

# Research on the Problems and Countermeasures Faced by the Work of Head Teachers in Colleges and Universities

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**Abstract:** The essence of education is to educate people. Head teachers of college assume the role of organizers, managers and guides in class activities. The "Opinions on Strengthening and Improving ideological and Political Work in Colleges and Universities under the New Situation" of the CPC Central Committee and the State Council put forward that we should persist in educating people in an all-round way throughout the whole process. Therefore, under the advanced educational concept of "three all-round education", through the analysis of the problems faced by head teachers in student work, such as limited energy, difficult management, etc., and on this basis, optimization measures are explored.

## 1. Introduction

With the continuous development of China's higher education reform, the focus of educational work is no longer to teach students professional subject knowledge, but to shape students' sound personality and achieve comprehensive development. Excellent homeroom teachers should inspire students' thinking, activate students' hearts, and lead students' direction. The class teacher should master the advanced educational concept, use the down-to-earth education style, lead the students to establish a correct outlook on life and values, and cultivate students' sound personality, good behavior habits, and healthy physical fitness. In December 2016, General Secretary Xi Jinping emphasized at the National Conference on Ideological and Political Work in Colleges and Universities that the ideological and political work of colleges and universities is related to the fundamental issue of what kind of people colleges and universities cultivate, how to cultivate them, and for whom; In the central link, the ideological and political work runs through the whole process of education and teaching, realizes the whole process and all-round education, and strives to create a new situation for the development of my country's higher education.[1] .It is of great practical significance to adhere to“ three all-round education”.

## 2. The contribution of “Three all-round education”

### 2.1. Realize the "all-staff education"

"Educating all staff" requires the comprehensiveness of the working time and space of college and university faculty and staff [2]. During their time at university, students are not only influenced by the positive education of teachers in various specialties, but also encounter the influence of faculty and staff from various departments of the school on students in all aspects. Therefore, the concept of "educating all employees" requires all departments and all faculty and staff of the school to have the responsibility of educating people. The class teacher and the staff of other functional departments in the school work hard together to coordinate the positive factors in all aspects, to grasp the development of students in real time, the learning and living conditions in the school and outside the school, to carry out in-depth student activities to carry out educational work, and to integrate students' activities in school and outside the school into a healthy and beneficial track. For example, organize various campus activities, lead students to visit internships, etc.

## **2.2. Realize the "whole process of educating people"**

The whole process of educating people emphasizes that educating people runs through the whole process of students' learning and growth. Therefore, the class teachers of colleges and universities should strive for the maximum time and space to understand and grasp the ideological dynamics of students, grasp the laws of students' behavior, exert positive educational influence, and cultivate them into socialist builders with sound personality, positive progress, and healthy physical and mental quality. The working hours of college class teachers are continuous, and they are not limited to campus classrooms in space. Therefore, college class teachers need to constantly explore in educational practice to achieve the goal of educating people in the whole process.

## **2.3. Realization the "all-round education"**

All-round education emphasizes that educating people should be reflected in all aspects of students' all-round development. The educational work of class teachers in colleges and universities cannot be limited to cultural knowledge, and one-sided education is not conducive to the comprehensive development of universities. Contemporary college students are in the era of Internet information explosion, college students face information and influence from all sides, generally active in thought, distinct personality, with independent thoughts and behavior characteristics. College class teachers should understand the personality characteristics of students, go deep into students' learning life, campus activities, and off-campus life, not only teach students cultural knowledge, but also cultivate students' independent learning habits. In addition to having professional knowledge and quality in various disciplines, college students should also establish good and noble morality, healthy physique, and good psychological quality, and shape the comprehensive and sound personality of college students and the ability to develop lifelong learning in an all-round way.

## **3. Responsibilities and Core Competencies of the Class Teachers in Colleges and Universities**

Most of the head teachers in colleges and universities are full-time teachers, and they are also the front-line personnel who carry out ideological and political work for students, and at the same time guide students in professional learning. However, in actual work, there are often problems such as the lack of clarity of the head teacher's job responsibilities, the unclear boundary between the affairs managed by the counselor and the lack of focus on the work direction of the head teacher. There is often a problem of ambiguous roles in the role of the head teacher, so it is necessary to clarify the responsibilities and core competencies of the head teacher.

### **3.1. Ideological and political quality**

Ideological and political quality is the political stance, moral cultivation and ideals and beliefs that college head teachers should have. Head teachers in colleges and universities are the front-line personnel who carry out ideological and political education for students. In order to gain the trust of students in daily contact with students, they must go deep into the students, enter the classroom, enter the student dormitory, and observe the campus activities of the students[3]. Only by ideological dynamics can we influence students and internalize the transformation of ideological and political education into students' self-needs. Head teachers should also strengthen their own ideological and moral quality construction, in-depth study and implementation of Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era, unswervingly uphold and strengthen the party's overall leadership, cultivate people with virtue, and take students as the center, and strengthen class education. ability to act.

### **3.2. Academic guidance ability**

Head teachers must help students to plan their studies and improve their academic performance, so as to form the ability of academic literacy and professional quality. On the basis of the credit system, students should choose courses according to their own ability and development direction. The head

teacher, as the student's academic advisor, should guide students to choose courses scientifically, and help students with difficulties in their studies. They often leave the class and check the class. Grasp the student's learning dynamics, provide help to students who have academic difficulties, and improve their academic performance. When interviewing students and head teachers, they agreed that academic performance is considered to be an important part of the assessment indicators of head teachers [4]. Therefore, academic guidance ability is an important work content and core competency of head teachers.

### **3.3. Organizing and managing class activities**

As the organizer and implementer of class activities, the class teacher needs to organize class activities regularly, so that students can feel the sense of responsibility and honor of the class in the class activities, and make continuous efforts to achieve the class goals. Class activities must meet the needs of students. For example, when freshmen first enter the school, the head teacher can organize class meetings, so that students can have a vague to clear understanding of the campus, understand the situation of the school, understand the construction of majors, understand the characteristics of the discipline, etc., and help students form an understanding of the discipline. Professional understanding, forming innovative thinking; in the daily life of students, establish a positive and effective teacher-student relationship with students, organize students to participate in various campus activities that exercise willpower, and promote the all-round development of personality, when students enter junior year, In the fourth year, students should be given employment guidance, career planning, and guidance on postgraduate entrance examinations or employment.

### **3.4. Provide targeted guidance to students**

Provide targeted guidance for students to promote their all-round development. In the development process of students, there are both individual characteristics and common characteristics. The head teacher can establish a growth profile for each student and provide targeted guidance to each student in the class. Head teachers in colleges and universities help students develop themselves and realize their personal values. They cooperate with counselors and students' parents to help students deal with specific problems such as interpersonal relationships, spiritual growth, academics, and employment in the process of learning and growth [5].

## **4. Problems faced by the work of head teachers in colleges and universities**

In 2020, the Ministry of Education issued the "Opinions on Accelerating the Construction of Ideological and Political Work System in Colleges and Universities", which put forward clear requirements for building a high-level teaching team and a high-quality ideological and political work team [6]. However, in the process of practice, the class teacher also faces many problems.

### **4.1. The head teacher system in colleges and universities has certain limitations**

The head teacher of colleges and universities adopts a part-time system, and the work of the head teacher is various and complicated, and often holds several positions. First of all, as a professional teacher, the head teacher of colleges and universities needs to complete the daily teaching tasks, including lesson preparation, lectures, correction of homework and answering questions after class, etc., and in the course teaching tasks, combined with the teaching content, the ideological and political content contained in the course is given to it; secondly As a scientific researcher, the head teacher should explore and read the latest scientific research results, maintain an academic vision, and complete the annual scientific research tasks; at the same time, as the head teacher, he should pay attention to the learning and living conditions of each student in the class, and try his best to maximize the time limit to promote students' comprehensive develop. Since the head teacher holds several positions, energy problems and time problems arise, which makes the work of the head teacher more difficult.

Many colleges and universities expressly stipulate that they need to serve as a class teacher for a certain period of time in the evaluation of professional titles, but the design of this system does not

have an obvious incentive effect on the class teacher. This kind of system, in which students can be promoted as long as they serve as the head teacher and pass the assessment, has the problem of insufficient positive incentives and cannot fully mobilize the enthusiasm of the head teacher for work., doing the same thing or not doing it, doing it well and doing it badly. Some class teachers are passive and slack in their work, and their work is a mere formality.

#### **4.2. The reform of the credit system makes it more difficult for the head teacher to manage**

Under the credit system model, students' learning and life presents many new characteristics, such as the students in the class choose different courses, resulting in scattered classes in various classes. Students' study and life are characterized by decentralization, which undoubtedly increases the difficulty of the management of the head teacher. The traditional class management model is centralized management of the class as the object, and the outstanding students drive the backward students. Under the credit system model, the centralized management class model has been greatly impacted, and the emotions among classmates have also been weakened. The individualization and subjectivity of college students are remarkable, while the collectivization is weakened. This makes it more difficult for the head teacher to manage the class, especially how to strengthen the cohesion of the class and achieve the class goals all need the head teacher to design.

#### **4.3. Lack of professional literacy and guidance ability**

College students are in a stage where both body and mind are gradually becoming mature. Most of the students who enter the boarding system from the high school day system will experience a lot of incompatibility. College students eagerly hope that they will transition from being a student at the university stage to a fully mature social person, but during the transition period, students will face pressures at all levels, such as dealing with interpersonal relationships, academic difficulties, competitive pressure for employment and postgraduate entrance examinations, emotional confusion, etc., the contradictions in the transition period are prominent. Faced with the psychological problems of the students, the head teacher feels powerless to solve it due to the lack of professional psychological knowledge. If he does not help the students to solve it, it is easy for the students to have a crisis of confidence in the head teacher and affect the image of the head teacher in the students' minds.

In today's increasingly fierce social competition, college students regard university education as an important means to achieve their goals in life and change their social status. However, with the expansion of college enrollment, the number of college graduates has increased year by year, and college graduates have high and even unrealistic expectations for jobs, but the existing jobs are difficult to meet the high expectations of graduates. As a result, many students are unemployed upon graduation. As the person in charge of the employment work, the head teacher undertakes the task that students need to achieve the employment rate index stipulated by the school. Therefore, some head teachers help students to cheat, provide false employment rate indicators, and create the illusion of students achieving employment rate.

### **5. Coping strategies for the work of head teachers in colleges and universities**

#### **5.1. Increase the reward to the head teacher and stimulate the enthusiasm of the head teacher**

At the school, a whole set of incentive mechanism should be designed to stimulate the enthusiasm of the head teacher. The head teacher is concurrently held by college teachers. On the one hand, college teachers have the task of teaching and research workload, and at the same time, they also need to manage students, which requires a lot of energy. Therefore, material rewards are adopted, and material means are used to increase the rewards for outstanding class teachers. At the same time, excellent class teachers can also be commended through awards and excellent evaluations, and by sharing the work experience of class teachers, other class teachers can be driven to continuously improve their management level and ability, and create a good working atmosphere for class teachers. When working as a class teacher, the system can reduce certain teaching subjects

or research workload, so that the head teacher has enough time and energy to understand the needs of students, so as to do a good job of class teacher.

Make the evaluation results a factor that affects the career development of the head teacher "Key Factors" to Improve the Performance of Head Teachers in Their Occupation Developing Impact Weights. Only in this way can the higher vitality of the school's head teacher team allow more college teachers to be passive. Being "arranged" to undertake the work of the head teacher turned into an active "application" serve as head teacher [7].

## **5.2. Set class goals and form class cohesion**

As the manager and organizer of the class, the head teacher should set specific and achievable goals in the class. Students in the class group have a common goal, they will feel the value of the individual in the group, and they will be able to achieve common goals. The goal is to work hard, feel your sense of value and responsibility in the collective, and strictly demand yourself to form a positive class atmosphere. When students achieve a short-term goal, the class teacher should constantly put forward higher common goals according to the actual situation, so that the students can strictly demand themselves and the class activities can be carried out in an orderly manner. Secondly, group activities should be held scientifically. Group activities can take various forms, such as theme class meetings, subject competitions, reading and sharing, etc., to improve the cohesion of the class, combine educational practice with students' self-needs, and internalize them into students' self-development. required to achieve the desired effect. Third, to form the demonstration influence of the class, select students with excellent learning, ability, and moral education in the class to serve as student leaders, lead the entire class into a positive cycle, and form a good class atmosphere [8].

To a certain extent, there are conflicts between college students and administrators, college students and teachers. Professional teachers serve as class teachers, they can not only do a good job of communication between managers, students and parents, as a non-administrator, but also can As a teacher, coordinate with other teachers, so as to play a unique advantage in safeguarding the vital interests of students and maintaining the stability of colleges and universities.

## **5.3. Continuously strengthen the professional ability of the head teacher**

In order to strengthen the improvement of their own professional ability, the head teacher can take a variety of methods. One is to constantly study the relevant documents on the ideological and political education of college students issued by the central and educational authorities at all levels, pay attention to the improvement of their own ideological and political level, and give students a positive impact. Classes are the most basic talent training positions in colleges and universities in our country. The core and most direct task of class teachers is to strengthen the ideological and political guidance and behavioral value guidance of college students [9]. To run the ideological and political work through the whole process of the training of class education, it is necessary to strengthen the ideological and political work with the class as the main position, and the class teacher is the organizer, guide and implementer of the ideological and political work of the class. The head teacher works on the front line of college students' study and life, and is responsible for implementing the requirements of ideological and political education into the daily education, management and service activities of college students.

The second is to take the exchange and discussion between the class teachers, constantly share experience, or raise problems encountered in the work, and the class teachers communicate with each other and discuss together to achieve a work model that inspires ideas and makes progress together; thirdly, in education In practice, constantly improve the professional ability of the head teacher, and explore the way and way to solve the problem. For example, according to students' majors, interests, and abilities, help students choose courses scientifically, and help students arrange appropriate study plans; adopt methods that conform to students' psychological characteristics, select materials, and help promote students' personal development and quality improvement. Students are willing to accept the way to meet the needs of students' self-development to carry out ideological education.

It is necessary to improve the training content of class teachers and formulate different training plans according to the different needs of students in the upper and lower grades. Freshmen often need their head teachers to focus on academic development, subject guidance, and subject competitions, while senior students tend to focus on career planning, entrepreneurial guidance, employment information, and postgraduate entrance examination guidance.

One is to improve the ability to communicate with students in terms of employment. The head teacher can hold simulated recruitment, group collaboration, etc., to gain an in-depth understanding of students' aptitudes, hobbies, personality characteristics, psychological abilities, maintain interaction with students, conduct comprehensive and detailed understanding of students, and master students' situations.

The second is to understand and master a large amount of career information to promote student employment. By promoting the interaction between the head teacher, the internship unit and the counterpart professional enterprise, we can fully grasp the employment needs of the enterprise, the employment intention of the college students, grasp the dynamic changes of the students in real time, and give the students constructive suggestions.

The third is to improve the ability of teaching and research innovation. By enhancing the head teacher's understanding of the school's internship training enterprises and counterpart enterprises, they can continuously optimize the teaching content and improve the teaching method according to the actual needs of the enterprise. When giving professional guidance, professional teachers should explain to students the qualities and abilities that various occupations in the society need to have, and help students to form a correct professional awareness. At the same time, help students discover their own talents for a certain occupation, clarify their career intentions, help students understand their potential and hobbies, comprehensively improve themselves according to the quality and ability required by future work, choose their own employment direction, and choose the work that suits them. Therefore, in the business training of head teachers, it is necessary to organize training according to the needs of students.

## 6. Conclusion

The characteristics of independence, individualization and decentralization of college students' study and life require the head teacher to strengthen class management, insist on observing students, understand students, set class goals, and form class cohesion. Psychological counseling, do a good job in ideological and political education of students, and at the same time help students make professional career plans, internalize educational practice into students' self-needs, and help students become students with sound personality, moral, intellectual, physical, aesthetic, and labor comprehensive development.

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