

# Research on the Educational Reform of College Counselor under the Condition of New Engineering

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**Abstract:** Counselors undertake a variety of tasks, and the requirements for them are relatively strict when the work is heavy and easy to produce contradictions. This paper expounds analysis on the current difficulties of the counselors according to the development background of the new engineering. The author puts forward solutions and teaching reform strategies step by step according to these contradictions. Only by mastering new skills and knowledge, improving learning ability and establishing a solid knowledge system can counselors meet the needs of the continuous development of their careers. It is helpful to promote the professional research and professional potential of counselors through the reform.

## 1. Introduction

Due to the complexity and diversity of students, the ability and quality of college counselors are also put forward higher and higher requirements [1]. College counselors should not only be an excellent manager to serve students, but also be a mentor of students' life, and also a consultant in the process of students' life growth. In order to play these roles, counselors must have the knowledge of pedagogy, psychology, management and other disciplines. No. 16 document of the Central Committee of the Communist Party of China defines the policy orientation of "double identity, double promotion and double standards" for counselors, and establishes the training direction of professionalization, professionalization and specialization of counselors.

At present, many colleges and universities have implemented the employment system, formulated the relevant assessment rules and implementation methods, and the overall level of the counselor team has been greatly improved [2]. But it is not systematic in comprehensive ability, internal quality and professional spirit. In our usual sense, student work actually refers to the profession of counselor, rather than this major. Many counselors are not this major, but halfway home. Therefore, various systems and measures are needed to ensure the professionalization of student work. We should attach importance to educational psychology and the holding of various professional qualifications [3]. In the process of mutual promotion of professionalization and specialization, how to further highlight "specialty" from "full-time" is the key to professionalization, specialization and even specialization of college counselors. College counselors are a group of people at the most basic level who are engaged in student work, and each work is very strict [4]. Many counselors are too busy to deal with affairs. Therefore, the education reform of counselors must be carried out.

## 2. The Professional Contradictions and Difficulties of College Counselors

### 2.1 Contradiction of Multiple Functions

The professional and expert instructor team should undertake three functions of teaching, scientific research and management. Only in this way can we continuously improve the overall level of moral education in Colleges and universities. The full-time counselor team is to do ideological and political work. In order to make this work more effective, the more we need to learn more new knowledge that is developing in step with the current era, and even walk in the forefront of the theory of the times in related fields [5]. How to better coordinate social needs and

self-development needs counselors to be prepared.

Although counselors are a part of teachers, they have been in a relatively weak position for a long time, and their working hours and intensity are often higher than the general teachers. At present, the ratio of counselors to students is set at 1:200, but many colleges and universities have exceeded the ratio to 1:300. Some colleges and universities have two extremes. Some will be related to the "student" any matter is classified as student management, for students in any problem attributed to counselor work are not in place. A small number of colleges and universities believe that student work is unimportant or even dispensable. Under the control of such thoughts, the work of teaching and education, management and education are artificially split. In fact, the management of students' education is a systematic project [6]. The ideological and political education of students should not be limited to that person or group, but should be carried out jointly and cooperatively.

## **2.2 The Limitation of Individual Time**

From the perspective of the division of work in various colleges and universities, counselors are mainly responsible for the routine management of students, funding and award-winning work, campus safety and stability work, study style construction work, examination style and discipline education work, campus culture construction work, transformation of underachievers, initiation of joining the party and organization development work, human and military work, community construction, Communist Youth League work, etc. Some colleges and universities also link the payment rate and the rate of reaching the standard of dormitory sanitation with the assessment of counselors. It can be said that how many departments in Colleges and universities derive jobs that can ultimately be found or attributed to counselors. So counselors are full-time "generalists".

In reality, the awkward status of counselors is very common, such as "life nanny", "bodyguard 110", "fireman 119", "emergency team 120" and so on. When the quality of classroom teaching is poor, the number of students with learning difficulties is increasing, the health of dormitories is declining, and the comparable indicators such as the level of CET-4 computer secondary level are not high, counselors will be questioned and blamed first, and many counselors will have a heavier sense of loss. Many students with a large number of students directly bear the impact and stimulation of various kinds of negative feedback from students, and their physical and mental health needs more attention. On the other hand, because counselors get along with students day and night, their physical and mental quality will directly imply and affect students' physical and mental health and quality cultivation. Therefore, it is of great significance to pay attention to and protect the physical and mental health of counselors.

## **2.3 Uncertain Career Development Prospect**

The imperfection of the entrance mechanism leads to the lack of prospects for counselors. Some colleges and universities recruit counselors only to consider high education. The result is that it is not applicable when people are recruited [7]. However, there is no other position to adjust, which can only be reluctantly used in the position of counselor, which hinders their personal development and students' work. It is easy to produce the phenomenon of unmarried counselors of older age, a large number of theories and poor actual work effect. What's more, based on the fact that the entry threshold of counselors is low and the human-made operation space is large when recruiting, the arrangement of several "obedient" students to counselor team has also resulted in the "not serious" and "not rigorous" procedures for entering and employing people, which is also easy for other teachers to look down on counselors.

For colleges and universities, it is a waste of public resources. For counselors, they will be discouraged in the face of professional titles and positions, leading to a lack of progress and contempt for everything. For students, the enterprising spirit of counselors will naturally infect students. Some counselors face low wages and complicated work, which will produce unhealthy psychology and degenerate thoughts. In the society, the corruption will take advantage of the situation, and some counselors will sink deeper and bury themselves if they can't control it. In addition, many colleges and universities also lack the phenomenon that professional dedication and dedication consciousness of many counselors begin to fade. The impetuous mood in the society

spreads in Colleges and universities. Some counselors have obviously insufficient energy investment in student work and no motivation.

### **3. Reform Methods and Countermeasures for Counselors**

#### **3.1 Moderate Separation of Transactional Work**

We need to distinguish between internal and external matters, between our own affairs and those of others, and between urgent and non-urgent matters. In addition, we should separate the transactional work from the ideological work and free the counselors from the busy transactional work. We can make use of modern office means and network media, such as the establishment and improvement of student information management system and student information management system. At present, the learning and engineering system and dynamic system, as well as the wechat course selection and notice query system of educational administration, which are used in Suqian college, Jiangsu Province, have played a role in the student work, and have played a certain role in arousing the students' self-management and self-service awareness, which is worth further promotion.

The separation of student affairs management and ideological and political education is relative, not absolute. In the process of affairs work, it permeates the elements of ideological education and undertakes the function of educating people in Colleges and universities. Ideological work is not just preaching for thought. Any ideological and political education that cannot solve students' practical problems is pale and unconvincing. In order to realize the proper separation of the work of affairs and the work of ideology, we should pay attention to the comprehensive education efficiency of the ideological and political education [8].

#### **3.2 Improve Comprehensive Quality and Ability**

The student management work that the counselor is engaged in is a profession of idea type and emotion type. It is faced with the same generative education as teachers, and the role of any relatively fixed skills is very limited. It should be used creatively by counselors according to their understanding of students' work and their rational judgment of educational situation, so as to become an effective skill instead of dealing with students and their events with conventional and model technology. Therefore, in order to put forward the requirements in terms of education background and qualification certification, we must go through the on-the-job training of counselors before we can participate in the management of student affairs, and must go through the initial training, qualification training, knowledge updating training, etc. For the low level of education, it needs in-service study, master's degree study, centralized learning and training activities arranged by colleges and universities, which to a certain extent improves the knowledge self-cultivation of the academic team. Secondly, it is to guide counselors to set up the idea of professionalization and specialization, pay attention to the knowledge infusion of pedagogy and psychology in Colleges and universities, and pay attention to the encouragement of the number of psychological counselor certificate and professional instructor certificate. To some extent, it makes counselors feel humanistic care, and colleges and universities attach importance to their development.

Reform the overall structure of College Students' work team, and straighten out the relationship between Counselors' work and related departments and functional departments. Clearly define the responsibilities of all functional departments and personnel involved in student work in the form of documents. In terms of teaching management, dormitory management, health care, employment guidance, tuition collection, etc., the departments with strong functional relevance can be merged, and the single functional departments can be independent. Socialize or logisticalize the departments with strong affairs. Students' self-help management or digital management is combined in the general work which has the significance of independent education and is relatively simple. In this way, we can solve the contradiction of counselors from the source, reduce the burden of counselors' affairs, strengthen the leading and pertinence of Ideological and political education, and improve the connotation and efficiency of students' management and ideological education

### **3.3 Straighten out Working Relationship**

College counselor's work normally under the direct leadership of the school and college Party committee, but in many colleges and universities there is a phenomenon of multi leader and multi management. Each functional department directly assigns or assigns tasks to counselors. The leaders and relevant departments of colleges and universities should pay close attention to the stability and development of counselor team, and improve the contact mechanism between departments and counselors. On the one hand, it liberates the counselors from the complicated work of teachers' affairs. On the other hand, to promote the school to improve management and efficiency is also helpful to improve the status of counselors. Only when the responsibilities and rights are equal, can the counselors find a sense of belonging, realize their self-worth and maintain the healthy development of their team.

Establish and improve the scientific management and assessment mechanism of counselors, and strengthen the external guarantee of counselor team construction. Only when the personal development of counselors has path support and their work performance can be fully affirmed, can counselors devote themselves to their work and love their posts and put into work with full attitude. Therefore, colleges and universities need to establish a comprehensive evaluation system for counselors from the perspective of safeguarding rights and interests, stabilizing the team and promoting campus harmony. Specifically speaking, it can be seen from whether counselors establish and consciously abide by the ethical guidelines of student work and love their own work. The object of students' work is students, the main body of the school, and the person full of development potential. Therefore, counselors must first have a positive and serious work attitude and full-time work spirit.

### **3.4 Improve Competition and Elimination Mechanism**

On the one hand, the full-time counselors should be trained, rotated and suspended to carry out exchanges among different departments, colleges, universities and enterprises. The job flow between the student work management post and the grassroots counselors enables the counselors to avoid occupational fatigue, constantly enrich themselves and challenge themselves by contacting new posts, new environments and new contents. On the other hand, through the mobile mechanism, we should strengthen the dynamic control, strengthen the three-dimensional structure of assessment, effectively play the role of competition and elimination, and keep the real "professional" and "professional" counselors in the team. Establish the backbone position, give full play to the demonstration effect, and realize a virtuous circle. At the same time, we should boldly use and reuse the young counselors with firm stand, excellent quality and excellent work, so that they can go to the management and leadership positions of relevant work, and play a greater role in promoting students' work in an all-round way.

In organizational behavior, occupational sensitivity includes three aspects: occupational flexibility, occupational insight and occupational identity. For college counselors, they have strong adaptability to external environment changes. The more knowledge and skills they have, the greater their professional flexibility. The more clear the Counselor's cognition of his own interest, advantage and lack of self-knowledge ability and perception ability of career influencing factors such as organizational change, the stronger career insight, and the more timely can prepare for all kinds of responses. The higher the Counselor's recognition of personal value in the work, the higher the self-identity of professional value will increase the enthusiasm of the work, and form a healthy state of professional development with full enthusiasm.

## **4. Conclusion**

First of all, we should strengthen the sense of identity and attraction to counselors in order to promote the professionalization and professionalization of college student counselors. Only by identifying with and liking your career from the bottom of your heart and being proud of it, can you devote yourself to your work and do your job well. On the contrary, if you are lack of interest or

even disgusted with work, it is difficult to arouse your inner work enthusiasm and achieve good work results. Counselors are responsible for very important work. They have been in the front line of College Students' work for a long time. They are responsible for teaching, management and education. They are the teachers most contacted by students in school. They are directly responsible for the stability of the school and the healthy growth of students. The school, society and family all place great hope on them. To do this job well, counselors need not only the corresponding professional knowledge, ability, quality and experience, but also a high enthusiasm, a strong sense of responsibility and dedication.

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