

Research on evaluation method of training effectiveness of compound grass-roots governance talents

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Abstract: Grassroots governance is the cornerstone of national governance, grassroots governance talents are the participants and executors of social development. Training compound grass-roots governance talents to meet the needs of society, is conducive to the settlement of grass-roots affairs, and promote the overall development of students. This paper evaluates the cultivation of grass-roots governance talents from the four aspects of talent cultivation strategy, knowledge structure, talent cultivation ability structure and talent cultivation quality structure, and uses multiple comprehensive evaluation methods to test the cultivation effect of grass-roots governance talents, so as to promote the spiraling rise of the training quality of compound grass-roots governance talents.

Key words: compound grass-roots governance personnel; Training effect; Evaluation methods

With the opening of the 20th National Congress, people of all ethnic groups across the country have put forward higher requirements for talents while writing a new chapter of socialism with Chinese characteristics in a new era. Colleges and universities, as positions to cultivate morality and cultivate people, should focus on personnel training and serve the needs of the country. Since the 18th CPC National Congress, the country has attached great importance to grassroots governance, which is the cornerstone of national governance. Grass-roots governance personnel are participants and executors of social development and play a vital role in social stability. Under the development of the new era, colleges and universities should cultivate compound talents with comprehensive abilities such as party building, administrative management, organizational management and social service in the cultivation of grassroots social governance talents, and implement the important focus of innovative grassroots governance in our country. On the basis of expounding the significance of the training of compound grass-roots management talents, this paper discusses the evaluation method of the training effect of compound grass-roots management talents.

I. The significance of the training of compound grass-roots governance talents

The grass-roots level is the foundation and important support of social governance. To solve the problems of grass-roots governance and realize the modernization of governance, corresponding talents must be involved in it. With the rapid development of society and the complexity of social problems, the society's requirements for talents are constantly increasing. The cultivation of compound grass-roots governance talents to meet the social needs and realize the modernization of China's governance is of great significance to the social development.

1. The training of compound grass-roots governance personnel is an effective focus to solve the problem of grass-roots governance

Compound talents are those who have the combination of common sense knowledge, general ability, intelligence factor and non-intelligence factor in two or more cultural fields. In this paper, the composite grass-roots governance talents aim to break through the professional barriers related to grass-roots governance, such as social work, law, public administration, labor and social security, and transform each professional from "clear boundaries" to "seamless integration", so as to jointly devote to the cultivation of grass-roots governance talents.

The grass-roots level mainly describes the level of political power at the street and town level, which is mainly composed of the people. As the lowest level of the political power in China, the grass-roots level faces a lot of people, and the grass-roots staff is the direct service for the people, the grass-roots level involves a wide range, a large amount, a lot of work, if the grass-roots staff can not timely and effectively help residents to solve the problem, it will indirectly affect the people's satisfaction with the government. The bottom is stable, the superstructure will be firm, to strengthen the stability of grass-roots governance, it is necessary to constantly strengthen the ability of grass-roots governance personnel. The cultivation of compound grass-roots governance personnel conforms to the requirements of the development of The Times. The integration of multiple disciplines enables them to have diversified disciplinary knowledge and broad disciplinary perspectives, which is conducive to the settlement of grass-roots affairs.

2. The cultivation of compound grass-roots governance talents is the catalyst to promote the all-round development of students

The report of the 20th National Congress proposed that we should thoroughly implement the strategy of strengthening China through talents and strive to train all kinds of talents. Talents include a number of comprehensive qualities, including physical, psychological, cultural and social qualities. The term "talents" has similarities with the country's demand for the all-round development of human beings. The cultivation of compound talents in colleges and universities is the embodiment of serving the requirements of the country and meeting the needs of the country. The cultivation of compound grass-roots management talents should break the barriers of professional disciplines, take diversified subject knowledge as the carrier, broaden students' horizons, and cultivate students' ability to solve problems and analyze problems. Secondly, it promotes the improvement of students' innovative ability and the development of comprehensive thinking ability, and improves students' employability and vocational ability. To a certain extent, the cultivation of compound grass-roots management talents can effectively promote the all-round development of students, so that they can become the socialist builders and successors of all-round

development of morality, intelligence, physique, the United States and labor in the broad field of reform and opening up in the new era.

II. The effectiveness evaluation method of compound grass-roots governance personnel training

The effectiveness evaluation of personnel training is an effective way to check the quality of personnel training. It is necessary to carry out the effectiveness evaluation scientifically and rationally and carry out the corresponding improvement according to the evaluation results. This paper evaluates the content of grass-roots governance personnel training from four aspects: talent training strategy, knowledge structure, talent training ability structure and talent training quality structure, and uses multiple comprehensive evaluation methods to detect the quality of grass-roots governance personnel training, so as to promote the spiraling improvement of the quality of compound grass-roots governance personnel training.

1. Talent training strategy evaluation: the combination of comprehensive evaluation and quantitative evaluation

Comprehensive evaluation refers to carrying out comprehensive and comprehensive multi-evaluation research. The quality and effectiveness evaluation of compound grass-roots management talents involves various aspects, including professional positioning, training program, curriculum system, teaching equipment, investment funds, teacher team, production, teaching, research and learning platform, etc. In the evaluation of the effect of talent training, it is necessary to conduct a comprehensive evaluation of all aspects of the talent training strategy, and set up a team of experts, that is, peer experts inside and outside the school, backbone teachers, students, alumni representatives who have graduated for about 5 years and industry experts to conduct a detailed evaluation of the talent training strategy. However, in the evaluation process, attention should be paid to highlighting professional characteristics and avoiding blindly following established programs. Lack of professional characteristics and personalization. In addition, it is also necessary to conduct a quantitative evaluation of the students, using questionnaires to understand the students' awareness of the training of composite grass-roots governance personnel, the satisfaction and expectation of the training of personnel. Through the combination of comprehensive evaluation and quantitative evaluation, the shortcomings of talent training are found, and targeted improvement measures are taken to improve the efficiency and quality of talent training.

2. Knowledge structure evaluation: the combination of periodic evaluation and dynamic evaluation

(1) Periodic assessment of teaching process

The teaching process is an important link in the process of talent training, and the quality of teaching reflects the quality of talent training. There is a wide range of management personnel at the grassroots level, and the course content covers a wealth. It is necessary to implement a periodic evaluation method and regularly carry out teaching quality monitoring to ensure teaching quality. The establishment of a "four-in-one" course teaching quality monitoring system, that is, the implementation of the college leadership evaluation, supervision of lectures, peer evaluation, student evaluation system every semester, the comprehensive implementation of teaching quality monitoring, and the establishment of monitoring results feedback system, reward and punishment application system, the formation of supervision, supervision, supervision of the "integration" to ensure the continuous improvement of teaching quality.

The establishment of "three-way communication" training quality improvement system. With the "National Standard" as the guide, the curriculum outline and other documents as the clue, and the quality monitoring as the basis, the teaching and research department will timely and accurately feedback the teaching quality information to the teachers, provide teaching supervision and assistance, track and monitor the improvement effect, and form a continuous improvement mechanism. A tripartite exchange meeting of student representatives, teachers and industry representatives is held every period to discuss the direction of ability training and course teaching content, so as to closely combine the needs of the industry with the teaching content, improve the teaching quality, and promote the matching degree of training talents with the needs of the industry.

(2) Dynamic assessment during the study period

Dynamic assessment emphasizes the integration of assessment and teaching. The assessment of students' ability requires teaching intervention, and teaching intervention can promote the development of students' ability. Dynamic assessment can be divided into intervention type and interactive type, and students' curriculum assessment adopts intervention type dynamic assessment. As the guiding light of classroom teaching and course assessment, the course outline needs to be appropriately intervened every semester according to the students' feedback, and the course teaching content, teaching method and assessment method (process assessment and final assessment combined) should be determined. In addition, the training of grass-roots governance talents focuses on the training of application ability and innovation ability, increasing the practical training hours in the talent training program, and intervening in the credit setting of grass-roots governance majors to meet the practical training needs of students and improve their comprehensive ability.

The interactive dynamic assessment is characterized by the interaction between teachers and students in the classroom. In the classroom, teachers should adjust at any time according to the students' reactions to mobilize the students' passion for learning. Dynamic assessment requires teachers and students to participate together, pay continuous attention to students, adjust teaching methods according to students' responses, analyze students' cognitive change potential, and help students achieve ability improvement.

(3) Talent cultivation ability evaluation: the combination of qualitative evaluation and quantitative evaluation

The cultivation of compound grass-roots management talents emphasizes that students have multiple abilities in order to adapt to the development of the industry. The abilities of compound grass-roots management talents include communication and coordination ability, overall planning ability, planning and management ability, language expression ability, office ability, coordination ability, adaptability and academic research ability. According to the decomposition of ability, qualitative and quantitative evaluation methods are adopted for

students. Quantitative assessment refers to grasping students' ability through data analysis, so as to find out the gaps and help students master the necessary skills. The office ability in the talent cultivation ability is examined by quantitative evaluation, and students' ability is examined by test and assessment to ensure the objectivity of the evaluation results. The residual ability is carried out in a combination of qualitative and quantitative assessment. The qualitative assessment refers to the qualitative analysis of the object of investigation and the comprehensive grasp of the ability of the object of investigation. Qualitative assessment often uses the observation method, which requires teachers to embed various abilities in classroom teaching, increase classroom interaction, enhance attention to and concern for students, let teachers know the application of students' abilities through observation, and constantly adjust classroom content for students' weak abilities to strengthen the cultivation of students' abilities.

(4) The evaluation of the quality structure of talent cultivation: the combination of process evaluation and quantitative evaluation

The cultivation of compound talents should carry out the educational policy of the state, carry out the task of personnel training, and pay attention to the cultivation effect of students' moral, intellectual, physical, American and labor "five education". In the aspect of moral education evaluation, we should strengthen the investigation of students' patriotism, ideals, beliefs and moral education. Through questionnaire survey to understand the students' ideals, values of the situation, in the process of training, pay attention to the process of evaluation of students, grasp the status quo and growth of students. In terms of intellectual education evaluation, we should strengthen the investigation of students' knowledge ability, innovation ability and practical ability, and understand students' sense of gain and growth by questionnaire. In terms of sports evaluation, we should pay attention to cultivating students' healthy will, enhancing their physique, tempering their quality, and making students experience happiness in sports. In the aspect of aesthetic education evaluation, attention should be paid to students' appreciation of beauty and the pursuit of beauty to improve students' aesthetic and humanistic qualities. In labor education, promote the spirit of labor, guide students to respect labor, participate in labor and establish professional spirit. The three kinds of evaluation, physical education, aesthetic education and labor education, focus on the process evaluation of students, through the study of relevant courses and the cultivation of the second class to evaluate the growth range and sense of gain of students.

III. Conclusion

The Third Plenary Session of the 18th CPC Central Committee proposed for the first time that "social governance" replaces "social management" Social governance is a comprehensive process, covering all aspects of society, and single talents can not meet the needs of social governance. Training compound governance talents is the trend of The Times and the development needs, which is of great significance to grassroots governance and the overall development of students. Talent quality evaluation is an important means to ensure the quality of college education. This paper evaluates the effectiveness of grass-roots governance talents from four aspects: talent training strategy, knowledge structure, talent training ability structure and talent training quality structure, and puts forward corresponding evaluation methods according to the evaluation content, in the hope of improving the training quality of composite grass-roots governance talents.

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