

The Understanding and Analysis of Education Management Reform

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Abstract

The fundamental task of quality education is to cultivate, develop and shape people. Teachers are required to educate and guide students in terms of cultural literacy, moral quality, thinking ability and psychological state, so that they can master the skills of survival and development in society through learning. In the process of organizing teaching work, teachers must not only impart cultural knowledge to students, but also undertake the important task of developing students' abilities and literacy by using an effective educational management model to ensure that students can study efficiently, live happily, and continuously improve them. The value system to promote the smooth development of class teaching management. Today, when quality education is vigorously advocated, primary school teachers should also update their own educational management concepts in a timely manner, add help to the all-round development of students, practice the requirements of new educational concepts with practical actions, and promote the great progress of my country's education.

Keywords

Quality Education, Education Management, Reform Method

1. Introduction

The fundamental task of quality education is to cultivate, develop and shape people. Teachers are required to educate and guide students in terms of cultural literacy, moral quality, thinking ability and psychological state, so that they can master the skills of survival and development in society through learning. Comprehensive skills, and constantly enhance their core competitiveness. In particular, the improvement of our country's requirements for quality education has made the responsibility of college education more and more important. Especially in recent years, the strength of college recruitment has been strengthened, and the number of students in colleges and universities has increased, which has brought a lot of complicated work to the education management of colleges and universities. In order to better promote the informatization of college education management, we must first understand the main content of college education management. The so-called (Teng Yu, 2018) education management is that managers use limited resources to manage students in colleges and universities in a unified manner, so as to achieve teaching goals. Informatization management in colleges and universities is to use modern technology to manage students uniformly through computer functions, reduce manual workload and improve the quality of management. In addition, the use of big data can also analyze the content of management to ensure the smooth progress of education management. Based on this background, teachers must implement educational management activities around the individual development needs and goals of students, strive to break the barriers of traditional education models, actively innovates the form and content of educational management, and ensure that students are promoted and progressed in the process of education, forming a sound personality.

2. The purpose of education management reform and construction

When implementing the education management work of junior high school, the main body of education management must have an in-depth and systematic research on its own actual situation, and after summarizing the rules, use a purposeful and strategic way to take measures against the objects of education management. "Objective" educational activities, in addition, the main body of education management is also willing to obtain obvious sensibility from a structured and rational teaching activity, and to get rid of the form of utilitarian and ideal content, and in this way to achieve learning goals and the pursuit of free individuality.

3. Problems existing in education management

3.1 The management concept is relatively backward.

Although the reform of primary school curriculum and quality education has gradually deepened, there are still some primary schools that lack educational concepts that are in line with their own educational development levels, stick to traditional teaching methods and management methods, and use traditional teaching methods for teaching. In primary education management, the influence of educational management concept on school management is far-reaching and lasting. At present, (RenXimin, 2018) a large number of primary education management workers have not followed the changes of the times to establish advanced teaching management concepts, which has severely restricted the teaching management practice. The improvement of primary education management under the new curriculum reform is inseparable from the guarantee and support of a strong education management team. However, in the current primary education management, the employment mechanism is not perfect, the restraint and incentive mechanism is not perfect, and there is a lack of a corresponding elimination mechanism to support the innovation of the talent team. Many education managers only focus on education management from the level of administrative management, and their sense of innovation is very weak.

3.2 The level of management team is low.

With the rapid development of my country's economy, education must keep pace with the times. At present, many primary school teachers in China have high diplomas, but the quality of management personnel is still not very high, resulting in many defects in the user mechanism, and the construction of the education management team is not perfect. The improvement of primary education management under the new curriculum reform is inseparable from the guarantee and support of a strong education management team. However, in the current primary education management, (Wang Weifeng & Ying Lihong, 2018) the employment mechanism is not perfect, the restraint and incentive mechanism is not perfect, and the corresponding elimination mechanism is lacking to support the innovation of the talent team. Many education managers only focus on education management from the level of administrative management, and their awareness of innovation is very weak, and there is still some gap with the requirements of the new curriculum reform. In order to promote the improvement of education and teaching management, it is necessary to improve the professional quality and moral level of teachers. The current primary school teachers need to be further strengthened in terms of academic level and professional ethics level of devotion to their jobs. Therefore, it is necessary to constantly change teachers' teaching concepts, guide teachers to master modern education and teaching methods, and meet the requirements of the new curriculum reform.

3.3 Weak ideology

The offline education management adopted by colleges and universities in our country has always lacked the awareness of information management, and the local government has not given enough guidance to colleges and universities, resulting in the lack of information capacity in education management. In the context of the rapid development of economy and technology, many colleges and universities have not yet realized the significance of information management to college education, and still maintain the concept of self-styled, lack of innovative thinking ability. With the increasing demands of society, colleges and universities need to realize the urgency of education reform, so as to improve the degree of informatization.

3.4 Lack of standards for information management

Due to the lack of educational informatization in our country for a long time, the society lacks standards for informatization teaching, making it difficult for colleges and universities to grasp the degree of informatization education. Not only that, because my country's information-based teaching has not yet formed a system, the society cannot impose

strict requirements on the teaching of colleges and universities, resulting in different levels of information-based teaching in different colleges and universities, and the gap is large, which is not conducive to the improvement of the overall level of college teaching in my country.

4. Measures for Educational Management Reform

4.1 Improve the professional quality of teachers.

School education has been developing continuously with the advancement of the times, and primary education as its foundation has a very important impact on students. In the context of the continuous deepening of the new curriculum reform, school education has attached great importance to the cultivation of students' quality, which is also a requirement put forward by the new curriculum reform. Educational content. Therefore, primary education and teaching, as a very basic educational stage in school education, must update its management concepts in a timely manner, get out of the current management situation that has restricted the development of primary education, and take effective measures to achieve management reform.

4.2 Innovative educational management concepts.

When conducting primary education management, schools must follow the teaching objectives after the new curriculum reform, update the educational management concepts and management methods, and let excellent educational management play a positive role in promoting the development of school education. We understand some management problems encountered in primary education and teaching, and put forward useful suggestions, hoping to help improve their management level. At present, school education attaches great importance to the cultivation of students' quality, which is also a requirement put forward by the new curriculum reform, and an educational content that must be carried out in order to cultivate high-quality talents who meet the development requirements of the new era. Therefore, primary education and teaching, as a very basic educational stage in school education, must update its management concepts in a timely manner reform.

4.3 Build an excellent teaching environment.

School education has been developing continuously with the advancement of the times, and primary education as its foundation has a very important impact on students. In the context of the deepening of the new curriculum reform, it is necessary to understand some management problems encountered in primary education and teaching, and put forward useful suggestions, hoping to provide help for the improvement of their management level. At present, school education attaches great importance to the cultivation of students' quality, which is also a requirement put forward by the new curriculum reform, and an educational content that must be carried out in order to cultivate high-quality talents who meet the development requirements of the new era. Therefore, primary education and teaching, as a very basic educational stage in school education, must update its management concepts in a timely manner, get out of the current management situation that has restricted the development of primary education, and take effective measures to achieve management reform. It is necessary to strengthen the construction of campus culture and build a harmonious teaching environment for educators, so that educators can teach with peace of mind and effectively improve the teaching level. Second, according to the characteristics of the subject, modern methods are used to assist teaching and improve the quality of teaching. Third, analyze and consider the characteristics and needs of students, and build a democratic, scientific and quiet learning environment. This not only enables students to learn actively, but also enables students to receive scientific management and improve their learning efficiency.

4.4 Primary education management should build a good campus environment in real time

The school must contain a profound cultural heritage. Only when the school itself is full of the taste of learning will students and teachers revel in it. Therefore, schools must recruit qualified teachers and nurture them to form a strong team of teachers. At the same time, efforts should be made to improve the surrounding teaching environment, such as planting flowers and trees, building pavilions, etc., to give teachers and students a relaxed learning atmosphere.

To advance the connection of everyone on campus. To do this, we must strengthen the communication and communication between teachers and students and understand each other. A good teacher-student relationship can make school education management run smoothly. Today's primary education management in society is pursuing a relaxed and cheerful management environment. Leaders can carry out more exchanges and interactions between teachers and students, parents and students can participate in campus management activities together, enhance the feasibility of primary education management, and further improve the campus learning and teaching environment.

4.5 Improve the competition and reward mechanism

With the in-depth advancement of the new curriculum reform, the contract system should be adopted to replace the previous life-long system, so as to enhance teachers' awareness of crisis, and urge education managers to pay attention to improving their own teaching level and comprehensive quality in their usual work. In addition, the post responsibility system should be adopted, the requirements of the post should be clarified, and excellent education managers should be selected by means of merit-based appointment and open recruitment. Not only that, schools should follow the principle of giving priority to efficiency, linking employees' work performance with remuneration, reflecting the difference in wages, which can not only fully mobilize teachers' enthusiasm for work, but also innovate teaching management models.

With the transformation of the times, the pace of education continues to move forward, and the management of primary education needs to be further improved and perfected by every educator. The reform of the new curriculum standard requires every leader of the campus to uphold the idea of "student-oriented", proceed from the actual situation of the campus, formulate flexible and effective management mechanisms and measures, and continuously strengthen the construction of the campus learning environment to improve the school. quality education and teaching management.

5. Realize the aesthetic value of education management in the aesthetic practice of education management

5.1 Take the aesthetic activities of the aesthetic subject of education management as the support

In the main environment of education management, it is necessary to fully understand the actual situation of oneself, and then integrate into the main body according to the characteristics and unique aesthetic attributes of junior high school education management to become a complete body, and to achieve such a goal, it is necessary to strictly follow the nature of aesthetic subjects and aesthetic activities in junior high school education management. Only by using this education management model can students still retain their free and individual learning nature and good and healthy aesthetic value in the learning process. No matter what kind of education management mode is used, if people do not use aesthetic care or feel emotions through personal experience, then this series of education management activities cannot be regarded as aesthetic education management. The current domestic social model is people-oriented, emphasizing the freedom of people's hearts, thoughts and aesthetics, attaching importance to people's sense of life experience and hoping to build it into a world with real and beautiful life value. In the aesthetic concept of education management, any member who joins in education management activities must face and live with a real attitude. In the spiritual aspect of the group, it can be carried out by means of possession or transcendence, adding a real and good life experience between the management object and the managed object, so as to ensure that each student has a good understanding of The entire educational process will be full of enthusiasm and motivation, laying a solid foundation for future learning and development.

5.2 Product analysis of educational management practice activities

Through scientific and reasonable education management mode, the production process and the overall effect of scientific research activities can be effectively strengthened, and the aesthetic ability of educational objects can also be comprehensively improved. In addition, the analysis through the generation of educational management practice activities can also ensure that the entire current educational form has a good development space and competitiveness in the increasingly fierce competition environment. While ensuring the application of technical aesthetic principles, it can also be set up as a special functional product with an obvious combination of spirit and matter. And the whole educational activity can also be understood as the need to satisfy and produce beauty. Thinking about problems from an aesthetic point of view can improve the management ability of educational administrators, and at the same time, rational thinking can be used to accomplish educational management goals. In an educational situation and work environment constructed from beauty, aesthetic attributes also naturally become the basis and premise of educational management. The education system and the three parties of education and educators can form a good complementary trend, so that the educated party can become more perfect in personality or personality.

6. Responsibilities of Teachers in Educational Administration

6.1 Teachers must be of high moral character and have good ideological training

Loving the cause of education and being loyal to the cause of education are the basic requirements for teachers' professional ethics and the basic premise for doing a good job in education. As a teacher, you must love and devote your-

self to the cause of education, consciously implement the party's educational policy, consciously abide by the "Education Law", "Teacher Law", "Professional Code of Ethics for Primary and Secondary School Teachers" and other laws and regulations, and have a strong professionalism, sense of responsibility and the spirit of innovation, pioneering and selfless dedication. In addition, we must earnestly study Marxism-Leninism, Mao Zedong Thought, Deng Xiaoping Theory and the important thought of "Three Represents", the spirit of General Secretary Xi's series of speeches, constantly improve political consciousness, raise the level of theory, strengthen communist ideals and socialist beliefs, and consciously abide by discipline and law, abide by social morality, and continuously improve the level of their own morality.

At the same time, teachers, as engineers of the human soul, should not only teach good books, but also educate people well. The famous educator Ye Shengtao said: "The whole job of a teacher is to be a model for others." Comrade Jiang Zemin also pointed out: "A teacher is a mentor for students to increase their knowledge and improve their thinking. His words and deeds will have an impact on students. Politically, morally, and academically, we should lead by example in an all-round way, and consciously set an example, so that we can truly set an example for others." In addition to words, teachers must teach by example, and teach by example. Anything that students are required to do must first be done and done well, and they must be strict with themselves, be consistent with words and deeds, unify knowledge and action, be consistent in appearance, behave properly, treat others with civility, be polite, have high morals, and have self-respect, self-discipline, and self-improvement. He sets an example for students, and influences students with his own behavior and personality, with his good work style and lifestyle, and influences students subtly.

6.2 Have profound knowledge

Profound knowledge is the most basic material basis for a teacher to be competent in educational work, and it is also the premise and necessary condition for becoming a qualified teacher. Distower said: "Whoever has not developed, cultivated and educated himself cannot develop, cultivate and educate others." To become a qualified teacher, one must be proficient in both professional knowledge and extensive knowledge of relevant science, including the knowledge of modern educational theory, pedagogy, psychology and teaching methods, etc., to broaden their knowledge as much as possible, enrich themselves, improve themselves, and optimize their knowledge structure. Moreover, it is necessary to actively learn, master the knowledge and skills of using and developing modern teaching equipment, actively explore scientific teaching methods and teaching art, have strong educational and teaching ability and strong teaching and research ability, improve teaching and research level, and use teaching practice. Based on this, explore teaching rules, summarize teaching experience, and enrich teaching theories. Only by teaching, learning and researching can teachers grasp the teaching materials at a higher level, and can continuously update and enrich the teaching content. In this way, when you teach a class, you will be able to draw lessons from others, be handy, and be at ease, combine knowledge, science and interest, break through teaching difficulties, and give full play to the educational role of "preaching, teaching, and solving doubts", promote teaching reform, and improve teaching level.

6.3 To love students

Loving students is the core of teachers' professional ethics. Makarenko said: "Love is the foundation of education. Without love, there is no education." Love is the source and foundation of education. Education is a career full of emotion and love. Education without emotion is ineffective. Education, only when teachers love students can they teach students well and maximize the role of education. A teacher's love for students is a huge educational force. Only when students feel the teacher's love can they actively and happily receive education, (Wang Jingli, 2019) and the teacher's requirements for students can be accepted by students and transformed into the inner motivation for students to receive education; in order to stimulate students' positive force; teachers have love, Only then can we gain the respect, understanding, trust, and love of students; only then can we "know and act rationally" to students, and teach and educate people in an atmosphere of love; only when teachers have love can they fully care about the growth of students, to meticulously cultivate students, be diligent and tireless in teaching; only by loving students can teachers organically combine understanding, respect and strict requirements for students, abandoning the old concept of the dignity of teachers, so as to truly achieve the goal of teachers and students Heart-to-heart and establish an equal, harmonious and harmonious teacher-student relationship.

Teachers must love, respect, and trust every student, not just those with excellent grades and discriminate against those with poor grades. Tao Xingzhi once said: "There is Watt under your pointer, Newton under your cold eyes, and Edison under your ridicule." Teachers should encourage more and less blame, and establish that transforming an underachiever is the same as cultivating an excellent student. Important and equally glorious concepts, good at discovering

the strengths and bright spots of underachievers, patient education in dealing with underachievers, no sarcasm, no sarcasm, no corporal punishment, and do a good job of supplementing the excellent and making up for the poor. At the same time, we should also pay attention to the development of students' personality, and we should give targeted teaching according to the personality characteristics of each student, so as to maximize their potential, stimulate students' self-motivation and self-confidence, and truly realize "everything is for students". , for the students of everything" is the highest teaching philosophy.

7. The future development trend of education management

7.1 Adhere to the people-oriented educational management idea

When managing and educating students, primary school teachers should first understand the age characteristics and personality psychology of the students in their class, formulate systems and norms that meet the needs of students and can effectively improve students' comprehensive quality, and give them certain freedom without suppressing students' individuality. , so that it can actively cooperate with the management and guidance of the teacher, move in the right direction, establish a correct concept of personal development, and establish a good psychological quality; Make students accept the teacher's opinions and suggestions from the bottom of their hearts, consciously correct and improve their own shortcomings, and achieve their own benign development; finally, teachers should also adhere to the principle of fairness and justice when managing students, insist on clear rewards and punishments, and treat each student. Each student's behavior and way of doing things are guided in a targeted and sincere manner, so that they can open their hearts to accept the education from teachers, and improve their character and cognitive system in the process of improvement. When teachers can really carry out educational management activities around the main body of students, the distance between teachers and students will be further shortened, which is conducive to the establishment of excellent class groups and promote the healthy growth of students.

7.2 Create a harmonious and democratic educational management model

Based on the core requirements of quality education, primary school teachers can adopt democratic methods to carry out educational management work, guide students to personally participate in the management process, help them conduct self-management and self-education, and continuously improve their character and ability in "autonomy", to further improve the quality of management education. For example, teachers can let students participate in the formulation of class slogans, rules and regulations, and guide them to list specific rules and regulations based on their own life and learning experience, starting from three aspects of class discipline, daily behavior norms, and civilized etiquette, and propose some reward and punishment measures as appropriate. Then, after voting, screening and integration, a more comprehensive class management contract was drawn up, and after a period of practical application, fine-tuning was made, and finally this system or regulation, which embodies the wisdom and hard work of everyone, became the highest guiding ideology of the class, so that the students While cherishing the fruits of their labor, they consciously cooperate with the management and education of teachers. In addition, under the influence of democratic awareness, primary school teachers should also encourage students to select some responsible and capable class cadres for the class, and with their assistance, they can better carry out class management and educating students, and improve management skills effectiveness.

7.3 Factors that Infiltrate Moral Education in Educational Management

Moral education is an important part of primary school teachers' educational management work, which can effectively enhance students' moral awareness, enable them to develop good study and living habits, truly cultivate new talents that conform to the trend of social development, and effectively reflect the importance of education. positive effects. Based on this, primary school teachers can actively explore the moral education factors in life and learning, educate and guide students by organizing them to participate in some meaningful cultural and practical activities, so that students can enhance their own moral literacy in practice, so that teachers can education management work more smoothly. For example, primary school teachers can take students to do handicrafts during traditional festivals in our country, guide them to feel the atmosphere of the festival and the connotation of traditional culture, get different inspirations and insights, and constantly accumulate their own cultural literacy, and establish inheritance and development. Awareness of excellent culture; at the same time, teachers can also do volunteer work with students, helping auntie cleaners to clean the streets, helping widows and elderly people with laundry and cooking, etc., so that students can form a good character of caring for the weak and helping others, and constantly enrich their spirits world and moral consciousness.

7.4 Establish a scientific education management evaluation mechanism

In the traditional education management mode, the students' academic performance has always been the focus of teachers' attention, which seriously violates the requirements of the concept of quality education. In order to improve this drawback, when primary school teachers manage and educate students, they should rebuild the evaluation mechanism based on the development background of the times, weaken the absolute status of academic performance, (Xu Kai-meng, 2018) and incorporate students' moral quality, life attitude, and comprehensive ability into the evaluation system. Make education management work more comprehensive and effective, urge students to continuously surpass and improve themselves, and promote the improvement of management quality and efficiency.

7.5 Carry out smile education and people-oriented dynamic management

The modality management of smile education promotes the scientific management of the school to enter the hall of art. It follows the psychological principles of emotional pedagogy, starts from paying attention to the development of students' personality, and maximizes the positive role of emotional factors through the full attention and effective mobilization of emotional factors in education and teaching, optimizes the educational management process, avoids mediocrity, and stays away from monotony, pay attention to emotional participation, advocate spiritual motivation, and adopt a positive attitude to organize teaching.

Modal management advocates equal emphasis on knowledge and knowledge in classroom teaching, giving priority to teaching with emotion, and establishing the concept of allowing students to approach wisdom in the process of enjoying learning and fun. Actively explore and implement heuristic education, which requires creating a relaxed and harmonious educational atmosphere, providing students with sufficient independent learning time and free choice space, and stimulating their strong interest and curiosity in the future world; Convergence with authoritative thinking, focusing on independent thinking, students' initiative and creative activities should occupy the main period of classroom teaching, so that they are always in a certain situation, cultivate self-confidence, and have expectations. Teachers should use teaching materials creatively, learn to excavate, induce, endow, and control smiles and emotions from the teaching content, reform the teaching structure, and optimize the teaching process, so that "presetting" and "generation" can be a win-win situation, so as to realize the dialogue between teachers and students and students and students. Two-way psychological interaction and integration of trust, recognition, tacit understanding and even loyalty; pay attention to the analysis of learning situation, maintain psychological safety, make full use of many effective factors concerned with life growth to compose the notes of harmonious classroom development, and encourage students to be imaginative, ask questions boldly, and behave abnormally. Emotional catharsis, allowing them to maintain a mental state of active thinking and publicity, to achieve mutual promotion and catalysis of cognition and emotion, so that students at different stages and levels can achieve knowledge and skills, processes and methods, emotional attitudes and values. basic requirements. The classroom is full of passion for educating people, paying special attention to the creation of the environment by the heart, creating an "ecological chain" where the emotions of teachers and students intersect, striving for the "three emotions resonance" of learning, teachers, and writing, and is good at integrating serious education into kindness In decent words or humorous chats and laughs, students will "close to their teachers", "believe their way", and then "learn their principles".

Modal management should emphasize the dignity of human life and personality development, and let students pursue personality perfection in the process of distinguishing right from wrong and forming good habits. On the one hand, teachers should grasp the key factors that affect the formation of students' personality, focus on the development of students' potential, respect the law of children's growth, and refuse to use "adultization" to deprive children of their childhood, innocence, and fun, so as to ensure the sustainable development of each student. Develop and establish a good mechanism; on the one hand, maximize the space for learning activities, respect students' personal interests and choices, so that students can cultivate their abilities in the learning process of autonomy, cooperation and inquiry, cultivate their emotions, actively discover, and grow hands and brains. Become the master of learning practice. However, due to the huge differences among students due to family, genetics, identity, and educational level, we cannot unify and standardize students' words and deeds by simply relying on the provisions of management principles at the expense of human nature, and services, using different educational methods to allow every student to enjoy an equal education. In the process of realizing an equal and comrade-like cooperative relationship between teachers and students, focus on cultivating students' strong national spirit, civic awareness and sense of social responsibility, focusing on the cultivation of students' behavioral norms and self-reliance, (Tian Zhigang, 2018)self-protection and self-control ability, and on acquiring knowledge for students The study of attitudes and methods formed in the process; from focusing on knowledge to focusing on the development of students, consciously carry out psychological quality training, give full play to the

functions of emotion regulation, migration, guidance, and motivation, and cultivate emotion with emotion and reason. By cultivating emotions with market and aesthetics, guiding, influencing, and promoting students' emotional experience and psychological harmony in the process of knowledge transfer and transformation, and obtaining the "accustomed" spiritual incentives and emotional needs of positive attitudes toward mainstream values.

8. Conclusion

In short, both managers and educators must pay attention to the reform of primary education management, fully recognize the current problems based on the requirements of the new curriculum reform, and actively seek the causes of the problems, put forward effective measures and suggestions, and improve the management level. Students are provided with a good learning environment. In the process of popularizing the concept of quality education, it has become an inevitable trend to reform the educational management mode of primary schools and optimize the educational management methods of teachers, which can promote the healthy development of students' physical and mental health. As a primary school teacher in the new era, we must establish a scientific and reasonable concept of educating people when managing and educating students, and at the same time formulate clear management goals, carry out work with students as the core, and continuously improve our education and teaching level.

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