

Analysis on the Construction of Governance System and Governance Ability in Higher Vocational Colleges

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Abstract

With the current expansion of vocational colleges by one million and the construction of "dual colleges and universities" in full swing, the importance of governing schools in accordance with the law in deepening the reform of the college education system and building a modern school system has become more and more prominent. However, in the process of advancing the rule of law in higher vocational colleges, there are still problems such as imperfect systems, in-depth concepts, and insufficiently clear charter positioning. Based on the current situation of vocational colleges governing schools according to law, this article proposes eight countermeasures to improve the concept of innovative governance and improve the governance system, so as to provide a reference for vocational colleges to improve their governance system and enhance their governance capabilities.

Keywords

Higher vocational college; Governance capability Governance system; Strategy.

1. The Status Quo of Administering Schools According to Law in Higher Vocational Colleges

In recent years, all higher vocational colleges have been adhering to the principal responsibility system under the leadership of the party committee, implementing the school charter, "abolishing and reforming the system", revising and perfecting the rules of the party committee meeting procedures of the colleges and universities, the president's office meeting procedures, and the work of teachers and students. Great progress has been made, but there are still many outstanding problems.

1.1. The Top-level Design Is Not Scientific Enough, and The Rules and Regulations Lack Standardized Management

Judging from the current status of the implementation of the charter of higher vocational colleges, there is still a lack of professional guidance by the government education department for the top-level design of the rule of law in higher vocational colleges. Insufficient theoretical system reserves and other issues. Affected by traditional administrative management concepts, there is insufficient understanding of the importance of administering schools and teaching according to the law, the construction of the legal system is lagging behind, the rules and regulations lack standardized management, the supervision of the implementation of the regulations is absent, and the coordination and unity of the system systems are not well realized, etc. problem.

1.2. Law Popularization Work Has Various Forms but the Effect Is Not Good, and the Improvement of Legal Awareness Has Encountered Bottlenecks

At present, all vocational colleges and universities have various forms of law-study law. School leaders and faculty members learn about the socialist legal system with Chinese characteristics with the Constitution as the core through the faculty theory study and the online test of law-study usage, guiding the faculty and staff profoundly. Understand the importance of the construction of the rule of law, and strengthen the enthusiasm and initiative to enforce the rule of law. In accordance with the characteristics of student groups, higher vocational colleges carry out various forms of law popularization campaigns. For example, at important time nodes such as National Constitution Day, organize and carry out the study and publicity education activities of the socialist legal system with Chinese characteristics with the Constitution as the core; conduct speech contests on Constitution Day, morning reading (second classroom), constitution case analysis and other activities Law popularization; with the help of new media, promote the "Internet + rule of law publicity" action, give full play to the advantages of online media such as official website, official WeChat account, and WeChat public account, carry out laws and regulations study, publicize the concept of rule of law, and raise students' awareness of the rule of law. However, the survey found that the faculty's theoretical study and the law-study and usage examinations were mere formalities. The majority of teachers' study of laws and school rules and regulations remained on the surface. The theoretical support force of general law popularization practice in higher vocational colleges is weak. At the same time, there are shortcomings in the construction of the student law popularization team. Most higher vocational colleges do not offer law-related majors, the number and level of legal teachers are not strong enough, and the student law popularization volunteer team generally shows a shortage of law popularization talents, and many law popularization activities are also As a result, it stays on the surface and the effect is not good.

1.3. The Supervision Mechanism Is Not Perfect and the Effective Supervision Is Insufficient

Due to the imperfection of the supervision mechanism and the insufficient supervision of the effective rule of law, the responsibilities of the supervisory body, the standards are not clear, the division of labor is not clear, the authority is insufficient, the system is incomplete, and the procedures are formalized in the supervision of the rule of law in higher vocational colleges. Serious phenomena, such as listening to official reports as a method of supervision and not being able to enter the real process, restrict the effective play of the role of legal supervision. If the manager is not effectively supervised in the management process, subjective management will take the lead in the management process and exercise management power casually, which will affect the advancement of the management of the school according to the law.

1.4. Democratic Participation Needs to Be Strengthened.

Judging from the current status of higher vocational colleges, some schools have insufficient transparency in school affairs, failing to obtain the opinions of faculty and staff on individual matters, and discussing large-scale decisions on a small scale. Important content is hidden behind the scenes, and routine work is made public. The above phenomenon is not democratic enough, and the lack of democratic participation has led to the failure to implement democratic centralism and restricts the normal development of higher vocational colleges.

1.5. Pay Attention to Remedial Measures and Despise Preventive Measures

Advancing the rule of law will not only help improve the school's ability to handle relationships in accordance with the law and the legal quality of the school's teachers and students, but also help form a good education environment, conform to the spirit of the rule of law, and safeguard the legitimate rights and interests of teachers and students. In fact, the administrators of higher

vocational colleges cannot predict the possible outcome in the process of handling the incident. Relying on the administrative method of empirical theory often makes the situation serious and finally resorts to the law. If the management of schools according to law is really put in place, and the pros and cons of various results are fully understood from the legal point of view, the occurrence of similar situations will be greatly reduced.

2. Strategies to Improve the Level of Administering Schools According to Law

2.1. Innovative Governance Concept

Adhere to the rule of law, earnestly implement the laws and regulations of the country, use the charter to direct the operation of the college, integrate the rule of law thinking and the rule of law through the whole process of running the school, act in accordance with the rules, perform duties in accordance with the regulations, and administer the school in accordance with the law. Promote democracy, under the leadership of the party committee, correctly handle the relationship between political power, administrative power, and academic power, strive to find the greatest common divisor, give full play to democracy, and increase the maximum benefit and benefit rate of policies. Pay attention to the integrity, and regard the various subjects within the school, the school and the development stakeholders as a whole for common development. Emphasize inclusiveness, insist on emphasizing respect for individuality and differences in the process of governance, insist on incentive compatibility, rewards and punishments, and give priority to rewards in order to fully mobilize the enthusiasm of all parties.

2.2. Improve the Governance System

Establish and improve the "one chapter and eight systems" of higher vocational colleges, continuously improve the internal system construction led by the charter, and build a system that includes performance appraisal, risk safety, process management, service guarantee, overall coordination, school-enterprise cooperation, student innovation and entrepreneurship and growth The modern vocational school system of the system of becoming a talent. Establish a long-term mechanism for system revision and perfection, and carry out the "abolition of reform and establishment" in an all-round way in accordance with the principles of integrity, system, and coordination. Strengthen the system implementation mechanism, and form a full-chain, closed-loop governance model with work planning, progress tracking, process supervision, result assessment, and fault accountable.

2.3. Optimize the Governance Structure

Under the unified leadership of the school's party committee, earnestly grasp the correct connotation of the principal accountability system under the leadership of the party committee, establish and improve the party committee and principal's office meeting rules and decision-making mechanism, establish an academic committee that coordinates the exercise of academic affairs and function and function normally, and improve the education The system and mechanism of the workers' congress should give full play to the democratic supervision role of the teacher's congress in deliberating major issues of the school. Establish professional (group) construction committees, textbook selection committees, system review committees and other decision-making bodies that meet the development needs of modern vocational schools, so that political power, administrative power, academic power, and democratic theme power can operate normally and mutually restrict each other, forming the largest convention Count, draw the largest concentric circle for the development of the college.

2.4. Innovative Governance Methods

Make full use of emerging technologies such as big data, cloud computing, blockchain, and artificial intelligence to establish a new generation of educational information infrastructure that adapts to the form of future higher vocational education; accelerate the integration of information systems into school affairs management, and improve development planning, education, teaching, and science. The construction of business systems such as research, personnel talents, financial state-owned assets, logistics support, etc., break data barriers, eliminate information islands, and achieve collaborative governance; deepen mobile application services and self-service, extend service chains, facilitate service processes, and meet individual needs, so that "Data runs more, teachers and students run less errands" to achieve refined governance.

2.5. Improve Governance Institutions

Establish and improve institutions such as strategic consulting, legal consulting, policy research, and evaluation and supervision to strengthen the power of school governance think tanks. Aiming at the separation of "management, operation and evaluation", explore and implement the management department model of "large departments, large functions, and large services", strengthen the transformation of functions of functional departments, and provide support and guarantee for the frontline units of teaching and research and the majority of teachers and students.

2.6. Decentralize Governance Authority

Persist in "shifting the center of gravity", promote the reform of "decentralization, management and service", strengthen the two-level management model of schools and colleges with secondary schools and departments as the main body, implement the main status of the schools and departments in the allocation of human, financial, and material resources, and achieve the power of affairs. Compatible with expenditure responsibilities, combined with incentive and restraint mechanisms, target management is related to performance evaluation.

2.7. Strengthen Governance and Supervision

Actively play the role of teacher congress, group organizations, and alumni associations, implement major decisions after discussion and approval by teachers and students, colleges and teacher congresses, and rely on teachers and students to solve the problems of reform and development. Implement the system for school leaders to contact the grassroots and service experts, listen to the voice of the people and pay attention to the people's sentiments, and maximize the enthusiasm of all teachers and students to participate in school governance.

2.8. Stimulate Governance Efficiency

The ability of the faculty and staff is a key factor in stimulating the efficiency of the college's governance. We must effectively improve the ability of the college's leadership team, middle-level leading cadres and general administrative personnel. In accordance with the requirements of the central government and the requirements of socialist politicians and educators, we should implement them well, adhere to the requirements of loyal responsibility, study and research, pioneering and innovative, service demonstration, diligence and honesty, and improve the individual and overall level of the college leadership team. Adhere to the requirements of reasonable structure, high quality, daring to take responsibility, and outstanding ability, and do a good job in building the capacity of middle-level cadres. Insist on the requirements of loving one's job, being loyal to one's job, being effective, knowing education, and good management, training a good administrative management team, and implementing the work of improving the level of school governance.

3. Outlook

The rule of law is a long-term project of school governance. It is necessary to form a school governance pattern in which schools run schools in accordance with the law, teachers teach in accordance with the law, enterprises participate in the cultivation of talents in accordance with the law, and students consciously abide by the law. . The education authorities and higher vocational colleges should not only follow the characteristics of higher vocational colleges, but also combine the actual conditions of each school and implement policies in accordance with the school management and teaching in the process of formulating the evaluation index system for governing the school according to law.

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