

Research on the Construction of Teachers' Party Branch from the Perspective of “Double Leaders” Cultivation Project

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Abstract: Teachers' Party branch is the basic unit of educating, managing teachers' party members and contacting teachers. It is also an important cornerstone for grass-roots party organizations in colleges and universities to carry out the party's tasks, give full play to the party's leading role and consolidate the party's ruling foundation. However, with more and more “double leaders” party branch secretaries, some practical problems are gradually highlighted in their work. In order to better build the “double leaders” teacher's party branch secretary's studio, strengthen the political function of university teacher's party branch, and combine with practical work, deeply understand the spiritual connotation and significance of the “double leaders” cultivation project. We should focus on strengthening the construction of teachers' Party branches, become the most solid fortress for efficient development, and truly turn the construction of “double leaders” teachers' Party branches into a model of Party branch construction. This paper analyzes some problems found in the current work, in order to put forward ideas and measures to optimize the working mechanism of “double leaders” teachers' Party branch secretary and improve the work efficiency of teachers' Party branch.

1. Introduction

Under the new situation, strengthening the construction of the team of Party branch secretaries of college teachers is an extension of strictly administering the party to grass-roots organizations, and an important measure to strengthen and consolidate the ruling foundation of the party's leadership in Colleges and universities. Improving and strengthening the cultivation and construction of “double leaders” of teachers' Party branch secretaries in private colleges and universities is an important content of Party Construction in private colleges and universities. Its fundamental purpose is to promote the effective selection, scientific training and correct management of teachers' Party branch secretaries in private colleges and universities [1]. Teachers' Party branch is the basic unit to educate, manage teachers' Party members and contact the majority of teachers. It is an important cornerstone for grass-roots party organizations in Colleges and universities to implement the party's work tasks, give play to the party's leading role and consolidate the party's ruling foundation. In

order to better carry out the construction of the Party branch of “double leaders” cultivation project teachers, it is necessary to strengthen the political function of the Party branch in Colleges and universities, combined with the actual work carried out in Colleges and universities [2]. In 2018, the Party group of the Ministry of Education issued the opinions on the implementation of the cultivation project of “double leaders” for Party branch secretaries of college teachers, which defined the objectives and tasks, and pointed out that we should strive to basically realize the full coverage of the selection methods of “double leaders” by the end of 2020, so as to make Party branch secretaries of teachers generally become “double leaders” [3]. However, with more and more “double leaders” party branch secretaries, some practical problems are gradually highlighted in their work. In order to better build the “double leaders” teacher's party branch secretary's studio, strengthen the political function of university teacher's party branch, and combine with practical work, deeply understand the spiritual connotation and significance of the “double leaders” cultivation project.

In recent years, the party and the state have successively put forward implementation opinions on strengthening the construction of teachers' Party branches and cultivating “double leaders” in private colleges and universities, and advocated that private colleges and universities should regard the construction of teachers' Party branch secretaries as the key task of the grass-roots party construction work system and put the cultivation of Party Construction leaders in an important position [4]. To do a good job in the double integration and double promotion of Party construction and business in Colleges and universities in the new era, we need to attract more high-quality and prestigious talents as leaders of Party construction, and strive to build a team of “double leaders” teachers and Party branch secretaries. We should focus on strengthening the construction of teachers' Party branches, become the most solid fortress for efficient development, and truly turn the construction of “double leaders” teachers' Party branches into a model of Party branch construction [5]. This paper analyzes some problems found in the current work, in order to put forward solutions and measures to optimize the working mechanism of “double leaders” teachers' party branch secretaries and improve the working efficiency of teachers' party branches [6].

2. Analysis on the Problems Existing in the Construction of Teachers' Party Branches in Colleges and Universities

2.1 The Development Process of College Teachers' Party Branch

Since its establishment in 1921, the Communist Party of China(CPC) has gone through nearly 100 years of ups and downs, from more than 50 newly established party members to the largest political party in the world with nearly 80 million party members. Party branch secretaries of “double leaders” teachers are all professional teachers. While serving as party branch secretaries, they also undertake a lot of heavy teaching and scientific research tasks [7]. In the early winter of 1926, under the auspices of Chen Ren, Wang Dacheng, Lei Congmin and Zhu Mang formed the first party branch in Tsinghua University. In January, 1926, with Ran Jun as the secretary, the first party branch in Chongqing was established in the “Sino-French University Sichuan Branch” in history -- Chongqing Branch of the Communist Party of China. Compared with this, the work of secretary of the party branch is mostly transactional, which has no direct influence on the future development of teachers. To a certain extent, there are still problems of doing more and doing less, doing better and doing worse [8]. Since then, the party branches of colleges and universities have sprung up one after another. So far, the teacher party branches have developed into the “capillaries” and “nerve endings” of the party organizations of colleges and universities, become the basic units for colleges and universities to carry out various work, and become the backbone for colleges and universities to overcome difficulties. The work of Party branches in some colleges and departments

has been marginalized. Some Party branch secretaries focus only on Party construction and ignore the discipline construction, teaching and scientific research of colleges and departments. It is difficult to integrate into the teachers and unite and guide the professional teachers.

2.2 Analysis of the Main Problems in the Construction of Teachers' Party Branch in Colleges and Universities

No doubt, since the 18th National Congress of the Communist Party of China, the Party committees of colleges and universities have thoroughly studied Xi Jinping's new era of socialism with Chinese characteristics, and under the guidance of political construction, vigorously strengthened the construction of grass-roots party branches. A few teachers' party branch secretaries are OK in teaching, scientific research and other business, but lack of party work, insufficient working ability and improper methods [9]. Grass-roots party organizations have been further strengthened, and the construction of party branches has achieved certain results. However, there are still a series of problems in the construction of party branches in colleges and universities, which are shown as follows.

① The party spirit consciousness is not strong, and the party members lack the “pioneer” consciousness.

② The professional ability and level of some leading cadres of Party branches need to be further improved.

③ Party building and scientific research are separated from each other.

④ The Party branch construction system is imperfect and the working mechanism is outdated.

Some lack tactics for the daily management of Party members, fail to implement party construction, improper methods in work, and imperfect mechanisms and methods to effectively mobilize and motivate the enthusiasm of party affairs staff. The education, supervision, management and development of Party members are not serious enough; The system construction related to Party building is not perfect, the Party Committee Organization of the university does not pay enough attention to grass-roots party building, the work guidance and supervision are weak, and there is still room for optimization of the investment of human, material and financial resources [10]. According to regulations, teachers engaged in party affairs should enjoy the “double-line” promotion policy of job rank. However, in practice, most colleges and universities have not implemented or failed to implement it, and a large amount of work of party branch secretaries has not been included in the workload of performance appraisal, which leads to the inability to enjoy the benefits that should be enjoyed normally.

3. Optimization Path of Party Branch Construction of College Teachers from the Perspective of “Double Leaders” Cultivation Project

3.1 Strengthen the Consciousness of Party Spirit and Build Up the Political Function of the Party Branch

The primary principle of the cultivation project of “double leaders” is to firmly and correctly follow the political direction. We should pay attention to carrying out diversified and rich party building activities, improve the cognition of Party members, and carry out some targeted training courses on Party members' knowledge. In the process of cultivating “double leaders”, we must adhere to the four standards of “strong political consciousness, strong working ability, strong willingness to serve and high prestige of the masses”. Thought is the guide of action, and thought is the direction of action. It is as good as climbing and as bad as falling. Once thought breaks down,

action will inevitably deviate. Therefore, strengthening ideological education, strengthening party spirit consciousness and improving Party spirit cultivation are the soul of Party branch construction. Strengthen party members' understanding of the party constitution and relevant Marxist theories, strengthen party spirit, develop good learning habits and traditions, remember history and firm their own ideas, so as to systematically improve their theoretical level and party spirit cultivation. Willingness to serve and prestige of the masses are the subjective and objective conditions for being competent for the post. Only with active service consciousness can the party affairs and business work be well connected, and only with prestige of the masses can the teachers be United. Training in scientific research should also be applied to education and teaching in combination with the latest theoretical frontier, meet the development needs of the times, cultivate talents needed for social development in the new era, fully realize the significance of the Party branch for scientific research and teaching, and take the lead in demonstrating and using it in integration, so as to better promote the sustainable and healthy development of colleges and universities themselves.

3.2 Optimize the Selection and Allocation System of Party Branch Secretaries and Improve the Professional Ability of Party Branch Secretaries

Since the implementation of the “double leader” cultivation project, various departments at all levels have made multi-level linkage and formulated relevant policies to promote the establishment of the “double leader” studio. However, combined with the actual situation of colleges and universities, there is still an imperfect, nonstandard and imperfect system for the selection and allocation of Party branch secretaries. In the process of scientific research projects, we should also give full play to the ideas of Party members and teachers, explore the combination of Party members' business and education and teaching, and guide students to shape correct life values. In order to cultivate the Secretary of the Party branch of “double leaders”, ensure that the Party branch maintains its vitality and sustainable and standardized development, we must explore practice, establish and improve a scientific and reasonable selection and allocation system. When choosing an example, we should consider the development of Party construction and scientific research and teaching, and we must choose the most exemplary example, so as to guide the majority of teachers to move closer to the “double leaders” more actively. We should establish the concept of employing people to make the best use of their talents and resources, adhere to the principle of employing people who are suitable for use, and select excellent teachers who are both excellent in party building and scientific research, so as to gradually form a benign competition mechanism of “two-way promotion, only excellent appointment”. In the development of the Party branch, under the implementation of the “double leaders” cultivation project, it is necessary to abandon the traditional ideas. The traditional work of party branch secretary is relatively complicated, and many people are willing to undertake the responsibilities of the Party branch.

4. Conclusions

In short, in the construction of College Teachers' Party branches from the perspective of “double leaders” cultivation project, we should reconstruct the existing problems and realize the significance of the cultivation process of “double leaders”. In order to deepen the cultivation of “double leaders” teachers' Party branch secretaries, colleges and universities need to take measures and strive to promote the current problems, so as to realize the ideal situation. Therefore, the primary principle for the implementation of the “double leader” cultivation project is to have a clear and firm ideological and political direction, which can be said to be a clear function and direction mark. The implementation of the “double leader” cultivation project has the characteristics of linkage and long-term. It can not be achieved overnight. It requires the cooperation of multiple departments and

the innovation of management systems and methods. It is necessary to change the tendency that party members and teachers only pay attention to scientific research, and enhance the enthusiasm of party members and teachers to participate in party members' work, so as to better promote the integration of party members' work and scientific research. Only in this way can the cultivation project of “double leaders” be implemented well, play its role well, and achieve the mutual integration and promotion of party affairs and business.

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