

# Research on Leadership of Higher Vocational Education under the Background of Educational Reform

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**Abstract:** *Under the background of educational reform, the development of higher vocational colleges lies in the promotion of educational leadership. From the perspective of traditional school-running ideas and educational models, the optimization way of higher vocational education leadership lies in innovation and breakthrough, and lies in the strengthening of personnel management. Starting from the background of teaching reform, this paper analyzes the present situation, concepts and problems of leadership optimization in higher vocational education. Taking overall optimization and vocational education reform as the direction, it analyzes the reform difficulties faced by leadership in higher vocational education, and puts forward specific strategies combined with the present situation, which lays the foundation for later research and development.*

**Keywords:** *vocational education; Higher vocational colleges; Leadership; Educational decision makers*

## 1. Introduction

With the gradual improvement of China's vocational education system reform, it is very important to comprehensively promote the effect of educational leadership. However, at present, there are many researches on leadership in higher vocational education under the background of educational reform, Based on the current situation of this problem, effective measures are required to analyze and study it, such as innovating the development concept of vocational education, strengthening the core of leadership, optimizing personnel management, promoting the comprehensive coordinated development of school staff, improving the training of double-qualified teachers, and comprehensively improving the level of school-running ability, so as to lay a foundation for relevant theoretical research and practical application.

## 2. An overview of the reform and development of higher vocational education in China

With the gradual improvement of China's education system reform, it is imperative to promote and optimize quality education in an all-round way, and to practice professional quality and discipline core quality. In view of the actual difficulties and development needs of vocational education in China, it is particularly crucial to promote the reform of traditional vocational education system and deepen the training of social service-oriented, applied and high-end vocational talents. The Ministry of Education, local government educational institutions, etc., combined with the needs of regional vocational education and the requirements of personnel training in the social market, carry out the comprehensive reform of higher vocational education in a targeted and systematic manner, so as to realize the post relevance, practice consolidation and high-end skills of personnel training in vocational education. The achievements of higher vocational education reform and development are as follows:

First, the whole vocational education reform is based on the Decision on Accelerating the Development of Modern Vocational Education promulgated by the State Council, Hereinafter referred to as the "Decision", The "Decision" clearly points out that higher vocational colleges should combine the talent training needs of market, post and society. Deepen the construction of a three-dimensional integrated system of production, teaching and research, take the training of talents such as service, application, skills and high-end as the direction, embed the three links of production, teaching and scientific research into vocational education, and form the development of personnel training resources, the construction of dual subjects of school-enterprise cooperation, the construction of teaching and

research and data system, etc. In education, "students" are the core, "enterprises" are the direction, and "society" is the foundation, so as to continuously extend the vocational education cycle and cultivate students' lifelong learning consciousness.

Second, Practical skills, theoretical integration, integration of production and education, and system construction are the key points of reform. In the development of higher vocational schools, we should not only reform the educational concept, but also focus on curriculum setting, teaching content, activity design, school-enterprise cooperation and industrial base construction, and change the previous theoretical education into the integration of production and education with theory and practice. The curriculum teaching mode and school-running direction should focus on cultivating students' ability of hands-on, brain-using, practice and exploration. The degree system, certificate + and other forms have been reformed, and the regional layout of schools and scientific specialty setting have been improved, and the dynamic adjustment system of majors with industrial development has been constructed.

Third, Innovate educational ideas and establish the consciousness of modern industry and personnel training. The development of vocational education needs to be integrated with society, post, science and technology and industry. Focusing on modern school-running ideas, curriculum reform and practical application, including the implementation of modern consciousness of training professionals in agriculture, service industry and manufacturing industry, and focusing on science and technology + data + intelligence, the linkage system of talent training in smart industries is constructed to enhance and consolidate the talent training ability in different fields and industrial development.

### **3. The significance of improving the leadership of higher vocational education**

#### ***3.1. To promote the development of higher vocational education to achieve the goal of reform***

The influence and decision-making of leadership are very important in the development of higher vocational education. Educational leadership refers to the strategic consciousness, control ability, innovative thinking and control optimization ability of principals and educational decision makers, which take higher vocational colleges as the object and teaching activities and practice platforms as the carrier. It is of great significance to promote the development of their own schools and the reform of vocational education. It can promote the development of higher vocational education and achieve the reform goal. "The train runs fast by the front belt", Principals and management decision makers are the leading cores of educational development and personnel training in higher vocational colleges, Be responsible for formulating, adjusting, implementing and supervising the development strategy of higher vocational education, integrating and analyzing the complex and changeable external social environment and the internal teaching needs in urgent need of reform, designing and formulating the talent training strategy and curriculum with school-running characteristics in line with the development of higher vocational colleges, and promoting the all-round development of schools and the double promotion of social and economic benefits. Adjusting curriculum reform and practical application, educational leadership mainly reforms and innovates traditional curriculum and teaching content, adjusts the relevance between curriculum, post and market with pioneering thinking and innovative consciousness, and leads the practical reform of curriculum to meet the needs of personnel training. At the same time, according to the development goal of higher vocational education, educational leadership lies in the implementation, execution, supervision and evaluation of specific work, and is responsible for promoting and implementing the whole reform process and progress, so as to achieve the educational reform goal of its own colleges.

#### ***3.2. To optimize personnel resources and promote the construction of teachers***

Under the background of educational reform, educational leadership mainly reflects the optimization of personnel resources. Influenced by its own environment and historical factors, higher vocational education is mainly based on traditional structure mode and internal control mechanism in personnel management and resource allocation, which lacks innovation and pioneering. For example, the overall quality of teachers, counselors, security personnel and related employees is not high, their professionalism is not strong, and their post awareness and professional awareness are reduced, which makes them unable to play their role and effectiveness. It is too formal in personnel management, and the factors such as "human feelings", "relations" and "interests" are obvious. The scientific norms of post appointment and personnel management are not strong, which seriously affects the work. The role of educational leadership lies in adjusting it from the strategic level, Optimize the personnel

management mechanism, start with the leadership at the level of internal control management, organize and supervise the rationality of personnel appointment and post conformity, and lead the reform and system construction of personnel management system, formulate internal supervision mechanism, and eliminate negative personnel management atmosphere such as "human feelings", "relations" and "interests".

### ***3.3. Deepen the scientific and technological reform of vocational education and implant innovative concepts***

The role of educational leadership is also reflected in the promotion of educational science and technology reform and the implantation of innovative concepts. At present, science and technology-driven, data-driven and intelligent-driven are the key directions of reform and development in vocational education reform. With the deepening of educational informationization 2.0, the principals and decision makers of higher vocational colleges need to clarify the role of promoting educational leadership and enhance their leading and decision-making ability for science and technology-driven teaching in higher vocational education. Promote the systematic construction of school-enterprise cooperation platform, the implantation of IoT technology in practical activities and theoretical teaching, and the digital data transformation of personnel training mode. Lead the application, organization and implementation of science and technology-driven, intelligence-driven and data-driven architecture in different professional fields and teaching management, and help promote the reform of science and technology-based system of vocational education. Secondly, it can promote the implantation of innovative concepts. Educational leadership in higher vocational colleges is not a single organizational leadership and work development, but based on the development of the times and the leading spirit. Therefore, educational leadership needs a new teaching mode and educational consciousness, combined with its own development needs of higher vocational colleges, and promoted its development and growth by means of conceptual innovation implantation. Conceptual leadership mainly focuses on the concepts of science and technology, talents, occupation, employment security, social service and national contribution, realizing the standardization, cultivation and belief consciousness construction of personnel training, and leading the education implantation, management and implementation of "artisan spirit", "ingenuity spirit" and "model spirit of the times" in higher vocational colleges .

## **4. At present, China's higher vocational education leadership promotion is facing major challenges**

### ***4.1. Ideas and concepts the innovation of traditional educational concepts is insufficient***

The development of higher vocational education is not a single and one-sided simple process, but a more scientific and reasonable system layout. From the perspective of higher vocational education system reform, it is crucial to enhance the leadership of higher vocational education. However, after investigation, it is found that there are traditional ideas and lagging educational ideas in the leadership of higher vocational education, which lack systematic understanding and comprehensive understanding of the school-running ideas, personnel management and strategic layout of higher vocational schools, and ignore the importance of human resources and school management<sup>[1]</sup>. The idea of running a school still focuses on explaining theoretical knowledge and imparting professional skills, ignoring the construction of school-enterprise cooperation and practical talents training mode. Educational leadership is too weak, and its strength and promotion are not enough, which can not play a substantial role in promoting.

### ***4.2. Neglecting the serious decline in leadership in personnel management***

Personnel management plays a key role in the development of higher vocational colleges, which solves the shortage of human resources in schools to a certain extent. However, after investigation, it is found that at present, the educational leadership in higher vocational colleges lacks attention to personnel management, and cannot solve the problem of "people", which leads to weak teachers and reduced effectiveness of team building. Principals can't start with leading and comparing in leadership and decision-making, and solve the problems of human resource allocation and management rationalization. In personnel management and resource allocation, cultural construction and cultural attributes are insufficient. Cannot form a constructive humanized management effect. Educational

leadership is too tough and rigid in personnel management, which leads to many problems in the later period.

#### ***4.3. The lack of leadership in the training of double-qualified teachers and the improvement of teaching and research***

After analysis, it is found that some higher vocational colleges are too single in the construction of double-qualified teachers, and the promotion of educational leadership is not enough. The essential core of the development of higher vocational education lies in curriculum optimization, school-enterprise cooperation and innovation, while double-qualified teachers play a key role in curriculum teaching, school-enterprise cooperation, innovative design and organizational activities. Once the system construction and mechanism improvement and reinforcement are lacking from the educational leadership level, many problems will occur in the later period, which will affect the teaching quality, the efficiency of school-enterprise cooperation and the training of professional talents. In the educational standardization and development of some higher vocational colleges, the leaders only focus on the planning and design of teaching content and daily management, organization and leadership, ignoring the training and system construction of double-qualified teachers, which limits the long-term development and progress of higher vocational colleges.

### **5. The main ways and methods to optimize the leadership of higher vocational education under the background of educational reform**

#### ***5.1. Innovating the development concept of vocational education and strengthening the core of leadership***

It is particularly crucial to solve the problem of people and ideas in the development of higher vocational education, Combined with the main challenges and current problems faced by personnel management in higher vocational colleges, this paper adopts the method of innovating the development concept of vocational education, organizes the connection between the core of leadership and decision makers, stimulates the potential and educational literacy of principals, and comprehensively optimizes and promotes the scientific implementation and effective promotion of educational leadership. First of all, to innovate the traditional educational thought and personnel management concept, the principal must clarify the role and influence of his own educational leadership, establish the awareness of social talent training and the national talent training responsibility, and take "artisan spirit, professional quality and employment orientation" as the educational leadership concept. Comprehensively reform, improve, optimize and reconstruct personnel management, If professional ideological education is adopted, Focus on ideological training and education for teachers and school employees, so as to embody professional and market-oriented post competition consciousness, mode and rules, lead and organize related theme activities, build a market-oriented and professional competition platform for internal teachers, and optimize the previous rigid and coping employee management mode. Second, strengthen the core of leadership. Under the influence of educational leadership, higher vocational colleges are bound to form a kind of leadership decision-making effect, The main body of this effect is the core of leadership, It is of great significance to extend the principal as the main leader, take the principal as the core of leadership, and take the core as the basic point to extend the structure and organize the construction, so as to form a decision-making group and a core force of leadership with strong influence, which will comprehensively promote the reform of personnel management, optimize human resources and complete the goal of teaching reform in higher vocational colleges<sup>[2]</sup>.

#### ***5.2. Optimize personnel management to promote the comprehensive and coordinated development of school staff***

The most important part of personnel management lies in the reallocation of human resources, the improvement of training assessment and welfare guarantee, and taking humanized management as the core of strengthening educational leadership in higher vocational colleges under the background of educational reform. Principals should adopt humanized management mode in leading and organizing school development, To solve the practical difficulties and needs of school employees, we should lead logistics, training, assessment and other related work from the two levels of satisfaction and security, formulate assessment schemes, training contents, security mechanisms and welfare mechanisms for school employees, deepen the implementation of various security policies and personnel training

modes for school employees, and build a constructive human resource management mode<sup>[3]</sup>. Secondly, in personnel management, the principal should lead the organization to carry out "fair, just and transparent" post appointment, welfare promotion and personnel training. In a fair, just and transparent way in job training and assessment, Eliminate the negative problems such as black-box operation and human relations in the past, so that teachers with different majors and qualities can be competent for their own posts, resolutely deal with teachers who do not meet the standards, improve the effectiveness of daily educational administration management and supervision, and promote the construction of supervision and feedback mechanisms for students and the masses. Finally, in personnel management, it is necessary to focus on educational leadership decision-making, implement various policies and mechanisms, focus on staff training and teacher training, and play a role in improving teachers' level and quality<sup>[4]</sup>.

### **5.3. To improve the training of double-qualified teachers and comprehensively improve the level of school-running ability**

The training of double-qualified teachers meets the development needs under the background of educational reform. The decision-making of educational leadership is mainly driven by science and technology, practical teaching, school-enterprise cooperation, integration of production and education, etc. The important direction of training double-qualified teachers and talents must be clarified, which must conform to the direction goal and content structure under the background of educational reform. First of all, taking educational leadership as the core, the demand and direction of training double-qualified teachers are made clear. For example, it is necessary to investigate teachers' resumes and experiences, test their post practice, planning and organization abilities, and assess the practical content design, method implantation, innovative and creative thinking and ability of professional courses to meet the post requirements. The principal leads and organizes the training of double-qualified talents, taking internal training + external employment as its main method, and promoting comprehensive leadership and intervention in personnel training. Secondly, focusing on the integration of production and education, regional teaching and research, etc., we should focus on building a model of teacher training and teaching and research that meets the needs of our school, and its system construction should be comprehensive and diversified. At the same time, we should promote the construction of teaching staff, conscientiously implement the policy content of the Decision of Educational Reform through educational leadership, and comprehensively deepen the training of teaching talents, the construction of leading double-qualified teachers, leading scientific and technological teachers and leading practical teachers in combination with the needs of environmental development under educational reform<sup>[5]</sup>.

## **6. Conclusion**

To sum up, through the analysis of higher vocational education leadership under the background of educational reform, the characteristics and advantages of higher vocational education leadership are discussed. Combined with the background of educational reform and development needs, this paper puts forward specific methods and measures, including innovating the development concept of vocational education, strengthening the core of leadership, optimizing personnel management, promoting the comprehensive coordinated development of school staff, improving the training of double-qualified teachers, and comprehensively improving the level of school-running ability. Combined with the analysis of practical problems in higher vocational colleges, the timeliness and strategy of leadership in higher vocational education under the background of teaching reform are expounded, which lays the foundation for improving the teaching quality of higher vocational education.

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