the masses and integrate the wisdom of the masses, which cannot only improve the decision accuracy, but also mobilize the staff's initiative. Therefore, it is important to

carefully implement the teachers' representative conference and staff meeting system. In the actual work, it is required to establish complete, systematic and scientific rules and regulations of teachers' representative conference and staff meeting and compile detailed procedures in order to improve the authority, seriousness and standard of teachers' representative conference and staff meeting. The title recommendation conference, academic degree evaluation committee meeting, academic committee meeting, teaching committee meeting, party and government joint meeting and other working system should be further perfected to escort the democratic supervision and management.

Then, the time of school affairs disclosure should be strictly controlled because some works may be disclosed immediately and some works focus on timely disclosing the results. Thus, the failure to control the time of school affairs disclosure will greatly affect the effects of disclosure, give a feeling of "outdated" and lacking of transparency to people. In the school affairs disclosure, it is required to pay attention to the process of disclosing the relevant decision, in which the opinions and suggestions of staff should be collected widely and comprehensively before making any decision to improve the mass foundation, feasibility and operability of decision. After making relevant decision, it is also required to widely collect the opinions and suggestions of staff to get the feedback of staff, know and master the implementation effect of relevant decision and improve the decision scientificity and integrity. For some problems that involve the interests of staff, the decision right should be given to the staff.

### **Practice of promoting school affairs disclosure system in secondary schools of colleges**

First, it is required to comprehensively implement the school affairs disclosure system and set up the leading group of school affairs disclosure, for which the group leader should be held by the dean. The working content of office is the organization and implementation and the staff meeting is mainly responsible for supervision and management to ensure the standardized and orderly development of school affairs disclosure. Meanwhile, the school can launch Procedures for Assessment of Student Party Member, Procedures for Year-End Assessment, Regulations for Implementation of Comprehensive Tutor System, Procedures for Scientific Award, Procedures for Use of Discipline Construction Expenditure, Development Process of Student Party Member and other relevant management rules and regulations to further strengthen and perfect the institutional construction to have rules to follow. In addition, it is required to establish different meeting disclosure system, set up financial supervision group, party committee, student leading group, academic committee and school affairs committee and other supervision organization to give full play to the diversified democracy and timely report the conditions of school at different level. The school should actively conduct the school affairs disclosure by network, bulletin board, forum, meeting and other forms and also timely disclose various matters by the SMS platform and school website.

In conclusion, the promotion of school affairs disclosure system in secondary schools of colleges is a long-term project and there are still many problems in practice. Thus, it is required to strengthen cognition of party and government leaders, worker and staff, improve the effectiveness of school affairs disclosure, and enhance the practicalness of school affairs disclosure by various means in order to promote the sound and harmonious development of school.

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