

How to Improve Educational Leadership in Colleges and Universities under the Background of Educational Reform

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Abstract: With the social and economic development and technological progress, higher education has entered the stage of popularization. In the new period and situation, our higher education institutions are facing many challenges. How to improve teaching quality? How to cultivate innovative talents? How to adapt to the requirements of high-quality talents in the era of knowledge economy and other issues, all of which require colleges and universities to change their traditional concepts, establish modern university concepts and improve their core competitiveness. And to achieve this goal, we must strengthen the school management, especially the construction of college teachers. This paper puts forward specific measures to improve the professionalism of teachers in our colleges and universities from five aspects: Updating the concept of education and attaching importance to teachers' professional development. Create an atmosphere of respect for teachers and stimulate their creative energy. Improve institutional mechanisms to protect teachers' legitimate rights and interests. Broaden training channels to promote teachers' lifelong learning. Establish a scientific evaluation system to stimulate teachers' self-reflection.

Keywords: Educational change context; College education; Leadership.

1. Introduction

With the rapid changes in the social and economic environment, higher education institutions need to constantly adjust their organizational structure, curriculum, and teaching methods, so as to meet the needs of the new era. However, many universities have not kept up with this pace, and they still adopt traditional management styles and mindsets in their daily work, which has led to a series of problems: such as poor student learning outcomes, unstable faculty, frequent academic misconduct and so on. These problems have attracted widespread attention, which has become one of the bottlenecks that restrict the development of higher education in China. Therefore, in order to solve the above problems and improve the quality and efficiency of higher education, it is necessary for us to carry out an in-depth analysis of the shortcomings of the current educational leadership in colleges and universities, find out the crux of the problems and propose corresponding improvement measures [1].

2. History of the Founding and Development of the Journal of Education and Educational Research

2.1. Background of the Founding of the Journal of Education and Educational Research

With the continuous progress of society, people have higher and higher requirements for the quality of higher education. However, in the actual teaching process, many teachers still have some problems: For example, they do not know their students and do not pay attention to the course effect. These problems not only affect the learning outcomes of students, but also directly or indirectly affect the overall reputation of

the school and the future development of the country. Therefore, how to improve teachers' professionalism has become an urgent issue. In order to help teachers better improve their competence level, promoting the rapid and healthy development of education in China, the Journal of Education and Educational Research was born. As a comprehensive journal with high academic value and practical significance, the journal aims to publish articles on various issues in the field of education, so as to promote the process of educational reform, strengthen communication and cooperation among various disciplines, and promote theoretical innovation and practical exploration, with a view to making greater contributions to the sustainable development of education in China [2].

2.2. Features of the Journal of Education and Educational Research

As a professional academic journal, the Journal of Education and Educational Research has clearly defined its direction from the very beginning. The journal focuses on hot topics in the fields of higher education, teaching profession and basic education, and promotes the solution of these issues by publishing relevant articles. In addition, the journal focuses on combining theoretical discussions with practical applications, encouraging scholars to translate their research results into educational concepts and methods (e.g. case studies) needed for practical teaching and learning, thus contributing to the further advancement of educational reform. This "practice-based and front-line" style of publication, which is one of the important reasons why the Journal of Education and Educational Research has been able to attract a large number of excellent authors and readers. In addition to the above-mentioned features, the Journal of Education and Educational Research also attaches great importance to the tracking of cutting-edge educational ideas and opinions at home and abroad. The journal not only publishes the most

advanced research results in its subject area, but also actively organizes panel discussions or invites renowned experts to conduct interviews, thus leading the latest developments in the education field. At the same time, the magazine is also very good at discovering and publicizing those individuals and teams with outstanding performance in practice, so as to inspire educators to continuously improve themselves and their business level.

2.3. Principles of the Journal of Education and Educational Research

As an academic journal, the Journal of Education and Educational Research aims to be "practice-based and leading-edge". Under the guidance of this philosophy, the journal has been committed to publishing innovative and practical articles in the field of higher education, so as to promote the process of reform and development of higher education in China. Specifically, the journal adheres to the following principles: First, it pays attention to quality and strictly controls the content of the manuscripts. Each article is carefully reviewed to ensure that the accepted articles meet the requirements of the theme of this column; at the same time, the author information and unit information of each article are also recorded and archived in detail for our subsequent verification. Second, advocate originality and encourage the collision of diverse thinking. In the planning of the selected topics, it always adheres to the policy of "openness and tolerance, a hundred schools of thought", encouraging scholars with different disciplinary backgrounds and different views to actively participate in the discussion, and then stimulate the exchange of ideas. Thirdly, focus on the reality and hot topics of higher education. In view of the current problems and contradictions in the field of higher education in China, such as the transformation of talent cultivation mode in higher education, the construction of teachers, the construction of university culture and the internationalization of higher education, experts will be organized to conduct in-depth discussions and analysis in a timely manner, and put forward feasible solutions or suggestions. Fourth, strengthen the connection and build a win-win cooperation platform. Through establishing editorial committee, holding annual meeting, setting up special website, etc., the conference will strengthen the communication with related institutions and people at home and abroad, and jointly promote the sharing and transformation of academic achievements [3].

3. Journal of Education and Educational Research Current situation and Problems of Educational Leadership in Colleges and Universities in the Context of Educational Change

3.1. Journal of Education and Educational Research Leadership in Higher Education in the Context of Educational Change

In the current era of globalization, information technology and knowledge economy, higher education is facing unprecedented challenges. In order to cope with these challenges, governments of various countries have introduced new policies and measures to promote the development of higher education in their own countries. In our country, with

the continuous reform of higher education, the demand for applied talents from all walks of life increases. Colleges of higher learning in our country also begin to focus on training applied talents to meet the market demand. However, due to the long-term influence of traditional teaching mode, many colleges and universities still place more emphasis on theory than practice, on academic research, and on the training of normal university students, which leads to employment problems for many graduates. Therefore, how to improve the quality of the construction of college teachers has become an urgent problem to be solved. As one of the most representative educational academic journals in China, the Journal of Education and Educational Research has been committed to promoting the curriculum reform process of basic education in China, and actively exploring educational concepts and methods suitable for the local situation in China [4]. This journal not only published a large number of articles on the forefront of the field of education, but also put forward a series of feasible suggestions on the improvement of educational leadership in colleges and universities. Based on the analysis of the relevant literature in the Journal of Education and Educational Research in recent years, this paper finds that there are several situations in the current educational leadership in colleges and universities: First, some schools lack clear orientation and goals, and they do not know what kind of people they should cultivate. Secondly, although some colleges and universities have formulated clear training programs, they have not been effectively implemented. Third, although some colleges and universities have taken certain measures, such as school-enterprise cooperation, strengthening student practice and training, but the effect is not ideal. All these problems indicate that the leadership of higher education still needs to be further improved and promoted.

3.2. Journal of Education and Educational Research Problems of Educational Leadership in Colleges and Universities in the Context of Educational Change

In the current era of globalization and rapid development of information technology, higher education is faced with unprecedented challenges. How to improve the quality of Chinese university education and promote the construction of world-class university is an important issue in front of each university administrator. However, at present, many colleges and universities still lack effective educational leadership, so they cannot cope with the various changes and challenges brought by the higher education in the new period. Therefore, it is urgent for Chinese colleges and universities to improve their educational leadership [5].

Through the analysis of relevant literature, we found that our current college educational leadership mainly has the following aspects of problems: First, some college administrators do not know enough about educational leadership. Second, some college managers lack systematic training and learning opportunities. Third, the personal quality of some college administrators is not high, difficult to do the job. Fourthly, some college administrators are not good at communication and coordination, leading to decision-making mistakes. These problems seriously affect the improvement of education leadership level in universities and colleges, but also restrict the long-term development of universities. To solve the above problems, this paper proposes the following improvement measures: First, strengthen the

education and training of college administrators, so that they fully understand the connotation and function of educational leadership. Secondly, establish and improve the training mechanism of college education leadership, so as to provide more learning and practice opportunities for college administrators. Thirdly, pay attention to improving the quality of college managers, including enhancing the ability of teamwork, innovation consciousness and psychological ability to withstand pressure. Finally, communication and coordination among various departments should be strengthened, so as to ensure the implementation of various policies. Only in this way can improve the level of higher education leadership in our country comprehensively, better adapt to the higher education requirements under the new situation, and push the cause of higher education forward constantly [6].

4. Implications for Educational Leadership Construction in the Context of Educational Change in the Journal of Education and Educational Research

4.1. Renew the Concept of Education and Attach Importance to the Professional Development of Teachers

In the current new era, with the rapid development of emerging technologies such as information technology and artificial intelligence, higher education is facing unprecedented challenges. Therefore, in order to improve the quality of higher education and promote the process of modernization of higher education, education reform and innovation must be carried out constantly. As the backbone of higher education, teachers are one of the important guarantees to promote education reform. Therefore, to strengthen the training and management of teachers has become a top priority. At the same time, we need to pay attention to the improvement of teachers' professional ethics and teaching ability [7]. Only in this way can we better adapt to the needs of today's society, and to meet the increasing demands of knowledge and culture of students. The methods of teacher professional development are shown in Figure 1. In addition, in the process of educational reform, teachers should always adhere to the principle of taking students as the main body, and to regard students as the most valuable resources of the whole school. This requires us not only to pay attention to students' academic performance, but also to pay more attention to their overall development. For example, various forms of activities can be carried out to enrich students' extracurricular life and enhance their comprehensive quality; Or establish relevant associations, so that students can learn how to face their own life correctly in practice. All these helps to promote the individualized growth and all-round development of students.

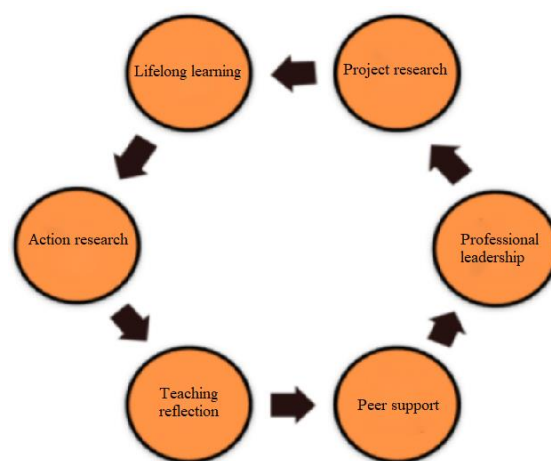


Figure 1. Approaches to teacher professional development

4.2. Create an Atmosphere of Respect for Teachers and Stimulate Their Creative Energy

In the current society, people have a deeper and more comprehensive understanding of the phrase "knowledge is power". However, this does not mean that teachers should be a role that only requires the transmission of limited knowledge from books [8]. In fact, as a profession, teaching involves many fields, disciplines, and complex problem-solving approaches. Therefore, in order for teachers to be truly effective, they must first feel respected and recognized by all sectors of society. This is one of the key points emphasized in this study. Specifically, on the one hand, schools can strengthen the protection of teachers' rights and interests through various means, such as improving relevant laws and regulations, establishing a sound mechanism for the protection of rights, etc; On the other hand, schools need to actively create a good atmosphere of respect for teachers, so that teachers can fully feel the honor and pride of the career they are engaged in. In this way, not only can the enthusiasm and commitment of teachers be effectively enhanced, but also help to further improve the quality of teaching. In addition, schools should also focus on developing teachers' creative awareness and abilities. Teachers are dealing with a very diverse group of students, each with different characteristics and needs. If teachers are not able to update their own concepts and thinking patterns, it will be difficult for them to teach courses that meet the actual needs of their students and lead them into the future. Therefore, schools should encourage and guide teachers to continuously learn new knowledge and explore new ways, so as to promote the deep development of education and teaching reform [9].

4.3. Improve the System Mechanism to Protect the Legitimate Rights and Interests of Teachers

In the current development of socialism with Chinese characteristics in the new era, China's higher education has entered the stage of popularization. With the continuous progress of social economy and science and technology, people's demand for quality education resources has become higher and higher. Therefore, how to improve the teaching quality of colleges and universities and enhance the level of talent cultivation, which has become an urgent problem to be solved. And to achieve this goal, it is necessary to strengthen the reform and innovation of internal management system of

colleges and universities, which includes strengthening the leading role of party committee of colleges and universities, improving the operation mechanism of academic power. First of all, it should further clarify the status and responsibility authority of the party committee of colleges and universities in the work of schools, and give full play to its leading core role. At the same time, it is also necessary to establish a corresponding assessment and evaluation system, so as to ensure that the party committee of colleges and universities can effectively perform its own functions [10]. In addition, we can also coordinate the relationship among various departments by setting up institutions, such as professor committee and president's office meeting, so as to form a synergy to promote the development of various undertakings in colleges and universities. Secondly, we should further deepen the reform of administrative system of universities, optimize the governance structure of universities, and stimulate the enthusiasm and creativity of faculty members. For example, we can explore the mode of "professor rule", so that scholars with real talent and knowledge can really participate in the decision-making of the university; We can also implement the appointment system, job responsibility system and performance salary system, so as to enhance the internal management efficiency of universities, and then to promote the healthy and sustainable development of universities. Finally, we should pay attention to the protection of teachers' legitimate rights and interests, and to create a good atmosphere of respecting teachers and education. On the one hand, we should implement the national policy requirements on improving teachers' treatment, so as to improve their political status, social prestige and professional attractiveness. On the other hand, it should also pay attention to teachers' physical and mental health, provide the necessary humanistic care and psychological guidance services, and create a more harmonious and stable working environment for them.

4.4. Broadening Training Channels and Promoting Lifelong Learning for Teachers

In today's society, the speed of knowledge updating is extremely fast. As a qualified college teacher, he must constantly improve and upgrade himself, so that he can better meet the needs of the times. To achieve this goal, we need to strengthen our professionalism and teaching ability through a variety of ways. One of the important ways is to participate in various forms of continuing education and learning activities. This kind of learning can not only help teachers expand their horizons and enrich their knowledge, but also enable them to keep abreast of the latest frontier developments in their disciplines, as well as advanced teaching concepts and methods, so that they can more effectively guide their students to carry out academic research and practical innovation activities. Therefore, all kinds of higher education institutions should actively encourage and support teachers to participate in continuing education activities, and should also take measures to effectively improve their actual access and satisfaction. Specifically, on the one hand, schools can set up special funds or formulate relevant policies, and then subsidize teachers to participate in various forms of domestic and international training programs [11]. On the other hand, schools can also take advantage of Internet technology and platforms, organizing online courses or online tutorials with other institutions, so as to meet the individual needs of different levels and types of teachers. In addition, for those

teachers who have already achieved a certain level of success but still want to further improve themselves, higher education institutions can also provide some customized personal growth programs. For example, mentorship, project teams, and so on, give these teachers the opportunity to freely switch roles between experts and scholars and front-line teachers, to gain a deeper understanding of the current situation and future trends in the education industry, and to promote their sustainable career development.

4.5. Establishing a Scientific Evaluation System to Stimulate Teachers' Self-reflection

In the current process of continuous deepening and development of higher education reform, it is an urgent problem for college education managers to improve their educational leadership effectively. To achieve this goal, we need to start from several aspects, including establishing scientific and reasonable evaluation mechanism, encouraging teachers to reflect on teaching and other measures. First of all, establishing scientific and reasonable evaluation mechanism can provide powerful support for college education management. By including students' satisfaction, peer recognition and social responsibility into the evaluation indexes, it can not only reflect the actual situation of all aspects of school work more comprehensively and objectively, but also help stimulate the enthusiasm and creativity of teachers, and further promote their professionalism and business level. Teachers can only maintain a high level of educational leadership by constantly learning, adjusting and improving. Therefore, we should adopt various forms of training activities to help teachers master the correct methods of reflection, such as writing teaching journals, conducting classroom observation and so on. At the same time, we should also focus on the spirit of teamwork. Teachers should discuss the problems about their teaching practice, and then pool their ideas to achieve the best results. Finally, in addition to the two measures mentioned above, there are some other specific practices that are worth learning from. For example, strengthening external exchanges and learning, organizing regular academic conferences or forums, etc. are all good choices. These practices can not only broaden teachers' horizons, but also enhance their self-confidence and creativity, so that they can better adapt to the new situation of today's changes in higher education [12].

5. Conclusion

In this paper, we analyze the current challenges facing higher education from several perspectives and propose some solutions. In our future work, we will continue to pay attention to the development trends and changes in the field of higher education, and then continuously improve our theoretical framework to make greater contributions, so as to promote higher education in China. Meanwhile, we also hope that more scholars can join this study to explore how to better cope with these challenges. Of course, there are still many shortcomings in this study, which need further in-depth exploration and improvement. In this paper, we have discussed and analyzed in detail the current challenges faced by higher education, and we found that: With the rapid development of new technologies such as information technology and artificial intelligence, higher education is undergoing a profound change. The traditional teaching

model can no longer meet the needs of modern society for talent cultivation, so more flexible and diverse teaching methods and means must be adopted, so as to meet the requirements of the times. In addition, due to the accelerated globalization and the increasingly fierce international competition, higher education institutions not only need to focus on their own development, but also need to actively participate in international cooperation, and to improve their international influence. In response to the above-mentioned problems, we should strengthen the construction of teachers, and improve their professionalism and competence level, so as to ensure the quality of teaching, and then to allow students to acquire more comprehensive and systematic knowledge.

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