

# Thoughts on the Construction of Educational Management Team in Taishan University of Science and Technology

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**Abstract:** With the deepening reform of higher education in the new era, it also brings new challenges to the educational work of colleges of higher education. In order to improve the educational level, colleges of higher education should pay attention to the construction of educational management team. Educational managers are the key to the development of teaching work, not only teaching knowledge personnel. At the same time, it is also the organizer and executor of teaching management. Therefore, education managers undertake the discipline of normal teaching in universities, which will directly affect the teaching level, teaching quality and teaching effect of colleges and universities. Therefore, the good construction of the education management team of the college of higher education is very important. This time, the construction of the education management team of Taishan University of Science and Technology is analyzed, and the measures that can improve the education management team are put forward, which can promote the teaching quality of Taishan University of Science and Technology and promote the sustainable development of Taishan University of Science and Technology.

**Keywords:** Taishan University of Science and Technology; Education management team; Construction measures

## Introduction

At present, for higher education institutions, the good construction of teachers, education management team and student management team are an important content of university teaching. Only by building these three teams can we improve the teaching quality. At present, the education management team is an important part of mobilizing the enthusiasm and creativity of all aspects of the school. A good education management team can guide the potential abilities of teachers and students, so as to improve the teaching quality and learning efficiency. Therefore, paying attention to the construction of education management team and improving the comprehensive quality of education managers play a very important role in improving teaching quality and school running efficiency.<sup>[1]</sup>

## 1. The role of educational management team in colleges and universities

### 1.1 Assuming the role of bond

In university education, the communication bridge between teachers and students is not only the education manager, but also the communication bridge between university management departments and teaching units. Therefore, the education management team can make the communication between various departments harmonious and effective. High quality educational management team can integrate educational ideas in the formulation of teaching system, and embody humanized and scientific ideas in system management. In this way, when the management system is implemented, the managed objects can identify with the management faster, so as to achieve the management objectives.

### 1.2 Management and service and teaching

The internal management center of the university is educational management, so educational management involves all aspects of educational work in the university, so the management of educational managers involves a wide range, mainly including home teaching plan management, teaching implementation and effect management, student data management, teaching detection management, teaching document management, etc. As long as it is related to the development of education, it will be managed. It can be seen from this that education managers are not only the executors of teaching management, but also the personnel who provide various services for teaching activities.

### 1.3 Function of improving teaching quality

Usually, education managers will adopt some management methods to promote all kinds of teaching activities to achieve the teaching goal of cultivating talents. This management process is education management. Generally, every teaching step of cultivating talents is inseparable from educational management. Moreover, the quality of education management will have a direct impact on the teaching level and the level of school undertaking. In education management, the education management team is the direct executors, so their working ability, methods and ideas have a direct impression on whether the education management mechanism can operate effectively.<sup>[2]</sup>

## **2. Problems in the construction of educational management team in Taishan University of Science and Technology**

### **2.1 Solidifying the consciousness of education management team**

The management consciousness of university education management team is the basis of its management work. Only when education managers form correct management consciousness can they ensure the accuracy of implementation work. At present, the personnel of the education management team of Taishan University of Science and Technology lack flexibility in management consciousness. The number of students enrolled by Taishan University of Science and Technology is increasing, but the educational managers and teachers have not increased, which also makes educational management problems. However, the managers have not flexibly formulated management systems and methods according to the current situation, which weakens the management effectiveness and affects the teaching quality of the school.

### **2.2 The overall quality of education management team needs to be improved**

At present, some managers in the education management team of Taishan University of Science and Technology lack professional training, which makes their education management methods lack professionalism, resulting in a serious shortage of education and management professional knowledge of teaching managers. In addition, the school does not pay enough attention to the re-education of the education management team, so that the concepts and methods of managers can not keep up with the development of education in the new era, thus affecting the effect of education management. In addition, the education management team of Taishan University of Science and Technology is relatively few, so it is very busy to deal with the daily management work at ordinary times, especially in dealing with emergencies, which also leads to that the managers do not have time to take into account the development of education management innovation, which hinders the process of school education management reform.

### **2.3 The incentive mechanism is not perfect**

For the effective incentive of university education managers, we should take their needs into account and stimulate their work enthusiasm through different incentive methods. In addition to playing the role of material incentive, we should also pay attention to humanistic care, so as to improve the work enthusiasm of education management team and promote the effective development of Education Management. At present, Taishan University of Science and Technology has insufficient investment in the construction of education management team, few training plans for education managers, and the relevant incentive mechanism is not perfect, so that managers can not generate enthusiasm, which directly affects the stability of education management team and the level of education management.

## **3. Optimization measures for the construction of educational management team in Taishan University of Science and Technology**

### **3.1 Establishing modern educational management thought**

The education management team of Taishan University of Science and Technology should gradually strengthen the modern management consciousness of managers in combination with the modern management concept, reasonably integrate this management consciousness into the actual management work, improve the focus of education management, and make the development of education management focus on the subject consciousness and sense of responsibility of teachers and students. In addition, education managers should mobilize the subjective ability of teachers and students in the management process, so as to improve teaching efficiency. We can also fully reflect the awareness of management and education when formulating educational management system and teaching activities, so as to make teaching activities have a better educational role. In addition, education managers should be aware that their behavior and morality will have an impact on students, so they should establish good ideological quality and good behavior, so as to guide students to form good behavior habits and quality.

### **3.2 Strengthening the training of teaching managers**

#### **(1) Strengthening the training of education management team**

Taishan University of Science and Technology should strengthen the training of education managers and formulate a standardized training system, so as to effectively improve the training effect. For example, regularly organize learning on management work and prepare summary reports according to actual work. In addition, education management leaders should often investigate the actual work process, guide the work of education management personnel, and plan to send cadres to relevant colleges and universities to participate in systematic learning or training of business, so as to cultivate specialized talents in teaching management.

#### **(2) Paying attention to practical work and improve work ability**

The leaders of Taishan University of Science and Technology can communicate with other schools regularly, and let the education management personnel follow, which can help the management personnel understand the management situation of other schools, so as to absorb excellent experience and make up for the deficiencies in their own management. In addition, the leadership should continue to encourage the education management team to develop thinking and put forward new ideas and methods of education management, so as to improve the level of education management. <sup>[3]</sup>

#### **(3) Bold use of new management talents**

Teaching managers directly participate in the decision-making and management activities of the school, with rapid political maturity, strong working ability and high management level. Therefore, excellent teaching managers should be promoted and used in time.

### **3.3 Optimizing the evaluation and incentive mechanism of educational management team**

Taishan University of Science and Technology can improve the incentive mechanism of the education management team and

mobilize the enthusiasm of managers. The incentive mechanism can be changed into a combination of material incentive, spiritual incentive and post promotion opportunities. Once managers put forward innovative management plans that can be implemented, they can be encouraged in two aspects: bonus and commendation. Second, in terms of post promotion, we should consider the poor long-term management effect and excellent performance of educational managers, which can improve the work enthusiasm and management quality of managers.

### 3.4 Increasing investment in education management

With the in-depth application of modern advanced technology in university management, the education management of Taishan University of Science and Technology should also pay attention to the improvement of modern management level and the construction of infrastructure, so as to carry out modern education management. First of all, the school education management team should gradually form modern management concepts and master modern management technologies and methods. Secondly, it is equipped with advanced office equipment and networked management system to continuously improve the work efficiency and innovative thinking of education managers, and finally improve the level of education management.

## 4. Conclusion

The good construction of educational management team is not only the basis for the establishment of universities, but also the key to improve teaching quality. Therefore, Taishan University of Science and Technology should constantly reform and innovate the educational management team and ideas in combination with the educational development, so as to improve the professional ability of the educational management team and improve the efficiency of management. In addition, Taishan University of Science and Technology should strengthen the training of managers and improve the incentive mechanism, so as to fully mobilize the enthusiasm of managers and improve the level of education management.

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