

Practice and Exploration on the selection and training of college class student cadres in the new era

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Abstract: the class is the basic teaching unit of school management and the basis of carrying out student management work, and how to build the class well, the student cadre of the class is the key. This paper first expounds the necessity of the selection and training of college student cadres in the new era, and then explores the selection and training mechanism of college student cadres combined with practice, in order to effectively promote the smooth development of college class construction and student work.

Key words: new era;Colleges and universities;Student cadres;Selection and training;Practical exploration

Under the background of the new era, with the continuous enrollment expansion of colleges and universities, the number of students has increased significantly. “00” college students are gradually becoming the main force of college students. They grow up in the new media environment, have a strong sense of independence, a broad vision, active thinking, and are more likely to accept external information quickly; But it also has the disadvantages of blind self-confidence, individualism and lack of information discrimination. This has led to a significant increase in the workload of counselors, and the daily affairs management of the class is more onerous and complex. Therefore, how to give full play to the potential and characteristics of students and do a good job in student management is a problem worth pondering as a counselor.

1 The necessity of selecting and training college student cadres

Class student leaders are the right arm of counselors, the builder and decision-maker of classes, the core part of class management, the cornerstone of carrying out student education and management, and the important bridge and link between teachers and students. Therefore, selecting and building a team of student cadres with high quality, noble character, active thinking, strong sense of responsibility, strong activity ability and strong execution, fully mobilizing the enthusiasm of student cadres' work and stimulating their enthusiasm and creativity are not only of great help to the work of counselors, but also of positive significance to the improvement of student cadres themselves. Freshmen who have just entered the university are very eager to become student cadres and have a high enthusiasm for work. However, due to experience, counselors need to cultivate and shape their work ideas and abilities. Therefore, the selection and training of student cadres is very important.

2 Effective practice of selecting and training student cadres

1. strictly control the “access” that is, starting from the selection of student cadres

In the past, the selection of student cadres was generally completed within two days, and it was rarely a comprehensive and in-depth investigation of students. Even if the way of election voting was adopted, the votes would not be sung on the spot, but the counselors would make fine adjustments according to the votes and the performance of students before publishing.

Under such circumstances, during the freshmen's military training, freshmen who intend to run for student cadres will communicate with our counselors in private. Some freshmen say that student cadres are internally determined by counselors and will not publicly vote for elections, which shows that students are very concerned about the election of student cadres; At the same time, this reflects a big problem. The election of student cadres is not open and transparent, resulting in a sense of mistrust between students and counselors; Therefore, the open and transparent democratic election method is particularly important for the fair competition between students, the maintenance of the equal trust atmosphere on campus, and the harmony of the relationship between teachers and students. Since the beginning of military training, our counselors and military training assistants have observed the freshmen's behavior next to the military training queue, talked with them during the break of military training, and learned about their ideological trends and personal situation. We make an open commitment to students: the class cadre election will be conducted in the form of open, fair and impartial election, on-site ticket singing and on-site announcement. As a counselor, we will respect the will and choices of students and will not interfere with them arbitrarily. We have repeatedly stressed to students that military training is the first lesson of the University, the turning point for high school students to become college students, and an important platform for enhancing friendship and solidarity, enhancing ideological and political consciousness, exercising will, and displaying personal charm, especially for class cadres. We should seize this opportunity to do a good job in mass work, take concrete actions, and win the trust and recognition of students. After receiving the encouragement and commitment of counselors and military training assistants, the students' enthusiasm has been significantly improved, and their attitude towards military training has become more serious. They actively sign up in the performance, evening program, host and organization activities, and strive to show their best. After the military training, after the students enter the normal classroom, they need to give the students 7 days to understand and observe each other, and then carry out the class cadre election. The election is carried out in the form of secret difference election. At the same time, they patrol back to check and supervise in 14 classes. All 14 classes use class student nomination, campaign speech, secret ballotThe members of the class committee of each class shall be elected in the form of on-site ticket singing. Finally, we emphasize that opportunities

are fair to everyone. This voting method gives every student the opportunity to achieve their goals without being unfairly treated for any reason. Looking at the excited smiles of the students, it is preliminarily judged that the first step is successful.

2. to achieve the goal of “delegating power without letting go, and taking overall responsibility without taking overall responsibility”, that is, to give full play to the subjective initiative of class cadres

Freshmen’s degree of socialization is relatively low. Even student cadres are not sure to let them do things independently. They must teach them hand in hand and lead them to do it together. In this way, counselors’ hands-on work increases the workload. At the same time, too much intervention in class management will reduce the enthusiasm of class cadres, weaken the role and prestige of student cadres, and their positions and abilities will be buried.

In order to avoid these negative effects and enable the student cadres of 14 classes to operate independently, we have formulated sound rules and regulations, and guided the class cadres to always pay attention to class work, realize unity and cooperation, clarify the division of labor, find problems and solve problems quickly. After the establishment of the class committee, each class cadre shall be issued with a copy of the duties of the class cadre, and the specific work contents of each class cadre shall be clarified; Hold a regular meeting of student leaders every week to analyze the problems in class management and come up with practical solutions. Important core idea: the 14 classes of freshman must be unified under the leadership of the school; But there is no need for unified action and uniformity; In addition to doing a good job in various activities required by the school and the college, each class organizes various activities according to the actual situation, enriches after-school time, enhances friendship and unity among students, and creates a good learning atmosphere and learning habits

Under the leadership of the class leaders, each class has formulated its own rules and regulations according to the student handbook. According to the class situation, various activities were carried out, such as chess competition, surveying competition, CAD drawing competition, learning interest group, etc. due to the initiative of student cadres and the support of class students, better results were achieved.

As a counselor, you should be present at each activity. Some activities can be participated in the whole process. The participation of the students in the class is very high, and the students’ enthusiasm is high, and they can also gain something. After a period of time, I got feedback in the communication with student leaders and ordinary students. Student leaders believe that after the counselor points out the direction, he tries to use his brain to implement it. In practice, he can enhance friendship, improve ideological and political consciousness, temper will quality, show personal charm, and cultivate organizational ability and leadership ability; Ordinary students believe that counselors do not give tough instructions, but respect everyone’s wishes, so everyone is willing to participate in such activities.

3. emphasize “strengthen training and improve ability”, that is, improve the quality and ability of student cadres

Student cadres have multiple roles and play a link and exemplary role in all kinds of work. They are not only students, but also service providers for students. At the same time, they are also working assistants for teachers. Such multiple identities enable them to grasp and feed back the needs and wishes of students in the class in the most timely and accurate manner, and grasp the ideological trends of students for counselors. Targeted educational activities provide a solid foundation. So, as a student cadre, how to do these better? It is obviously not enough to preach according to previous experience, so we should adopt new ways to cultivate the comprehensive quality and ability of student cadres.

Drawing on the project of “Young Marxists training project” (hereinafter referred to as “Young Marxists’ class”), we have opened a “student cadre training class”, which allows all student cadres in each class of freshman to join in. Each session focuses on a core theme to carry out relevant activities and Ideological Education, so that students can understand the philosophy in life and work. For example, the theme of the first time was “solidarity”. The students participated in the outdoor expansion activity “through the power grid”, which made them realize that cooperation is the key to the success or failure of a team. After each activity, one plus one is greater than two. At the same time, an experience sharing link is established so that students and everyone can experience and share experience in the activity.

Through several sessions of such training, it can be clearly felt that student cadres are more thoughtful and thoughtful in practical work, have a more serious work attitude, and work methods are more practical.

3 Effectiveness

Through one year’s efforts, the comprehensive quality of freshman student cadres has been greatly improved. Personally, they have become more mature, have a deeper understanding and experience of their work, continuously improve their vision and ideological height, and think more comprehensively; Dare to work hard, dare to try new methods, and accept new things faster; It has established a good prestige in the class and has been highly praised by the students. Student leaders can play their respective roles, unite as one, and try their best to serve the class. At the same time, we should play a pioneering role, and establish that we can not only lead the way, but also put down our identity and become one with students. In terms of class management, there are both organization and supervision, so that the class can go on the track of healthy development.

4 Reflection

1. create an environment of fair competition

The first fair issue faced when entering universities is the election of student cadres. Whether the cadre election is democratic, fair and open is related to each student’s trust in the school atmosphere and the counselors and class cadres. Therefore, there must be a fair, just and open atmosphere and conditions, so that student cadres can understand the connotation and relationship between “rights” and “power”, and better serve students.

2. Counselors should not “personally” do something, but trust the ability of student cadres

Under the premise of “the work of student cadres is carried out smoothly”, counselors should actively help student cadres establish confidence, put forward correct ideas and methods, and encourage student cadres. Even freshman student leaders will grow up quickly with encouragement, trust, support and dedication.

3. Combination of overall training of student cadres and individual communication

For the cultivation of student cadres, it is infeasible to have only the form of “big pot”, so we should communicate with you from time to time. In private, we should often chat with the class cadres, understand the class situation, listen to the work report, and put forward suggestions and guidance on class problems, work ideas and methods. On the one hand, we should give guidance and help to the class cadres, on the other hand, we should also strengthen the relationship and feelings between teachers and students.

4. Give full play to the role of every student cadre and let every incumbent student get exercise

The number of class cadres should not exceed 7. If too many members are set, students will feel dispensable, and even appear “nominal” phenomenon. Based on this situation, we should divide their responsibilities and let the class cadres have something to do at the beginning, so as to reduce the pressure of the monitor and mobilize the enthusiasm of each class cadre.

5. Achieve the goal of student management in an innovative way

Contemporary college students have a strong sense of independence and have their own opinions and views on things. Traditional education methods, such as conferences, lectures and individual education, are no longer suitable for today’s students. Especially for student cadres, their own quality and ability are higher than that of ordinary students, and the old methods often make them feel boring and meaningless. Therefore, we must take new methods to attract their eyes and thoughts, cultivate their sense of leadership, and improve their management level.

5 Conclusion

Class student cadres play an important role in class management and construction. Therefore, college student workers should pay attention to the construction of class student cadres, carefully find the loopholes and deficiencies in the work, do a good job in the selection, use, training and assessment of class student cadres, improve the overall level of class student cadres, and build a cadre team with excellent quality and style.

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