A Preliminary Analysis of the Construction of Students' Education Growth Evaluation System in Applied Undergraduate Colleges and Universities

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Abstract. It is imperative to realize transformation development of local undergraduate colleges and universities along with the changing from the elite to the popular college education. Based on the construction of applied undergraduate colleges and universities students education growth evaluation system, this paper attempts to seek the conformity between the talents requirements of employing units and the personnel training of applied undergraduate colleges and universities, open up the supply and demand channels of application-type talents, promote the transformation and upgrading of local undergraduate colleges and universities and solve the structural contradictions between “difficult recruitment” of employing units and “difficult employment” of college graduates in the current national industrial structure upgrading stage.

Introduction

In our country, the comprehensive evaluation is an effective way to measure and evaluate college students and the embodiment of the goal and purpose of college education relating to the comprehensive development of college students’ comprehensive quality and growth; breaks the traditional evaluation methods of "college entrance examination paper decides one results", "college entrance examination decides one life", focuses on the personnel training goal and establishes an evaluation system that can comprehensively reflect the comprehensive ability of students through moral, intellectual, body and other evaluation indexes.

However, the comprehensive quality evaluation implemented by many colleges and universities is only limited to the general ability of college students, while the evaluation system focusing on the future employment and job skills analysis is still in theoretical research stage. At present, there is few evaluation system design and application, especially education growth evaluation system of students in applied undergraduate colleges and universities.

1. Necessity of Constructing Students' Education Growth Evaluation System in Applied Undergraduate Colleges and Universities

1.1 Grasping the Personnel Training Target in Applied Undergraduate Colleges and Universities and Promoting the Transformation and Development of Colleges and Universities

Different from the research personnel training in the Central Ministries and Commissions, local colleges and universities should transform to the application-type talents cultivation, focus on serving the local economic development and cultivate application-type talents with large amount of social demand according the arrangements of the 18th National Congress of the CPC and the Third Plenary Session of 18th CPC Central Committee. At the beginning of 2016, the General Secretary stressed that China's economic development faces supply and demand sides, but the main aspects of the contradiction is in the supply side during the current and future period.
Colleges and universities, as the largest provider of social talents, should focus on the talents cultivation based on the demand. They should aim at the needs and trace to its sources to determine talents cultivation target in demand-decided model and expose many weak links in the existing curriculum system, training mode, training mechanism to promote the transformation and reform of colleges and universities. Based on the quality and ability specific needs of the employing units for staff and the employees, students' education growth evaluation system in applied undergraduate colleges and universities aims at cultivating talents "customized and oriented" for the employing units.

1.2 Strengthening Students’ skills Cultivation and Solving the Structural Contradictions Between "Difficult Recruitment" of Employing Units and "Difficult Employment" of College Graduates in the Employment Market

The employment-oriented students' education growth evaluation system in applied undergraduate colleges and universities is based on the quality and skill requirement of the employing units to realize the seamless talents connection between the school and the employing units. The evaluation system focuses on highlighting the scores and weights of students' technical skills indicators, and also the colleges and universities will innovate teaching methods, increase teaching reform and enhance students' technical skills cultivation. Taking the evaluation system as the guidance and teaching reform as a means, the system can stimulate students to actively improve the technical skills, making students in applied undergraduate colleges and universities "learning in school brings the opportunity and employment skills after graduation" and achieve "growth to be a talent "goal, which can provide suitable talents for employing units and solve the structural contradictions between "difficult recruitment" of employing units and "difficult employment" of college graduates.

1.3 Connecting the Talents Transfer Bridge Between the School and Society and Optimizing the Allocation of Educational Resources

Students' education growth evaluation system in applied undergraduate colleges and universities will connect the professional test system of employing units and open up talents bridge schools and employers and society. Systematic and pragmatic evaluation system can provide a comprehensive, detailed, accurate and objective student evaluation conclusion for the society, which can replace the recruitment test of the employing units and deliver the high quality talents for the employing units to meet their needs, thereby easing or even assuming the duties of pre-job skills training, reducing the employer's recruitment and training costs, optimizing social resources and providing the basis for judging the university education ability.

2. Construction of Students' Education Growth Evaluation System in Applied Undergraduate Colleges and Universities

2.1 Seizing the Service Orientation of the Applied Undergraduate Colleges and Universities and the Position Quality Components of the Employing Units

Firstly, the applied undergraduate colleges and universities should adhere to the demand-oriented, local service and realize the top design, investigate deeply the job types of different professional students in employing units, analyze the required corresponding qualities of the skills and take the requirements of the employing units as the applied undergraduate college and universities students skills training objectives, conduct the deep analysis on the skills qualities to form post system skills and prepare educational growth evaluation index system, integrate the post system skills group into the courses teaching and formulate the personnel training program aiming at enhancing the employment ability, thus relying on the courses learning to realize the training of the post skill and the course learning results to develop the evaluation system indexes.

2.2 Research on the Characteristics of Students in Applied Undergraduate Colleges and Universities and the Law of Educational Growth

The students in applied undergraduate colleges and universities not only have the characteristics
of ordinary college students, but their own particularities, such as: active thinking, distinctive personality and able to actively participate in various activities; but a strong sense of inferiority, great ideological pressure and lack of good self-management ability. Students' education growth evaluation system in applied undergraduate colleges and universities must consider the characteristics of students and the law of education growth, adhere to the combination of theoretical science education and practice training, social and student development combination, the requirements of enterprises for comprehensive abilities and students' principle of training, keep with the times, cultivate the application-type talents with high comprehensive qualities, strong practical and problems-solving-abilities, rationally design and continuously improve student knowledge structure system and further realize education growth evaluation system integration.

2.3 Construction of Students' Education Growth Evaluation System in Applied Undergraduate Colleges and Universities

“Demand-decided model” can focus on the “qualified politics, physical and mental health, perfect and practical skills” training objectives, closely linked to the students growth characteristics in applied undergraduate colleges and universities, stress the job skills requirements and build a set of students' education growth evaluation system in applied undergraduate colleges and universities according to the political ideology, physical and mental health and undergraduate knowledge-level position of the Ministry of Education for college students and combining the employer's job skills requirements (the model is shown below).

![Figure 1. Education Growth Evaluation System Model in Applied Undergraduate Colleges and Universities.](image)

The system consists of four major indicators: qualified politics, physical and mental health, perfect and practical skills. All indicators highlight the characteristics of applied undergraduate colleges and universities and form students' education growth evaluation system in applied undergraduate colleges and universities oriented by employment ability enhancement according to Regulations on the Administration of Students in Colleges and Universities, the Code of Conduct for Students in Colleges and Universities, the Undergraduate Major Program of Ordinary Colleges and Universities (2012) and the Regulations on the Administration of Undergraduate Majors in Ordinary Colleges and Universities and other rules and regulations stipulated by the Ministry of Education and researches on the employing units, college teachers and college students.

<table>
<thead>
<tr>
<th>First-level index</th>
<th>Second-level index</th>
<th>Third-level index</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Qualified politics</strong> (20%)</td>
<td>Ideological and political quality</td>
<td>Love the motherland, ideals and beliefs, collective ideas</td>
</tr>
<tr>
<td></td>
<td>Moral quality</td>
<td>Honest and trustworthy, law-abiding, civilized behavior</td>
</tr>
</tbody>
</table>

Table 1. Education Growth Evaluation Index System in Applied Undergraduate Colleges and Universities Oriented by Employment Ability Enhancement.
2.4 Key in the Construction of Students' Education Growth Evaluation System in Applied Undergraduate Colleges and Universities

2.4.1 “Practical Skill” Share Should be the Largest in the System in order to Reflect the Importance of Training Job Skills.

2.4.2 Reasonably Select the Key Job Skills Indicators.

Each job competence is a multi-skill comprehensive embodiment and each skill are used as a measure indicator, which is not realistic and unnecessary, but choosing the decisive few professional quality indicators according to the Pareto principle from the perspectives of humans, materials and financial resources.

2.4.3 The Weight of the Indicators in the Evaluation System.

The importance of each evaluation index on shaping the student's ability structure should be reflected in the evaluation scores. it is necessary to give indicators corresponding weight, play the role of the index system in the growth of students and keep its consistency with personnel training objectives according to the principle of importance.

2.4.4 Establishing and Improving the Software and Hardware Environment that can Conduct Tests.

There are some implementation basis and experience in the moral and intellectual (including ability), body and beauty comprehensive quality evaluation, but lacking occupation operational resources and conditions. In order to achieve the connection between schools and the employing units, colleges and universities must fill these gaps, obtain the employer's talent information and talent assessment methods to create the career-oriented evaluation equipment and facilities and build an effective evaluation platform through the deep production and education integration and school-enterprise cooperation.

Conclusion

The academic and vocational connection is the foothold of students' education growth evaluation system in applied undergraduate colleges and universities. The academic evaluation can also meet the professional suitability assessment, and employment will be one of the important conditions to measure student’s achievement and eliminate the high-score-low ability. Therefore, students' education growth evaluation system in applied undergraduate colleges and universities can achieve vocational evaluation and meet the talents training requirements of the Ministry of Education in applied undergraduate colleges and universities, which is the effective means to realize college education and social employment coordinated development.
References


