

Innovative Exploration on Team Construction for University Counselors in the New Era

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Abstract: Counselors are the backbone of the ideological and political education of college students. It is an important choice to strengthen the construction of university counselor team in the new era to promote the ideological and political work of students and enhance the education level. Institutions of higher learning should take moral education as the central link and take the construction of counselor team as the important content of the construction of teachers and management team. Aiming at the job responsibilities of college counselors in the new era, this paper analyzes the problems of the construction of college counselors in the new era, and puts forward the countermeasures for the construction of college counselors in the new era: strengthening the quality construction of college counselors, stimulating the career development motivation of counselors, establishing a new concept of counselors' work, improving the overall development level of counselors, and building a learning-type college counselor team.

1. Introduction

Counselors refer to teachers who work on students' ideological and political education, daily student management, employment guidance and mental health, and student party building. Counselors are the backbone of the ideological and political education of college students. They are the organizers, implementers and instructors of the daily ideological and political education and management of college students. They are the instructors and guides for the healthy growth of college students. Counselors should strive to be mentors for students and close friends for their healthy lives. Colleges should take moral education as the central link and take the construction of counselor team as the important content of the construction of teachers and management team. Through overall planning and overall arrangement, universities continuously improve the professional level and professional ability of the team, ensuring that counselors have conditions for work, have a platform for work, are guaranteed, and have room for development.

The multi-polar trend of the world political situation and the globalization of the economic situation, as well as the vigorous development of domestic politics, economy, culture, society and life, have accelerated the pace of higher education, but at the same time of development, education also constantly faces new challenges. In the new era, college students have some problems, such as unstable belief, complacency, self-centeredness, poor sense of responsibility and fear of fatigue and hardship. The healthy growth of college students must overcome these problems, which requires continuous ideological and political education. As the forerunner of ideological and political education in colleges, counselors directly contact with students to manage and educate them. The overall level of counselors directly affects the moral education effect of students. Therefore, the construction of college counselors is of epoch-making significance, and there are also many problems that are difficult to solve. It is necessary to constantly explore new ways in theory and practice.

2. Work Responsibilities on University Counselors in the New Era

The document “Regulations for the Construction of Counselors for Ordinary Colleges and Universities” promulgated by the Ministry of Education clearly points out the main duties of college counselors. Based on this, this paper briefly summarizes the following:

(1) Ideological and theoretical education and value leadership. Counselors are the moral tutors of college students' life and are the guides of college students' ideological and political education. Counselors should carry out in-depth socialism with Chinese characteristics, Chinese dream propaganda education and socialist core values education, help students to continuously strengthen the socialist road with Chinese characteristics, self-confidence, theoretical self-confidence, institutional self-confidence and cultural self-confidence, and firmly establish a correct world view, outlook on life and values. It is necessary to master the characteristics of students' ideological behavior and political situation, and help students deal with the specific problems of ideological understanding, value orientation, study and life, career choice and making friends.

(2) Mental health education and psychological counseling. It is inevitable for college students to have psychological problems at school. Counselors play an irreplaceable role in counseling psychological problems. Counselors assist school mental health education institutions to carry out mental health education and conduct preliminary investigation and counseling on students' psychological problems. Counselors should do a good job in psychological counseling, understand the common mental health problems of college students in advance, master the basic ways of psychological counseling, maintain close contact with parents, strive for parental support and cooperation, and establish good communication channels with students, cultivate college students' rational, peaceful and optimistic healthy state of mind.

(3) Daily affairs management and study style construction. Counselors should carry out admission education, graduate education and related management and service work. Counselors organize military training, evaluate scholarships and grants, guide students to apply for student loans, organize students to carry out work-study programs, help students with difficulties, provide students with life guidance, promote students to get along with each other and help each other. They should be familiar with the basic situation of students' majors, stimulate students' interest in learning, guide students to develop good learning habits and master correct learning methods. They also should guide students to carry out extracurricular scientific and technological academic practice activities, to create a strong learning atmosphere.

(4) Career planning and employment guidance. Career planning has a direct impact on the quality of study and life in school, employment and even future career. Complete employment guidance can help college students understand employment policies, update their ideas of choosing a job, correctly understand themselves, master skills, and make career planning. Counselors play an important role in college students' employment guidance, providing students with scientific career planning, employment guidance and related services, helping students establish a correct employment concept, and guiding students to the grassroots level, to the west, to the places where the motherland needs them most.

3. Significances on Team Construction for University Counselors in the New Era

It is the basis and premise of building a good team of university counselors to fully understand and deeply understand the significance of strengthening the team building of university counselors in the new era, and practically enhance the sense of urgency, responsibility and mission of work.

(1) To strengthen the construction of counselor team is the necessary requirement to insist on educating people first and moral education first. School education is based on educating people; Moral education is the priority in morality, intelligence, physique and beauty. Counselor work in the first line of ideological and political education plays a vital role in the growth of college students. They are the backbone of the daily ideological and political education and management of college students and the grass-roots commanders in the main position. We should attach importance

to the construction of counselor team, arouse the spirit, gather the people, improve the quality, fully mobilize the enthusiasm and creativity of counselor work, provide a strong organizational guarantee for strengthening the ideological and political education of college students, and earnestly implement the requirements of educating people first and moral education first.

(2) Strengthening the construction of counselors is an inevitable requirement for coordinating the reform, development and stability of higher education institutions. Ideological and political workers have contributed to the reform and development of colleges and universities. In particular, the majority of counselors have paid a lot of effort and sweat. Counselors work in the front line of ideological and political education, and can best grasp the first-hand information in time, grasp the students' emotions, understand the students' requirements, and be close to the students' emotions. Strengthening the construction of counselor team is conducive to better guide students to deal with the problems of study, life, emotion and employment, resolve various contradictions in time, maintain campus harmony, safety and stability, and promote the sustainable and healthy development of higher education.

(3) Strengthening the construction of counselors is an inevitable requirement for coordinating the reform, development and stability of higher education institutions. Counselor's work is a work of a person. This work puts high demands on the counselors, asking them to learn to be a teacher, behave like a world, have strong ability, high level, and have many qualities. Counselor's work is a work of a person. This work puts high demands on the counselors, they are required to learn to be a teacher and perform a demonstration role, they must have a strong ability, a high level, and a multi-faceted quality. Counselor work is a position to train people. The baptism of young teachers through counselor work can not only realize the sublimation of thoughts and feelings, but also exercise various abilities and improve their quality. It is a precious experience and also a treasure of life. The team of counselors is an important talent team, to strengthen the construction of this talent team is to train high-quality talents for different positions.

(4) Strengthening the construction of counselors is an inevitable requirement for promoting the professionalization and professional development of college counselors. Specialization is the anchor of counselor team construction. Vocational ability construction is the core content of college counselor professional development and the main way, can make the counselor to master specialized knowledge and form specialized skills, strengthen their professional consciousness, improve the capacity to professional development road, and can strengthen their professional identity, professional sense of belonging for jobs and career confidence, improve the professional credibility and status of the society, make their transition from full-time to professional, eventually to be a expert-like instructor.

4. Problems on Team Construction for University Counselors in the New Era

Colleges have done a lot of work on the team building of counselors. In terms of personnel allocation, training and development space, they have actively explored and formulated relevant supporting policies, actively coordinated and organized resources of all parties, and provided guarantee for the team building, and achieved certain results. But there are still many problems, which are highlighted in the following aspects:

(1) The ideological condition of the counselor team is unstable. Because counselors are not guaranteed in terms of titles, positions, treatments, and status, there is still a big gap compared with full-time teachers, many people are reluctant to engage in ideological and political work for students for a long time, and do everything possible to leave the counselor's job position, so a vicious circle has formed, which has caused many counselors to be in an unstable state of mind, resulting in a lack of continuity and integrity in the work, which has affected the overall quality of the counselor team.

(2) Trivial and complicated things affect the improvement of work quality. Counselors should not only act as the leader of the students' thoughts, pay attention to the students' mental health, but also engage in daily affairs such as student management, daily activities, scholarship selection, work-study, party work and internship employment. And they have business contacts with the

student office, academic affairs office, supervision office, logistics department, security department, library and financial department. They are so obsessed with trivia that they cannot improve their quality.

(3) Counselor evaluation mechanism is not reasonable. Work evaluation is a basic way to measure the effectiveness of counselors' work and an effective way to let counselors know their own work conditions. There are still many unreasonable aspects in the evaluation mechanism of counselors' work, which not only affect the counselors' judgment of their own work effectiveness, but also affect their work enthusiasm and initiative. The current main problems are as follows: the evaluation content and procedure are unscientific, the subject of the assessment is single, the evaluation process is opaque, the evaluation results are not well used.

(4) The quality of counselors is difficult to work for students in the new era. Socialism with Chinese characteristics has entered a new era, and college students' personality development, physical and mental conditions and independent consciousness have all undergone profound changes. There is a big gap between the quality of the current team of counselors and the needs of students' educational management. Colleges can not provide counselors with professional learning and further study opportunities, so that they face the struggle in the ideological field, feel powerless to the students' ideological and political education work, and it is difficult to fundamentally and effectively carry out education guidance.

5. Countermeasures on Team Construction for University Counselors in the New Era

The construction of counselors is not well adapted to the need to strengthen and improve the ideological and political education of college students under the new situation. There are still some problems and difficulties, which are still a relatively weak link in the promotion work, so we must take concrete measures to improve them. The countermeasures for the construction of college counselors in the new era proposed in this paper are as follows:

(1) Strengthening the quality construction of college counselors. First of all, college counselors must have a strong sense of professionalism and responsibility. Counselor's work involves students' thoughts, study, life, labor, social practice, cultural and sports entertainment and interpersonal relationships. The counselors are required to have a strong sense of professionalism and responsibility, and influence and educate students with personality charm. Secondly, counselors should strengthen their study, continuously improve their political theory and humanities, adhere to the correct political direction, help students solve deep-rooted ideological and cognitive problems, and establish a correct world outlook, outlook on life and values. Thirdly, counselors should pay attention to working methods and management art to achieve subtle educational effects. Finally, counselors should raise their awareness of the law, strengthen the concept of the rule of law, and adhere to the legal education of college students.

(2) Stimulating the career development motivation of counselors. Scientific, comprehensive, comprehensive and effective assessment and evaluation of the counselor's professional ability has the functions of guiding, promoting, regulating, diagnosing, feedback, stimulating and optimizing the whole work of counselors. In addition, it provides standards and basis for counselors to make clear their professional ability, which is not only a propeller to promote the scientific and systematic work of counselors' professional ability, but also a catalyst to inspire the counselors to form a positive atmosphere. It is imperative to improve the evaluation system of college counselors and form a comprehensive evaluation system based on the ability structure with both internal tension and developmental vitality. Therefore, we must adhere to the professionalism, openness, comprehensiveness and hierarchy of the evaluation system.

(3) Establishing a new concept of counselors' work. First, deepen the "student-oriented" concept. Fully mobilize the enthusiasm and creativity of students, give play to students' subjective initiative, and make students move towards favorable education, management and service. Second, implement the concept of refined management. Work in strict accordance with the management rules and regulations and work procedures, and explore appropriate scientific methods based on the law of student growth. Third, stimulate the concept of subject consciousness. Help counselors to establish

clear work development goals and enhance the counselor's sense of belonging, cohesiveness and flexibility. Inspire counselors to build self-awareness and achieve sustained and strong development momentum. Fourth, uphold the "Internet +" education concept. Give full play to the positive effects of "Internet +" education management in student work, and create a network culture environment suitable for students' development.

(4) Improving the overall development level of counselors. First, improve the level of theoretical learning. Counselors should keep up with the times with the awareness of learning and open learning mind, absorb new discoveries and achievements that are conducive to the development of work, combine traditional education methods with innovative educational means, and improve the theoretical learning level. Second, improve the level of scientific management. Counselors should improve students' learning ability, management ability, life ability and communication ability, stimulate subjective initiative and creativity, provide students with self-management, self-service and self-education platform, let students actively participate in management, so as to reduce the energy investment in complicated matters, and have the energy to deal with practical problems. Third, improve the level of innovation in work. It is necessary to guide counselors to participate in scientific research, enhance their professional identity, make them love student work, solve problems encountered in work, and study the psychological characteristics of students.

(5) Building a learning-type college counselor team. Under the background of building a learning society and the connotative development of higher education, the concept of learning and development and learning for development will be introduced into the construction of college counselors, guided by quality improvement and connotation development, actively exploring the path of building a team of university-based counselors in the dialectical integration of "learning orientation" and "team building". It is not only a new model and innovative dimension for the construction of counselor team in the new era, but also a positive response to the reform of higher education and the development of the times. In the process of building a team of learning college counselors, we must adhere to lifelong learning, encourage independent learning, improve training and learning, promote cooperative learning, build a security system, clarify the development path of university-based learning counselors, and train a steady stream of builders and successors for socialist modernization.

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