

An Analysis of the Implementation Path of the Refined Teaching Management in Colleges and Universities from the Perspective of "Foster Character and Civic Virtue"

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Abstract: The refined teaching management in colleges and universities means that in the teaching management process, it pays attention to the meticulous teaching management process, the systematization of the implementation procedures, the clarification of management responsibilities, and the pursuit of scientific, rigorous and efficient teaching management concepts and management models in the teaching management process. The promotion of refined teaching management in Chinese universities is a realistic need to implement the fundamental task of "Foster Character and Civic Virtue" in universities in the new era. It is an important carrier for the realization of "Three-dimensional Education" and a powerful guarantee for improving the quality of university teaching. On the basis of reviewing the study of fine management, this study analyzes the connotation of fine teaching management and its necessity to realize the educational goal of "Foster Character and Civic Virtue". And based on this, from integrating the concept of "Foster Character and Civic Virtue" into refined teaching management, strengthen refined teaching process management and performance appraisal, and promote "Foster Character and Civic Virtue" to better run through the whole process of teaching management, and realize The effect of "Three-dimensional Education" and other aspects discussed the implementation path of refined teaching management in Chinese colleges and universities from the perspective of "Foster Character and Civic Virtue".

Keywords: Foster Character and Civic Virtue, Refined Teaching Management, Three-dimensional Education, Management Education

1. Introduction

Xi Jinping (2016) emphasized that it is necessary to persist in taking Foster Character and Civic Virtue as the central link of education, achieve whole process and all-round education, and strive to create a new situation in the development of China's higher education [1]. This provides a fundamental basis for promoting the high-quality development of China's higher education in the new era. Facing the profound changes in the internal and external environment of the educational reform and development, Chinese universities should further implement the new development concept, center on the fundamental task of "Foster Character and Civic Virtue", comprehensively coordinate the education resources, strengthen the foundation, highlight the key points, establish

norms, and implement responsibilities. Integrately build a university teaching management system with complete content, sound standards, scientific operation, strong guarantees, and remarkable results, forming a pattern of "Three-dimensional Education". Refined teaching management is based on the student-centered, comprehensive and meticulous attention to the development of various teaching management tasks, and the overall quality control of each link of teaching management, which is exactly in line with the "Foster Character and Civic Virtue" and "Three-dimensional Education" of Chinese universities in the new era. It plays a vital role in effectively improving the quality of teaching and ensuring that the talent training goal of "Foster Character and Civic Virtue" runs through the entire education process.

2. Refined Teaching Management

The refined management theory originated from Taylor's "scientific management theory" and Edwards Deming's "management for quality theory", and was first put into practice in Japan's Toyota Motor Corporation [2]. It is a kind of philosophy and culture, and an inevitable requirement and trend that social division of labor and refined service quality put forward to modern management. It is also based on conventional management. A kind of management thought and management mode that lead these conventional management to in-depth, its management method is to minimize resources and reduce costs to achieve the greatest benefits. Modern management science believes that there are three main levels of scientific management: the first level is standardization, the second level is refinement, and the third level is individualization [3]. The refined management is based on the basic principles of "precision, accuracy, detail, and strictness". Through the systematization of rules, the proceduralization of work processes, the standardization of work links, and the fine-grained assessment and evaluation, the management work is carried out accurately, efficiently and in an orderly manner, and finally high-quality products are obtained. Although universities are different from enterprises, university management is also the management of teachers, students, and various administrative affairs, and there are various elements of organization and management. The introduction of refined management into the teaching management of colleges and universities to improve the effectiveness of education and teaching management is an inevitable trend and requirement for China to vigorously develop education and de-administration of colleges and universities under the new situation [4].

Refined management is not only an innovation of the traditional university management system, but also helps to reduce the cost of university management and reduce the waste of resources used by university management. Refined management requires the comprehensive synchronization of management concepts and the application of technology in the management process. At the same time, attention should be paid to the standardization and scientificity of teaching methods in colleges and universities, so as to promote the sustainable development of teaching management in colleges and universities in the process of refined and reasonable management [5].

Refined teaching management in colleges and universities, pay more attention to the meticulous teaching management process, the systematization of implementation procedures, and the clarification of management responsibilities, emphasize the process management of teaching operation, pursue the scientific, rigorous and efficient management process to ensure that every link should be refined, each step has effectiveness, small things to do well and fine, and the teaching management on the institutionalized road [6]. The refined teaching management of university not only refers to an advanced management concept, management model, management culture or management method, but also refers to the multi-level complex composed

of advanced management concept, management mode, management culture and management method [7]. It can effectively overcome the randomness and disorder in the process of teaching management, promote the effective improvement of teaching management efficiency and the cultivation of rigorous style of study and teaching style, and realize the effective improvement of teaching quality and talent training quality. Zhou Dengchao (2013) puts forward that the essential significance of refined teaching management lies in that it is a process of decomposing, refining and implementing strategies and goals. It is a process that allows universities to effectively implement each link and play a role in strategic planning, and it also enhances the overall execution ability of universities [3]. The use of refined teaching management can promote the improvement of education and teaching quality to a large extent, extend the connotation and extension of school teaching management, and promote the teaching management of Chinese universities to get rid of the shackles of traditional management models and seek more scientific and efficient new teaching management models [8].

The refinement of teaching management includes the following three connotations:

2.1. *Fine*

"Fine" firstly refers to the establishment of a refined concept of excellence in the hearts of all teachers and students in colleges and universities, and this concept runs through the daily teaching management work; secondly, the teaching management objectives and related responsibilities are specified and clarified focus on teaching management goals, carefully design every plan, carefully dismantle every task, closely cooperate with relevant departments and staff, and fulfill their responsibilities to achieve the teaching management goals, the teaching management team, and the teaching methods to fulfill the "Small things are done carefully, and the details are done fine" effect. Refined teaching management is established on the basis of conventional management, using standardization and informatization as the means, systematization of rules as the main feature, and efficient coordination and continuous surpassing of all employees in the form of performance to reduce management costs and improve effectiveness. It emphasizes excellence, continuous improvement and continuous improvement in teaching and service, and promotes teaching or service to be more competitive [9].

2.2. *Meticulous*

"Meticulous" means to make the work detailed, to make the management detailed, and to pay attention to details. It is not that the finer the better, but it requires the priority to be divided, the core content and key parts are grasped, and it is operable and controllable, so that it is fine and not complicated. The "meticulous" in fine teaching management requires teaching management to cover every aspect of teaching work, systematize and meticulous rules; make work detailed and manage detailed; realize effective connection of

processes and precise teaching management units, efficient, coordinated and continuous operation, and finally achieve the goal of fine rules, fine division of labor, and fine processes.

2.3. Transformation

"Transformation" means that teaching management requires the establishment of rule awareness, emphasizing the institutionalization, proceduralization, dataization and informationization of teaching management. Refined teaching management requires a sound teaching management system, norms, and reward and punishment mechanism, which serve as the basis and standard for the school to carry out various tasks, as well as effective standards and constraints for rewards and punishments; secondly, there are various tasks and links in management. Certain work processes and procedures should ensure clear job responsibilities, clear work content, assign powers and responsibilities to each link, and closely connect each process to effectively improve management efficiency; finally, refined teaching management needs to be supported by modern information technology and data. Only in this way can the work be done accurately and accurately.

3. The Necessity of Implementing Refined Teaching Management in Colleges and Universities

3.1. Refined Teaching Management Is an Important Way to Realize "Foster Character and Civic Virtue"

As General Secretary Xi emphasized, "Foster Character and Civic Virtue must be integrated into all aspects of moral education, cultural knowledge education, and social practice education, running through various fields of basic education, vocational education, higher education, subject systems, teaching systems, teaching materials. The management system should be designed around this goal, and the core work of Chinese college education should be around Foster Character and Civic Virtue". Foster Character and Civic Virtue is a comprehensive goal of talent training for imparting knowledge, cultivating ability and improving quality, which requires colleges and universities to build a "four-in-one" coordination system of teaching education, management education, service education, and environmental education [10]. By decomposing the "Foster Character and Civic Virtue" talent training goal layer by layer, moistening all things silently into the teaching goal setting, teaching plan execution, teacher teaching, teaching management department academic guidance and other links, the whole process of teaching fine management is realized, and the goal of talent training is finally guaranteed to be realized smoothly.

3.2. Refined Teaching Management Is an Important Carrier to Realize "Three-dimensional Education"

Refined teaching management, as an important concept and management method of teaching management in colleges and

universities, emphasizes the process management of teaching operation and the close cooperation of teaching-related departments and links, and pursues the scientific, rigorous and efficient management process. Through clear responsibilities, realizing the interlocking of teaching links, make teaching management better serve students, strengthen the procedural and practical effects of education and guidance to students, so as to achieve a good realization of "Foster Character and Civic Virtue" throughout the whole teaching process, and become an important carrier for all-staff education, all-process education, all-round education.

3.3. Refined Teaching Management Is a Powerful Guarantee for Improving Teaching Quality

First of all, teaching management is a systematic project organically combined with a series of goals. Refined teaching management is guided by the goal of talent training, and guaranteed by the teaching system, so that the teaching management objectives of universities are clear, the rights and responsibilities are clearly defined, the whole process of teaching management, performance evaluation and feedback, and all teaching-related activities are in order. The effective method reduces the randomness and disorder of teaching management, thereby enhancing the efficiency and effectiveness of teaching management, promoting the improvement of teaching quality, and achieving "management education"; Secondly, fine teaching management creates a strict atmosphere of "precision, accuracy, meticulous, and strict" in the whole school, creates a good environment for teaching and educating people and learning atmosphere for teachers and students, and achieves "environmental education". Finally, fine teaching management can fully guarantee the orderly development of teaching management, fully arouse students' enthusiasm, enable students to participate in classroom teaching better, gradually cultivate students' consciousness of self-management, enable students to learn knowledge more effectively, master skills, and finally achieve the effect of improving teaching quality.

4. The Implementation Path of Refined Teaching Management in Colleges and Universities

4.1. Integrate the Concept of "Foster Character and Civic Virtue" to Enhance the Effect of "Management Education"

A country cannot prosper without virtue, and a man cannot stand without virtue. The development of Chinese universities, the improvement of teaching quality and the efficiency of teaching management, not only rely on the resources of teaching facilities, faculty, and students, but also handle the relationship between the "Foster Character and Civic Virtue" concept and the teaching management of colleges and universities. Teaching management promotes the implementation of the concept of "Foster Character and

Civic Virtue", and at the same time changes the traditional extensive management mode, improves the efficiency and effectiveness of university teaching management, and better realizes "management education". In the process of promoting the concept of "Foster Character and Civic Virtue" into the refined teaching management, colleges and universities should make efforts in three aspects:

First of all, school leaders should strengthen the top-level design, take the "Foster Character and Civic Virtue" talent training goal as the core of all work, and disassemble it into sub-goals based on the refined teaching management standards of "precision, accuracy, meticulous, and strict", actively promote the drafting and implementation of refined teaching management documents, create a refined teaching management atmosphere, so that all faculty and staff fully realize the importance of refined teaching management in their thinking, and consciously demand themselves with refined principles in their work. Conventional management and extensive management should be transformed to refined management, and quality should be required to refined management. The refined management concept should be penetrated into all levels of school management to promote the improvement of teaching quality [11].

Second, the teaching management department should strengthen the improvement and implementation of the teaching management system. Colleges and universities should focus on the "Foster Character and Civic Virtue" talent training goals and refined teaching management goals, dismantle teaching-related processes and tasks, and continuously improve various systems of refined teaching management to provide institutional guarantees for refined management.

Third, the school should strengthen the education and training of the "Foster Character and Civic Virtue" concept and refined concepts for the teaching management personnel, through expert guidance, professional training, special lectures and other forms, so that they have a deep understanding of the "Foster Character and Civic Virtue" talent training concept and the connotation of refined teaching management and the operation process of various tasks promote the professionalization and refinement of teaching management, and promote the "management education" in an all-round way.

4.2. Strengthen Refined Teaching Process Management and Create a "Three-dimensional Education" Situation

"Foster Character and Civic Virtue" is a systematic project, which is inseparable from the organic combination of "teaching education, management education, and service education." It is necessary to integrate the resources and strengths of all aspects of the school to form a joint force in order to achieve the effectiveness of the all-staff education, all-process education, all-round education. Refined teaching management emphasizes the management of the whole teaching process, integrates the power of the school's teaching management department, teachers and students and many other responsible entities, covers

all aspects of teaching management, complies with the requirements of "Foster Character and Civic Virtue", and can effectively promote the implementation of the concept of "Foster Character and Civic Virtue" realizes the effect of "Three-dimensional Education". Pay attention to the following three aspects in the specific practice process:

First of all, colleges and universities should prepare job descriptions to clarify and refine the job responsibilities of various tasks related to teaching management, achieve clear powers and responsibilities, clear division of labor, promote teaching-related responsibility subjects to perform their duties, and achieve refined management and monitoring.

Secondly, colleges and universities should sort out the work process. For routine affairs such as training plan formulation, teaching plan implementation, course arrangement, course selection, course adjustment, teaching inspection, etc., the basic work process should be established, and each link of the work flow chart and work inspection should be drawn, and responsibilities should be clearly defined, in order to realize the precise connection of positions and students in the teaching process, reduce the randomness of work, strengthen process management, and promote the standardization and flow of routine teaching management [12].

Finally, through the full control of the teaching management process, it can effectively promote the academic guidance of teachers, teaching management departments, and teaching management personnel to college students, enhance students' enthusiasm and participation in learning, and form an interlocking organic chain of education, to better integrate the "Foster Character and Civic Virtue" through the whole process of teaching management to achieve the synergistic effect of "Three-dimensional Education".

4.3. Strengthen the Refined Teaching Performance Assessment and Promote the Feedback of the Education Effect

On the one hand, colleges and universities should closely focus on the "Foster Character and Civic Virtue" talent training concept and refined teaching management goals, determine key performance indicators, and build a refined teaching management entire process assessment mechanism. There should be a distinction in the performance appraisal content and indicators of important responsible subjects such as teaching managers, teachers, and students. Teachers should focus on checking whether teachers can integrate the concept of "Foster Character and Civic Virtue" in the classroom, so that students can be nourished by virtue while acquiring knowledge; for teaching managers, it is important to check whether they are in daily teaching management and service. Among them, consciously establish the concept of Foster Character and Civic Virtue, accurately understand the needs of students, actively help students solve academic difficulties, realize the integration of teaching and education, management and education, and clothing and education, and put the focus and goals of all work. It falls on the effectiveness of educating people [13]; for students, it should

be emphasized whether to comply with the teaching order, teaching participation, and learning effects. By increasing supervision, we will promote the organic combination of management and teaching, and create an equal, harmonious and efficient teaching management platform and a development environment for teachers and students.

On the other hand, colleges and universities should attach great importance to the results of refined teaching performance assessment and promote feedback and improvement of the assessment results. By giving full play to the role of teaching supervision, real-time follow-up of problems existing in performance appraisal is carried out to promote timely improvement of related problems. Through timely revision of unreasonable performance appraisal standards, continuously improve the refined teaching management indicator system, and promote the combination of appraisal results with professional title promotion, awards and awards, so as to infiltrate the moral education goals into all departments and links of refined teaching management among them, the implementation of "teaching and educating people, managing and educating people, and serving and educating people" has been implemented [14].

5. Conclusion

Under the background of the new era of colleges and universities forging their souls and cultivating people, and the whole society's peers in collaborative education [15], colleges and universities can only integrate the "Foster Character and Civic Virtue" with the refined teaching management concept in order to fully and deeply integrate the "Foster Character and Civic Virtue" into the whole process of college education and teaching management, and truly forms a pattern of all-staff, all-process, and all-round education, and cultivates newcomers of the era with all-round development for society.

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