

The Recessive role of Part-time Teachers in Ideological and Political Education in Higher Vocational Colleges

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Abstract. From the perspective of system theory, there is a need to play the recessive role of part-time teachers, but there are some problems because not all part-time teachers are of high equality. Some part-time teachers have no deep educational background, and they can't guarantee both time and energy on ideological and political education of college students. Some part-time teachers ignore in attitude the study of the law of ideological and political education. To play the positive role of part-time teachers play in ideological and political education, we must take good admission, pay attention to process monitoring, and establish incentive and elimination mechanism.

In 1999, National Education Work Conference called on to develop higher vocational education. The training goal of higher vocational education is to cultivate high-quality skilled talents for production, construction, service, management, which makes higher vocational colleges not only need a team of full-time teachers adapting to higher vocational education, but also need to keep a certain proportion of part-time teachers, therefore, hire part-time teachers is the one big characteristic of higher vocational education, and a set policy for the development of higher vocational education. The Ministry of Education proposed that the proportion of part-time teachers in higher vocational colleges shall generally be no less than 10%. On the one hand, it is to solve the problem of shortage of teachers in higher vocational colleges and promote the teaching reform, and on the other hand, it is to lighten the burden of funding, reduce running cost and improve teaching efficiency. In 2010, Ministry of Education and Ministry of Finance jointly issued "On Further Promoting National Demonstrative Higher Vocational Colleges and Universities Construction Plan Enforcement Notice". Ministry of education made an increase of 100 backbone higher vocational colleges on the basis of the original 100 higher vocational demonstrative colleges. Backbone higher vocational colleges should make 90% of professional teachers with double teacher quality in the period of 3 years of construction; employ (recruit) professional leaders such as industry influential experts, hire technical and management personnel with industry enterprise background as part-time teachers; within 3 years' construction period, the professional class hours part-time teachers undertake should reach 50%. General Office Opinions of Ministry of Education on Strengthening the Construction of Higher Vocational Colleges' Faculty Construction "(Higher Education Hall [2005] No.5) points out that part-time teachers of higher vocational education can undertake course teaching and practice teaching tasks. Outside experts with strong practice ability or higher levels are mainly enterprises, social experts, senior technicians and skilled craftsmen. The education function and status of part-time teachers in higher vocational colleges are more confirmed in national policies and documents. The concept of part-time teachers in vocational education is defined as: vocational colleges employ part-time teachers from enterprise experts and skilled personnel and skilled craftsman of the society to ensure the fundamental purpose, which is the quality of personnel training, under certain teachers' condition. They are retained for no less than a course or practice to guide the teaching task. Higher vocational colleges' part-time teachers are more enterprise and society experts, skilled personnel and skillful craftsman, who are industry experts, but higher vocational colleges' administrative personnel or counselor, neither etc., nor other colleges' part-time teachers.

Under the guidance of national policy, many higher vocational colleges employ large amount of external part-time teachers in Hainan. For instance, Hainan Vocational College of Political science and Law require each department has a third part-time teachers' participation in professional course,

especially industry backbone preferred. It employed more than 150 industry business backbone as part-time teachers from the province's political science and law system and related industries. Much attention has paid to the imparting knowledge and technology function of part-time teachers because a lot of part-time teachers are industry's outstanding persons, however more attention should be paid to their recessive function in ideological and political education.

Play the recessive role of part-time teachers under the perspective of system theory

In higher education in China, education departments vigorously cooperate with practice departments under the combination mode of production and education so as to strengthen the cultivation of college students' professional ability by the introduction of industry experts or business backbone as enterprise industry technical backbone to take part in teaching work, especially professional core skill teaching and training. Practice has proved that these enterprises industry technical backbone have played a very prominent role in college students' skill cultivation. At the same time, most enterprises industry technical backbone can also make active and positive guidance to student's ideological and moral quality. But for various reasons, there are some deficiencies and defects in enterprise industry technical backbone role in ideological and political education for college students, which need to be compensated and to be solved as soon as possible to promote the healthy development of higher education system.

System is a unified whole composed of mutual connection and interaction of various elements in philosophical thought. Every element in the system has mutual connection and restriction, mutual influence, interaction, and each element has its own unique role in the system and forms a whole structure. Ideological and political education mainly includes subject, object, intermediary and its related systems. Ideological and political education is the purposeful, planned and organized, systematic education of the educator to the educated in accordance with certain education requirements. In the interaction practice between the educators and the educated, educators' thought and behavior will deeply influence the educated. Not only in class, but also outside the classroom, part-time teachers' behavior exerts a subtle influence on students' world outlook and outlook on life. The ideological and political requirements should be internalized as personal quality of the educated. According to the basic idea of system theory, higher vocational college ideological and political education is a system, and in this system, each system has different functions factors and effects. The main source of part-time teachers in higher vocational colleges is enterprise and the society. When employ part-time teachers, higher vocational college should measure whether the part-time teachers are in higher vocational qualified standard. First is to see if part-time teachers' professional theory and professional skills are accord with the requirement of higher vocational college teachers' qualification. The second is whether part-time teachers have appropriate experience, professional skills and rich practical experience. When employ part-time teachers, Hainan Vocational College of Politics and Law gives priority to the backbone of public, inspection and law departments, rather than any teachers in other university. Higher vocational colleges' part-time teachers' main work is the important work and duties in enterprises and the society. Their advantage is that they have relevant working experience, professional skills and rich practical experience. However, ideological and moral qualities of part-time teachers lack consideration standards. Higher vocational colleges part-time teachers' recessive function cannot be ignored in ideological and political education, because part-time teachers are successful people in all walks of life, and students are more likely to imitate and agree with part-time teachers in word and deed. Part-time teachers are of great influence on student s ' education.

Problems in part-time teachers' recessive role in college students' ideological and political education

A. Part-time teachers are not of same standard

Some higher vocational colleges in Hainan try to meet certain proportion requirements of part-time teachers. Because of the lack of employment standards and procedures, most of the part-time

teachers were employed not through open recruitment, but by introduction by acquaintances. The requirements for part-time teachers are not high, and the employment is at random without the direction of talent training and curriculum overall consideration. Only pay attention to their skills, or even just is related majors. People overemphasize on part-time teachers' qualification, degree and professional technical position, while they ignore teachers' teaching ability and quality standard. These teachers not only fail to impart good professional skills and experience to students in right way, even each part-time teacher thought political consciousness difference may convey personal negative emotions to college students. Some part-time teachers may follow their inclinations and vent their hardness in work and talk about social injustices, social power corruption, even individual opportunism values, professional ethics problems in the classroom.

B. Part-time teachers' educational background is not deep

College students' ideological and political quality education is a strong professional theoretical work. It involves three aspects of education: ideology, politics, and moral character, which is moral education. Education contents include 10 aspects: Marxism-Leninism, Mao Zedong thought and Deng Xiaoping's education theory on constructing socialism with Chinese characteristics, patriotism education, the Party's line, principles and policies and situation education, democracy, legal system education, the outlook on life education, moral quality education, school tradition education, labor education and aesthetic education, mental health education. Part-time teachers' main source are enterprise and society, so they have no systematic profession training of psychology, pedagogy, ethics, and they lack ideological and political knowledge, high character accomplishment, and deep ideological and political theory foundation. They don't pay attention to the correct guidance to students in class, and don't know what kind of teaching methods to guide students thinking. Even some individual part-time teachers do not understand law of ideological and political education, let alone to guide students' thought political education.

C. Some part-time teachers cannot guarantee time and energy on ideological and political education for college students

Part-time teachers have their main job, heavy work task, and most part-time teachers' participation in teaching activities in higher vocational colleges is likely to cause bad result in the enterprise unit management and examination. Therefore, enterprises are not active for part-time teachers' selection. Some part-time teachers use out of work time and even hide from their employment companies to higher vocational colleges. A lot of part-time teachers give lectures in the evening. Part-time teachers don't have time and energy to further educate students, and it is impossible to spend too much time on part-time job. When teaching conflicts with the labor of duty, part-time teaching work can only be concessions. Many limit part-time jobs just to impart knowledge and skills, and ideological and political education of college students is ignored.

D. Part-time teachers ignore the study of the ideological and political education law in attitude

Some part-time teachers argue that students should learn technology, and they do not need to study have ideological and political education. They think confused political beliefs, fuzzy ideal faith, distort value orientation, and little faith consciousness are small problems in college students' process of growth, and they do not need to pay attention to. Some teachers convey these ideas to the students, and the problems existing in the students' own thoughts are not important. Even the wrong ideas are seen as correct points of view. For instance, some students communicate with part-time teachers on how to step into society speculation.

The positive role part-time teachers play in college students' ideological and political education

A. Good admission

When admit part-time teachers, vocational colleges should first work out a systematic introduction system, which not just focuses on part-time teachers' professional skills, but examines their ethic performance in their work units. Not only teach students the forefront skills of industry, but more importantly affect students with their professional spirit. Hiring part-time teachers strengthens professional practice teaching link and makes the teaching meets the demand of

students' future career. Part-time teachers should also pay attention to personality. They are successful people in the enterprise and the society, and their every move subtly influences college students. At the same time, strengthen the training of part-time teachers. In addition to a series of training from the aspects of pedagogy and psychology, they also need to strengthen the education of ethics and ideological and political education to improve the part-time teachers' self-awareness. Let them realize their key role in an important and urgent strategic task which is to strengthen and improve ideological and political education in the new stage of the new century, facing the new situation and new tasks. Improve the quality of part-time teachers, pay efforts to play their key role in ideological and political education, and make part-time teachers consciously take on ideological and political education task of college students.

B. Pay attention to process monitoring

1. Establish part-time teachers' supervision system. Higher vocational colleges in Hainan now have supervision systems. The supervisors are mainly composed by experienced professional teachers with good teaching ability and sense of responsibility. They mainly supervise school daily teaching work, but they often ignore the monitoring of part-time teachers. Part-time teachers in class are very casual. Some part-time teachers make optional courses, be late for class or even absent from class. Because part-time teachers' teaching time is short, we should practice "mentoring", which is to let experienced full-time teachers with strong teaching ability help part-time teachers quickly into the role, help them to participate in professional construction, and make full-time teachers have communication with part-time teachers in teaching. Let part-time teachers feel their responsibility and sense of mission and guide them to undertake the student ideological and political education.

2. Strengthen part-time teachers' evaluation work.

Attach great importance to students' evaluation of the part-time teachers. Encourage students to evaluate the part-time teachers at the end of each class and each semester, and find if there are some problems in part-time teachers, and give suggestions for improvement. For inappropriate comments in class, timely point it out to guide part-time teachers how to affect students' ideological and political thought in class and after class. Through the evaluation of teaching results, "suit the remedy to the case" and improve part-time teachers' political consciousness.

C. Establish incentive and elimination mechanism

In the process of part-time teachers' teaching, the colleges should send 1-2 teachers to sit in the classes. According to the part-time teachers' performance of each class, give a score. Annually eliminate or admonish the end teachers of the rankings, and reward those on top of the ranking. In order to attract business and social talents become part-time teachers, each semester, give certain material rewards and spirit of honor to the part-time teachers who are good for teaching ability and virtue which are evaluated by students and evaluation supervisors. Give suggestions and criticisms in time to those are bad, help them to correct. If they cannot correct, discharge them.

In short, part-time teachers have increasingly drawn higher vocational colleges' attention in ideological and political education. The construction of teachers' teaching team should cling to the "double type teachers" focus. Recruit excellent professional talents in industries in order to effectively improve and strengthen comprehensive vocational colleges' part-time teachers' teaching level. The trinity of guidance, supervision and tutorship is the main way. We can make part-time teachers exert their maximum role in ideological and political education in higher vocational colleges only by constantly and actively explore and summarize part-time teachers' teaching management method in management practice.

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Reference

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