

Research on Management Innovation of Special Policeman Education Process in China's Police Colleges

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Abstract—With the rapid development of China's economy, social conflicts continue to accumulate. All kinds of serious cases of violence occur frequently. In addition, many special policemen have weak self-defense and self-protection awareness, bad tactical awareness and policing skills, which causes that the special policeman becomes a high-risk job in peacetime. In order to keep up with the social development situation and the development needs of the special policemen, this research starts from the concept of "politics establishes policemen, culture educates policemen and qualities strengthen the policemen", and insists on the basic principles of "student-oriented education, innovation as the soul, overall advancement and key breakthrough". The colleges should constantly update the concept of education, and deepen the reform of education as well as regulate the teaching management. On the basis of fully absorbing and applying the latest achievements in teaching and research, the colleges should construct the classroom teaching system, practical teaching system and education system of hidden courses which are in line with the objectives of special policemen training.

Keywords—special policeman; higher education; police colleges; management innovation; education process

I. INTRODUCTION

In the sequence of higher education in China, the higher education for policemen has gone through several decades of development, forming the school-running pattern with the industry characteristics of the police [1]. A number of increasingly mature majors and relatively stable curriculum system are established. As for the major of special policeman, "the professional basic theories and basic skills as well as good political quality, scientific and cultural quality, policeman's professional qualities" described in the training objectives are the general and common quality requirements for all the majors related to the police. But in what aspects is the higher education of public security that train special policemen special and by what means are special policemen developed are the core questions to be answered.

II. DISCUSSION ON MANAGEMENT INNOVATION OF EDUCATIONAL PROCESS

A. *Innovatory Strategy of Class Teaching Management*

The higher education of the police has the nature of the industry, making it have the basic attributes of vocational

education so the practicality of the educational process becomes the basic characteristic. That is to say, it is necessary to highlight the close combination of theory and practice in the education of special policemen so that qualified talents of public security can be cultivated. The implementation process of classroom teaching is an important way to transform knowledge and skills into students' cognitive competence and practical abilities. What methods and approaches adopted to teach knowledge and skills will directly affect the quality of the talents cultivated. "Putting into practice the theoretical courses, practicing the skills and making social practice a regular practice" become the goals pursued in the reform and innovation of professional teaching.

1) *Linking theory with practice, strengthening the practical teaching links*: The colleges should advocate to break the routine, and strive to abandon the long-term emphasis on the curriculum's integrate and complete mindset. In specialized courses, professional basic courses and other practice-related courses, teachers should as much as possible use situational teaching, case teaching, discussion teaching, or the colleges should hire experienced commanders and combatants to participate in the course of teaching. The "knowledge" is restored to "actual combat", and then summarize the "methods" from the "actual combat" to achieve the theoretical education starting from the actual combat and focusing on actual combat, and to highlight the important role of actual combat teaching so that the teaching method of linking theory with practice is really achieved.

2) *Combining skills with actual combat, highlighting the function of practicability*: The actual combat skills are the skills to attack and defend that police officers to protect their own security when they fight face-to-face with criminals and subdue the suspects, including fighting with hands, shooting, tactical movements and other contents, which is only effective when used in the actual environment of "strong confrontation, various changes and high risk skills". In order to address this problem, the colleges should solve the problem from two aspects. First of all, the contents of the teaching must be reasonable, to meet the requirements of actual combat. Second, the skills learned can be used in

the actual confrontation. Compared with other knowledge and skills, the design of teaching content is not complicated. The better use of the skills in the confrontation becomes the problem we face. A lot of time and the scientific means of training have become the keys to solve the problem. Only in this way, can the colleges ensure the systematicness of the physical training and skills training and that the skills formed are applied to the actual capacity. The teaching of unarmed defense and control as well as the shooting is to follow the concept of actual combat, so that it becomes the characteristic course.

3) *Innovating teaching methods, and strengthening the applied effect:* The colleges should form the personnel training mode that combines “teaching, training, management and monitoring” and the “five-step method of training” that greatly integrates “teaching, studying, practicing and fighting”. They should also adopt various approaches and means like large amount of exercise, high-intensity training, combat training, partner training by coaches, interval training of new students and old students, special rest schedule and so on, to form the system of actual combat skills, based on the scientific monitoring of physical function and the participation in police activities.

4) *Optimizing the concept of teaching management and enhancing the comprehensive management:* The colleges should take the quality of professional personnel training as the core, and the management system as the starting point, the teacher's teaching attitude, teaching process, teaching effectiveness and other qualities of teaching as the platform, and dealing with daily teaching management from the details as the means [2]. In this concept of teaching management, the innovation forms the evaluation mechanism of personnel training that involves colleges, cooperative units for practice and the society; in the classroom management, the teachers use the inspection of teaching order, supervision by the supervision group, the class attended by the leaders of the department, midterm examination, students' evaluation of teaching, colleagues' evaluation of teaching and other approaches, to form the management model that combines the procedural assessment and outcome assessment.

B. Innovatory Strategy of Practical teaching Management

1) *Overall optimization of practical teaching system with clear structure:* The professional education of police college takes the professional quality as the main task, the professional ability as the core of the training of professional talents, to strengthen the practice of education, which is essential to create a mechanism of practical teaching with effectiveness. The practical aspects of teaching in the school have been used as an important direction of educational reform or in the process of course teaching. Or, the colleges arrange special weeks for teaching practice. Even if the practice of senior students is only carried out through case

teaching. They just simulate actual combat to the utmost extent and test the comprehensive application of knowledge and skills. But no matter to what extent the simulation is carried out, it can only restore some links in the law enforcement and is only the limited extension and supplement. This so-called practice teaching can only be a bridge between the book knowledge and law enforcement practice, but there is a big gap between it and the real work of public security, so the construction of the practice base for off-campus internship is of great significance to strengthen the professional sense of improving their professional qualities and the practical application of professional knowledge and skills.

2) *Perfect combination of professional practice and social practice:* In the jurisdiction of the practice base, there are not only streets, communities, but also the airport and the wharf. The students can participate in the community management, security patrols, detection of criminal cases, disposal of group events, pursuit evasion on the network, security of major activities, dispute resolution, writing official documents and correspondence, organizational training and other activities, by which they can not only accumulate experience and expand knowledge, but also test capacity and exercise ability [3]. The construction of the practice base also facilitates the business practice of the teachers' linking theory with practice. A large number of cases from the units of actual combat make the teaching more vivid and pragmatic. The construction of off-campus practice base is an important part of personnel training, but also an important part of students' training and improving actual combat capability. The specific forms are as follows.

a) *Combination of innovative management and training of police affairs:* In the daily safeguard, in order to ensure the formation of the actual combat skills of students, for students majoring in police command and tactics, the colleges implement the close integration of “teaching, training, management and monitoring”, and achieve the combination of training and management as well as the combination of living and management under the theory of “thirty percent of training and seventy percent of management”, to ensure the formation of special skills and the development of good habits.

b) *Combination of exercise inside and outside the classroom:* In the teaching of the specialized courses of police command and tactics, the teachers provides some questions for students to think about, combined with the content of classroom teaching, and ask students to carry out the corresponding co-construction activities, internship or practice in the local actual combat units with these questions in their spare time.

c) *Combination of the education during semesters and the teaching practice in holidays:* Based on the school education during the semesters, in holidays, students are

arranged to participate in internship, practice or research and other social practices in local practice organizations.

d) Short-term internship and graduation field work: In spare time, the students are arranged to participate in internship, practice and research of local practice organizations. For the graduation field, the students are organized to carry out the graduation practice of 18 weeks on 2-3 positions with the graduation thesis and other issues.

e) Combination of individual practice and comprehensive practice: In the usual teaching process, some individual practice for the professional skills of law enforcement are carried out, to help students quickly grasp the relevant knowledge and skills of the professional skills of law enforcement. The comprehensive professional skills of law enforcement is arranged after the related course teaching is completed and the comprehensive simulation of law enforcement practice is carried out concentratedly.

f) Combination of individual practice and comprehensive practice: In the usual teaching process, some individual practice for the professional skills of law enforcement are carried out, to help students quickly grasp the relevant knowledge and skills of the professional skills of law enforcement [4]. The comprehensive professional skills of law enforcement is arranged after the related course teaching is completed and the comprehensive simulation of law enforcement practice is carried out concentratedly.

3) Practicing the standards of teaching management with good quality: The colleges should adhere to the practical teaching philosophy of “the perfect combination of theoretical teaching and practical training, the perfect combination of professional knowledge and practical skills, the perfect combination of cultivation in school and practice out of school”, to strengthen and exert students’ autonomy and initiative. The colleges should also pay attention to cultivating students’ actual combat ability, so that the students can get “professional” (namely, to analyze and solve the problems through the use of professional theoretical knowledge and methods) and “occupational” (namely, skills, ideas, thinking, attitudes and other aspects that are in line with the professional codes and standards) training, in order to better achieve the goal of personnel training.

C. Innovatory Strategy of Educational Environment Management

The teaching of knowledge and skills in school education is important, but it is indispensable to shape and perfect students’ personality in the education. Therefore, the system of objectives of personnel cultivation is only complete when the knowledge, ability and quality in the education are combined. The general cultivation of special policemen’s qualities, knowledge and abilities can be achieved through the relevant courses but the firm political stand, strict discipline, strong will and quality, excellent team awareness

and other important qualities must be completed relying on the educational environment .

1) Affecting students by solemn rituals: Affecting students by solemn ritual can help students strengthen political beliefs and enhance the sense of mission as well as the sense of honor. Students sing the national anthem every day before the morning class and The Song of the People’s Police after the afternoon training; after the military training, the students make vows of joining the policemen and students of special policemen; the colleges hold commendation conference of advanced figures and deeds; the honor roll and motivational slogans of outstanding graduates majoring in special police are placed in the training ground; other forms of solemn rituals are also held, to inspire students’ patriotism and cultivate excellent professional sentiment as well as establish the confidence to maintain social stability and stimulate students to strive for excellence.

2) Developing scientific management system: The colleges should develop the management system to regulate the behaviors of teachers and students and create the “open, fair and just” educational environment to guide students with the correct world outlook. The essence of the law is to maintain the fairness and justice of society. As the future law-executors, they must first have sound personality and the correct world outlook, which requires a fair environment [5]. Only with the correct world outlook, can they observe the laws and become qualified law-executors. Purifying the education environment is a very important means in the personnel training process. The colleges should strictly enforce the discipline and handle affairs according to the provisions, to achieve clear rewards and punishments, so that each student can feel the existence of fairness and establish the normal interpersonal relationships. Therefore, the students will love this group more and will take the initiative to maintain the environment and cultivate sound personality so that the environment and education can of a virtuous circle.

3) Taking teaching and training as the carriers: Taking teaching and training as the carriers fully tap the potential of the education function and develop the students’ good character, which achieves the combination of teaching and education. In the training class, the colleges always implement the policy of “tough and strict large amount of exercise starting based on actual combat”. Under the instructor’s strict requirements, the students break through the physical and psychological limits, which is not only a process of adaptation and improvement, but also the experience of growing, so that their wills, qualities and psychological quality are continuously improved [6]. In the training of fighting with hands and tactical confrontation, the processes of cooperation and confrontation make them understand the dependence between people in the social life, and further promote the students’ socialization process. At

the same time, they will treasure the friendship between classmates and comrades as well as the group more. Therefore, the educational function of teaching and training is fully tapped and given play to in the personnel training of special police, which plays a very important and irreplaceable role in educating people.

III. SUMMARY

In the past, the proportion of theoretical teaching in the personnel training of special police in our country is much higher than that of practical teaching. The theoretical teaching basically copies the standard of talent quality, talent training mode and the standard system of educational evaluation in ordinary colleges and universities, but ignore the special discipline structure of special policemen's knowledge, ability and qualities, and ignore the actual combat teaching and case teaching with the professional characteristics of the special police, so the graduates' education does not fit them for a certain job and they feel it hard to adapt to the work. Since the work special policemen engage in is mainly more practical combat, which relates to their own lives and the social stability. Therefore, the classroom teaching, practical teaching and hidden courses constructed by this research can correct the misunderstandings of the current training mode and cultivate excellent talents of special police with both qualities and ability.

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