

Exploring an Approach for the Moral Construction of College Counselor Teams in the New Era

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Abstract

The prominent issues regarding college counselor teams' morality have aroused social concern and need to be solved urgently during the overall high-quality development of college teachers. Based on the means and the main moral problems exists on the college counselor teams, this paper puts forward an effective path for this construction in the new era.

Keywords

New Era; College Counselor Team; Teachers' Morality.

1. Introduction

Since entering the new era, the Central Committee of the Communist Party of China has specially deployed strengthening the construction of teachers' morality, cultivating high-quality teachers, and advocating respect for teachers and education in the whole society as an important part of building a strong country in education. A series of policy documents have been issued for the construction of teachers' morality, and the effectiveness of the construction of teachers' morality has become the vane of institutionalization, professionalization and specialization of teachers' ethics in the new era. In the faculty of colleges and universities, the difference in teaching function between counselors and full-time teachers makes the status of counselors ambiguous in concept. Order No. 43 of the Ministry of Education further clarified the professional orientation of counselors, stating that counselors have the dual identities of teachers and cadres, and are the backbone of ideological and political education for college students [1]. Counselors and students get along day and night. It can be said that counselors are not only the first responsible person of students' daily ideological and political education and life management, but also the responsible person who closely participates in students' family education. They are important participants, companions and witnesses of students' growth, and have a direct impact on the education of contemporary college students. At present, some counselors cannot stand the test of interest and temptation, and they break the rules in terms of human relationships. Grasping the rights should not be mastered. There are "abnormal teacher-student relationship" among teachers and students and other behaviors of teachers' ethics and ethics. Therefore, the construction of teachers' morality and ethics of college counselors is imperative.

2. The Specific Connotation of the Construction of College Counselor Teams' Morality in the New Era

Teacher morality is the code that teachers must abide by in the process of teaching. Teacher morality, literally speaking, is the style reflected by the group of teachers and individuals, including work style, life style and academic style [2]. As an important part of the teaching staff in colleges and universities, counselors have the same requirements and standards as other

teachers [3]. Political belief is the primary task of teachers' morality construction of counselors in the new era. As the backbone of ideological and political education for college students, the organizer, implementer and guide of students' daily ideological and political education, counselors are in close contact with all aspects of students' growth and success. It is most necessary to be good at looking problems from the political point of view, and keep political sober in front of the big difference [4]. Counselors should improve the political position, firmly in mind the need to maintain political integrity, think in big-picture terms, follow the leadership core, and keep in alignment. Besides, they should stay confidence in the path, theory, system and culture of socialism with Chinese characteristics. What's more, they should uphold General Secretary Xi Jinping's core position on the Party Central Committee and in the party as a whole, and uphold the Party Central Committee's authority and its centralized unified leadership. The education of fostering virtue through education is an important part of the construction of counselors' morality in the new era. Whether in curriculum teaching or daily management, counselors should always uphold the professional rules of patriotism and law-abiding, dedication and love for students, education-oriented, lifelong learning and being a model for others, establish the guiding ideology of taking students as the center, and uphold the working belief of doing everything of students, by students and for students. Improving the professional happiness and the sense of gain of counselors is the ultimate goal of the construction of college counselor teams' morality in the new era.

3. The Main Problems Existing in the Construction of College Counselor Teams' Morality in the New Era

3.1. Punishment Measures for Counselors' Lack of Discipline and Morality are Not Strictly Handled

Counselors were exposed when they violated teachers' ethics. However, the methods adopted by some colleges and universities were to minimize major events, and focus on internal digestion. A lot of time and energy were put on how to minimize the influence of public opinion and less on the identification and treatment of anomie behavior. In terms of punishment measures for anomie, some colleges and universities have not formed clear punishment regulations, which put other achievements of counselors above anomie behavior, and the punishment is not serious enough. The way of emphasizing formalism and neglecting execution leads to a failure of forming a good role. In addition, the responsibilities of departments in college that leading the evaluation system of teachers' morality are ambiguous.

3.2. The Prevention of the Anomie of Counselor Teams' Morality is Lagging Behind

The fact that teachers who violate the morality presents certain secrecy before exposure, and the counselor team is no exception. The main reasons are reflected in the following three aspects: Firstly, the public has a solidified thinking on the university, equating high education with high quality, so that some unhealthy trends were not entering the public eye in time; Secondly, teachers themselves are double-faced that the corrupt side of their conduct and style was not easy to be detected; Thirdly, victims are forced by factors such as conservative ideas or fear to deliberately conceal the facts of the victim, thus delaying the opportunity to defend their rights and contributing to the repeated occurrence of adverse events.

3.3. The Information Management Degree of the Evaluation and Supervision System of Counselors' Morality is Backward

Entering a new era, the network management degree of the evaluation and supervision system of counselors' morality needs to be improved. In some colleges and universities, the evaluation

system of counselors' morality still relies on a simple paper list, which fails to apply the network and new media technology to the supervision and assessment mechanism of teachers' morality based on a one-person, one-file system through seamless reporting and traceable platform.

3.4. The Special Training and Theoretical Study for Counselors' Morality are Not Enough

College counselors need to complete continuing education and training for a certain period of time every year. Among them, the study of professional subjects is mostly related to counselors' work, and the topic of teachers' morality is seldom put in the first place to study, which makes it difficult for counselors to really attach importance to teachers' morality in ideology. In addition, the content of teachers' ethics training is mere formality and lack of innovation, which fails to be combined with counselors' work.

3.5. Counselors' Own Theoretical Understanding of Teachers' Morality is out of Touch with Concrete Practice

College counselors are the main responsible persons of students' daily behavior norms. Counselors have the responsibility and obligation to help coordinate and even deal with all kinds of social relations problems and emergencies faced by students during their school years. Specific school affairs include evaluation, awards, comprehensive evaluation, graduation appraisal and recommendation, payment of difficult subsidies, organization of work-study programs, treatment of student status and violation of discipline, arrangement of various activities and so on. [3] Although teachers' morality have become a constant task in many colleges and universities, However, it can be found from the cases that all kinds of incidents that violate teachers' morality occur mostly because of counselors fail to handle the interest relationship between students. In the face of rights, money and benefits, they cannot deal with affairs related to students' vital interests fairly and fail to combine the theoretical understanding of teachers' morality with practical actions.

4. The Path of the Construction of Teachers' Morality of College Counselors

4.1. Introduce Well in Policy and Top-level Design

Firstly, based on the school situation to formulate rules and regulations, strengthen the binding force of the system on counselors' behavior, and resolutely implement the one-vote veto system for counselors who violate the rules of teachers' morality. Secondly, establish a scientific evaluation system of counselors' morality and ethics, and link the evaluation results with counselors' job appointment, rewards and punishments, promotion, etc., so as to form a negative list of counselors' morality and ethics evaluation. Thirdly, optimize the selection conditions and improve the entry threshold of counselors. In the pre-job training content, we should also emphasize the counselor team's study of teachers' morality and ethics policy, and enhance the political determination of the counselor team by strengthening the publicity and education of negative models. Finally, combined with the characteristics of counselors' work, we should actively create working conditions, platform and development space for counselors, and enhance their sense of gain, happiness and satisfaction in their jobs, so that counselors can work practically with a peace of mind.

4.2. Strengthen the Supervision and Innovate the Content Forms

Firstly, the functional departments of the college should step up the clarification of counselors' job responsibilities and reduce the burden for counselors. The new edition of Regulations on the Construction of Counselors in Colleges and Universities (Order No.43) clearly points out that colleges and universities should formulate special measures and incentive and guarantee

mechanisms to promote the professionalization of counselors [1]. Special emphasis is placed on professionalization here, which shows that the primary task of counselors should be to become professional educators, especially to become experts in students' mental health consultation and ideological and political education. In addition, counselors can choose to conduct self-examination and self-correction activities at specific times, such as various awards, loans, and bursaries. Provide anonymous reporting channels for teachers, students and parents. When necessary, a review to the job satisfaction of the counselors should be conducted from the graduates and alumni teams. Check the possible anomie models, and revisit on the compliance of the counselors' morality.

Secondly, build a comprehensive consideration system based on the exchange of colleges, colleagues, students, families and public opinion. Relying on the big data platform, we should establish a database of the investigation of counselors' morality so that the counselors can be at the forefront of the supervision system of teachers' morality. At the same time, we should establish a protection system for victims of anomie of teachers' morality, encourage teachers and students to supervise together, safeguard their own interests, protect the interests of others, and build a harmonious campus.

Thirdly, try to give full play to the role of grass-roots party organizations, and carry out branch meetings, studies and activities throughout the counselors' promotion of teachers' morality. It is also possible to regularly study General Secretary's important expositions on education and relevant documents on the construction of teachers' morality by establishing workshops for counselors' morality. At the same time, build a communication platform for counselors and full-time ideological and political teachers, and hire excellent ideological and political teachers to answer questions face to face for counselors, so as to improve counselors' political learning skills. In addition, we should set up a model pioneer of counselors' morality Encourage young counselors to develop rapidly, senior counselors to develop steadily, and senior counselors to drive young counselors to make progress together.

4.3. Strengthen Beliefs and Clarify Career Development

Firstly, strengthen theoretical study. Combine the programmatic documents with the construction of teachers' morality, such as Opinions of the Central Committee of the Communist Party of China on Comprehensively Deepening the Reform of Teachers' Team Construction in the New Era, China Education Modernization 2035 and Opinions on Strengthening and Improving the Construction of Teachers' Morality and Style in the New Era. Secondly, strengthen ideals and beliefs, consciously resist bad social atmosphere, and return to the true nature of teaching and educating students. Ideals and beliefs are the spiritual calcium of the Communists. If ideals and beliefs are lacking or not firm, they will be mentally deficient in calcium and suffer from rickets [5]. The study of political theory is the power for forging a good teacher, and it is the source for building a good atmosphere of teacher morality and style. Political learning should not be limited to theoretical indoctrination, memorizing theories, and shouting slogans. It must not only learn by heart, but also integrate ideological and political education with professional practice, and integrate it into daily conduct. Thirdly, clarify career planning and enhance the long-term and stable career development. A clear career development line is not only an important guarantee for counselors to move forward steadily in the workplace, but also a catalyst for counselors to enhance their sense of happiness, gain and achievement, and a good way to resolve all kinds of conflicts. On the one hand, counselors should combine their professional background and actual situation, grasp the double-line promotion opportunities of full-time counselors, choose a development direction that suits them, and plant their own responsibility field. On the other hand, counselors should be firm in their original aspirations, determined to take student work as the main line of lifelong development, and make students work in depth and detail. Make full use of big data, and

constantly explore new fields so as to enhance the confidence and ability to resist bad temptations from the outside world. A decent and honest counselor team image should be made to better promote the work of counselors in depth.

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