

# The Cultivation of Class Cadres' Rotation System in University

S. H. GUO

*Shandong Business and Technology university, School of Economics, China.*

**ABSTRACT:** After entering 21st century, the higher education in China is experiencing the transfer from the "examination education" to the "quality education". The all-round cultivation of highly-qualified talents has been the main trend of all universities. This paper explores the process, significance and effect of exercising "class cadres' rotation system". Through the adaptation of this system, students' sense of participating, confidence and initiative is greatly promoted. Class cadre's rotation not only can expand the number of students' cadres and provide them a chance of practicing, but also enhance their initiative so as to raise their cohesive force.

**KEYWORD:** Cultivation; Class Cadres' rotation System; Evaluation

Classes in universities are the basic organization to carry out school plans and cultivate future talents. Along with the development of society and the deepening of educational reform, the educational ideology of students-first and the educational concept of interaction between teachers and students have gone deep into people's hearts day after day. Students are no longer passive receivers. Nowadays, our world is in an era of economic globalization. Every country all reevaluates the position and the role of education. They all make their education reform strategies. In China, a contemporary education reform which takes quality education as the theoretical base is prevailing. [1] At present, the stereo education has become an important subject about the development and reform of education in China, and even is the nuclear problem for carrying out quality education. The nowadays education stresses on the development of students themselves and pays more attention on their qualities like independence, self-reliance, creativity and exploration etc. For the teachers, they should not only respect the students' principal position, and the more important is to ask students to give their full play in each process of school education. In the process of carrying out the class cadres' rotation system, how to bring into the play of this principal position? Based on the practical experience getting from carrying out this system, I talk about the ways and some opinions about this system.

## 1 THE BACKGROUND FOR THE APPLICATION OF "CLASS CADRES' ROTATION SYSTEM"

The modern administration theory thinks that the realization to the administration of all the staffs can make the power of the whole bring into full play so that we can enhance students' qualities. After confirming their position, duties and rights in the class and letting them really enjoy democracy, equality, and freedom, we could rouse their sense of responsibility and duty so that their principal role could be well played. Therefore, class could really become their spiritual garden for self-study and to realize success.

After entering 21<sup>st</sup> century, the principal educational concept of "people-first" has taken up the education stage. The successful case of Yangsi teaching has forced us to think about education system. Teaching should ask students to play their own roles in it. Morality education asks students to play an active role in their education.

One Russian educator once said that "Let every student raise their heads". Another famous Chinese educator Mr. Ye Shengtao said "Teaching is not for teaching itself, the highest state is to ask students to learn self-study. "We believe that "Give chance to every student! Believe every student, respect every student and provide every good chance for their development. All there are our holy duties as an educator." The administration of a class is not simply to give orders, but to teach students how to administrate themselves. Administration is not for

administration itself but for students' self-administration.

## 2 THE PROCESS FOR CARRYING OUT "CLASS CADRES' ROTATION SYSTEM"

The propaganda before fulfillment. Class cadres rotation system can be regarded as "new phenomenon". Students and their parents maybe lack of understanding about its significance and how to carry out it. To make a good base for carrying out this system, we'd better tell students about its purpose, significance, our plan, and operation process at the beginning of setting up the class and we should also explain to students' parents to make them have a clear idea about this system, which can make the fulfillment of the system smoother.

Drawing up post duties and organize students' cadres to study. Some students' cadres are not clear about their duties, so they cannot do their jobs well directly. In order to make class cadres quickly understand what they should do and what kind of duties they should afford after they get their posts, we should make sure the class cadres soon and draw up their post duties and organize them to study.

The inaugural speech. Through inaugural speech, we want to let students understand what they should do, what their goals are, how to serve classmates, and how to advocate democracy. After the speech, they will be supervised by classmates.

Mid-term evaluation. Mid-term evaluation namely is the correct evaluation of students themselves. This kind of evaluation can help students know their position, value and their relation with the people around them so as to help students grow up. The evaluation mainly includes personal merits and demerits, abilities of study, administrative abilities, and even the merits and demerits in class administration etc. We should guide students to analyze them and adjust their relationship with their classmates.

Post-leaving speech and summarizing the process of carrying out this system. Every student should summarize about the administrative work and behavior in their terms. They should talk what they had achieved and what progress they had made. Other students should help make an objective evaluation so that they can improve and make progress later. Monitor and Youth League secretary should conclude about the jobs of this session. The conclusion part should include the origin of class cadres' rotation system, the administration of the class, the change of the class outlook, students' qualities, and merits and demerits, which can be references for next session. The insistence of "Four Posts" in the process of carrying out class cadres' rotation system.

Competition for post. Based on the principle of voluntary participation and democracy, students

have to compete for different posts. The competitive form includes delivering a speech, telling classmates their strategies, their specialties and qualifications etc., and then they will be voted by classmates and supervised by them. One month later, after everything becomes smooth and they have mature working formulation, a new class committee will be voted and the two committees will work together. They will learn from them while observing the jobs of the present committee and get experience on the spot. Therefore, the present class cadres can play the role of being "training teachers" for next committee, which can make full preparation when the new committee takes over the administration of the class.

Regular rotation of post. For each change the class committee, we should ensure one half of new members. The post term can be one month or half a year. The term will be decided by their classmates based on their evaluations and votes.

Post under teacher's guidance. For class cadres' rotation system, the present cadres have to think, plan, and solve problems by themselves. However, their job would not do well without teacher's punctual guidance and suggestions.[2] Teachers should stand in front of them to guide them and assist them by them, and supervise them behind them in order make the system develop along a healthy road. During the rotation, even though the new class committee accepted the "training before post", it is still inevitable for them to meet some problems. Teachers should carefully pay attention to the whole situation. They should not only know the situation about the class, but also know how they had done their jobs and the fluctuation of the changes of their minds so as to give them punctual edification analyze their achievements and loss, and discuss the strategies to promote their jobs.

The evaluation of the post by classmates. Each class will organize two activities to evaluate their jobs. One is in mid-term; another is at the end of the term. They can adopt two ways: one is to ask representative to give a speech; another is to hold a meeting. Their opinion will be registered in *Evaluation Form for Class Cadres' Rotation System*, which will be reference for next session. Their personal achievements will be recorded in their files as exercise education credits in China-Canada College and will be one of the evidence of rewarding.

## 3 THE SIGNIFICANCE AND EFFECT OF CARRYING OUT CLASS CADRES' ROTATION SYSTEM

Class cadres' rotation system can enhance students' sense of participating and enterprising spirit. These systems break the limitation of traditional class cadres' voting system and make students have their

own chances. [3] By creating a broad, democratic, positive and harmonious atmosphere, this system also promotes their initiative of self-recognition and self-evaluation. Whenever they are asked to give a campaign speech, for each candidate, they are all very enthusiastic, especially for those who has never been a member of class committee. They are all eager to give the campaign speech and promise that they would study and work hard and learn to serve the others and themselves. However, most of students become aware of that they were not born to be good at doing this kind of jobs. If only they know to study and work hard, they could be approved by others and make them become mature earlier in the process of practicing. The change of concept from “I cannot do it” to “Maybe I can” to “Other students can do it, so do I” makes students from looking on to participating, from participating to practicing to realize their dream. Students can learn a lesson from the fluctuation of successes and failures. They not only toughen their wills and qualities, but also enhance their abilities and courage of resisting failures and frustrations.

Class cadres’ rotation system can expand the number of students who can join in the class committee so as to get a chance of practicing. Being class carders, students can consciously regulate their behaviors and can helpfully train their abilities and personal qualities such as organizing ability and responsibility etc. This system also has a very powerful educational function. Under the previous system, there seldom had any changes about the members of class committee, which made other students seldom have the chance to practice themselves. This system is a great change compared with the previous system, which provides most of the students with a chance of making progress and practicing. Meanwhile, because how long the term should be will be determined by the other students, all the members of the class committee have to work hard to do their jobs well, and fully display their abilities not only to realize their values but also to make a solid foundation for the campaign of next term. It is because of this sense of crisis that makes their jobs very impressive. For the other students, they also have the chance of entering the next term, so they also are very active in their jobs. Therefore, class cadres’ rotation system becomes the moving force for students to make progress. In the investigation after carrying out this system, most of university students think their life in university will be boring and tedious. However, because class cadres’ rotation system makes them feel hopeful and the thought that they could also become one of the members of class committee let them carefully observe, actively think and observe the others merits and demerits so that they can learn the merits and avoid the demerits in their future work. This makes students open their minds and enhance their abilities.

Class cadres’ rotation system can promote

students initiative. In each “rotation”, we will ask students to evaluate themselves, compared with the students around them to find the differences so as to make progress. Making periodical evaluation is to make them have understandings about new class cadres’ rotation system, be more independent about their thinking and be more creative about in their manners. In the process of class cadres’ rotation system, the new carders have a clear idea that they were voted out because they were trusted and supported by their classmates. If they did not work hard, they would be sifted out. Therefore, they have to actively keep forging ahead, work hard to help their classmates in return in order to realize their values. What is more is that the variable changes of the time of the terms and rotation make them have a sense of crisis and the leaving of the previous carders is also a warning for them. Therefore, each carder show their enthusiasm and initiative in their jobs through making friends with classmates, consulting teachers, and stepping into society to make their jobs recognized by their classmates and try their best to offer more and practical help for their classmates to become fully-grown.

Class cadres’ rotation system can organically realize the change of the roles to make class more cohesive. There is a saying “On the job, do it well”. Only if on the job and having the moving force, they could do their jobs well. This cannot be realized by persuading and understanding, but through do it by themselves in person. In the previous jobs, teachers always stressed on that students should learn to coordinate with carders. However, this was not very effective and after carrying out this system, there is a big change in it. First, the newly-voted carders have a good mass foundation; secondly, the students who once were class carders know the embarrassments without coordination from classmates. Meanwhile, they also were very grateful for the supports they once got from their classmates, so they would be willing to cooperate with next session. For those students who had never been carders, they know it is very difficult to be a carder when they found how these carders work for them, and they also hope that they can be understood by their classmates and get their cooperation. Therefore, we can bring every positive factor into play, which not only can make them work smoothly, but also can make class cohesive subconsciously.

Class carders rotation system can help students to better their, which can help overcome some psychological barriers. In the practical work, we found that among university students, there were some students who cannot get along well with the people around them, are not good at communicating with people, and cannot stand any pressures. Meanwhile, there exists some psychological problems among certain students such as anxiety fear and loneliness etc. Before the adoption of this system, this group of students seldom had the chance

to participate in the class affairs, and what's more, they even could not deal with their daily life, the problems existing in their works. If this goes on, this is sure to result in the regret of their university life and even for their whole life. However, after the introduction of this system, in face of this opportunity, these students, under the prerequisite of daring to encounter and correct their shortcomings, start from meeting challenge and surpassing themselves so that they can bravely stand in front of their classmates to join in the election contest. In the practical job of communicating with classmates, under the spirit of serving the others, the psychological problems can be solved. Through joining in the job of running a class, some students said passionately that this is an very significant experience, which allows me to adjust my psychological state, correctly know myself, and more confidently face the future challenges.

#### 4 SOME UNDERSTANDING ABOUT THE ADOPTION OF CLASS CADRES' ROTATION SYSTEM

Class cadres' rotation system is a new experience to students. They have to sum up the experiences so as to help them improve. Head teacher should organize some meetings to exchange different experiences in time. The successful experience is for them to learn, the failures are for warning. We can also encourage the latter to learn from the previous carders modestly. Finally, we should make them realize that our society needs the cooperation between the individual and the other people to achieve their maximum personal values, namely, learn to be a man to cooperate with others and to exist.

The teachers should ask students, to be a class carder, to make their talents to be fully used and promote all the students initiative and their talents in order to make progress together, but not to take it as a personal show and be self-centered at will. Only if armed with this consciousness, they can do play a good role in being a class carder and being trusted by their classmates so as to do their jobs well.

Class carders' rotation system averts our attention from cultivating a group of students to improving the comprehensive quality of all the students. The fact that the position is available to every student actually is that every student can have the chance to experience in being responsible for the class, in fulfilling their rights and duties, in understanding master conscious. Class carders' rotation, recognizing the management functions in class work, emphasizes the roles of carders in molding good character. To be a member of class carders can regulate their words and behaviors and train their capabilities and cooperative spirits, enhance their abilities. Class Carders' rotation is actually provides stodge for every student to perform

themselves. At the same time it is a good chance for self-education.

Nowadays, society with the uprise of intellectual economy, the update of educational concept, the openness of students' minds and the multi-levels of social values, raises a new subject for all the teachers who are engaged in administrative work. The educational concept of individual development has been widely concentrated. It tries to show that education is an integrative process between the social value guidance and self-building, namely, education is inevitably connected with the activity between social culture and individual spirit and inner world. Care, respect and confidence are the bridge to link the people who administrate and people who are administrated. Based on the refinement of culture; we want to create an harmonious atmosphere for cultivating students. [4] For students' everything and everything is for the student. Self-reliance, self-discipline and self-encouragement are the major ways to fully activate students inner driving force, and meanwhile, we should actively guide, direct, exchange and remind.

At present, the number of university students including undergraduates, academic students and postgraduates is 20 million. They are a valuable human resources. Their morality quality and scientific quality and health state re directly related to the future our country and part, even to the success and failure of our China-characterized cause, and the realization of the goal of building better-off society and the revival of Chinese nation. Through carrying out *State Council Suggestions on the Further Enhancement and Improvement of University Students Political Education*, we can more deeply study the new case, new situation ,new problems and new features of their thinking and political education, and actively explore the new methods, new carrier and new system for it. The growing or the youth liked with all the parents' hearts and related with the happiness thousands of families and is connected with the fundamental interests of the mass. Therefore, the enhancement and improvement of the university students thinking and political education is a basic project for cultivating qualified socialism builder and reliable successor, ensuring the prosperity of "Hope Project "of our party and country's cause, carrying out "Three Representatives" and doing in well in the "Project for the Common Aspiration of the People".

#### REFERENCES

- [1] Students Affairs Office of China People's University. A New Thinking about Administrative Work in University. *Binging Education*, 2004, (12): 26-28.
- [2] Jiang Honglu. The Active Role that Students should Play in Class Construction. *Teaching and Educating*. 2005, (21): 30-31.

[3] Wujie, Yang Tiecheng, Zhang Yali. Carrying our Students Carder's Rotation System and Raising Students' Qualities. Journal of Chengde Medical College. 2004, (4): 351-353.

[4] Weng Tiefeng. Expressing the features of time, Insisting the Law, Being Creative-Some Thinking on Enhancing and Improving the Thinking and Political Education of the University Students in Shanghai. 2004, (21): 6-8.