

Research on the Reform of the Important Connected Factors in the Development of Education

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Abstract—at present, there are many contradictions existing in the development of education in China, the college entrance examination results in several prominent problems. Excessive attention is paid on degree. The college entrance examination enrollment system is not scientific and unfair, The personnel salary system is the driving force for people to scramble for higher degrees. Education resource is in imbalanced allocation. The birth control problem affects the normal development of education. The professional title assessment is not scientific. And the operating mechanism of private education is imperfect. Because the education reform will have influence on other systems, it must be planned systematically from the national level and implemented combined with birth control, personnel system and enrollment system, etc, while not just in the field of education.

Key words—education; reform; connected factors; research

I. INTRODUCTION

At present, there exist many contradictions in the education development in our country, from junior middle school, high school to college, there are a lot of problems in each stage, which has a great influence on the cultivation of talents in our country. Though everyone is talking about education reform, it makes little progress. The reason is that the reform will inevitably involve many industries and sectors, as well as the system problems, so a unilateral reform only in the field of education can not be implemented thoroughly. The reform and burden alleviation in high school are a good example. Though burden alleviation is advocated each year, it does not actually liberate the students from their heavy study burdens, while aggravates their study burdens. Their school bags become heavier and heavier, while their body quality turns worse and worse, so they do not have the time and energy to accept quality-oriented education. For example: in the college entrance examination, optional questions are added in the maths test paper, so the content within the scope of optional questions has to be studied. It is obvious that the amount of knowledge to be studied has not been decreased; other examples are: personnel recruitment, degree treatment, the implementation of the birth control policy etc all have great impact on educational ways and means and educational content, so any unilateral reform only focusing on the education field can only take roundabout courses and get unsatisfactory

results.

II. THE PROMINENT PROBLEMS IN THE CURRENT FIELD OF EDUCATION

A. *The college entrance examination results in several prominent problems*

China began to implement imperial examinations from Sui Dynasty, which gradually matured in Tang Dynasty and was inherited dynasty by dynasty until the late Qing Dynasty. And the imperial examination was a very good talent selection system at that time. The openness, equality, the principle of merit and competition mechanism of the imperial examination not only had a profound influence on our country but also on the western countries. In 1883, the United States congress passed the Civil Service Law, marking the formal establishment of modern civil servants in the United States, which continued to this day[1]. After the founding of the People's Republic of China, on the employment of cadres, the major way is the government controlled distribution of college graduates and the acceptance of officers and civil cadres transferred to civilian work, as well as part of absorption from the society in a planned way. These practices were consistent with the highly centralized administrative system at that time, which played a certain positive role [2]. Since 1978, the college entrance exam system was restored in China, as an important part of the reform and opening up. The two terms of college students enrolled in 1978 (Class 77, 78) are now playing an important role in the construction and development of our country, many of whom are leading cadres.

With the development of the society, however, the college entrance exam to this day reveals many problems.

1) *On one hand, the college entrance examination system urges children to carry heavy schoolbags from an early age.*

Though the college entrance examination today is essentially different from the imperial examination system in ancient China, it also plays an important role in the future development of every student. The study pressure for children from thousands of Chinese families mainly comes from the college entrance examination. In order not to let the child lose on the starting line, children and their

parents have to make efforts when the children are still very young. For the good future of their children, parents set high standards and requirements for their children learning performance from kindergarten, primary school, junior high to senior high school, so that they can be enrolled into good universities and finally have a good future. In order to find another way out for their children, they also arrange their children to learn extra-curricular subjects, such as music, art and other expertises etc. Children's school bags have been too heavy for them to carry [3]. They have less and less time to play, many of whom wear glasses at an early age.

Because the monotonous teaching content in the exam-oriented education environment, some children suffer from psychological problems and mental problems. Children have not gain enough legal knowledge and social common sense, so as they grow older, in addition to knowledge learning, they are weak in other aspects of quality, and lack independent living skills and ability to solve problem on their own. Some children often run away from home, and even commit suicide. Recently, two cases of killing roommates that happened in college show that when some students encounter problems, they may feel confused and at a loss, easy to take extreme ways, which also proves the harm of ignoring diversified quality education since childhood.

2) *Degree is emphasized too much, which also direct a contradict of the society to the college entrance examination*

Today when there is a huge employment pressure, either undergraduates or masters or doctors all face the difficulty of finding a job. However, the personnel recruitment and treatment system of our country set a rather high standard for degree requirements, which is an important drive force for the current situation of learning for the college entrance examination. In order to get the diploma, and to get higher diploma, children must try their best to study hard.

Along with the development of the society, the demand for talents increases constantly. In the 1990s, universities expanded enrollment scale, which had a certain positive significance at that time. But excessive expansion has brought a series of contradictions. First of all, the contradiction between supply of graduates and demand of jobs enlarges continuously. The original distribution system has changed fundamentally, and the grim employment situation among college graduates continue to emerge. Some units come up with various methods to choose and employ talents. But in general, the diploma is an important indicator, and the degree is most frequently regarded as a threshold for the applicants. Most highly competitive positions require graduates to have diplomas of the key universities in the country. Some important positions, in particular, are almost swept by graduates from key universities. Of course, the graduates of key universities have a firm knowledge basis and high educational level. Heavily favored, the students in these key universities have the advantage over other students,

but it is not scientific to take diploma as the only standard to select talents and ignore their actual working ability. It seems that people have not considered much about whether all jobs need highly-educated people with high diplomas.

It has deeply rooted in people's heart to emphasize educational background. And they take it for granted that students need to acquire degrees, which is a fixed program, and have never thought to change that. Students, therefore, for a good future, must be admitted to universities, and the "good or bad" the universities they are enrolled in also determines whether they will get good or bad jobs in the future employment, while in any case, at least they must go to college. In this way, a contradictive aspect of the society is directed to the enrollment link of the college entrance examination, including the fairness of the college entrance examinations in different regions, the distribution of the enrollment quota, and whether there is "black room operation" in admission, which all expose together.

3) *The college enrollment method is not scientific and unfair*

When it comes to the fairness of college entrance examination [4], a lot of people think that there are problems in the distribution of college enrollment quota in our country. Most of the key colleges and universities are located in the big cities, while the provinces with large numbers of students can only get a relatively small enrollment quota, which leads to the high pressure of competition on examinees. The delimitation of minimum passing score for the college entrance exam is rather unfair. But if the enrollment quota is distributed equally across the country, children in the education backward areas will have to hand over their opportunities to go to college to those student in education advantageous regions, which apparently is not fair. In short, the current college entrance examination which can determine the students' future can not be improved, whatever we do to reform it, for when it is fair in one aspect, it will be unfair for others, which is not easy to meet people's expectations. Second, it is the university entrance exam itself. From primary school to senior high school, in more than ten years, students take part in hundreds or thousands of examinations. However, which university is their destiny is decided only by the two days college entrance examination, which is not scientific and unreasonable.

B. *The system of personnel treatment is the drive force for people to acquire higher education*

Today's personnel salary system is severely discordant with the social development. In the personnel recruitment process, the importance of educational background is overemphasized. The assessment of the talents' professional ability is neglected, not attaching great importance to skills but to diploma. On the aspects of treatment, the diploma is regarded as the criterion, and treatment is connected with educational level [5]. Now,

although examination system is adopted in the employment of civil servants in many regions, the exam content is not professional enough, which can't highlight the requirements of the department on professional skills. It is obvious that high education and high scores are not equal to high ability and high quality. Degree can reflect a person's learning experience, but can not reflect the his ability and quality, so it can not be used to evaluate talents' character and ability. It is rather hard to find the character and ability of a person only with limited texts [6].

Personnel employment values diploma is the fundamental background on why there is great learning pressure. The only way to a good future is to study hard to get a high diploma, and the essence of future is living conditions. If our personnel treatment system did not connect treatment with diploma, the conflict in entrance exam would not be so serious. That personnel treatment values diploma too much is also an important driving force for some diploma frauds, because people need the diploma to find a job, to get good treatment and to promote their position. No diploma means no social status. On the other hand, because of the requirements of diploma, some institutions or units which have the qualifications to issue diploma also neglect assessment and issue diplomas excessively.

C. Educational resources are not allocated in a balanced way, and there is no clear guidance from the government

In all the stages of today's society, the educational resources are not allocated in a balanced way. The education competent authorities classify schools in different levels, and are partial to key schools. Whether in the elementary school, junior high school or senior high school, good schools are all overcrowded, while poor schools can not enroll enough students. The schools with more students are resource-constrained, while those with fewer students waste the resources. Schools with a great resource advantage have a higher level of education than those with fewer resources, which enlarges the gap between education levels, forming a vicious cycle. Although the principle of enrollment in junior high school is to enroll students living in a specific area near the school, the reality is that the parents are all trying their best to choose school for their children. The resources of colleges and universities are also allocated in this way. There is an obvious supporting tendency from the government, but there is no definite guidance for the school-running level. So the higher educational institutions with resource advantage still manage to enroll more students, to increase revenue. For example, some universities owns three levels of undergraduate education, and junior college, and besides, they have bachelor and master graduate schools, as well as a variety of majors. We can imagine whether this kind of school-running way can ensure the quality of education. And those higher

education institutions with relatively fewer resources also make every endeavor to expand enrollment scale, regardless of capacity. When the classrooms are not enough, they will arrange students to take turns use them, and when there are not enough teachers, they will recruit. What they concern is not how to guarantee quality but how to scramble for the economic interests.

The facts above show that the allocation of resources and government guidance are driving education gradually toward the economic marketization, while the characteristic of education as public welfare is weakened and its value orientation is distorted.

D. Family planning problems affect the normal development of education

At present, the core of many problems in China is the large population and unbalanced literacy level. The birth control policy which should be fully implemented is evaded in some places, which causes an unstable annual birth rate in the country. In many places, people who violate the policy can pay the fines to "settle the problem". It result in that the number of students who need to enroll in schools is unstable every year, so it is hard for the education resources to be allocated properly, and for the government to implement macro control. In some years, there will be more students, while in other years there will be less, and there is a great difference between regions. The population mobility also makes education resources hard to be allocated in a relatively stable way, and the basic education cannot develop stably.

E. Title evaluation method is not scientific

Now, it is a fashionable trend for all kinds of schools to confer professional titles. Not only university teachers are busy applying for titles, but someone even presents that elementary schools should set up professor title. We can't see the advantage, but its close relation to fame and wealth is obvious. It is generally believed that professor title embodies the academic level, and of course, it is also connected with treatment. Each education level fulfills different tasks, so there should be different titles. However, many scholars and I all believe that it is not advisable to set up professional titles in an unscientific way only for gaining a name.

In universities, teachers are all striving for the professional titles. In order to get professional titles, they make research [7], and most research results are try to please the public and fish for fame and credit. Every year, there are a large number of achievements emerging in our universities, but how many results are really valuable? Many academic misconducts are the results of the unreasonable professional title assessment system. In addition, teachers are busy for professional title evaluation and the corresponding research, so the core teaching task is neglected. Some teachers do not prepare well for classes

and hardly tutor students after class. Students are basically teaching themselves. Though college students should have the ability to study independently, if they can only depend on self-learning, it may be better for them to attend the self-taught examination. Many colleges and universities make it an important criteria of assessment that professors should tutor graduates, but the professors themselves must solve the funding problems, so many teachers have to find projects and finance.

Now there are too many professors, but their teaching level vary widely, which is not fair for the professor title. Teachers don't invest enough energy to teaching, which is most unfair to the students, and it also undermine the good image of university teachers. In addition, the teachers regard the titles as their goals, which changes the core value concepts of education and influences the healthy development of education.

F. Private education system is not perfect, and attention is not paid to public welfare

In order to supplement the shortage of education resources, it is good for the government to encourage private funds to invest in education. However, because there is no good operation and management mechanism designed in advance, many private educational institutions regard education as a way to gain profit, which distorts the objective of education, and discards its public welfare character. It is often reported: XXX school take various excuses to charge more fees. It is easy to see the fundamental reasons for this phenomenon lie in the operating system. Formal private schools treat education as career, its purpose of which is not profit but public welfare, while some private schools are not for education but only take advantage of education to make money. Even though some schools violet the rules to charge more money in society, the government has no better ways to solve the problem, for the schools are privately owned. The government can not implement severe punishment, for that will cause those schools to close down and the students in the schools will not have places to go, which will lead to new social problems.

III. RESEARCH ON THE COUNTERMEASURES TO ASSOCIATED FACTORS IN EDUCATION REFORM

Education reform is to take a systemic action, which must be planned as whole on the national level, implemented in an allround way in combination with the birth control, personnel system and entrance examination, not just in the field of education.

A. Reform the personnel employment and treatment system

Reform is to remove the unreasonable systems and

measures, providing guarantee for social development. We must work hard for it, and first of all, the government should play a leading role, only in this way, it will drive the reform process of the whole society.

First, the personnel system should be reformed, from the personnel recruitment stage, adopting the system of "all the employees should pass the examination". Without considering the diploma, examination provide a relatively objective criteria for the assessment of the examinees' knowledge and skill level. But the examination must be differentiated in different industries and sectors, and the examinations should be professional, aiming at the specific industry and sector. The test content can be decided by the employer units, and the examination can be organized by the personnel department, to ensure its fairness. Some people may worry that because of that students will not study hard. You should say, it is possible for that to happen, but there is no need worrying, for rich knowledge will always be advantage and we should take measures to encourage gaining both knowledge and skills.

Second, the problem that treatment is connected with diplomas should be solved. Treatment should be decided by how many years one has worked for and his ability. And scientific assessment way should be adopted to identify salary level. Of course, it is necessary for us to break the traditional ideas, break through the monopoly of some interests, and carefully study and establish perfect reform schemes. The assessment method and content for the promotion of professional titles are very important, which should reflect the emphasis on the examinees' knowledge and skill level and the scientific and reasonable selection of assessment way and arrangement of assessment content should all taken into account. For example, students who have learned "civil engineering" have advantages over those who have not accepted such education; and those who have learned "mechanical design" perform better than those who have not learned that in the corresponding units; and student who have grasped "mechatronics" are surely better than those who are not professional. All in all, those with knowledge education and those without are different, so they should be treated differently in assessment and promotion.

Through the two reforms, people can be pulled out of the wrong idea of learning is for getting diploma, and at the same time, the negative effect that students need not study hard for diploma will not be a must for getting a job. The key is to convert "learning for diploma" to "learning for knowledge and skills", which is the right path of development. If the personnel employment and treatment system is reformed, the phenomenon of overemphasizing diploma will be curbed, followed by the fading out of the problems in college entrance exam and education resources allocation, and many other problems in the field of education will also be settled.

B. The reform way and content of college entrance examinations

1) *After the personnel treatment system is reformed, the rigid demand on diploma will be reduced, and naturally, students will be relieved of the stress from the college entrance examination. And the problems of unbalanced distribution of enrollment quota and the unfairness of different examination content for different regions will also eliminate, and even if there are still some problems, which will not become the focus.*

The way of enrollment examination can be discussed. The author thinks, examinations in unified standard can be carried out for each term in high schools, and whether a student will be admitted will not be decided only by one exam, but by the marks he/she have gained in the past three years of senior high school study, to change the unscientific way of talent selection which depends only on the college entrance examination in two days. The way of university independent enrollment examination should be further discussed. The current way of arrange students to go to their targeted colleges and universities to attend examinations is not desirable, especially some entrance exams of art subjects. The biggest problem is to increase the burden for many students and their parents, and also put great pressure on students and their parents.

2) *Reform middle school admission ways, and modify the teaching content of middle schools*

The entrance exam from junior high school to senior high school should be canceled, to let all junior high school students enter high school or secondary vocational schools.

The configuration of education resources in primary and secondary schools should be balanced and key junior or senior high schools should be canceled. Properly reduce the resource investment to the schools which have gained more investment before, and reinforce the investment in schools which have not gained much resource investment, make every attempt to achieve balanced resource allocation as soon as possible. At the same time, balance the teacher resources and treatment, and make teachers flow according to demand. Because there is a large proportion of floating population in China, and a large number of floating student, so the number of students changes very fast in each region. Solution to this problem is to make real-time adjustment of the scale of primary and secondary school and teacher resource configuration. The timely reduction or increase of the teacher resource in schools is very important. And it is necessary to set up a long-term mechanism for the primary and secondary school teachers to flow timely according to demands.

Currently, because there are large numbers of students choose to enroll in colleges, the test content becomes stranger, and the teaching materials for high school are expanded continuously, with much content which should only be learned in colleges, for example, probability, calculus and so on, so to actually relieve the students of learning burden, in addition to improving the

examination way, the content of teaching materials of each stage and each level must also be sorted and combed again, to make it perform their own function with rationality and cohesion.

C. Measures should be taken in the birth stage

To carry out the birth control policy and guarantee the stability of birth rate is vital for the continuous and stable development of human society, which is also necessary measure for the sustainable development of education in our country. Someone may think that low birth rate will lead to difficulty in supporting the elders in our country in future [8], but I think, the government can solve the problems by improving social welfare and establishing real nursing homes for the elders. The most important is to ensure the stability of birth rate.

Compulsory education and primary education should give priority to cultivating interests. Don't overemphasize knowledge teaching while neglect the traditional Chinese moral education. Teach the students to treasure honesty, abide by the rules of the game and respect teachers etc. Quality-oriented education and law education should be emphasized, to teach them abide by regulations and laws, correct the psychological twist of only children who are spoiled. And strengthen physical exercise, by increasing the number of PE classes or activity classes in each week.

D. Professional title system reform

Reform the title evaluation work of primary and secondary schools, the salary level of primary and secondary school teachers should be determined according to their length of service. The primary and secondary school teachers mainly make teaching research, who are not required to make scientific research, and not evaluated by academic level. Their professional title only stands for their salary level, so it is unnecessary to set professional titles for primary and secondary teachers. And it is beneficial for the schools' unity and stability to cancel the professional title assessment. Because there is no operational standard evaluation system, in the evaluation of professional titles every year, the standards are hard to grasp and the evaluation is not scientific, which are the major causes of the contradictions in the schools.

Junior colleges should not set up professor title, and in colleges and universities which cultivate undergraduates, the number of professor titles should be restrained and the quality of professors should be guaranteed, to ensure the academic character and authority of the professor title, and to keep the expert character of professors. In order to solve the chaos in the evaluation of professor title and the employment of professors, the professional title evaluation and personnel employment should be carried out for another time, with a unified standard around the country, and for those majors where a professor title is unnecessary, do not set up the higher titles like professor title.

E. Suggestions for the reform of the relevant mechanism in several other aspects

First, the government must ensure sufficient investment to education, to ensure the public welfare character of education, and don't let the schools use tuition as economic subsidy, avoiding all kinds of revenue creation or fraud collection of fees; the government should establish a set of operation and management mechanism for private schools, to prevent the school-running behaviors for profit, for example, carefully verify the cost of running, real-time supervision. And the management and punishment measures should be feasible, operational, or there are contingency plans and measures, etc.

Second, gradually restrict enrollment scale expansion in universities, and considerably reduce the enrollment number of masters and doctors, with the ratio of doctor enrollment reduced to largest extent, and properly cut down the ratio of master enrollment, to recover the character of higher educational institutions to cultivate high-quality, precise and advanced talents. And the doctors and masters graduate enrolled after the reform should be titled by other names, for example, called as "new doctor, new master" etc. Put the scale popularization of education in middle school, and adjust the knowledge hierarchy of higher education. And in some basic majors, the issue of master and doctor degree should be stopped.

Third, recheck and identify the number of schools in each educational hierarchy, and avoid the upgrade trend. Restore the standard scale and the proportion of schools of each level. Each level should be simplified, and cancel the large and all inclusive school-running mode, to ensure the quality of all levels of education;

Fourth, establish and perfect the management system of each hierarchy at various stages and make them link up with each other.

IV. CONCLUSION

Education is a major event in China, involving

personnel training and national sustainable development. There are many problems existing in the education operation mechanism, which must be reformed. And the education reform is related with many other aspects, which has a great influence. It is not only the business of the educational field, but also is connected closely with the overall reform of our country. It involves the personnel treatment system, birth control policy implementation, all stages of teaching material and examination methods and so on. Therefore, to carry out the reform alone in the field of education is not scientific or comprehensive, which will not possible to achieve the expected purpose, and even can cause chaos during reform. We must set out from the actual situation, formulate comprehensive reform policy, and implement the reform in the related fields at the same time, so that we can achieve our goal.

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