

The Role of College Teachers in Their Own Social Work Institutions--Taking a Social Work Organization in JZ City as An Example

Shuai Zhu

School of Law, Yangtze University, Hubei 434023, China

Abstract

At present, the government vigorously advocates and encourages college teachers to establish social work institutions. According to incomplete statistics, in August 2016, the National private social work service institutions up to more than 4,700, and the university teachers to set up a large proportion of social service institutions, in the various types of social workers in the analysis of the status quo, found that the general face of teachers and institutions as a result of the role of the manager's The administrative affairs are more than the teaching affairs and the predicament of the Organization cannot develop continuously, in view of this, I think that first of all, we need to clarify the core role of college teachers in social work institutions, and in accordance with the establishment, standardization and development of three stages, the role of college teachers in the organization of their own social workers to comb, summarize and prospect, This paper proposes three core roles in different stages: 1. Pioneer. In the initial period, the social work institution was realized from scratch; 2. Standardize the period to achieve social work institutions service specialization; 3. Planner. Development period to achieve the long-term operation of social work institutions.

Keywords

Role orientation, college teachers, social work institutions.

1. Introduction

In recent years, the party and the state have raised the social construction to an important historical understanding, especially the grassroots social governance innovation, from the promotion of social work professional development related documents have been promulgated to the civil society organizations to restrict further relaxation and grassroots democratic construction, all embodies this trend.

With the support of the central and local governments at all levels, the non-governmental social workers work service organizations have sprung up in Guangzhou, Shenzhen, Shanghai, Beijing and other cities as the center. According to incomplete statistics, by the end of 2016, the National private social work service agencies soared to more than 4,700, in these social work institutions, there are a considerable number of university teachers to bid or rely on the establishment of universities, especially in the Midwest. And the author of the Jz City, a social work organization is the local social Work Department teachers jointly launched the first social service organization.

2. Organization of the Text

2.1 Problem Posing

In the past 6 years of social work, the author has been fortunate to have experienced a series of professional roles such as front-line social workers, project supervisors, deputy directors, and social workers in colleges and universities, which have some knowledge and understanding on the operation and management of social work institutions and the bid for social work institutions of college teachers. Meanwhile, in the sharing and communication with some college teachers, it is found that many teachers are distressed by the inability to take into account the roles between teachers and managers. As a college teacher, it is necessary to complete the research and teaching work, carry out professional research, train professional students, transport suitable social work talents for society and industry, and realize full employment. And as an institutional manager, we need to focus on the operation and Development of the Organization on the one hand, the government, enterprises, foundations, social organizations or individuals and other relevant stakeholders to maintain close relations, to strive for more social work services and resources support, and actively publicize social workers and social work services to enlist social concern and recognition, Promote social influence, on the other hand, pay attention to internal governance and professional services development, especially in the social work industry management and supervision of talent shortage situation, a considerable number of college teachers shoulder to pick, not only responsible for the professional services, such as project development and management, professional norms and management, supervision work, but also responsible for the administration, such as personnel recruitment, staff training and other work, and some even responsible for financial management, such as material purchase, capital accounting, financial reimbursement and other work. In the face of such awkward situation, college teachers have to spend a lot of time and energy to maintain the survival and development of the institution, on the contrary, the investment in the professional education work of social work decreases correspondingly. Although the author is engaged in the university social Worker education time is not long, also faces this kind of predicament.

Therefore, to have the effect on the situation, it is important to clarify the core role of college teachers in their own social work institutions. Based on this, this article attempts to take the author's social work organization--JZ City A society working organization as a case, according to the social organization establishment, the norm and the development three stages, to the university teacher in the self Social Work organization's role carries on the carding, the induction and the prospect, proposed the different stage three core role:

The first, Pioneer: the establishment of social work institutions to achieve from scratch

The second, the nor-mative: the normative period to achieve social service specialization

The third, Planners: the development period to achieve social work institutions operating long-term

2.2 A Social Work Organization in the City

JZ City, a social work organization in May 2013 in the local Civil Affairs Bureau was established, is the city's first civil social service organizations. Since its inception, the agency has been adhering to the "people-oriented, professional services, help people self-help, share happiness" mission to child protection services as the core business, through the government entrusted to the social service projects, for the community, family or individuals to provide professional social work services, at the same time, to carry out professional research and academic exchanges To promote the professional development of local social workers in Jingzhou.

At present, the organization has a working space of 200 square meters, with administrative offices, multifunctional room, case work room, group work room and other functional rooms; There are 9 staff members, including 3 mid-level social workers, 4 assistant social workers and 2 social workers: the

organization has 2 brand services, including "Senior Citizen's Communion" Shashi District Victory Street Old service project, "Green Child Home"-Youth Service project.

2.3 Pioneer: The Establishment of Social Work Institutions to Achieve From Scratch

The pioneer is meant to open up the wilderness of people, is to achieve from scratch. As far as the bid is concerned, the establishment of a Social work service organization requires many resources such as site, manpower, capital and social influence. At present, in the mainland, especially in the central and western regions, social work has not been accepted by the public in the background, just college teachers have the necessary conditions for the establishment of social service institutions. Therefore, college teachers have been the first to play the pioneer role, so that social work institutions from scratch, roots.

2.3.1 The Exploration of Professional Cooperation

University teachers can take advantage of their own professional advantages, actively participate in social services, and gradually accumulate social work service project experience. has always been, social Work Department teachers actively with the JZ City Civil Affairs Bureau, SH District Civil Affairs Bureau, JZ City Relief Station, JZ City first social welfare institution and community and other units to establish good relations of cooperation, launched a series of cooperative projects and services, including "to Prevent Street township," "Homeless personnel needs assessment criteria", "The evaluation system of family guardianship for homeless minors and the integration of university Students ' volunteer service, the "Strategic cooperation of the elders of the first social welfare institution in JZ City" and other projects, and in the continuous service, established a good professional image and cooperative relations, which also laid a solid foundation for the establishment of the institution.

2.3.2 The Development of the Partnership

University teachers can jointly develop social service projects by undertaking some government services research and development projects, jointly with some relevant units and welfare institutions, such as local women's federations, disabled people, aging committees, welfare homes and relief management stations, on the one hand, establish good partnership with them, gain their trust and support, on the other hand, Establish professional image and social influence. As a new social service, JZ needs to nurture professional social work institutions to carry out the pilot project, with good professional image and cooperative relations, the Social Work department has won this opportunity, after many consultations, in May 2013, JZ City, a social working organization was formally established, Became the first JZ city Social work service organization which was founded by the university teacher independently.

2.3.3 The Development of the Partnership

Firstly, Actively strive for service projects. At the beginning of the establishment, Social Work Department teacher representative Body initiative, many contacts, and actively with the JZ City Civil Affairs Bureau, SH District Civil Affairs Bureau, JZ City Relief Station, JZ City first Welfare House, SL Street Community and other units close contact, and actively create cooperation opportunities for service projects. After unremitting efforts, finally won 3 service projects, that is, "--sh", the Victory Street Service Project (JZ), "4:30 Classroom" (Project of the Civil Affairs Bureau of Sh district), "Love Home" care-behind Children's Service project (cooperation project with JZ).

Secondly, Strengthening foreign exchange. Adopted a variety of forms of learning institutions management experience. Through the "Go out" and "bring in" strategy, with professional practice, industry meetings, project research, join trade associations, invite experts to teach, invite alumni to share and other forms, with the coastal and mainland institutions to establish good relations of cooperation, learning advanced institutional operations, social work services, social workers training

and other aspects of experience and models, The acquisition of these experiences provides reference and reference for institutions to embark on specialization and normalization.

Thirdly, Establishing a diversified volunteer service platform. Establish a diversified volunteer service team. Through the active integration of volunteer re-sources within the school community, to strengthen the cooperation of the Communist Youth League, the Association of Associations and the Volunteer corps, the organizations of the officers transferred Guevara are gradually incorporated into the volunteer service platform of the organization, and according to the nature of the community, voluntary services offering different contents, such as the "Association of Volunteers", assist organizations in the "4:30 classroom" service Provide targeted tutoring services, Legal Service Center to assist the project to carry out the law popularization, "Caring society" to assist the project to carry out love donation activities.

The social volunteer force is widely absorbed. While carrying out social work services, we will actively pay attention to society, community social organizations and individuals, and gradually establish a "community service community" model of volunteering service through voluntary service publicity, encouraging community groups and individuals to actively participate in the Project Volunteer service.

2.4 The Normative: The Normative Period to Achieve Social Service Specialization

In the process of the organization Operation Standard, the university teacher plays the role of the normative person, actively participate in the operation and management of the institutions, according to the Social service organization and the professional development requirements, through the construction of institutional culture atmosphere, strengthen institutional management mechanism, standardize professional service requirements, and gradually realize the professional service of social workers.

2.4.1 Create a Cultural Atmosphere

As a normative, has been focused on the establishment of cultural atmosphere, the organization of all staff to discuss, established a unique vision of the organization, purpose, values, objectives and other content, and through the logo, clothing, brochures, souvenirs and other media to display, so as to create a good institutional culture atmosphere.

2.4.2 Normative Management Mechanism

Without the rule radius, the social work organization also needs to have a set of standardized management mechanism. Therefore, on the basis of combining with the actual institutions and drawing on the external experience, the organization and social workers have successfully completed the organizational structure, departmental work responsibilities, administrative system, human resource management system, professional service system (including project management, professional services, performance evaluation, supervision management and external contacts, etc.) and financial management system and other mechanisms of the design work, forming a set of conducive to the normal operation of the organization of the management mechanism, and to guide and supervise staff in accordance with the management mechanism to carry out various work and services.

2.4.3 Specification of Professional Requirements

In addition to establishing a professional service management mechanism, it is also necessary to ensure specialization in professional services. On the one hand, through regular professional training, to train social workers ' professional service ability and skills so that they can adapt to the requirements of professional services, on the one hand, through supervision and supervision, follow up and supervise the professional service process of social workers, rectify and solve the difficulties and problems faced by social workers in a timely manner and help them to carry out professional services better; Through performance evaluation, regular evaluation of social work professional service development, to ensure professional service effectiveness and experience summary.

2.5 Planners: The Development Period to Achieve Social Work Institutions Operating Long-Term

When the institution enters the development period, it needs to define the transformation of its own function, from the direct manager to the indirect manager, that is no longer focusing on the specific content and service development, but focuses on the future direction of the Organization, the cultivation of management talents and the efforts to promote the institutional social influence.

2.5.1 Focus on the Future Development Direction of the Institution

As planners, we should pay attention to the future development of the institution, should keep abreast of social development trends, timely grasp of policy-oriented, understand the organization's own characteristics and advantages, combined with the organization's vision and purpose, the formulation of forward-looking, sustainable, and can be reached the development of planning, and guide staff to decompose it into day-to-day work, and thus promote long-term development of institutions.

2.5.2 Focus on Employee Growth And Development

Talent is the inexhaustible driving force for institutional growth and development. As a planner, it is necessary to develop a detailed institutional staff development plan, including employee configuration structure, staff training and management, employee motivation and promotion, employee evaluation and other aspects, and guide the management of the Organization to implement and implement to each employee, to ensure that employees receive adequate attention and growth, and then cultivate staff sense of organization and team cohesion, Promote the healthy development of institutions.

2.5.3 Pay Attention to the Training of Managerial Talents and Supervisors

Professional work requires professional, full-time staff to operate. In the organizational structure of organizations, middle and senior management personnel and supervisors become an important indicator of the strength of the organization. They not only carry out the strategic planning and day-to-day management of the organization, but also shoulder the important functions of cultivating front-line social workers. As a planner, we should pay attention to the selection and training of senior management personnel and supervisors in this organization.

Firstly, Establish a fair and efficient selection mechanism. To establish a selection mechanism with the characteristics of personal character, professional ability, team consciousness, management ability, supervising ability, resource integration ability, external communication ability and so on, to excavate and train the social workers who meet the management and supervision ability, as management personnel and supervising talents reserve.

Secondly, Develop special management personnel and supervise talent training plan. According to the organization's existing management talents and supervision personnel, develop special training plan, through the development of professional knowledge training, practical experience exchange, project team presentation and other forms of curriculum, enhance its business ability, management ability, supervision ability and team ability. Adhere to the "Introduction" and "Go out", invited senior public welfare or social workers at home and abroad to teach hands-on, teaching and learning, the organization of the team to Hong Kong, Taiwan and the mainland advanced social work institutions to exchange study, set up a training program, selected candidates to advanced institutions attachment internship.

2.5.4 Focus on Promoting Institutional Social Impact

As a planner, on the one hand, we should pay attention to policy-oriented and social hotspot, guide and organize the organization to participate in the response of public events, enlist the attention of society through the effect of professional service, gain the understanding and recognition of the public, and then promote the social influence of the institutions. On the other hand, with the help of Industry Association platform, actively participate in industry meetings and forums, share experiences and

experience with brothers and institutions, and gradually win the attention and support of the industry, on the other hand, actively with relevant units, media and social organizations to establish good relations of cooperation, and actively promote their organizations Strive to win their recognition and support, thereby winning resource attention and support.

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