

# Research on the Innovation of Higher Education Management

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**Abstract:** The article mainly from the theory and principle of higher education management as a starting point, to explore the main problems of higher education management in our country today, and accordingly put forward relevant suggestions.

**Keywords:** Education management; Innovation Principle Proposal

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## 1. Introduction

In recent years, with the continuous expansion of the scale of higher education in China, there is a widespread phenomenon of enrollment expansion in major universities, which makes the development process of Chinese education gradually change from elite education to popular education, which brings challenges to the educational management of schools to a certain extent. Education is the main base of knowledge innovation, dissemination and application, and also the cradle of cultivating innovative spirit and innovative talents. The key lies in innovation. In order to cultivate innovative talents, we must establish a people-oriented teaching goal, adhere to the educational concept of continuous innovation and pursuit of excellence, and take stimulating students' autonomous learning and paying attention to students' personality development as the fundamental driving force of education. We should improve the educational management system of colleges and universities and improve the quality and level of education and teaching.

## 2. Research on the Theory of Educational Management Innovation

The management principle of innovative education is a new type of educational management mode, which requires us to further update and develop the field of education after inheriting and developing the traditional educational management, to achieve the strategic goal of rejuvenating the country through science and education, and to cultivate social innovative talents who can conform to the trend of the times.

At present, the management of innovative education in our country should not only give systematic ideological and political explanations to students, but also arrange some relevant social practical activities for students according to the actual conditions, and establish a new education system combining theory with practice. Efforts should be made to develop it towards an integrated, hierarchical and systematic educational model, so that students can achieve a double harvest of theoretical knowledge and practical experience. In the cultivation of students' professional quality, it emphasizes the selection of professional teaching materials for colleges and universities, adhering to the principles of scientificity, advancement, economy and applicability, so as to select new curriculum teaching materials that can meet the requirements of economic development in the new century, and the selected teaching materials should be in line with modernization and diversification as far as possible, so as to better meet the needs of practical requirements. In the cultivation of students' other abilities, the main focus is on the cultivation of students' comprehensive abilities such as innovative ability, autonomous learning ability and interpersonal skills.

## 3. Moral Principles Should Be Followed in the Innovation of Higher Education Management

Moral principles can also be called ethical principles, that is, the absolute "good" in ethics, which is the basic criterion to adjust people's daily behavior norms, and the innovation of higher education management should follow the relevant moral principles.

### 3.1 Ethical Principles in the Leader-Teacher Relationship

#### (1) People-oriented principle

The people-oriented principle is to highlight the dominant position of people. For the administrators of colleges and universities,

it is necessary to pay attention to the dominant position of teachers, analyze and solve problems from the perspective of teachers, so as to solve the difficulties of teachers and make teachers deeply feel the warmth and help in the big family of schools.

### **(2) Principle of democratic management**

Democracy in higher education means that managers should respect the opinions and suggestions put forward by the managed (that is, teachers) and provide them with opportunities to participate in decision-making and solve practical problems. On practical teaching issues, managers should lay down the authority of leaders, consult teachers modestly, and make corresponding improvements and adjustments to the problems that do exist.

### **(3) Incentive principle**

American management scientists Berrell and Stanier once said: "All the conditions, hopes, desires and motivations that the heart wants to strive for constitute the motivation for people.". Therefore, in the actual educational management work, we should pay attention to the affirmation and praise of teachers' teaching work, which not only stimulates their enthusiasm and enthusiasm for work to a certain extent, but also makes them realize the important value of their existence.

## **3.2 Moral Principles in Teacher-Student Relations**

### **(1) Care principle**

The principle of care, as its name implies, is the care and love of teachers (including managers) for students, which is not only reflected in the encouragement of students' learning, but also in the help of students' daily life. On the one hand, teachers' care can make students feel a warm sense of belonging, on the other hand, it can further stimulate students' enthusiasm and enthusiasm for learning. As Maslow's hierarchy of needs points out, when people's physical needs and security needs are met, they then have a social need (that is, they want to be a real member of a group, and they want to be cared for and considerate by others). Therefore, this fully shows that teachers' care is a common psychological need for students, but also an affirmation and encouragement for students' own study and work. Only care can really close the distance between teachers and students and enhance the feelings between teachers and students.

### **(2) Principle of good faith**

Honesty is the most basic moral norm and code of conduct for human beings. In the process of management, due to the weak sense of honesty and other shortcomings of individual students, it is easy to borrow books that are overdue but not returned, cheating in examinations and other undesirable phenomena. Therefore, we should constantly improve students' sense of integrity, and in the process of management, we should strictly abide by our professional ethics, set an example, and strive to build a civilized campus.

## **4. The Disadvantages of the Management Mode of Higher Education in China**

For a long time, under the influence of traditional ideas and educational management mode, the innovation of higher education management can not be fully understood and comprehensively reformed, which is contrary to the requirements of the times of modern higher education. Therefore, colleges and universities should change the ideological mechanism of running schools, tap the potential, strengthen internal organizational management and external learning exchanges, and realize the transformation of higher education management from tradition to innovation. The premise of achieving this goal is to deeply understand what problems exist in the current management of higher education.

### **4.1 Closure of the management system**

The traditional educational management model emphasizes the authority of managers. For example, in the process of arranging the teaching plan and syllabus, they do not follow the principles of democratic management and humanism, act according to their own subjective consciousness, and lack the necessary communication and exchange, thus presenting an internal closed state isolated from the outside. This not only can not stimulate the enthusiasm of teachers, but also inevitably runs counter to the teaching style and teaching plan of many teachers to a certain extent, which is not conducive to the management of schools.

### **4.2 Formalization of Teaching Work Monitoring System**

Under the current teaching management mode, the formulation and implementation of school plans are not transferred by the reference opinions put forward by students and teachers, but are assessed and evaluated entirely by the decision-makers' own understanding and perception, which is not conducive to the overall progress and development of schools. This will not only cause the campus culture of the school to be seriously out of touch with the reality, but also make the teachers and students of the school have a kind of boredom and neglect. In addition, colleges and universities lack a reasonable and effective evaluation index system and feedback mechanism, and do not attach importance to the feedback of this information in a real sense, but often only the form is greater than the connotation, which makes the evaluation results of teachers and students not in place at all, and also makes the various practical problems existing in schools not be solved and improved in time because of the imperfection of the management system.

## **5. Relevant Suggestions on Educational Management Innovation**

### **5.1 Adhere to the management concept of innovative education and teaching**

First of all, colleges and universities always stand in the forefront of the times. In today's era of rapid development of information, higher education should not only shoulder the important mission of educating people, transferring educational knowledge and cultivating social talents, but also emphasize the combination of education and academia and the unity of truth and civilization. Therefore, the school is not only blindly and simply to adapt to the development of society and train educational talents for the society, but also should actively lead the direction of social development, let the teachers and students of the whole school follow the pace of the development of the times, to learn new knowledge, to use new technologies, to change the old educational concepts, to develop new educational management models, and to conform to the To create top social talent.

Secondly, we should coordinate and guide the reform of education management. The change of educational concept is a gradual process, and higher education can not just adhere to an educational concept unchanged. Because of the continuous progress of the times, the thinking of teachers and students will inevitably change with the rhythm of society. Therefore, the school's educational ideas should also keep pace with the times, and the premise of the change of educational ideas is that we must unswervingly adhere to the reform of educational management as a whole and guide.

### **5.2 Strengthen the construction of teaching staff**

Strengthening the construction of teachers has been one of the basic educational policies implemented by the whole society for many years, but the actual effect is not flattering. So how to better implement the policy, imperceptibly strengthen the quality of teachers as a whole, and realize the century-long plan of education in our country?

First of all, to select, retain and train people, we must first establish and improve the relevant educational management system, take measures to strictly manage teachers' cultural literacy and educational character, and use emotional and appropriate treatment to retain more excellent teachers, so as to achieve the goal of stabilizing resources and training talents. Or use advanced performance management methods to reward and punish teachers, so as to eliminate the fittest, maintain the purity, reliability and public image of teachers, and ultimately create a dynamic, high-quality teachers trusted by students and the public.

Secondly, we should make full use of social resources and employ government officials, celebrities, outstanding entrepreneurs and other highly respected people by means of reverse employment and direct employment, so as to maximize their social influence, social experience and mature practical knowledge and technology. Once these people step onto the teacher's platform, they will not only bring students simple and boring theoretical knowledge in textbooks, but also rich and colorful social practice experience and practical skills, so that college students can have a more real understanding of society, shorten the distance between them and society, and lay a good foundation for them to go out of school, adapt to society and work as soon as possible. So as to achieve the best combination of theory and practice.

### **5.3 Enhance the practicability of network communication platform in colleges and universities**

The application of computer information technology has brought about a revolution of information management in higher education. As a part of the construction of information management in education, the realization of the network communication platform for higher education management can further ensure that colleges and universities can issue relevant documents, regulations and management regulations accurately and timely, and make education management more efficient and democratic. Really realize the effective and timely communication between the manager and the managed, the managed can express suggestions and opinions to the manager, let the manager check in time, and improve as soon as possible, improve the service and humanization of management.

## **6. Concluding remarks**

The 21st century is a period of rapid economic development and talent competition. In order to better train high-quality talents for the society, we must renew our educational concepts, innovate educational management models, realize the participation of teachers and students in teaching, encourage teachers to continuously improve their quality, expand their knowledge and keep up with the pace of the times. Students should actively develop positive learning attitude and innovative ability, master the latest professional knowledge and application technology, and improve their ability to adapt to society.

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