

Research on the Educational Mechanism of University Teachers based on the Perspective of "Three All-round Education"

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Abstract. Building the educational mechanism of university teachers from the perspective of "three All-round education" is the key to realize the educational work of university teachers. The exploration and research were carried out from the analysis of the main connotation of "three All-round education", the central features of the education mechanism, and the construction principles of education mechanism, improving the mechanism of unified leadership of the Party committee, the joint management mechanism of the team by all departments; perfecting the trinity mechanism of Full-time teachers, class teachers, and counselors; giving play to the leading mechanism of the Two-course teachers; improving the building of education mechanism of the administrative and service staff.

Keywords: Three All-round Education; Education Mechanism; All-round Education.

1. Introduction

Who to train people for is the fundamental problem of ideological and political work in colleges and universities, as well as how to train and what kind of people? General Secretary Xi Jinping pointed out: "we must insist on fostering virtue through education as the central link, putting ideological and political work throughout the whole process of education and teaching, realizing the whole process of education and All-round education, and striving to create a new situation of development of our country's higher education cause." [1] Therefore, it is very important to build the education mechanism of university teachers from the perspective of "three All-round education".

2. Main Connotation of "Three All-round Education"

2.1 All-staff Education

All-staff education starts from the angle of the main body of the integral education of colleges and universities, and the main body of education is diversified and multi-level. As far as colleges and universities are concerned, the main body of education includes Full-time teachers, administrative staff, and logistics service staff. Not only "Two-course" teachers, the main body of all education should be promoted to the height of fostering virtue through education in the daily work, Full-time teachers educate people through teaching, logistics staff educate people through service, administrative staff educate people through management, all departments coordinate and cooperate with each other, and all parties work together to form the comprehensive education unity, and then form the new mode and normal of ideological and political education in colleges and universities.

2.2 Whole-process Education

The Whole-process education starts from the overall horizontal dimension of education work, and education covers all stages of student development. The Whole-process education is the whole process of ideological and political education throughout fostering virtue through education. The whole process includes the whole process of college students from freshman to graduation, during which they experience different stages, and all education work will be accompanied by each stage. College students have otherness features in each stage of study, life, and growth, and have different problems and features; therefore, educational work of colleges and universities needs to master the

features and laws of different stages and different grades, and carry out ideological and political education pointedly and purposefully.

2.3 All-round Education

All-round education starts from the vertical dimension of college students' development of, and the educational ways are deepened; it realizes multi-field education, including teaching management, production practice, network platform, campus activities, extracurricular practice, and cultural life. Promoting the All-round development of college students is an important goal of ideological and political education in colleges and universities, the achievement of All-round development requires college students to have firm ideological quality, solid professional foundation, and excellent personality trait. Therefore, in the process of ideological and political education in colleges and universities, it is necessary to realize All-round education, comprehensively train students' various abilities, and then practice the real skills of college students.

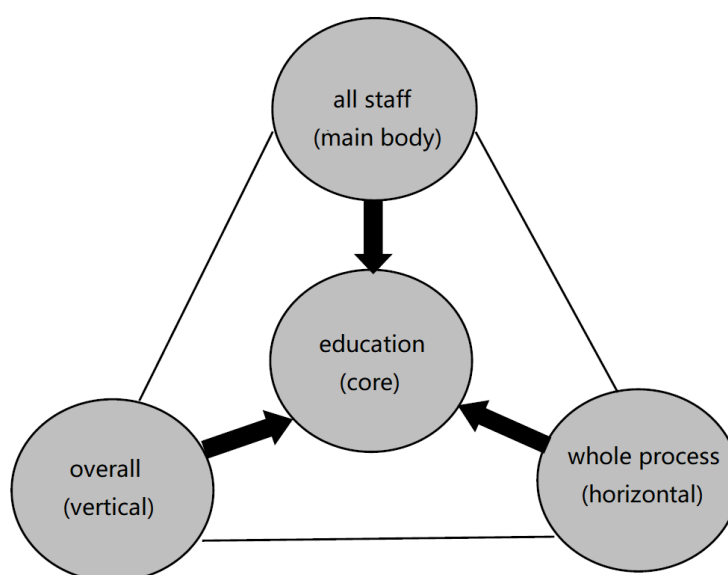


Fig 1. The relationship diagram of three All-round education

3. Main Features of the Educational Mechanism of University Teachers

3.1 Integrity of Educational Work

The ideological and political education mechanism of colleges and universities presents the integrity in structure, namely, the college's All-staff, Whole-process, and All-round educational mechanism organically combines the various components, and integrates them into the functions and roles of the education mechanism, gathers together to form the power of realizing All-round mechanism, according to the overall goal of All-round education, and work together through various components. The integrity of the All-round educational work mechanism means that the achievement of the educational work of colleges and universities is not achieved by the main body of one side, it needs to work under the overall system that combines multiple aspects, fields, and subjects through mechanism. In the education process, each part of the educational works together at the part and the whole two level, showing high integrity in integration.

3.2 Comprehensiveness of Educational Work

The pursuit of the All-round development of people is an urgent need for personal development, and it is also an important goal of education in colleges and universities. Developing talents with All-round development of virtue, intelligence, physical conditions, and mind status is a major task of

educational work of our country's colleges and universities, running college education well must focus on comprehensively improving the ability to develop talents. Training students' All-round development of virtue, intelligence, physical conditions, and mind status is an urgent need for personal development and social development, and combine morality, intelligence, physical beauty in all links of education. Colleges and universities should not only attach importance to intellectual education, but also coordinate with each other, take into account the common development of physical and aesthetic education, and promote the healthy growth and All-round development of students. The Whole-process and All-round education takes the All-round development of students as the goal, carries out All-round education, so that students become talents with ability with political integrity and All-round development.

3.3 All Staff of Educational Work

From the space angle, the main body of education is diversified and multi-layered, and multiple departments cooperate with each other to build the All-round education mechanism. First, implementing the trinity mechanism of Full-time teachers, class teachers, and counselors, the three-party mutual communication platform WeChat group is built by combining classroom, dormitory, and daily performance, and solve problems in the process in time through instant communication and feedback; secondly, the student office, youth league committee management units work together with teaching and financial service units, focus on common education goals, when carrying out management and service work, besides paying attention to academic performance, they should also pay attention to the cultivation of students' moral education, fully implement the concept of fostering virtue through education in the process of management and service, and do a good demonstration work for students in moral education; finally, the service departments such as logistics and educational affairs cooperate with each other, fully cooperate with the work in students' development, serving students as the purpose of, take training talents with ability and political integrity and All-round development, and better promote the development of students with service.

4. Principles of the Educational Mechanism of University Teachers

4.1 Systematic and Scientific Principles

The educational mechanism must be systematic, and there must be a logical connection among the all parts. The achievement the goal of All-staff, Whole-process and All-round education cannot be fully realized by only one department, therefore, multiple departments must be organically connected to achieve the accuracy and systematicness of education. The scientificity is mainly reflected in that departmental cooperation must be based on the scientific principle, objectively and truly reflect the features of the educational work, start from the overall setup of the school, uniformly deploy, scientific methods can be used for implementation, and ensure the scientificity of the All-round education process.

4.2 Distinctive Principle

In the process of achieving All-staff, Whole-process, and All-round education, work should be carried out in accordance with the actual situation, and targeted educational work should be adopted for different student groups. Implementing strict and high-standard ideological and political education work, focusing on the analysis of practical problems and weak links, no evading or covering up, aiming at education in the process of solving problems, and solving problems in multiple ways and strategies. Education is not a uniform job, it is aimed at the diverse features and needs of students, making up for shortcomings, innovating breakthroughs and methods based on the original education modes, and realizing more efficient education mechanism through the reform of the education mechanism; therefore, the distinctive principle must be adhered to in the process of All-staff, Whole-process, and All-round education.

4.3 Practical Principle

The All-staff, Whole-process and All-round educational mechanism is not an isolated closed system, it is a dynamic system with multiple subjects, horizontal and vertical intersected; moreover, it is also a target mechanism that promotes students to have ability and political integrity and All-round development. By realizing All-staff, Whole-process, and All-round education mechanism, deeply carrying out ideological education, discovering, analyzing, and solving problems, improving the All-round educational goal of ideological and political work in colleges and universities, and better promoting the All-round development of college students.

5. Building the Educational Mechanism of University Teachers from the Perspective of "Three All-round Education"

Building and perfecting the All-staff, Whole-process, and All-round education mechanism in colleges and universities is a very complex overall work, including organizational leadership, member teams, guarantee systems, specific implementation and other links, it must take overall consideration and whole scientific design. Starting from the work reality of the All-staff, Whole-process, and All-round educational mechanism, combining the requirements of the All-staff, Whole-process, and All-round educational mechanism in colleges and universities, we should focus on strengthening the educational mechanism of university teachers from the perspective of "three All-round education"; multiple subject education is an important aspect of college education, they complement each other and are closely connected, and they work together in the practice of education. [2]

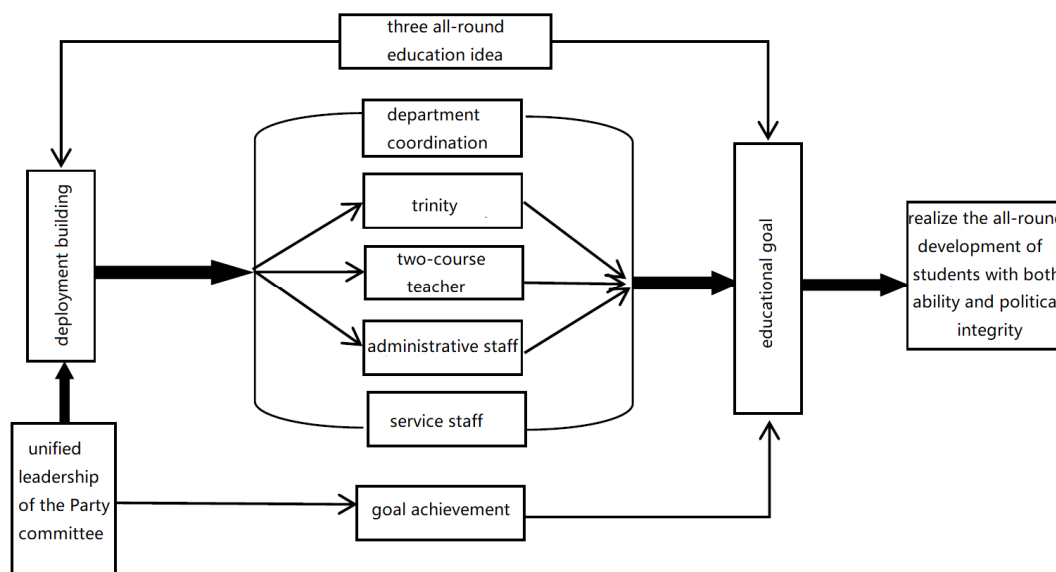


Fig 2. Three All-round education mechanism and mode of university teachers

5.1 Improve the Unified Leadership of the Party Committee and Grasp the Joint Management Mechanism

The All-staff, Whole-process, and All-round education in colleges and universities is an important foundation for running our country's colleges and universities well and running the world-class universities, it aims to foster successors with ability and political integrity and All-round development. In order to do a good job in All-staff, Whole-process, and All-round education in colleges and universities, it is necessary to establish the corresponding leadership organization and coordinate the forces of various departments. Therefore, in the leadership structure, the All-staff, Whole-process, and All-round education work in colleges and universities should establish the networked organization and leadership system with the unified leadership of the school's Party committee, the school's functional departments and the network management department, and do well in their own

work, closely cooperate with the leadership system of the Party committee organization, upper and lower linkage, collaboration at the same level, and joint grasp of multi-departmental.

5.2 Improve the Trinity Mechanism of Full-time Teachers, Class Teachers, and Counselors

The smooth implementation of the All-staff, Whole-process, and All-round educational mechanism must implement the important spirit of the Party Central Committee's document and combine the actual work situation of the colleges and universities, build an ideological and political work team with strong politics, firm belief, and high level. General Secretary Xi Jinping pointed out at the National Conference on College Ideological and Political Work: "it is necessary to promote the team construction of college Party and government and the communist youth league cadres, ideological and political theory teachers, philosophy and social sciences teachers, counselors, class teacher, and psychological counseling teachers, et al, and make sure that this team has qualified successors in a steady stream. "[3]

The Full-time teachers are staff who specializes in teaching, they play an important role as a knowledge instructor in the process of college students' growth and learning knowledge, it is related to whether the trained talents have professional knowledge and real talents, and whether they can shoulder the major tasks of the builders and successors of the socialist cause. However, in addition to engaging in instructing technical knowledge, the teachers should stick to fostering virtue through education, practice fostering virtue through education with actual deeds, demonstrate the importance of moral education to students, and strengthen the overall education of college students from talent and character two aspects. The professional quality of teachers includes teaching quality, scientific research quality, supporting structure, the number of staff, etc.; scientific research quality should be trained from the direction of discipline and specialty leaders, backbone teachers, and the combination of industry-university-research development; the construction of teaching quality should start from improving the classroom teaching quality and paying attention to the reform of education and teaching methods. The class teachers and the counselors are both indispensable and important forces in the work of college students. The "Regulations on the Construction of the Counselor Teams of General Colleges and Universities" proposes to care for, focus on, and serve students, scientifically follow the law of growth, and train successors who have ability and political integrity and overall development. This puts forward high requirements for the counsellors to carry out ideological and political education, the counsellors must carry out ideological and political education in a planned and targeted way in accordance with the deployment of the Party committee, the class teachers play a guiding role in the students' thinking, study, and life. As the backbone of college education, the counselors and class teachers are obliged to guide students to become qualified builders and reliable successors with ability and political integrity and overall development of socialism with Chinese characteristics in the process of education.

The Full-time teachers, counselors, and class teachers as the guides and important leader in the study and growth of college students, they should work together based on completing their respective responsibilities; adhere to taking students as foundation, combine fostering virtue through education with solving students' personal problems, ideological and political education should not only guide and educate students, but also help and care for students; therefore, the three main bodies should go deep into students, consider problems more from the angle of students, and improve the educational effect. By combining classroom, dormitory, and daily performance, the three-party mutual communication platform WeChat group is built, through instant communication and feedback, outstanding problems in students becoming talents are accurately positioned, put the education work throughout the dribs and drabs of whole work, solve the problems in the process in time, and form the three-party support for the growth of students, through joint efforts, through the principle of fostering virtue through education, students will be guided to become talents with both ability and political integrity and overall development.

5.3 Give Full Play to the Leading Mechanism of the Two-course Teachers

First, the Two-course teachers need to have strong training, rich knowledge reserve, high theoretical accomplishment, and rich knowledge base is a necessary prerequisite for carrying out moral education. The Two-course teachers must be politically qualified, have a firm belief, constantly absorb new knowledge to arm themselves, innovate teaching methods, and use more effective ways to improve the functionality of ideological education. Simply instilling thought and theory is no longer suitable for the current actual situation, which puts forward higher requirements for the teaching level of the Two-course teachers. Under the guidance of moral education, teachers constantly update knowledge, attract students' attention in multiple directions, mobilize students' participation enthusiasm through social practice, debate contest, student participation, etc., innovate education methods, and obtain better education effect.

5.4 Improve the Educational Mechanism of Administrative and Service Staff

Developing talents with All-round development is an important goal of education in colleges and universities, to impart knowledge and educate people is the most direct channel for developing talents, and management and education work also have important functions of education. The management ideas and own abilities of administrative and logistic service staff play a decisive role in the management and service of education. At present, the uneven administrative staff is also a common problem in colleges and universities, building a high-quality administrative staff must first learn advanced ideas. In order to realize the training of All-round talents, management need to put the students first, improve the overall quality of all aspects, have a strong ability to create services, and can adapt to the achievement of the goal of social education in a complex environment. Persisting in using the socialist thinking with Chinese characteristics in the new era to improve the theoretical level; secondly, promote the reform of the management system, innovate the management ways, start from the perspective of training students' All-round development in management work, and fully consider the needs and difficulties of students. Finally, giving full play to the role of education through management while solving the actual problems of students in the management process, achieve the harmonious atmosphere of mutual respect and promotion with students. In the final analysis, logistical services serve to develop talents with All-round development. In a broad sense, service education covers teaching, management, scientific research, logistics support and other links; in a narrow sense, service education runs through service work. Logistic service is an important link of the education of colleges and universities, in the past, logistic services ignored the education function for a long time and overemphasized the service responsibility, therefore, it is necessary to attach great importance to the idea of serving people and form the joint force of All-staff education. First all, we must adhere to putting the students first, strengthen the awareness of service education, and highlight the education function of the service work while completing the service work; second, continuously improve own quality and ideological level, and use actual services infect and serve students, create a good living and learning environment for the growth and success of students; finally, create a good and harmonious service atmosphere through logistics services, and realize the purpose of service education.

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