

A Theoretical Discussion on the Path to Cultivate the Leading Power of College Student Cadres in the New Era

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Abstract: Student cadres play a key role in the ideological and political education of college students and the construction of high quality student work system. Under the background of the new era, the leading power of student cadres directly affects the play of their role, the growth of students and the high-quality development of college student work. Therefore, enhancing the leading power of student cadres has become an important subject of ideological and political education in colleges and universities. From three aspects of value implication, cultivation principle and concrete path, this paper systematically discusses the cultivation of the leading power of college student cadres in the new era.

Keywords: New era; College student cadres; Leading power; Cultivation path

College student cadres are the backbone of the student group, the vanguard of class and league construction, the key assistant of counselors to carry out ideological and political education, and play an important role in colleges and universities to bridge, lead and serve the youth. The leading power of student cadres in colleges and universities refers to their exemplary role in their peers and their value recognition and guidance. Strengthening the cultivation of the leading power of college student cadres in the new era is helpful to give play to their role model, enhance the combat effectiveness of grass-roots groups, enhance the effectiveness of ideological and political education, and build a high-quality student work system.

1. The value implication of the cultivation of leading power of college student cadres in the new era

1.1 Grasping the inevitable need of the fundamental plan of the successor

The development of the people's cause requires the continuous struggle of generation after generation, and we must pay attention to the fundamental plan of having a successor^[1]. The successors are the core force for advancing the Chinese-style modernization drive and realizing national rejuvenation. It is the key to the sustainable development of a country and a nation to cultivate high-quality talents with both virtue and ability. The Chinese dream of the great rejuvenation of the Chinese nation will come true in the relay efforts of generations of young people^[2]. As the vanguard and backbone of young students, college student cadres are the reserve army of national leading cadres. Cultivating the leading power of student cadres in the new era is an inevitable requirement for promoting the development of people's cause.

1.2 The practical needs of promoting high-quality development of ideological and political education in colleges and universities

Opinions on Strengthening and Improving Ideological and Political Work in the New Era point out that it is necessary to speed up the construction of a system of ideological and political work in schools, implement the project of cultivating new people in The Times, and train socialist builders and successors with all-round development of morality, intelligence, physical fitness, the United States and labor^[3]. The student cadre is the important assisting force of the university student work team and the key assistant of the counselor, and plays an active role in the ideological and political education of college students. The stronger the leading power of student cadres, the more obvious its vanguard and navigator role, the greater the effectiveness and pertinence of improving ideological and political education, the better the effectiveness of education. Therefore, cultivating and giving play to the leading power of student

cadres can effectively bring into play their role of example demonstration and ideological and political education alliance, which has positive significance for promoting the construction of study style, enhancing the effectiveness of ideological and political education and improving daily management.

1.3 The internal needs of self-growth and development of student cadres in the new era

In the new era, college student cadres present new characteristics: they are more confident, independent and open, but the sense of responsibility and convenience coexist, the ability is strong but the team consciousness is insufficient, the goal is clear but the lack of self-planning, the business ability is strong but the innovation theory learning autonomy is insufficient, the executive ability is strong but the resistance to frustration is weak. In terms of the cultivation of leading force, there is a problem of emphasizing use over training, emphasizing task over ideological guidance, which hinders the growth of student leaders, affects the play of their leading force, and then affects the effectiveness of ideological and political education and the high-quality development of student work. Therefore, to improve the leading ability of student cadres is the internal need of their self-growth, the construction of student cadres in colleges and universities and the high-quality development of students.

2. The new era of college student cadres leading the cultivation of principles

2.1 Adhere to the principle of combining tradition with continuous innovation

The cultivation of the leading power of college student cadres in the new era needs systematic work, based on the group of student cadres, following the law of education and growth. On the basis of adhering to the existing training experience, combining the characteristics and quality requirements of the new era, we will make up for shortcomings and innovate and develop. We should strengthen the hierarchical and phased follow-up training, and equip our minds with innovative theories, establish a historical view, enhance historical initiative, and internalize our original mission.

2.2 Adhere to the principle of combining overall promotion with classified construction

According to organizational attributes, student cadres in colleges and universities are divided into class, college, school, community and grass-roots organization cadres. According to the content dimension, it is divided into thought, ability and growth leadership. The cultivation of leading force should adhere to the combination of overall promotion and classification construction, which not only follows the law of growth, but also conforms to the law of classification training, which can stimulate the overall vitality and improve the pertinence and effectiveness.

2.3 Adhere to the principle of combining use with training, management with education

At present, the overall quality of post-00s student cadres is relatively good, especially in the aspect of new media literacy, but there are also problems such as insufficient “downward roots” and unwillingness to “serve as cadres”. In the cultivation of the leading power of student cadres, it is necessary to establish the idea of “helping others and helping themselves” and enhance the consciousness of service. Not only should we highly trust and support the backbone of students to carry out their work, but also strengthen the demonstration effect of student cadres through the construction of honor system, timely and positive reinforcement of output recognition and subtle ideological guidance. At the same time, it is necessary to strengthen education, pay attention to training and strict management in the whole process, and carry out positive strengthening education and guidance on management norms, service consciousness, responsibility consciousness and dedication consciousness of student cadres. Through strengthening training and training, improve the effectiveness of work, and resist the formation of bad styles such as detachment from the masses, floating work and simple methods.

3. The new era of college student cadres leading the cultivation path

3.1 Strengthen typical publicity

The basis of cultivating student leaders' leading ability is to enhance their sense of honor and value. The core of the sense of honor and value lies in the play of the group effect. Therefore, it is necessary to give full play to the role model effect of student leaders. First of all, through the website and multimedia matrix, multi-perspective and hierarchical excavation and publicity of typical deeds of student leaders can not only give full play to the effect of educating people by example, but also enhance the sense of honor, sense of mission, sense of responsibility and role cognition of student leaders, and give play to the dual leading role of thought and behavior. Secondly, the establishment of a typical cadre honor wall, stimulate the endogenous motivation of student cadres, enhance their soft power, so that they not only become a leader in learning, but also outstanding in comprehensive literacy, and inherit excellent quality in behavior. Finally, we will carry out a series of activities such as the “charming cadre” micro-propaganda competition to strengthen our leading power and demonstration.

3.2 Strengthening content supply

The core of cultivating the leading power of student cadres lies in content supply. At present, the overall quality of the post-00 student cadres is high, especially in the aspect of digital literacy, but under the influence of bad network trends such as “bereavement culture” and “lying flat doctrine”, some student cadres have weak resistance to frustration. In terms of content supply, we should strengthen ideological guidance, and temper the will quality and positive psychological quality of student cadres with perseverance and indomitable spirit. First of all, on the basis of innovation theory, strengthen theoretical learning, and cultivate student cadres with firm faith, courage to take on responsibilities and serve others. Through experiential, immersive and interactive training methods, we will build an integrated content system of special reports, special discussions, reading classics, tasting the present, feeling changes, red education and quality expansion. Secondly, with student cadre workshops and student cadre salons as the starting point, student cadre forums are set up to carry out regular study, discussion and exchange activities such as “My Cultivation Record” and “Excellent work Method for student cadres”, so as to exert the effect of self-education, self-service and self-management of student cadres among their peers, and enhance the inheritance, teamwork and service of cadres.

3.3 Strengthen assessment and evaluation

The essence of student leaders’ leading power is the comprehensive reflection of their quality, ability and accomplishment, and it is also the core factor for the effective development of students’ work. Adhere to systematic thinking, results-oriented and problem-oriented. First of all, establish a sound scientific selection mechanism, and truly select students with high ideological and political accomplishment, outstanding work ability, excellent work style, and strong collective sense of honor and psychological quality into the student cadre team, laying a solid foundation for the cultivation of leading force. Secondly, the system of regular defense of cadres should be implemented. Adhere to the standard and table, strengthen the dynamic guidance and timely incentive, carry out the public satisfaction survey through regular defense, and strengthen the defense effect based on job responsibilities and competency evaluation. Finally, optimize and improve the performance evaluation system of student cadres’ leading force. Comprehensively evaluate the ideological level, behavior demonstration, organizational ability, professional achievement and innovation ability of student cadres, and on this basis, provide system support and policy support in the aspects of student promotion and exemption, so as to maximize the realization of student cadres’ own value and establish self-confidence and influence.

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