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Innovation Strategy counselors work under top creative talent cultivation sight

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ABSTRACT

In this passage, in the vision of top creative talent cultivation, it parses the connotation of college counselors work and the correlation between the two, and analyzes the top creative talent training mode at the present situation of the college counselors work, and constructs cultivate top-notch innovative talents of "five in one" college counselors work innovation strategy, from the practical level explores the counselor to improve students' comprehensive quality and top-notch innovate talents methods and strategies, in order to highlight the counselor in the role of top creative talents training.

KEYWORDS

Top creative talent training; The counselor work.



In 2010, The Ministry of Education promulgated the "national medium and long-term education reform and outline (2010-2020)", would clearly regard the development of the top creative talents as an important strategic task for colleges and universities^[1]. College counselor is the backbone to carry out the ideological and political education, the organizers, practitioners and the instructor of the students daily ideological and political education. They should bear the other education workers' irreplaceable important mission and responsibility in the top creative talent training the existing research is little from a perspective of top creative talents, and discusses the innovation of the college counselors work strategy. In the vision of top creative talent cultivation, this passage analyses the connotation of college counselors work and the correlation between the two, and analyzes the top creative talent training mode at the present situation of the college counselors work, built to cultivate top-notch innovative talents of "five in one" college counselors work innovation strategy, explore the counselor on the practical level improve students' comprehensive quality and top creative talent training methods and strategies, in order to highlight the counselor in the role of top creative talents training.

THE WORK OF TOP CREATIVE TALENTS CULTIVATION HORIZON, THE COUNSELOR CONNOTATION AND RELATIONSHIP ANALYSIS

Top creative talents have innovative consciousness and creative spirit of quality. In their own areas they have made outstanding contributions to the development of the country. They bring a series of major changes for the country's economic development, science and technology. Top creative talents generally have good diathesis, strong ability quality and comprehensive knowledge structure. Training top creative talents in colleges and universities is according to the requirement of the era and the needs of the situation, combined with man's all-round development, to develop in line with the top creative talents growth pattern of the talent training scheme, to set up for students in the knowledge structure, quality and various platform, to improve the capacity to adapt to the top creative talents horizon, the requirement of ideological and political education work. So the ideological and political education work is not only to grasp the political direction, but also to develop the students' ability of academic science and technology, pay more attention to all kinds of non-intelligence factors, such as the moral sentiment, the will, the cultivation of innovative consciousness and so on,. Only the non-intelligence factors as a support for the intelligence, a combination can develop the top creative talents better, the development of the non-intelligence factors tends to mainly rely on the daily work of the instructor.

In The Ministry of Education of 24 order and 16 files, counselor responsibilities are defined as a guide of ideological and political education, the work of the organizers, practitioners and mentors, the backbone of talent training. Counselors carry on the ideological and political education in daily work; it has the great importance on the cultivation of top creative talents. Mainly reflected: first, carrying on the ideological and political education is helpful for students to form correct value guidance. Counselors carry out the ideological and political education work; undertake the student education of outlook on life, values and world outlook, and combining the ideal faith education and the education of socialist core value system, the knowledge and spirit into the positive subjective initiative. In this influence, their work will be properly carried out under the control of ethical and moral. Second, the counselor guiding the students to growth and development develop a solid foundation for talent of cultivating. All the work of counselors are deeply embedded in the students' growth and development, and counselors are with students together in a long term, they are the students' mentors and bosom friends in life. They help students to complete the career planning, improve the study plan, do the psychological counseling, formulate favorable evaluation of incentive mechanism, through Assessment awards to stimulate students' motivation to self-improvement, etc. these foundational work laid a solid foundation for training top-notch innovative talents. Finally, the counselor work can cultivate students' innovative spirit in work. The process of ideological and political education is a process by inside and outside of internalization, counselors can focus on cultivating students' innovative consciousness in work, develops students' innovative thinking, enhance the students' innovation ability, innovation in such a spirit into conscious action, which in turn guide the innovation practice activity, achieve unity.

As a result, the counselor in daily work based on the labor of duty, strengthen the students' innovative quality education, pay attention to stimulate students' learning desire and cultivate sound personality of students. Under such a role, the intelligence factors and non-intelligence factors of college students can get all-round development. As the backbone of ideological and political education of university counselors to depth in talents cultivation, to highlight its role in top creative talents training.

THE UNIVERSITY COUNSELORS PRESENT WORK AND REASON ANALYSIS WITH THE MODE OF CULTIVATING TOP-NOTCH INNOVATIVE TALENTS.

With the profound revolution and continuing development of higher education, faced with unprecedented opportunities and challenges. In the mode of cultivating top-notch innovative talents, many colleges and universities have carried on the reform at different level, but the direction of the reform is mostly oriented teaching level and the cultivation of the academic knowledge of science and technology, actually, college counselors involved in depth and width of the top-notch innovative talents training is not enough. Analysis of the reason is mainly as follows:

The constraint of ideas lead to counselors are insufficiency of the importance of top-notch innovative talents training

At present, many universities hand the task of talents training to the proficient teachers. Plenty of people think that college counselors' work is specialized in the ideological and political education of university students, which has nothing to do with top-notch innovative talents training. The direct result of these ideas make colleges and universities neglect the students work team as a personnel training important status and role of power, not highlight the counselor work in the important effect of top-notch talents cultivation. At the same time, many counselors themselves misled by this concept, there is no active deeply involved in top-notch talents training, on his own, innovation consciousness is not seriously, the counselor work as "nanny", "fire brigade", etc., the constraints of ideology caused few examine from the Angle of man's all-round development, the development of the students, often in the workplace to passive acceptance is given priority to, active thinking depth less involved in the top -notch innovative talents cultivation work.

The restriction of cognitive level lead to the lack of the understanding of top-notch talents cultivation `s law

The growth of Top-notch innovative talents has its internal regularity. These rules are influenced together by the talented person has inherent ability quality and the cultivation of the environment.

According to available statistics show that more than half of respondents thought training mode, academic atmosphere, incentive mechanism, evaluation conditions have great influence on the growth of top-notch innovative talents. Moreover, the present situation of the majority of colleges and universities exists the phenomenon of one size fits all such as rigid education system, teaching content, obsolete, incentive evaluation mechanism. Counselors in order to complete the various tasks and meet performance requirements, requiring the students into the classroom, the simple use of quantitative student attendance learning state, with activity of participation to assess student's status, not to let the students really into learning attitude, this lack of understanding of top creative talents cultivation rule, tend to assess formal, in the long term the serious influence students' personalized and diversified development. To cultivate top-notch innovative talents, therefore, we should face to face with problems, sweeping, deeply understand the law of the talents cultivation, respect for differences and individuality, improve the service level of management, and true take good service for students to grow up.

The level of management restrict the methods which college counselors use, sorely and less target

In general, it is considered that the counselor work is "stability, peace", the misunderstanding will focus on the political orientation education object, ignored the education function and coordination function of counselor work. At past due to the single method of work, pertinence is not strong, and insufficient understanding of the law of talent cultivation, the instructor can appear sometimes in the daily ideological and political education work method is single, the phenomenon such as unconvincing, sometimes simply substitute hard and fast rules for the ideological and gentle political education work, didn't do the student's bosom friend and mentor in life, the work method of top-notch innovative talents cultivation is very bad. Further attention as countries work of instructors, especially 24 order and 16 files by ministry of education, the role of counselors, positioning is very clear, for the work of counselors by strengthening research and training to improve learning, improve the understanding of ideological and political education work of instructors, counselors constantly improve the management level, for students' individual character development and diversified development has the obvious improvement. However, facing the new situation demands of top creative talents, also need to counselors constantly improve work method to increase the working mode, especially the big data era background, how to make use of network to carry out the ideological and political work of top creative talents service still need further exploration.

The restriction of management mechanism lead to ideological and political education mechanism is not sound

The management system of colleges and universities fundamentally affects the effect of ideological and political education. Firstly, instructor management mechanism, such as the counselor team construction, title evaluation, evaluation will affect the ideological and political education. How to make the counselor deeply involved in talents cultivation, which needs further improve the counselor in the enthusiasm, initiative and effectiveness of top-notch talents cultivation. Secondly, students management and teaching management system, has brought the culture of top creative talents in universities and colleges to different degrees of resistance, some even serious impact of top creative talent training quality. Finally, the existing management system and evaluation mechanism for creative students restriction is more, the personality development of students as well as the diversity of student assessment is not comprehensive, largely restrict students' innovative spirit and creative activities.

UNDER THREE, TOP-NOTCH INNOVATIVE TRAINING MODEL "ONE OF FIVE" INNOVATIVE STRATEGIES COUNSELORS WORK

Integrates the essence of all kinds of ideological and political education at home and abroad, to establish top-notch talent cultivation mode in the new period college counselors work "five one" the effective innovation strategy: namely, the instructor work idea innovation, method innovation, the counselor work carrier innovation, innovation counselors working content and counselors working system, as shown in Figure 1:

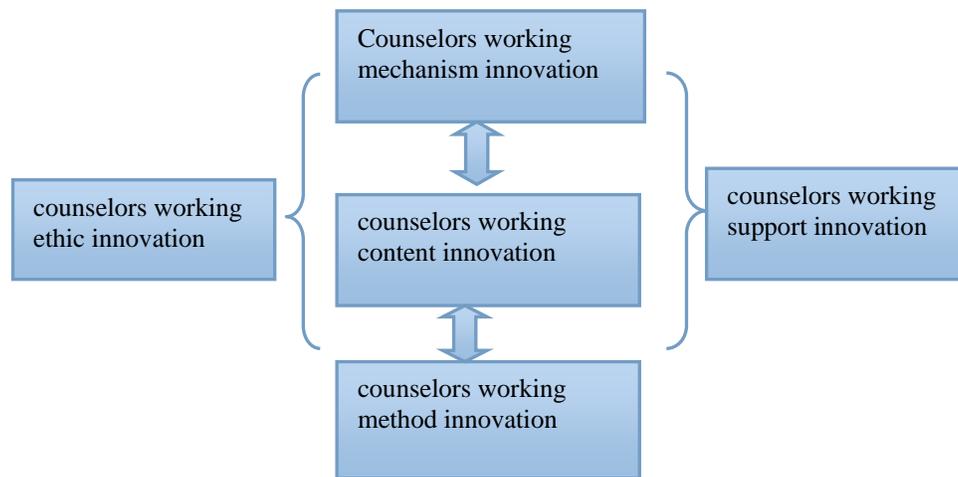


Figure 1 : "One of five" innovative strategies

Counselors working ethic innovation

Schools should fully realize the leading function of political education in the process of talent cultivation, effort to build a strong political, business, discipline strict, counselor team. First of all, the school should realize the function of ideological and political education from the concept is irreplaceability in top-notch talents cultivation, attach great importance to the counselor team in the important function of top-notch innovative talents cultivation, further strengthen and improve the counselor work, and then integrate all kinds of power to promote talent cultivation. Secondly, instructors should realize from the concept of the importance of ideological and political education work in training process, in addition to pay attention to in the daily work of the expansion of intellectual factors, more attention to the cultivation of non-intelligence factors, a targeted to enhance the innovative ability of students, the cultivation of non-intelligence factors such as scientific literacy, assume top creative talents cultivation should take on the tasks and responsibilities.

Counselors working methods innovation

In practice, the counselors' work should change a single infusion model, reflect the students as main body, adapt to the requirements of the students' development. And they also should respect for individual differences of students themselves, change the traditional didactic methods of work, full use of modern network technology, such as the use of QQ, Fetion, Microblog, Wechat and other tools to carry out ideological and political education. The counselors only change the way of "let me study" into "I want to learn" before fully respecting the students in their own learning and creative growth path of consciousness, mobilizing the initiative of students. In that case, they can adapt to the development of top-notch creative talents cultivation of ideological and political education Claim. Next, the schools should pay attention to enhance business skills of the counsels, will enhance the level of business of the counselors into consideration of the overall school teacher training, and make feasible training programs, such as pre-job training, job training, field communication with their own characteristics of the counselors training system.

Counselors working support innovation

According to the counselors' work condition and the requirements of them under the new situation. The career is roughly divided into active carriers and network carriers. Activities carrier is a traditional carrier which counselors carry out various educational activities by social practice of students, community activities and classes organized group activities. Network carrier is a new carrier. It has great significance of carrying out ideological and political education under the new situation work to make good use of the network carrier to carry out ideological and political education. Counselors can carry out ideological and political education through QQ, SMS, Blog, Wechat and other tools. Using the network platform, counselors and students can break the time and space, to communicate without the distance, which makes counselors have a new carrier to effectively grasp the idea of dynamic student counselors grasp the students' thoughts. What's more, using a variety of new network approach can be closer to the students and the counselors use the students' favorite way to communicate with them, more respect for personality development of students. Students can freely express their views. This carrier between counselors and students build a new information exchange platform and open up a new way for the carrying-out of the ideological and political work in colleges.

Counselors working content creation

The Ministry of Education issued 24 orders and 16 documents, defined the duties of counselors and pointed out the direction how the counselors deeply involved the development of the top innovative talents. First, the counselors recognize the patterns and characteristics of top creative people to grow, and only recognizing the basic rules and features can be targeted for their work. Counselors, in the actual work, respect individual differences of students, encourage students to engage in creative thinking, cultivate students to discover and analyze problems and learn to solve problems independently.

And they actively support innovation and entrepreneurship of students to participate in various activities, the formation of new model of ideological and political education of diversity, individuality and character. Secondly, counselors work closely with teaching to form a full, good atmosphere of educating people. An important force in the teaching system and students are working system of personnel training. Counselors can actively involved in the development and modification of personnel training programs, combining with their professional characteristics of professional conduct to help students enhance the core competitiveness of the activities, and create a good academic research atmosphere, excellent teaching job teaching style driven by grasping the good style of study, whereas a good style of study to promote good teaching style. The two make concerted efforts to join forces to jointly promote the top creative talents cultivation. Third, the counselors work with a combination of disciplines to further develop the unique effect. Students actively participating disciplines, to cultivate students' innovative qualities, teamwork, entrepreneurship has a positive role in promoting; similarly, disciplines attract students to participate in cross-disciplinary interaction between the students' high motivation and strong participation. You can integrate the various disciplines kinds of platforms and resources to create a high quality and influential achievements for further development to achieve the school's goals possible.

Counselors working mechanism innovation

First, as for training outstanding creative talents, except the need of a large number of famous teachers and masters in the education teaching level, but also a number of college counselors team with innovation quality. The comprehensive qualities of instructors directly affect the effectiveness and quality of personnel training. Therefore, in the selection of college counselors, not only political quality, organizational management, teamwork, communicational and coordination capabilities should be noticed, we should also pay attention to the innovation quality and creative spirit of counselors, preferably the talents who have some experience in scientific research and a higher level of education. Only in this way in order to better adapt to the counselors conducted under the top creative talents mode of ideological and political education work, in order to integrate into the creative spirit, consciousness research, endurance, resistance to stress and other non-intellectual factors in the daily ideological and political education work. The school can set up a special research fund to encourage counselors to translate research results into practical work, to train and to lead a large number of counselors who has a sense of innovation, providing good protection mechanism for the growth of top-notch creative talents. Secondly, establish and perfect appraisal and incentive mechanisms in line with students' personality development. According to the rule of top creative talents to guide students, to respect students' diversified and personalized in a number of aspects such as in the scholarship evaluation, electing elite to join the party, students course assessment, students' social practice, so that students in the process of growing full play to their initiative. Establish and perfect the effective incentive mechanism and evaluation mechanism, by students across disciplines, Kuayuan Ji elective, innovative practices to calculate credits, the establishment of individual scholarships specifically reward top creative talents, and even achieve mutual recognition of credits between Universities, fully mobilize the enthusiasm and creativity of students.

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