



## Strengthening the Young College Teachers' Ideological Political Education Works

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### Abstract

Young college teachers' ideological politics education work with certain particularity is different with students'. Only their ideological politics education work is made well, the talent advantages can be fully exerted, which is very important for the talent cultivation of colleges. Based on the importance of young college students' ideological politics education work, the problems existing in this work are analyzed and corresponding solutions are proposed in this article.

**Keywords:** Young college teachers, Ideological politics education work

Young teachers are an important group to compose the structure of college teachers full of energies and vital forces, and are not a mature group. Young teachers' ideological politics education work should first emphasize the education, and if the political education has not incorrect direction, the education will be only formal and deficient for normal contents. So the education should not be simply regarded as a kind of lecture, drumbeating and catchwords, and it should be implemented into practice.

### 1. Important meanings of young college students' ideological politics education

The ideological politics education work is an important approach to build the harmonious campus. The object of young teachers' ideological politics education is young teachers, and its main content is the education about young teachers' ideological concepts, political concepts and moral concepts, and the education mode should fully exert the explanation function and the conversion function of the ideological politics education, especially the encouragement function.

#### 1.1 Pushing the socialization of politics

Li Yuanshu generalized the contents of politics socialization as three domains. The first domain is that social individuals study political knowledge and acquire political tropism, form and perfect political personality to accord with the political life. The second domain is the diffusion, generation transfer and variance of political cultures. The third domain is the operation process of democracy, law and discipline politics system and the relationship with the politics socialization. The politics socialization education for young teachers should mainly rest with the cultivation of political thoughts, concepts and behaviors. To correct young teachers' essential position, attitude and opinions about the course, guideline and policy of interior and diplomacy of national institutions, party and country decides young teachers' definite political direction.

#### 1.2 Establishing correct philosophy

Young teachers' ideological politics education includes the education of a series of ideological educations including young teachers' politic thoughts, philosophy thoughts, moral thoughts, legal thoughts, innovation thoughts and tasting thoughts, and the core content of philosophy is the value of life. Young teachers' individual value is represented by the respect and fulfillment of colleges and the society to young teachers, and young teachers' responsibility and contribution to colleges and the society. So colleges should actively encourage young teachers' active aspect to make them contribute for colleges and the society by the best mode.

#### 1.3 Building great moral quality

Young teachers' ideological politics education should not only convert teachers' individual thoughts and enhance their

ideological quality, but cultivate and build their moral quality, and enhance and strengthen teachers' moral cognition, moral sense, moral purpose and moral behaviors, i.e. emphasize young teachers' education of moral quality. Finally, "the development of the productivity is promoted and the social advancement is pushed by human quality especially by the enhancement of ideological moral quality and the exertion of potential".

#### *1.4 Correcting young teachers' political thoughts*

The education of political thought is the core and emphasis of young teachers' ideological politics education. And it includes not only the ideological education and moral education, but the psychological education. Young teachers have the certain confusion in their mentality, which has been the bottleneck to restrain the development of higher education. To correct young teachers' political thoughts should not only enhance young teachers' thought quality and moral quality, but enhance teachers' psychological quality to make teachers' thoughts, morals and psychology more accord with the demand of the socialism market economy, and exert teachers' enthusiasm, activity and creation.

### **2. Problems existing in young college teachers' ideological politics education**

Young teachers are the main force and new blood of the college teacher group and their quality decide the cultivated students' total level. At present, the young college teachers' ideological politics is good, and they have active and healthy political attitude, political tendency and political opinions. And part young teachers have strong innovation consciousness and they will become the principal part of teaching and research. However, with the large reform of the society and the large change of interior and exterior environment, young teachers' value concept and theoretical cognition need to be guided and standardized in time.

#### *2.1 Ignoring the cultivation of political quality and young teachers' consciousness of faith is weak*

Most young teachers selected by the college are graduate students of the college or the non-normal relative specialties of other colleges, and when they study in the college, they have not accept various teaching skills and necessary training of scientific research ability because of the limitation of the specialty. When they enter into the teacher group, because of various requirements of assessment index, teachers all centralize their attentions on the teaching and research tasks, but ignore the ideological politics education. Especially those young teachers emphasize the learning, but ignore the politics, even some of them are indifferent with the politics, and are absent without reason for the politics theory learning organized by the college, and they don't care about the affairs of state, and they are rendered speechless on the symposia of theoretical learning, and they have not the ability of distinguishing and recognizing.

At the same time, some new young teachers have not completely turned from students to teachers psychologically, and they still have deep student role, and lack in systematical training before post and many educational skills such as professional moral culture, education thought and education method, and they will face the task of teaching and research when they have not seriously tasted and known how to teaching and educating. Therefore, in a term, many young teachers only emphasize the enhancement of their education level, but ignore learning the history and knowing the development of the society, so they can not completely treat problems and will easily subjectively analyze problems and deviate from the practice. They always can not correctly estimate and judge their strengths and abilities, and think the things are too simple.

In addition, part young teachers have weak discipline concepts and bad behaviors, and when they instruct knowledge to students, they even diffuse incorrect opinions in the classroom, which will seriously influence young teachers' value view and philosophy.

#### *2.2 Education method is formal and the time-effect is not significant*

Most young teachers' ideological politics education has not been related with young teachers' benefits and life, and seriously breaks away from the practice. Because of the influences of the market economy and various cultures, young teachers have relatively active thinking and multiple value tendencies. The present education mode is still the traditional modes such as infusion and lecturing, and the working method can not be learned and the educating content is not complete. For example, more teachers only read documents and drafts to educate students, which is bald and tasteless. At the same time, many education contents are reports and speeches of the superior, lacking in the concerns about young teachers' work and life, and most of them break away from the practice of young teachers, are difficult to be welcomed by young teachers. Therefore, the time-effect of young teachers' ideological politics education is not significant, and the function of the ideological politics education can not be exerted normally.

### **3. Measures to improve young teachers' ideological politics education**

Young teachers are a special group in the educated group of the ideological politics education, and the education content and education method are diversiform.

*3.1 As the most essential and basic construction for college teachers, the construction of college teachers' professional ethics is decisive for the construction of colleges, and it is the important spirit drive and ideological guarantee for the development of colleges, and it is the soul of one college.*

To cultivate young teachers' good professional ethics has been the first task of the young teachers' ideological politics work, so the construction of young teachers' professional ethics should be brought into the total plan of the construction of teacher group, and the college should organize young teachers to participate in the theoretical learning, and guide young teachers by relative theories such as Marxism-Leninism, Mao Zedong Thought and Deng Xiaoping's important theories about ideological moral construction, and the important thought of "Three Represents" to enhance the cognitive level, and takes the cultivation of young teachers' spirit of cherishing posts and devoting wholeheartedly to work as the important content of young college teachers' ideological politics work. But the most colleges still lack in strict and effective professional ethics evaluation, assessment and encouragement mechanism at present.

First, cultivate young teachers' professional ethics. Young teachers not only are the disseminators of advanced cultures and knowledge, but also influence students by their own personnel charming and give students courage and wisdoms to conquer difficulties, and help students continually to modify the advanced direction. Young teachers should run the education guidance, policy and route of CPC through the teaching works, and take the spirit of cherishing posts and devoting wholeheartedly to work and stringing along with the education business of CPC as the basic requirement of the standard of professional ethics. Colleges should utilize the "agglomerating function" of the ideological politics function to cultivate young teachers' strong professional ethic spirit and obligation consciousness, and strengthen the power of young teachers' professional ethics spirit, and organize young teachers to deeply study "the Teacher Law" and "The CPC Central Committee, the State Council Issued "the Decision on Deepening Reform, Pushing forward All-round Quality Education"", and other education regulations and documents, study Deng Xiaoping's important dissertations about the spiritual cultural construction and the ideological moral construction, and fully know the important meaning of strengthening the construction of professional ethics, and take the cultivation of young teachers' spirit of cherishing posts and devoting wholeheartedly to work as the important content of young college teachers' ideological politics work.

Second, try to build good teaching environment. The interior drive of the construction of college environment is to promote students to study hard by good learning spirit, build the learning atmosphere, grasp more scientific knowledge and enhance the comprehensive quality. And the teaching environment, the learning environment and the college environment are a integer influencing and promoting each other, and the teaching is the object of schooling, and the teaching environment will decide the learning environment which depends on students' conscious culture, and with good teaching environment and learning environment, and good college environment can be formed. Therefore, colleges should try to cultivate teachers the ability of teaching and educating, and the quality and skills of innovation, and bring the education of professional ethics into the moral practice to cultivate their sentiment of professional ethics and enhance the level of professional ethics. Colleges should fully exert the function of various party organizations in the construction of young teachers' professional ethics, strengthen the construction of party branch, strengthen young teachers' work of party construction, care about young teachers' political advancement, lead young teachers actively close to the party, emphasize young teachers' work of joining the CPC, promote actives' mature, stimulate young teachers' image of professional ethics, and establish the consciousness of good teaching. At the same time, colleges should create good work environment for young teachers to grow as soon as quickly and acquire the achievement, and try to build the good atmosphere to teach with good morality.

Third, try to establish the standard atmosphere of professional ethics. The culture of good professional ethics is a gradual process, and it can not leave strict standard of professional ethics. In the construction of professional ethics, colleges should not only fully exert the function of ideological politics work, but also embody the effect of regulation and system. The standard of professional ethics is the scale to restrain the education staffs' behavior of professional moral, establish the evaluation and control system, and prevent the un-control of professional ethics. Colleges should establish the feasible education behavior standards, perfect the standard of professional ethics, strengthen the control of professional ethics, and realize the standardized and scientific management of young teachers according to the practice of the ideological politics education work. Colleges should also perfect the mechanisms such as supervision, evaluation and competition, and make young teachers to have the suffering and responsibility consciousness for their works, and accordingly continually enhance their comprehensive quality. By establishing the systems such as the teaching evaluation system, the teaching supervision system, the lecture spot-checking system, the teaching contest and the tutor instruction, colleges can establish the evaluation standard, build the standard of professional ethics, suit with the encourage mechanism, combine with the assessment system, bring the requirements of professional ethics into various evaluation systems as the assessment references, strength the assessment of professional ethics, exert the restraining force of laws and rules, and really implement the construction of professional ethics into the practice.

### 3.2 Establishing the long-term effect mechanism, and strengthening young teachers' ideological politics education

Young teachers' ideological politics education is a comprehensive and systematic education, and it can promote the enhancement of young teachers' quality of ideological moral, strengthen young teachers' ability of utilizing correct ideological theory to analyze and judge all contacted ideological cultures, and ensuring right ideological cultures into brains and hearts.

First, strengthen the young teacher tutorial system. The tutorial teachers' function should be fully exerted, and young teachers' healthy growth can not leave old teachers' experiences and instruction. One important part to effectively implement young teachers' ideological politics education is to select tutorial teachers for these young teachers. Old teachers with many years' teaching and researching experiences, high scientific attainments, decent study style, abundant experiences, good teaching effect, good ideological moral should be selected to assume the tutorial teachers of young teachers, and who can correctly guide young teachers from many aspects such as operation knowledge, education skill and educating mode, and deepen the work of ideological politics education.

Second, strengthen the theory orientation work. Colleges are always the place with sensitive ideology, which takes the platform, the forum and the second classroom as important channels to transfer the Marxism. Young teachers will more contact with students directly, and if their ideology can not be occupied by the Marxism, they will be corroded by various fault ideas. Therefore, young teachers' ideological education must be guided by right orientation, and the theoretic works should be normalized and standardized, and penetrated into young teachers' daily teaching and researching works.

Third, offer proper preferential treatment of policy. Colleges should ensure young teachers' rights and interests from relative systems, and care about young teachers in the political ideology, and approach to young teachers from the sensibility. Colleges should also offer the opportunities for young teachers to burden heavy tasks, and select them to increase knowledge and abilities in the practice by communication and learning. At the same time, those young teachers with both political integrity and ability can be pushed to the leading posts in the important departments of the college.

The education system of colleges should accord with the development and change of the society, so young teachers' ideological politics education work should be developed with the adjustment of the target, content, measure and method of the ideological politics education, which can accord with the requirements of the development of the college and the society.

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