

# *Analysis of the Precise Education Path of College Counselors under the Concept of Three Complete Education in the New Era*

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**Keywords:** All three education; College counselor; Educational path

**Abstract:** Counselors are the backbone of carrying out ideological and political education for college students, and are the organizers, implementers and guides of daily ideological and political education and management of college students. However, under the background of "three-round education", counselors are faced with difficulties such as insufficient cooperation of all employees, insufficient accuracy of the whole process of educating people, and insufficient coordination of all-round education. In view of the above problems, this paper puts forward: 1. Strengthen the construction of education team and improve the cooperation of all employees; 2. Improve the quality of counselors and improve the accuracy of the whole process of educating people; 3. Build a communication platform, and strengthen the precise education path such as joint and collaborative education.

## **1. Introduction**

The 19th National Congress of the CPC pointed out that "we should fully implement the Party's educational policy, implement the fundamental task of cultivating people by virtue, develop quality-oriented education, promote fairness in education, and train socialist builders and successors who are all-round developed morally, intellectually, physically and aesthetically."The Regulations on the Team Construction of Counselors in Ordinary Colleges and Universities clearly mentioned that counselors are the backbone of the ideological and political education for college students, and are the organizers, implementers and instructors of the daily ideological and political education and management of students in colleges and higher learning.[1] counselor management work and ideological and political work are fundamentally the work of life, which must be around students, take care of students, and serve students. At present, the research mainly focuses on [2], ideological education, counselor education and moral education; the [3], mainly with students, less from the perspective of management education. However, it is very important for counselors to implement precise education around the class construction of the Party, the style of study, students' daily affairs management, mental health education and consultation, career planning and employment and entrepreneurship guidance.

## **2. Under the background of "three complete education", the counselor assumes the mission**

We should adhere to the moral education as the central link, put the ideological and political work throughout the whole process of education and teaching, and realize the whole-process and all-round education. Ministry of Education" the construction of ordinary college counselors team regulations "pointed out that the main responsibility of counselors is ideological and political education and all kinds of students' affairs to solve and handle, to serve students. These contents coincide with the construction of a long-term education mechanism. The responsibility positioning of college counselors is closely connected with the concept of "three complete education", and play a very important role.[1]

### **2.1 Counselors are the backbone of full education**

In the general environment of diversified educational subjects, it is necessary to strengthen the core guiding role of counselors. Counselors stand at the first stop of the student education work, where students will encounter any problems in daily life and want to find counselors to solve them. Therefore, counselors and students have frequent contact opportunities, and the trust relationship established between them is most conducive to the promotion of ideological education work. Counselors are the effective guides of student management and information sources, and are the hub between students and full-time teachers, various departments of the school, between families and between society, and also the team [4] with the most stable contact with college students. Compared with other educational subjects, counselors can have a deeper understanding of students' thoughts, analyze their psychological situation, and then carry out targeted and professional ideological work. Based on this, the counselors should actively establish and organize all kinds of activities, establish platforms, and promote the coordination and cooperation among the various educational subjects, in order to seek more educational effect and quality. For example, with the increase of the number of college entrance examination in recent years, the employment of college graduates has also been put on the agenda. College graduates are facing a very severe employment situation and a large market saturation, which increases the employment pressure of students. All universities should actively mobilize and explore the resources on and outside the campus. So how to make the most appropriate match between employers and graduating students in this process, It need the role of counselor to do the middle coordination, Instead, the light stops still on its own expertise, College counselors should be professional, accurate and meticulous in their education, Counselors should constantly explore the innovative content, Innovate in the way of thinking, In order to enhance the holistic concept of education and enhance the overall coordination ability, Learn more about and observe the relevant psychological characteristics of the students, Actively participate in campus associations, cultural activities, social practice, as well as future career planning activities, To continue to get close to the students, Seeking a more accurate education path, Strive to explore the mechanism to guide students to grow and develop into talents.

### **2.2 Counselors are the organizations and promoters of the whole process of education**

Education process pay attention to ideological and political education to penetrate the development of students grow to the whole process of success, the main task of counselors is to lead students to the correct ideological values, shoulder the guide students to grow into the talent guide role, guide students to establish the correct world outlook, the outlook on life and values. From freshmen entering the university, the first students came to contact with the longest educators in the four years. During this period, the counselors accompanied the students from the immature maturity, and also penetrated the ideological and political education, safety, civilization, mental health and

career planning into the whole stage of the university. During this period, the tasks involved in communicating with managers and teachers in every important period of the four university years are mainly undertaken by the counselors, who become the organizers and promoters of the whole process of education.<sup>11</sup> Specifically speaking, The first year of college is the adaptation period, Counselors guide students to quickly integrate into college life, Guide to the establishment of new goals, Cultivate and maintain a good interpersonal relationship, Reasonable career planning, Quickly adapt to and integrate into college life; During the critical period of the sophomore year, Counselors guide students to learn good professional knowledge, Lay a good professional foundation, Participate in various cultural activities to improve organizational and coordination skills and interpersonal skills; During the junior year, Counselors guide students to actively participate in professional scientific research, Improve relevant professional knowledge and skills; Senior year is the final sprint stage, Actively, scientifically and reasonably guide students to participate in social practice, Plan for and prepare for your future employment. Throughout the process, the counselor is the guide, the organization and promoter of the whole process of education .[5] At the same time, with the change of ideological and political education environment, also corresponding to college counselors put forward higher standards, network environment and family environment complex, make education object is more and more personalized, which makes college counselors need to enhance their professional knowledge and comprehensive ability quality, explore the regularity of students 'growth to success, the ideal education concept and socialist core values education, together into the students' life.

### **2.3 Counselors are the implementation and evaluators of comprehensive education**

As a communication bridge between students, schools, families and the society, counselors should strive to build a perfect education system and system, and work together towards the overall goal of moral education in colleges and universities. To quickly promote the goals of practical education, management education, psychological education, network education and service education. Colleges and universities are also actively establishing the evaluation system of ideological and political education, but the effectiveness of ideological and political education is difficult to show in the short term, and its effect is hidden and deep. Students act as the most direct results and quality of ideological and political education work. However, the feedback results of students are relatively one-sided, and they can only give the effect evaluation of the specific work of ideological and political education in stages. Relatively speaking, counselors more understand the school ideological and political education work specific propulsion and development situation, is relatively stable ideological and political work in colleges and universities professional evaluation and feedback team, can, well reflect the long-term sustainable education mechanism of the existing specific problems, and then work in universities to further improve the ideological and political work quality.

## **3. The practical dilemma of college counselors under the concept of "three complete education"**

### **3.1 Lack of educational cooperation among all staff**

The system and system construction personnel of college education should participate in the organization of teachers, relevant departments and logistics support service personnel, all the university staff, and all of them should participate in the whole process of students' development and success. However, the current university education system is not yet perfect, has not yet established a complete education mechanism, organizational mechanism and power mechanism, as

well as the joint education mechanism, resulting in the division of responsibilities is not clear enough, many heavy burdens are placed on the counselors, the counselors bear too much pressure. Under the requirement of full education, when it actually involves the students' party and league class construction, study style construction, students' daily affairs management, mental health education and consulting work, career planning and employment and entrepreneurship guidance, most of which are mainly undertaken by the counselors or even alone. In this process, The vast majority of teachers identify themselves as full-time teachers, Student work has nothing to do with it, Only responsible for professional education and teaching, Providing very little guidance to students' after-school development and various practical activities, In this way, the education and teaching work and the student management work are completely separated, leading to the absence of full-time teachers in the process of full education, Also make the full staff education has not realized the full staff; Teaching assistants and relevant management and service departments lack of educational awareness and responsibility, Weak concept of education, Feeling that the students' daily ideological education is just the work of the counselor, Is it the job responsibility of the counselor, It has nothing to do with their job position and occupation, They are more of the role of uploading, But if there are really problems in students' ideological education, only find the counselor, It does not understand the students' actual ideological education work; The collaborative work of counselors and ideological and political course teachers still has the lack of policy support, lack of internal demand, and weak identity identity. university education link mainly consists of teaching, teaching assistant, management, service, psychology, practice and other links. For students, counselors are the communication bridge between these departments, while other departments and personnel do not have a unified value orientation, so it is difficult for these functional departments to form resource sharing, leading to the work of counselors becoming very passive.

### **3.2 The whole process of education is not accurate enough**

The whole process of education refers to the whole process of college education and teaching and the whole process of students to realize the education everywhere. In the whole process of education, it is necessary to firmly grasp every important node of college student education, especially when freshmen enter school, the whole cycle of university and graduation and employment, to do a good job of student work strictly and steadily, so as to grasp the quality of education within the corresponding time limit, and achieve the goal of moral education. But currently, There is still insufficient accuracy in the whole process of education, It is mainly reflected in two points: First, At the request of the Ministry of Education, The ratio of college counselors to students should be 1:200, [1] But most universities struggle to meet this standard, An unreasonable match between the number of counselors and the serious number of students, This also leads to the lack of energy of excessive students, Unable to pay attention to every important period of every student; The second aspect is that the students' ideological level and absorption ability are different in each stage, This requires that the comprehensive ability of the counselors needs to be better improved, And with even higher requirements, This is the idealized, But the reality is that the professional level of the counselors is limited, Most schools only require academic degrees when recruiting college counselors, No emphasis on professionalism and experience, This also brings obstacles to the whole process of accurate education. Therefore, many counselors take a long time for them to adapt to and grow at work. The lack of professional knowledge and systematic skills training make them unable to educate all students, and their accuracy in the process of educating students is not enough. Again, with the change of The Times we face the education object more and more personalized, many counselors thought curing, not combined with the realistic environment

and students' development characteristics of ideological education, the use of method is relatively single, it is difficult to establish ideological and political education in students, education effect and poor quality, and also get students' respect and recognition acceptance.

### **3.3 Insufficient coordination of all-round education**

All-round education aims to promote the development of ideological and political education in colleges and universities to a broader and deeper direction, and to create a broader development platform for ideological and political education, which requires the cooperation of internal forces, and the integration of internal and external resources. At present, most universities do not yet have the ability to fully coordinate their resources, and they have not yet been able to dig deep into the on-campus and off-campus resources, and only focus on the daily uploading and distribution work. Counselor between students and the school act as a communication hub, can better play their own advantages, play a bigger role, but the counselor in the communication bridge between students and family efforts also serious shortage, the family communication with students is less, failed to arouse the enthusiasm of family education. Counselors are the bridge between students and the society. Counselor can not make full use of and dig deep into the employer resources related to various majors. Especially when students are in the internship and employment, students are faced with narrow choices in opportunities and information acquisition.

## **4. Analysis of the precise education path of college counselors under the concept of "Three Whole Education"**

Based on the concept of "three complete education", the counselor team is always the backbone of college students' ideological and political education, the advocate, implementer and guide of college students' ideological and political education and management work, and the mentor of ideological and political education work for college students,<sup>[1]</sup> Guiding students to grow into talents, stimulating and mobilizing the internal driving force of counselors and exploring the precise path of education is the fundamental guarantee for the implementation of "three complete education".

### **4.1 Strengthen the construction of education team and improve the degree of cooperation of all staff**

Full education is not an empty talk, not a slogan, nor the problem that can be solved by relying on the counselors themselves. Full-staff education involves the coordination and mobilization of personnel and forces from all parties, This requires colleges and universities to fully mobilize the internal motivation of guiding counselors to educate people from the upper perspective, To improve the backbone and core status of the counselors, The key is to clarify the specific responsibilities of each educational subject, Re-position the role of the counselor accurately; Second, we should start from the perspective of improving systems and policies, In terms of treatment, performance, honor and professional title promotion, To improve the counselors' sense of professional belonging, identity, and happiness, Thus effectively improving the attractiveness of the position, Can act as a regular person, Reduce personnel turnover rates, Effectively improve the stability of the counselor team, It also attracts more teachers and managers to join the team of counselors in various forms such as full-time and part-time jobs. From the above aspects, improve the internal motivation of the counselors, and then the counselors will actively communicate with the educational subjects to form a full education team, so as to achieve the purpose of improving the education and cooperation degree of the whole staff.

## **4.2 Improve the quality of counselors and improve the accuracy of the whole process of education**

With the constant changes of the object and environment of ideological and political education, The job responsibilities of the counselors are constantly increasing, The scope of the work is also constantly expanding, This makes the counselors to take the initiative to improve their own comprehensive ability, quality and cultivation, Constantly charging and learning, Improve their own knowledge structure and system, Learn more about the subject knowledge, Such as pedagogy and psychology, Also get to know some students' professional content, Only in this way can students' thoughts and values be guided with more targeted, And also strengthen their own political thought of theoretical knowledge cultivation, Study hard and integrate the thought on Socialism with Chinese Characteristics for a New Era, Only then, Counselors can effectively understand the nature of education. In addition, from the perspective of colleges and universities, we should also pay full attention to the long-term career development of counselors, provide more opportunities for counselors, specially set up various learning and communication opportunities for them, create a platform to give play to them, pay attention to their training, and quickly and efficiently strengthen the professional ability and professional construction of counselors. In addition, the counselors themselves should implement precise education around the various links, such as the party, league and class construction, study style construction, students' daily affairs management, mental health education and consultation work, career planning and employment and entrepreneurship guidance, so as to effectively improve the accuracy of the whole process of education.

## **4.3 Build a communication platform and strengthen joint and collaborative education**

Under the background of the new situation and the new era, we are focusing on transforming into the direction of joint education synergy, requiring college counselors to change from "single action" to joint education. Actively promote and build the "three comprehensive education" system, focus on the overall promotion of colleges and universities, improve the design of the top-level system, and jointly educate people from the three aspects of society, school and family. Each subject has its own role and can play its own initiative. Can through the establishment of home-school contact system, mining social practice education base, etc., fully mobilize the power of the family and society, family and society involved, to provide students with more practical employment opportunities, strive to do the school to provide students with a comprehensive system of ideological education, family to provide children with more understanding and support, each main body in their respective field plays an irreplaceable role and initiative. We will continue to thoroughly implement the concept of "three integration", enhance publicity and guidance, create a good educational atmosphere, gather deeper levels of education consensus, and make college students have a healthy and all-round development.

## **5. Conclusion**

Colleges and universities are the maximum position for college students to realize the educational effect. The concept of "three complete education" put forward by the state provides guidance for the educational direction of colleges and universities. Counselors are the backbone of instill ideological and political education for students. They must pay attention to and strengthen the construction of the team, constantly improve the professional knowledge and professional quality of counselors, and study and solve the difficulties faced in their work. Under the background of the new era of education, the counselor to determine the positioning, accurate guidance, the implementation of education work, bear the ideological education management and advocacy

responsibility, mobilize the power of the overall system, build full education pattern, to better cultivate college students to become socialist perfect builders to make more contributions.

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