

# Research on the Modernization of Internal Governance System in Higher Vocational Colleges from the Perspective of Institutional Governance

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**Abstract:** The paper mainly relies on the management structure of higher vocational colleges,and expounds the formation of the overall management framework of higher vocational colleges in China under the vision of modern university system. By explaining the improvement of the internal management system of modern colleges as a system to improve the internal management of modern colleges,implementing the reform of the internal management system of schools responsible for the main operation of higher education institutions,deepening and promoting the reform of the enterprise personnel system based on the traction of the enterprise performance mechanism,establishing and improving the college's internal management assurance system to solidly promote school education diagnosis,it provides a reference for further internal management capacity improvement and management modernisation reforms in higher education institutions.

**Keywords:** Institutional Governance Perspective;Higher Education Institutions;Internal Governance System

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The establishment of a university management system of“running schools according to law with autonomous management,democratic supervision,and social participation”is an important part of the Outline of the National Medium and Long-term Education Reform and Development Plan.In the Action Plan for Improving the Management Level of Vocational Colleges,strengthening the management of higher vocational education and teaching and promoting the modernization of higher vocational education and management are the inevitable requirements for the reform and development of higher vocational education. In the general environment of modern university management,higher vocational and technical colleges must match the new needs of the development of socialist market economy,strengthen the connotation management of the school,promote the reform of the education system,and constantly improve the management system of the school.

## 1. Concept and Content of Modern Universities

In 2010,the Notice on Carrying out the National Education System Reform Pilot put forward ten major educational reform tasks nationwide,of which three are for higher vocational and technical colleges.This is also to improve the management level of vocational and technical colleges,improve the management level of vocational and technical colleges,improve the management level of vocational and technical colleges,and realize the development of vocational and technical colleges<sup>[1]</sup>.

## 2. Measures for the Construction of Governance System in Higher Vocational Colleges

### 2.1 Improving the management structure of modern schools and strengthening the management function of modern schools

(1) Establishing and improving rules and regulations that adapt to the management system of modern universities: According to the situation of higher vocational colleges and the characteristics of railway and rail transit industry, higher vocational colleges have established rules and regulations that are rich in the characteristics of higher vocational colleges and adapt to the spirit of modern university management system. Among them, the responsibilities of the professional committee and the secondary mechanism of college and secondary school are determined. It is also determined that teachers are the basis of running a school and scientific research is the basis of education and teaching. Through the establishment of the articles of association, a management framework of board management, government control and participation of all sectors of society has been formed<sup>[2]</sup>.

(2) Improving the governance system of running schools according to law: The higher vocational school has established the rules of procedure for the school leadership office meeting, and established the professional meeting committee and special working group to provide opinions and suggestions on the school's professional and technical work issues. It is necessary to implement democratic centralism, smooth the way for teachers to participate in school management democratically, give full play to the functions of the workers' congress and the students' congress, further improve the leadership mechanism, and form the tenure responsibility system, the operation mechanism and the leadership accountability system of all units of the school, thus further improving school management. A scientific and standardized, fair and transparent, smooth operation, efficient and standardized, and clean school power operation system should be established, actively promoting the transformation of schools from education management to governance.

(3) Establishing and improving the public supervision system of "joint efforts of the three committees, democracy and openness": First of all, the proposal management system of the in-school faculty congress needs to be established, and the management mechanism of the in-school faculty congress proposal should be further innovated. Then, the construction of the school student congress mechanism needs to be continued to be improved, and the incentive mechanism for school leaders to train, evaluate and reward students should be continuously improved. Meanwhile, the construction of school rules and regulations, and the work rules, and establish the school student representative work committee should be further improved to guide them to actively contribute to the development of school work.

## **2.2 Improving the enthusiasm of secondary schools**

(1) This can further strengthen the school-running function of grass-roots educational institutions, effectively promote the sinking of the school-running education objectives of higher vocational colleges, and realize the strong combination of educational organizations and scientific research teams, as well as the deep combination of teaching reform and scientific research. At the same time, this can be conducive to actively build a professional teaching development system, effectively improve the college's professional research level, teaching research level, and team building level, and fully activate the driving force of secondary schools.

(2) This can deepen the secondary teaching management system of higher vocational colleges. Higher vocational education has promoted the reform of the internal management system of the secondary colleges. Through the rational adjustment of the distribution structure, the secondary governance structure of the colleges and universities can be gradually improved, which focuses on human rights, administrative power and financial resources, further improving the enthusiasm and innovation ability of the secondary colleges. This will help to gradually form the secondary governance structure and operation mechanism of the university and college with strategic management as the guidance, classified management as the key, characteristic development, clear responsibilities, scientific norms and smooth mechanism<sup>[3]</sup>.

## **2.3 Deeply promoting the reform of personnel system with the reform of post performance as the driving force**

(1) Establishing a reasonable and effective personnel management system: Higher vocational colleges should improve the management system of teacher growth planning and evaluation, establish a teacher growth center, and implement a dynamic operation management mechanism of hierarchical training, classification and training, and hierarchical evaluation and employment. They should not only improve the corresponding systems and measures for the interaction between performance evaluation and personnel management work such as cadre selection, employment, treatment and reward, but also fully implement the employment by post and competitive employment, and gradually achieve the rational allocation of resources of "people, posts and work".

(2) Promoting the reform of post setting and post evaluation: The post setting management plan of higher vocational colleges determines the basic principles, scale, scope, level of post setting, job requirements of personnel at all levels, the number of basic personnel tasks of secondary institutions and the work tasks of personnel at all levels. The number of basic tasks of all kinds of staff

in institutions at all levels is also determined, and the number of basic tasks of all secondary institutions is calculated according to the scientific and reasonable principle. The plan also determines the introduction of the personnel employment system, the policies and methods of personnel employment, the management mechanism, the employment benefits, etc., the employment responsibilities of different categories of personnel at all levels, and the employment benefits that can be obtained after the successful completion of the employment provisions.

## **2.4 Establishing and improving the quality assurance system of the college**

Building the quality standard system of talents and determining the teaching quality control items: The curriculum and standards of higher vocational education form a quality standard system corresponding to moral education curriculum and project logic, which is composed of project specifications, skill requirements specifications, operation requirements, and result specifications. It is necessary to establish a comprehensive development mechanism for all teachers with focus on development and gender classification, and establish an evaluation and training mechanism for new teachers, senior class teachers, professional part-time tutors, school backbone teachers, professional leaders, discipline leaders, etc., in order to strengthen the quality of teachers in the school. In addition, higher vocational colleges also need to establish the comprehensive development evaluation of teachers in the school, which can include the ideological and moral quality standard of the school, the knowledge and skills quality standard of teachers, the physical and mental health quality standard of students, and the evaluation standard of teachers' subject ability quality.

## **Conclusion:**

To sum up, with the rapid development of China's higher education industry, higher vocational colleges have increased their efforts in teaching reform in recent years, trying to use more effective education reform to improve their functions in the field of teaching, so as to cultivate more application-oriented talents for the society. Based on this, it is necessary to improve the management system of higher vocational schools and our modern higher education management system and implement it, but only by adhering to the rule of law and democratic construction can we provide a more powerful guarantee for the establishment and implementation of our modern higher vocational school management system, thus promoting the further development of our modern higher vocational school work.

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