

Exploring the Path to Improve the Legality of University Counselor Work

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Abstract

With the continuous reform and development of higher education, university counselors, as the backbone of student work, have received more and more attention. However, in the real work, the work of counselors often faces various challenges due to the lack of clear legal norms. This paper aims to discuss how to optimize the working mode of counselors through the rule of law, to ensure the improvement of their work efficiency and the protection of their legitimate rights and interests. First of all, the article will analyze the main problems existing in the current work of counselors, and explain the necessity of the rule of law. Then, the study will deeply explore the specific practice of counselors' work under the background of the rule of law, including the construction of legal framework, the standardization of work process and the establishment of responsibility mechanism. Finally, this paper will put forward strategic suggestions to promote the legalization of counselor work, in order to provide theoretical support and practical guidance for relevant decisions.

Keywords

Counselor; rule of law; higher education; legal framework; workflow.

1. Introduction

In the modern education system, counselors are not only the implementer of students' daily management and service, but also an important participant of students' ideological and political education. With the promotion of the process of the rule of law in education, the professional and normative requirements of counselors' work are becoming higher, and it is urgent to bring them into the track of the rule of law. By clarifying the legal rights and obligations of counselors, students will be more aware of the responsibilities and roles of counselors, making it easier to build trust and understanding. This will help reduce misunderstandings and conflicts and lay a solid foundation for good relationships between students and counselors. Improving the transparency and standardization of the work is also one of the important objectives of this study. By developing clear workflow and standards, we can ensure that counselors follow certain rules and guidelines in their work, thus reducing the uncertainty and confusion in their work. This will help to improve work efficiency and quality, but also help to protect the legitimate rights and interests of students and counselors. By clarifying the rights and obligations of counselors, we can ensure that counselors are not subject to improper intervention and infringement in their work, while also ensuring that students receive legal and effective support when receiving tutoring services. This will help to safeguard the rights and interests of both sides and promote the healthy development of education. As an important part of the higher education system, the rule of law of counselors is not only related to the career development of counselors themselves, but also related to the protection of students' rights and interests and the improvement of education quality. Therefore, it has important theoretical and practical significance to the study of the legal work of counselors. First of all, from the theoretical perspective, the rule of law of counselor work is the concrete embodiment of the rule of law in the field of education. In modern society, the spirit of the rule of law has been

deeply rooted in the people's hearts, and all walks of life are actively promoting the construction of the rule of law. As an important member of higher education work, the rule of law is not only a requirement to respond to the call of national rule of law construction, but also an inevitable requirement to realize the modernization of higher education governance system and governance capacity. Therefore, an in-depth study of the rule of law in counselor work is helpful to better understand the practice and application of the spirit of rule of law in the field of education. Secondly, from the practical level, the rule of law of counselor work is of great significance to improve the professional quality and work efficiency of counselors. The work of counselors involves students' ideological education, psychological counseling, employment guidance and other aspects, which need to have certain professional quality and working ability [1]. The law-based working environment can provide counselors with clearer norms and behavior norms for work, which can help reduce the randomness and subjectivity of work, and improve the scientific and normative work. At the same time, the law-based working environment can also provide more effective protection of counselors' rights and interests, reduce risks and pressure in work, so as to stimulate the work enthusiasm and creativity of counselors.

However, although the importance of the rule of law in counselor work is self-evident, it faces many challenges in practice. For example, some colleges and universities have problems such as imperfect system and ineffective implementation in the management of counselors, which makes it difficult to effectively guarantee the rule of law in the work of counselors. In addition, some counselors themselves also lack the awareness of the rule of law and professional quality, and it is difficult to adapt to the working environment of the rule of law. Therefore, it is necessary to strengthen the research and practice of the legalization of counselor work from multiple levels.

2. Analysis of the Current Situation and Problems of The Counselor's Work

2.1. Role positioning and responsibilities of counselors

At present, counselors, as an important force in college education management, assume the three major functions of management, education and service. However, in practice, it is often found that the role positioning of counselors is ambiguous, and the division of responsibilities is not clear enough, which affects the effectiveness and quality of counselors' work to some extent.

The management functions of counselors mainly include students' daily behavior management, attendance management, reward and punishment management, etc., aiming to maintain the normal teaching order of the school. The educational function focuses on ideological guidance, psychological counseling, career planning and other aspects, to help students establish a correct world outlook, outlook on life and values. The service function is reflected in providing students with guidance and help in study, life and employment, so as to promote students' all-round development. However, in practice, the counselors often need to switch back and forth between these functions, and the role positioning is not clear enough. For example, when dealing with students' daily behavior problems, counselors may need to play the role of manager, but they need to change to the role of educator and service provider when dealing with students' psychological problems. The frequent change of such roles easily leads to the fatigue of the counselors at work, which affects the work efficiency.

To address this problem, a clearer division of counselor responsibilities is needed. First of all, schools should formulate detailed job responsibilities for counselors, and clarify the specific content and requirements of each function. Secondly, the professional quality and comprehensive ability of counselors can be improved through training and discussion, so that

they can better perform various responsibilities. In addition, an effective assessment mechanism can also be established to objectively evaluate the performance of counselors and encourage them to continuously improve their work level. On this basis, we also need to pay attention to the construction and development of the counselor team. Colleges and universities should increase the investment in the team of counselors, improve the treatment and status of counselors, and attract more excellent talents to join this ranks. At the same time, it is necessary to strengthen the professionalization and professionalization construction of the counselors, and constantly improve the professional level and comprehensive quality of the counselors through regular training, exchange and learning. In addition, attention should also be paid to the mental health problems of the counselor team. Counselor work under great pressure and heavy tasks, which is easy to produce job burnout and psychological pressure. Therefore, colleges and universities should establish and improve the mental health care mechanism for counselors, provide necessary psychological support and help for counselors, and ensure their physical and mental health, so as to better put into the work. In short, clarifying the responsibilities of counselors, improving their professional quality, strengthening team building and development, and paying attention to mental health problems are important ways to solve the problems of ambiguous roles and unclear responsibilities of counselors. Through the implementation of these measures, we can promote the standardization, specialization and high efficiency of the work of counselors, and provide a more powerful guarantee for the training of socialist builders and successors with all-round development of moral, intellectual, physical, aesthetic and labor.

2.2. Challenges of the current working mechanism

In the higher education system, the role of counselors is crucial. They are not only the instructors and counselors in students' daily life, but also the guides of students in academic, career and life planning. However, the problems existing in the current work of counselors, such as the unequal rights and responsibilities, and the inadequate system implementation, seriously restrict the play of their work effect, which make the counselors face many challenges in performing their duties. The inequality of power and responsibility is one of the most prominent problems in the work of counselors. In reality, counselors often undertake heavy tasks, including students' daily management, psychological counseling, career planning and other aspects. However, corresponding to these heavy tasks, the counselors have limited power in decision-making, management and other aspects. This situation of unequal rights and responsibilities leads to counselors' often lack of sufficient decision-making power when dealing with students' problems, and it is difficult to effectively solve problems. The implementation of the system is not in place is also a common problem in the work of counselors. Although colleges and universities have established a series of systems to standardize the work of counselors, there are often problems such as ineffective implementation and lack of supervision in the actual implementation process. These problems make it difficult for counselors to get effective system support when performing their tasks, and even in some cases, they need to bear the consequences caused by the inadequate implementation of the system. The existence of these problems not only affects the work enthusiasm and work effect of the counselors, but also has a negative impact on the growth and development of the students.

In order to improve this situation, we need to start from multiple aspects. First of all, colleges and universities should clarify the responsibilities and powers of the counselors, and ensure that the rights and responsibilities are equal, so that the counselors can have sufficient decision-making power when performing their duties. Secondly, colleges and universities should strengthen the supervision and evaluation of the counselors' work to ensure the effective implementation of the system. In addition, the professional quality and work enthusiasm of

counselors can also be improved by strengthening the training of counselors and improving the treatment of counselors. To sum up, problems such as unequal rights and responsibilities and inadequate system implementation are urgent problems to be solved in the work of counselors. Only by clarifying the responsibilities and power, strengthening the implementation of the system, and improving the professional quality of counselors, can we improve the working environment of counselors, improve their work effect, and then promote the all-round development and growth of students. In this process, we also need to constantly explore and innovate to inject new vitality and impetus into the work of counselors.

2.3. Current legal protection of counselors' rights and interests

Although the national and school levels have issued a series of policies and regulations on the rights and interests of counselors, the implementation of these rights and interests is still faced with many loopholes and deficiencies in practice. This not only affects the work enthusiasm and career development of counselors, but also poses a potential threat to the quality of higher education and student cultivation. First, there is a certain disconnect between the policy provisions and the actual operation. Although the policy clarifies the responsibility scope, treatment guarantee and career development path of counselors, it is often difficult to effectively implement these regulations in the actual implementation process due to the lack of specific operating rules and supervision mechanism. For example, some schools lack a scientific evaluation system for the workload and work effect of counselors, which makes it difficult for the work of counselors to be recognized and rewarded. Secondly, the career development path of counselors is not smooth. Although the policy puts forward the career development direction and promotion path of counselors, in practice, the space for career development of counselors is limited due to the limitations of post setting and professional title evaluation. After a long time, many counselors still face the dilemma of no promotion and few career prospects. In addition, the excessive work burden of the counselors is also a problem that cannot be ignored. Counselors are not only responsible for the daily management, psychological counseling and employment guidance, but also to deal with various emergencies and emergencies. This heavy work burden makes it difficult for counselors to have enough energy and time to improve their professional quality and work ability, and also affects their work quality and physical and mental health. Finally, the lack of protection of counselors' rights and interests is also an urgent problem to be solved. Although the policy stipulates the protection measures for the rights and interests of counselors, in practice, the rights and interests of counselors are often not effectively protected due to ineffective supervision and inadequate implementation. For example, in some schools, counselors are randomly transferred or dismissed, which seriously damages the legitimate rights and interests of counselors. To sum up, there are still many loopholes and deficiencies in the actual implementation process of the counselors' rights and interests. In order to solve this problem, it is necessary to further improve policies and regulations, strengthen supervision and enforcement, and ensure that the rights and interests of counselors are effectively protected. At the same time, it also needs to pay attention to the career development of counselors and provide them with more opportunities and space for career development. Only in this way can we stimulate the work enthusiasm and innovative spirit of counselors, and improve the quality of higher education and the training level of students.

3. Strategic Suggestions to Promote The Normativity in Counselor Work

3.1. Improve relevant laws and regulations

Existing educational regulations are necessarily revised and improved to ensure that they are better adapted to the current educational environment and needs. Especially in the work of counselors, more clear and specific terms should be added to improve the professional status

and work effect of counselors. The role and responsibilities of the counselor need to be clearly defined. Counselors are not only the students' educators, but also are their guides and psychological supporters. They are responsible for helping students solve various problems in study, life and emotion, and promote their all-round development. Therefore, when revising and improving education regulations, the scope of responsibility and work requirements of counselors should be clarified to ensure that they can better perform their duties. Attention to the professional development and training of counselors. The work of counselors requires certain professional knowledge and skills, and therefore, counselors should provide sufficient training and development opportunities to improve their professional quality and work ability. Provisions on counselor training and development can be added when revising and improving education regulations to ensure that they are fully supported and assisted. We also need to pay attention to the assessment and incentive mechanism of counselors. The work results of the counselors are often difficult to quantify, so a reasonable assessment and incentive mechanism should be established to stimulate the work enthusiasm and creativity of the counselors. When revising and improving education regulations, provisions on counselor assessment and incentives can be added to ensure that they receive fair evaluations and reasonable returns. In short, it is very necessary to revise and improve the existing education laws and regulations and add clauses on the work of counselors. This will help to improve the professional status and work effect of the counselors, and promote the all-round development and growth of the students. At the same time, it is also necessary to constantly pay attention to the changes of the educational environment and the needs of students, and constantly improve and optimize the educational laws and regulations to meet the needs and development of the times.

3.2. Strengthen legal education and training

With the continuous development of the society, the popularization and improvement of the rule of law awareness has become an inevitable trend. In this context, as an important force in higher education, the legal consciousness and professional quality of counselors are directly related to the effect of students' legal education. Therefore, it is particularly important to organize counselors to participate in legal education and professional training regularly. First of all, it is their duty to organize counselors to participate in legal education. As practitioners of higher education, counselors must have certain legal literacy, and be able to correctly guide students to understand and abide by the law. By participating in legal education, counselors can have a deeper understanding of national laws and regulations, clarify their rights and obligations, so as to better perform their duties. Secondly, participating in professional training can improve the professional quality of the counselors. The work of counselors involves students' education, psychological counseling and other aspects, which needs to have certain professional quality. By participating in professional training, counselors can constantly improve their professional skills, better serve students, and improve their work results. In addition, regularly organizing counselors to participate in legal education and professional training can also promote the communication and cooperation among counselors[2]. During the training process, the counselor can conduct in-depth cooperation with other peers.

3.3. Strengthen the evaluation and incentive system

In the modern higher education system, the role of the counselor has increasingly highlighted its importance. They are not only the managers of students' daily life, but also the guides of students' growth. Therefore, establishing a scientific assessment system and incentive mechanism is of great significance to stimulate the work motivation and innovation potential of counselors. First of all, the scientific assessment and evaluation system is the basis to stimulate the work motivation of counselors. This system should take into account the job responsibilities, work performance and work results of the counselors to ensure that the evaluation is comprehensive, fair and objective. In the design of the assessment indicators, in

addition to the traditional student management, mental health education and other aspects, but also the assessment of students' personalized development, innovation and entrepreneurship guidance should be added. At the same time, the combined quantitative and qualitative evaluation methods, such as student satisfaction survey, peer review, work results display, etc., are adopted to ensure the authenticity and effectiveness of the evaluation results. Secondly, the establishment of incentive mechanism is the key to stimulate the innovation potential of counselors. In the design of the incentive mechanism, the personal needs and career development goals of the counselors should be fully considered. For example, by setting up excellent counselor awards, providing career development training, building academic exchange platforms, etc. At the same time, a flexible salary system and promotion mechanism should be established, so that the counselors' efforts can be rewarded accordingly, so as to stimulate their work enthusiasm and innovation ability. In addition, in order to better stimulate the work motivation and innovation potential of the counselors, the construction and management of the counselor team should also be strengthened. This includes improving the selection mechanism of counselors to ensure that the selected talents have solid professional knowledge, good communication ability and organization and coordination ability; strengthen the vocational training of counselors, improve their professional quality and innovation ability [3]; establish the communication and cooperation mechanism between counselors, share work experience and teaching methods, and jointly promote the progress of students' work. To sum up, the establishment of scientific evaluation system and incentive mechanism is an important way to stimulate the work motivation and innovation potential of counselors. By improving the evaluation system, designing a reasonable incentive mechanism and strengthening the construction of the counselor team, we can create a good working environment and development space for the counselors, so that they can better perform their duties and contribute their own strength to the growth and development of students. At the same time, it is also an important guarantee to improve the quality of higher education and promote the innovative development of student work.

4. Conclusion

The rule of law of counselor work is an important cornerstone of promoting the modernization of higher education and maintaining the stability and harmony of campus. This process is not only related to the professional and standardized development of the counselor team, but also a strong guarantee for the healthy operation of the whole higher education system.

First of all, from the perspective of legal construction, the rule of law of counselors' work needs to be based on a perfect legal and regulation system. This means that the existing relevant laws and regulations must be sorted out and revised to ensure that they match the actual needs of the modernization of higher education and the work of counselors. At the same time, it is also necessary to formulate a series of regulations specifically for the work of counselors, such as the Regulations on the Work of counselors, to clarify the responsibilities, rights and obligations of counselors and to provide clear legal guidance for the work of counselors. Secondly, process standardization is an important guarantee for the rule of law of counselor work. Counselors should follow certain procedures and norms when performing their duties to ensure that the work is fair, fair and transparent. For example, in the key links such as psychological counseling and career planning for students, the counselors should operate strictly in accordance with the prescribed procedures to avoid arbitrariness and irregularities. At the same time, colleges and universities should also establish a sound system of work process norms for counselors to provide clear work guidelines for counselors. In addition, responsibility supervision is also the key link of the rule of law of counselors. On the one hand, colleges and universities should establish a sound assessment mechanism for counselors' work, regularly evaluate the work

performance of counselors, and reward and punish them according to the evaluation results. This can not only stimulate the enthusiasm of counselors, but also ensure that they always maintain a high sense of responsibility and professionalism. On the other hand, colleges and universities should also strengthen the supervision and management of the work of counselors, to ensure that they strictly abide by the laws, regulations and process norms, to prevent illegal behaviors.

To sum up, the rule of law of counselor work is an important way to promote the modernization of higher education and maintain the stability and harmony of campus. In order to achieve this goal, we must start from the construction of laws and regulations, process norms, responsibility supervision and other aspects to comprehensively promote the legal process of counselor work. Only in this way can we ensure the professional and standardized development of the counselor team and provide a strong guarantee for the healthy operation of higher education. At the same time, we should continue to explore and innovate the ways and methods of counselor work to meet the new needs and challenges of the development of higher education.

5. Fund Project

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