

Research on the Role Positioning and Function Play of College Counselors Under the "Three Complete Education" System

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Abstract: With the continuous progress of modern society, the concept of "three abilities education" has gradually penetrated into the university education system. College counselors, as the most basic and important link of college education, play an irreplaceable role. They are the developers of ideological and political education resources, is the allocation of ideological and political education resources, but also the use of ideological and political education resources. They play a lot of roles, the study of their role positioning and play, is conducive to the college counselor group ability to get a more rapid and professional development.

Keywords: Education, Counselors, Play A Role.

1. Introduction

Cultivating successors of socialist builders with Chinese characteristics is the fundamental goal. Moral education in colleges and universities is the main way to realize the fundamental task of "cultivating people by virtue" and the basic way to educate people in colleges and universities. Under the background of the new era, all colleges and universities under the leadership of the Communist Party of China are making every effort to promote the work of "education with three talents", forming a new situation of joint management and promoting the all-round growth of students. College counselors, as a key link in the education link of colleges and universities, are the backbone of the students' education management team, as well as the important backbone of ideological and political education in colleges and universities. They shoulder the important responsibilities of teaching, managing and serving. Counselors should define their roles in the process of education and give full play to their roles.

2. Basic Concept

"Sanquan Education" is the abbreviation of "whole-person education, whole-process education, all-round education". This concept is a whole-person, whole-process, all-round student education model with a long span of time, a wide range of fields and many elements. Among them, "full personnel education" emphasizes that all faculty and staff in colleges and universities should have the concept of education and assume the responsibility of education according to the work requirements. All departments of the school cooperate with each other to form a harmonious education system and reflect the comprehensiveness of the education subject. [1] "all members" refers to four aspects: individual students, family members, institutions of higher learning and the public. "Whole-process education" represents a long-term education mode that runs the whole education concept through the school's education and teaching, students' daily study and life, and their own development, and through the process of

students entering the school as freshmen from the beginning to graduation and leaving the school, and even has a far-reaching impact on future work and further study. "All-round education" emphasizes that education in colleges and universities should penetrate into all aspects of students' life and learning such as education, teaching and environmental edification, so as to realize the joint education pattern of explicit and implicit, inside and outside the school, inside and outside the class, online and offline. Centering on the cultivation purpose of "education", an integrated, complementary and mutually beneficial mode is constructed. Reflect the all-round nature of education space.

"Three full education" is not only a comprehensive education concept and guiding ideology, but also a complete and systematic education project. As an educational idea, after years of development, it has become an educational guiding ideology accepted by educators and an effective mode of moral education in colleges and universities, which plays an important role in the moral education in colleges and universities. The fundamental task of colleges and universities is to "cultivate morality and cultivate people". [2] Moral education in colleges and universities should not only set up the correct outlook on life, values and world outlook of college students, but also cultivate students' good psychological quality, that is, train students' strong will quality, independent personality characteristics and positive and optimistic attitude towards life. Training students' good psychological quality is the starting point and basic requirements of mental health education. And "three full education" is the practical path for colleges and universities to implement the task of "moral cultivation". It is in line with the internal requirements of moral education in colleges and universities in the new era, ADAPTS to the development trend of talent training in colleges and universities, and conforms to the development law of moral education in colleges and universities. Therefore, from the perspective of "three-in-one education", it is of great significance to study the role positioning and function play of college counselors to improve their professional quality and level as well as the quality of students' ideological and political work.

3. Problems Existing in Current Counselors

Although counselors have important responsibilities in ideological and political education in colleges and universities, there are still some problems in all aspects of counselors' work at present.

3.1. The counselor's routine work is heavy and the management system is not clear enough.

The daily work of counselors is complicated and trivial. On the one hand, they have to manage the daily life and study of college students. On the other hand, they should also undertake the teaching tasks of situation and policy, career planning, employment guidance and other aspects. Counselors should carry out the relevant work of the student affairs office, the Youth League Committee, the Organization Department, the academic Affairs Office, the security Department, the Publicity department and other departments, and coordinate the administrative work of the department. [3] In addition, counselors should also engage in certain theoretical research. The numerous, complicated and difficult daily work makes the counselors trapped in more routine work, which greatly reduces the enthusiasm of the counselors, resulting in insufficient depth and continuity of the work, and the educational effect needs to be further improved.

3.2. The degree of specialization of counselors is low, and the training system is not sound enough.

The overall quality and professional ability of the full-time counselor team need to be improved, the awareness of active learning needs to be enhanced, senior titles are few, the sense of professional belonging needs to be strengthened, and the construction of full-time, professional and expert work is a long way to go. The training form of school counselors is relatively simple, the training time is not enough, and the training effect is not obvious. Among them, short-term theoretical learning is more, while long-term systematic training is less; More centralized teaching, less investigation and practice; More on-campus training, less district-level, national or even overseas training opportunities; To the grassroots and the actual department of temporary training almost no. [4]

3.3. Lack of attention to counselors' work and incentive and promotion mechanism.

The long-term mechanism of counselors' selection and recruitment, assessment management, training and development, and professional title evaluation needs to be improved and optimized, and relatively stable backbone forces should be cultivated. The treatment, promotion, training and other aspects of the counselor can not be guaranteed, the enthusiasm of the counselor's work has not been fully mobilized.

4. The Role Positioning of Counselors Under the Concept of "Three-in-one Education"

In order to understand the role orientation of college counselors in the new era under the concept of "educating

people with three abilities", we should not only deeply understand the mission of "cultivating people with virtue" entrusted by the new era, but also firmly grasp the new opportunities of ideological and political education in colleges and universities, and return to the original mission of "college counselors". Since the establishment of the post of counselor in 1953, it has been clear that counselor is the "political guide" of students, whose main duty is to strengthen and improve the ideological and political education of college students. Under the current working concept of "three-in-one education", counselors should return to their original aspiration, and this return is a spiral return, a substantive return of changing ideas, improving moral ability and educating people. They should coordinate the internal responsibilities and tasks of their roles and become the leader, planner and caregiver of ideological and political education.

4.1. Lead the ideological and political education of college students in the whole process

Counselors should fully implement the Party's educational policy and carry out the task of cultivating virtues and cultivating people, which directly entrusts college counselors with the important mission of "developer and leader of ideological and political education". Counselors pay attention to, accompany and guide students throughout the whole process from enrollment to graduation, and are the most ideal subject of "whole-process education". Counselors are the teachers that college students contact most frequently. They help students grow up and guide them to establish correct "three views" in the process of carrying out daily ideological and political education activities. The work of counselors is political, comprehensive and direct. In the ideological and political pattern of "three-whole education" in colleges and universities, counselors bear the brunt. They are the teachers working in the front line of ideological and political education in colleges and universities, standing at the forefront of ideological and political education, and are the pioneers and practitioners leading the ideological and political education work. [5]

It is both necessary and conditional for counselors to engage in "theoretical research" and develop theoretical resources by integrating education, management and service in colleges and universities. Compared with professional teachers engaged in ideological and political studies, counselors get along with students day and night, and can grasp the ideological dynamics of students in the first time and accurately grasp the hot spots and practical needs of students. Therefore, counselors should adhere to the unity of explicit education and implicit education, excavate the ideological and political education resources contained in each section and each link, increase development efforts, improve the quantity and quality of ideological and political education resources, and enhance the breadth and depth development of ideological and political education resources. It can not only carry out research on the basis of classic original theories to promote the development of ideological and political education meta-theory, but also take the initiative in summarizing work experience and innovating work paradigm. From the diachronic dimension, ideological and political education is carried out in the whole process from high school to college entrance bridging education and adaptation education, to the academic planning and guidance for each grade during the university period, and finally to the

continuing education and lifelong education into society.

4.2. Planners of ideological and political education for college students

Counselor work is closely related to teaching, management, service and other educational positions, and is the central core of "all-staff education". The "guidance" of counselors can be understood as the study guidance, behavior guidance and employment guidance for students. College counselors should pay attention to college students' study, study and life, and help them better complete their studies and career planning is an extremely important job of college counselors.

All the staff in various positions with students' all-round development of morality, intelligence, physical fitness, the United States and labor, as well as different education subjects such as family, society and government, should be included in the overall ideological and political pattern. What counselors should do is to coordinate the distribution of these ideological and political education resources, plan education programs, formulate the comprehensive education route chart of resource sharing, and set up a platform for all education subjects. All education subjects perform their own duties to sing opera, sing opera in unison and sing opera. Integrate and optimize the allocation of ideological and political education resources in accordance with the law of students' growth and success, and promote the organic integration of in-class and extra-curricular, in-school and off-campus, online and offline. Counselors should coordinate the allocation of ideological and political education resources to achieve a balanced state, but should pay attention to the balance is not average, is the organic collocation of various educational elements, overall consideration, optimize the structure of ideological and political education resources, strive to improve its comprehensive utilization rate, realize the virtuous cycle of ideological and political education resources.

4.3. Comprehensive coverage of the ideological and political education work of college students

Counselors have the convenience of leading or participating in ideological and political education in online and offline, theory and practice, ideological and political courses and curriculum, and are the key force to promote the coordinated development of all aspects and links and "all-round education".

The campus curriculum, scientific research, practice, culture, network, psychology, management, service, funding, organization and other fields of education as well as off-campus families, enterprises, etc., all have rich ideological and political education resources, have the conditions to penetrate the ideological and political education. After the comprehensive development of resources and the overall and balanced allocation of resources, the counselors reasonably embed the elements of education and lead the mainstream value. Through regular thematic research, the instructors comprehensively understand and master the ideological trends of students, collect and summarize the problems existing among students regularly, and provide basis and reference for other education subjects to carry out their work with ideological and political education resources in a targeted way, enhance the ideological, theoretical, affinity and pertinence of each education link, and improve the utilization efficiency of ideological and political education resources. Guided by counselors, schools, families, enterprises,

government and other education subjects in all aspects of the whole process perform their respective roles and participate in a collaborative way to form a network comprehensive management system of "ideological and political education" with interconnected resources. Practice and construction are carried out closely in accordance with the difficulties and hot issues of ideological and political education, and based on the realistic characteristics of students' groups and practical work. Constantly meet the students' "attention", "sense of existence" and "sense of acquisition", highlight the humanistic care of ideological and political education in the new era, so that students can be imperceptibly educated in the whole process of contact with the whole staff and extensive participation in the process, to achieve the maximum benefit of ideological and political education resources utilization. [6]

5. The Role of Counselors Under The "Three Comprehensive Education" System

The "three whole education" requires that ideological and political values should be guided through the whole process and every link of education and teaching, so as to form a long-term mechanism of teaching, scientific research, practice, management, service, culture and organization. [7] As the organizer, implementer and guide of daily ideological and political education and management of students in colleges and universities, counselors must play their due roles in this environment.

5.1. Give full play to the guiding role of counselors' full-time ideological and political workers

Counselors are the backbone of ideological and political education in colleges and universities and the main participants in carrying out students' ideological and political education in the "three complete education" system. For the implementation of the requirements of all-round education in the whole process, we should first focus on the implementation of the responsibilities and play the role of counselors. Education helps guide students to strengthen their confidence in the path, theory, system and culture of socialism with Chinese characteristics, and guide them to firmly establish a correct world outlook, outlook on life and values.

5.2. Give full play to the leading role of counselors as full-time student administrators

Ideological and political education work can not float on the surface, more can not be empty form, should be implemented in the whole process of education and teaching. The main foothold of ideological and political education in colleges and universities can start from the perspective of student management and give full play to the leading role of counselors in daily management. In the daily management process, counselors can fully integrate into students, combine "teaching" and "management", apply metaphor to education in management, promote education through management, enrich students in management, and make ideological and political education run through the whole process of daily management.

5.3. Give play to the connecting and coordinating role of counselors in the education system

The system of "three full education" is not only the requirement of ideological and political education for college students, but also the requirement of political education environment for colleges and universities. The construction of the "three complete education" system cannot be separated from the communication and cooperation of various links in universities. In this environment, counselors can integrate all the forces of colleges and universities to carry out ideological and political education. As the backbone of ideological and political education, counselors are the front-line student workers who are most closely connected with students. In their work, they often need to cooperate with various educational management subjects to solve various problems of students. The more specific the counselor's work is, the more administrative departments he or she will contact, and the greater the linkage effect will be. The deeper the counselor's work is, the easier it will be to get students' recognition, which will enhance students' sense of belonging to their major and school, and the education effect will be more obvious.

5.4. Long-term guarantee mechanism to play the role of counselors

Counselor is a functional role in the education environment of colleges and universities, but it is also essential. In order to ensure the counselor's role to play, colleges and universities must establish a long-term effective guarantee mechanism. First, establish a school-wide collaborative mechanism. Colleges and universities should set up educational cooperative institutions of "three-in-one education", or set up corresponding institutions in the ideological, political and teaching departments, which are specially responsible for guiding and coordinating the ideological and political education work. [8] Secondly, provide support and guarantee. The counselor's work is the basis of the school's student work, and the student's ideological and political education is the root of the student's management work. As a university, it is necessary to support and guarantee the counselors who carry out the student's ideological and political education work, such as: system guarantee, mechanism guarantee, organizational guarantee, etc. Third, construct a smooth feedback error correction mechanism. The system of "three complete education" needs to be developed and perfected, so it is necessary to establish the feedback and correction mechanism of ideological and political education. Only by constantly discovering and reflecting on problems in the process of development can we bring forth the new through the old, innovate educational methods and improve the effectiveness of the "three complete education" work in colleges and universities.

6. Countermeasures to Strengthen and Improve School Counselors Under the Mode of "Three Whole Education"

6.1. Colleges and universities should continue to strengthen the ability building of counselors

Firstly, we should gradually solve the problem of

insufficient number of counselors and exaggerate the team of counselors according to relevant requirements. On this basis, guidance should be taken to promote the professional, professional and sustainable development of counselors, and overall planning should be made for the construction of counselor team. It is necessary to follow the professional codes of "patriotic and law-abiding, dedicated and student-loving, people-oriented, lifelong learning, teaching and learning" stipulated in the Professional Competence Standards for counselors in colleges and universities, and do a good job in ideological and political education, party and league building and class construction, academic guidance, daily affairs management, mental health education and consultation, network ideological and political education, crisis intervention response, career planning and employment Guidance, theoretical and practical research and other work content, ability requirements, solid progress in the ability building of counselors. [9]

Secondly, it is necessary to regularly carry out different forms of training for counselors, conduct full staff training and foreign learning and exchange, especially learn from the advanced experience and practices of advanced colleges and universities. We insist on the work practice training, skill and quality evaluation, and theoretical research of counselors, so as to build a good exchange platform for college counselors to exchange experience and solve students' practical problems, and lay a good foundation for promoting the in-depth development of ideological and political education of college students. [10] At the same time, conditions should be actively created to enhance the academic qualification and training of full-time counselors, further expand their working horizon, enhance their ideological cognition, and improve their career centripetal force, professional identity and professional mission.

It is also necessary to evaluate the counselor's work regularly, formulate relevant policies, and give full play to the guiding role of system and evaluation.

6.2. Counselors should fully understand their roles and positioning

Clarifying their role orientation is the psychological basis for class teachers to carry out their work. The ideological and political education of college students has its own rules, and it is a complex and arduous project, which needs the special long-term practice and research accumulation of counselors. Students' ideological dynamics and values are affected by many factors, so counselors need to be fully familiar with students and teach them in accordance with their aptitude to achieve accurate policies, fine management and elaborate services in school education management.

Therefore, counselors must have correct professional identity, recognize the value of counselors' work and the nobility and importance of the work itself, fully recognize their leading role and role in the "three education", and give full play to their enthusiasm and initiative in work. It is necessary to increase the work input, focus on the internal aggregation of multiple responsibilities centering on the growth of students, strengthen the communication and exchange with students, reduce the role pressure more effectively through continuous accumulation of experience, adapt to the identity of counselors, and complete the due responsibilities.

7. Conclusion

The educational concept of "three-whole education" can broaden the channels of education in colleges and universities, mobilize the enthusiasm of all the faculty and staff, give full play to the role of various educational resources, and enhance the joint efforts of education in colleges and universities. The counselors are the pioneers of the "three talents education" in colleges and universities, and the important forces for the construction of the ideological and political pattern of "three talents education". Ideological and political education is a complex systematic project. Under the new era background, counselors must change the education concept, improve the education ability, take the initiative to strengthen the collaborative education with other education subjects, constantly think about their own role positioning, exert more efforts, and integrate ideological education into various educational activities to form a collaborative education effect. Contribute wisdom and strength to the formation of the ideological and political pattern of "three-in-one education" in universities.

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