

# *Research on the innovation of spirit education mode of college discipline inspectors under the background of the new era*

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**Abstract:** This study takes the discipline inspection staff in colleges and universities, and finds that the discipline inspection staff in colleges and universities generally believe that the content of spirit education should be more closely combined with practical work, and the integration of theoretical knowledge and practical ability is the key to improve work efficiency. The application of information technology, such as digital platforms and social media, is an effective way to enhance the attractiveness of spirit education, and can provide more flexible and diverse learning methods for discipline inspectors. The study also emphasized the importance of communication and coordination skills, ethics and legal awareness, as well as the cultivation of self-renewal and continuous learning skills, which are the key areas to improve the effectiveness of spirit education. It is an important direction to innovate the spirit education strategy to closely combine the spirit education with the daily work of discipline inspection personnel, use modern information technology to improve the interactivity and personalization of education, and strengthen the cross-department cooperation and the application of case research. This will not only promote the professional growth of discipline inspectors, but also help them better adapt to the changing working environment. The results show that the innovation of spirit education strategy is of great significance to improve the work efficiency of discipline inspectors and the healthy development of colleges and universities. However, this study has limitations in sample scope and methodological data collection, and future studies should further expand the sample scope with a diverse range of data collection and analysis methods to obtain more comprehensive and in-depth results.

## **1. Introduction**

With the rapid development of Chinese society and the continuous improvement of the higher education system, the university discipline inspectors are playing an increasingly important role in maintaining the stability of campus politics and promoting the construction of a good academic atmosphere. In 2023, discipline inspection and supervision organs across the country received 3.452 million [1] complaints, including many problems in the field of higher education. The data not only reflects the public's high concern about the integrity of the education field, but also highlights the

huge challenges faced by college discipline inspectors. At the same time, some researchers pointed out that college disciplinary inspectors have deficiencies in professional knowledge, whether in terms of the complexity and professionalism of their work, which is especially obvious when dealing with corruption cases in colleges and universities. As corruption cases in colleges and universities involve many levels of economic activities, discipline inspectors are insufficient in auditing, accounting, law and finance. In addition, there are also problems that discipline inspectors in universities do not have a deep understanding of the principles and policies, some personnel are difficult to quickly adapt to and understand the policy guidance, and improper handling of new problems and contradictions, unable to effectively work [2].

The current spirit education curriculum system has encountered a series of challenges in the process of construction and implementation. The researchers suggested that the curriculum arrangement of spirit education has not accurately reflected the diversity of educational needs, and the naming of the curriculum has not yet met the requirements of standardization. Moreover, the lack of unified planning for the choice of teaching topics is often proposed by individual teachers, which leads to the problem of overlapping content between different teaching topics without adequate communication. The imbalance of class hour allocation makes it difficult to properly balance the proportion of theory and practice in practical teaching, and sometimes it has to rely on the increase of on-site teaching or practical links to "fill" the deficiencies of theoretical teaching. This coping approach affects the integrity and systematization of the spirit education curriculum system. In the integration of the curriculum system, there is an obvious disconnect phenomenon. Although to some extent, the various units of spirit education can be combined at the physical level, but the lack of effective content integration makes the lack of deep connection between the courses. Although the practical links of spirit education, such as "spirit analysis" and "real post exercise", are conducive to the deepening and sublimation of knowledge, it is still difficult to achieve smooth docking between the course units related to ability improvement. This situation leads to the whole cadre education and training system cannot form an organic and coherent closed loop, which affects the maximum [3] of the training effect.

At the third plenary session of the 20th CPC Central Commission for Discipline Inspection, General Secretary stressed that strengthening "forging strong organizations and building a strong team" as a key measure to deepen the self-revolution. This instruction sets the policy for the construction in the new era, deepened the understanding of the self-innovation practice, and provided theoretical and practical guidance for the comprehensive construction [4]. The core purpose of the Working Rules for Accredited Institutions of Discipline Inspection and Supervision Organs issued by the General Office of the CPC Central Committee in 2022 is to strengthen and standardize the accreditation of discipline inspection and supervision institutions and ensure that discipline and national laws and regulations are strictly implemented [5]. The rule emphasizes that discipline inspectors and supervisors should adhere to General Secretary. Thought on Socialism with Chinese Characteristics for a New Era and strengthen the "four meanings".

## **2. Research literature review**

### **2.1 The characteristics of the traditional spirit education mode**

As the fundamental way to strengthen the ideological and political training of members, the traditional spirit education mode has played a decisive role in enhancing the political theory level, political consciousness and spirit cultivation of members in history. This way of education relies on various forms such as face-to-face teaching, political study and special lectures, and is committed to comprehensively teaching the basic theory, main line and basic policies to members, and emphasizes the importance of theoretical knowledge indoctrination in improving the theoretical

level and political sensitivity of members. In order to deepen the understanding of members on honesty and self-discipline, warning education is also carried out irregularly, such as visiting prisons and clean government education bases. This mode combines centralized training and long-term education, through regularly organizing members to participate in political theory study and conducting political mobilization and theoretical interpretation in members 'congresses, classes and other activities, to ensure that members can have a systematic and comprehensive grasp of the theory and line. The traditional spirit education model emphasizes the study of Marxism-Leninism, MAO Zedong Thought and the theory of socialism with Chinese characteristics. By organizing members to study, lectures, seminars and other forms, members have a comprehensive and in-depth understanding of the basic theory and line. As one of the common forms of education, the organizational life holds regular organizational life, and conducts political theory education, discipline and rules education, and spirit analysis. Although the traditional model emphasizes theoretical learning, there are deficiencies in the combination of theoretical knowledge and practice, which leads to the difficulty of members to transform the theoretical knowledge into practical actions in practical work [6].

## **2.2 The limitation of the traditional spirit education mode**

Although the traditional spirit education mode has played an important role in improving the level of political theory and spirit cultivation of members, but with the development of The Times and the progress of society, its limitations gradually appear. These limitations are mainly manifested in the following aspects:

### **2.2.1 Theory is out of touch with practice**

The traditional spirit education mode puts too much emphasis on theoretical study, especially the indoctrination of the basic theory, line and policy, but often ignores the combination of theory with the practical work and life practice of members. This disconnect phenomenon leads to the members' rich theoretical knowledge, but it is difficult to effectively transform the theoretical knowledge into the ability to solve practical problems in the face of practical work.

### **2.2.2 Lack of interactivity and a sense of participation**

Traditional education methods mostly adopt the teaching form of one-way indoctrination, and lack the necessary interaction and discussion. This one-way way of information transmission is not conducive to stimulating members 'interest in learning, nor is it conducive to cultivating members' critical thinking and innovative ability. As passive recipients, it is difficult for members to form an effective sense of participation and belonging in the process of education.

### **2.2.3 Lack of adaptability and flexibility**

With the rapid development of information technology and the constant change of the social environment, the challenges and tasks faced by members are also constantly updated. The traditional spirit education mode often lags behind in the content updating, education methods and means, and lacks the necessary adaptability and flexibility, and it is difficult to meet the needs of the members in the new era.

### **2.2.4 Inattractive attraction to young members**

Facing the younger generation of members, the traditional spirit education mode is difficult to arouse their interest and resonance in the content design, education form and other aspects. Young

members are more accustomed to obtaining information and knowledge through the modern information technology means such as the Internet and multimedia, and the traditional way of education cannot effectively attract their attention, resulting in poor educational effect.

#### **2.2.5 Imperfect evaluation and feedback mechanism**

In the traditional spirit education mode, the evaluation of the education effect is often not systematic and scientific, and the feedback mechanism is not perfect. As a result, it is difficult to adjust and optimize educational activities in time according to the actual learning effect and needs of members, which affects the quality and effect of education.

Therefore, in order to adapt to the requirements of the new era, the traditional spirit education mode needs to carry out in-depth reform and innovation, not only to update the content, enrich the form of education, but also to enhance the interaction and sense of participation, improve the adaptability and flexibility of education, so as to enhance the overall effect of spirit education [7].

### **2.3 The trend of innovative spirit education**

With the rapid development of the society and the wide application of information technology, the spirit education is facing new challenges and opportunities. The trend of innovative education focuses mainly on overcoming the limitations of the traditional spirit education mode, and on introducing new ideas, methods and technologies to make the spirit education more in line with the needs of members in the new era.

#### **2.3.1 Interactive learning**

In order to enhance the attractiveness and effectiveness of spirit education, more and more educational practices have begun to adopt interactive learning methods. Through group discussion, role playing, interactive case analysis and other forms, enhance the sense of participation and experience of members, promote the exchange of ideas and experience sharing among members, so as to deepen the understanding and application of spirit knowledge [8].

#### **2.3.2 Digital learning platform**

The strategy of spirit education is to make use of modern information technology to build a digital learning platform, and Chinese universities should provide flexible and diverse learning resources and tools. These platforms can not only provide rich learning materials, including video lectures, online courses, electronic books, etc., but also enhance the interactive and personalized [9] of learning through online testing, real-time feedback and other functions.

#### **2.2.3 Scenario simulation and practical experience**

Through the situation simulation and practical experience, the spirit education content is combined with the actual work and life situation, so that the members can apply what they have learned in the simulated working environment. This way is helpful to enhance the ability of members to solve practical problems and deepen the understanding and application of spirit knowledge.

#### **2.3.4 Cross-border integration education**

Spirit education begins to integrate with psychology, management, sociology and other disciplines to explore more comprehensive and in-depth educational content. This interdisciplinary

education method helps members to establish a more comprehensive knowledge system and improve the comprehensive quality of [10].

### **2.3.5 Strengthen reflection and self-assessment**

The trend of innovation and education emphasizes the self-reflection and self-assessment of members, and encourages them to regularly reflect on their spirit cultivation and work performance by writing thinking logs and participating in self-assessment. This self-driven learning style helps members to deepen their understanding of the content of spirit education, promote personal growth and improve [11].

The implementation of the trend of innovative education aims to improve the effectiveness and influence of spirit education through diversified educational contents and methods, make it more fit the learning needs and living habits of members in the new era, and provide strong support for the construction of learning, service-oriented and innovative organizations.

## **2.4 Lack of existing research and research direction**

### **2.4.1 Study Vacancy**

Based on the existing literature on the traditional spirit education mode and its innovation trend, it is obvious that although the research reveals the needs and challenges of spirit education in the new era, and puts forward innovative methods and ideas, there is still a significant research gap. The present study intends to explore these gaps in depth. First of all, the current research has not been deep in the combination of theory and practice, especially the lack of discussion on how the spirit education theory can be effectively applied in the daily work of members. Secondly, although the innovative educational means such as digital platforms and interactive learning are mentioned, there is insufficient research on the personalized and diversified education programs designed according to the individual differences of members. Moreover, the current research on the strategy of attracting and educating young members, especially how to use the familiar technology used to young members and social media to conduct the strategy of spirit education is less discussed. Finally, the research on how to establish a systematic evaluation and feedback mechanism of the spirit education effect, and adjust the education strategy accordingly is not comprehensive and in-depth enough. Therefore, this study aims to improve the effectiveness of spirit education and meet the educational needs of the new era by deepening the integration of theory and practice, developing personalized and diversified educational methods, formulating effective education strategies for young members, and establishing a perfect evaluation and feedback mechanism.

### **2.4.2 Research Directions**

Research goal is through in-depth case analysis, looking for the effective mode of combining theory with practice, at the same time explore based on member personal characteristics such as age, occupation and interest of personalized and diversified education methods, such as the use of multimedia and gaming, especially for young members, study how to use digital media and network platform and other modern technology, innovation content and form of spirit education in order to improve its appeal. In addition, it aims to establish a systematic evaluation system for the effect of spirit education, including clear evaluation indicators, methods and tools, and adjust the education strategy according to the evaluation results, in order to provide scientific and systematic theoretical support and practical guidance for the spirit education in the new era, and meet the needs of member education in the new era.

### 3. Research theory

Under the background of the new era, the working environment of discipline inspectors in colleges and universities is increasingly complicated, and the innovation of spirit education is urgently needed to adapt to the diversified social needs. Based on the theory of adult education and behavior change, this study discusses how to effectively design and implement spirit education strategies for college discipline inspectors.

#### 3.1 Adult education theory

Knowles (1980)'s adult learning theory emphasizes the ability of adult learners to self-guide and the content of learning with personal experience and needs. This suggests that spirit education should focus on the combination of theory and practice, using teaching methods such as case analysis, scenario simulation and practical operation, in order to promote the application ability of discipline inspection personnel in practical work [12].

#### 3.2 Theory of planning behavior

Ajze's planned behavior theory (1991) provides a framework for analyzing and influencing the decision-making process of individuals, indicating that individuals' behavioral intentions are influenced by attitudes, subjective norms, and perceptual behavioral control. This means that spirit education should include information technology training, communication skills and ethical and legal awareness, so as to support the supervision of discipline inspectors in cyberspace, effective communication and coordination and legal compliance decision [13].

Based on these theoretical perspectives, the strategy of spirit education should focus on improving the independent learning ability, practicality and behavior change goal of discipline inspectors. Educational activities should be designed to focus on the actual work and personal development needs of disciplinary inspectors, and adopt effective methods to motivate them to apply their knowledge to their work practice. The application of adult education and behavior change theory to the specific work of discipline inspectors in colleges and universities means encouraging them to actively explore new knowledge related to their work and improve their ability to solve problems through case studies, participation and self-reflection. At the same time, by designing targeted educational activities to identify and change the key factors affecting behavior, disciplinary inspectors can practice decision-making and communication skills in a simulated environment in order to more effectively respond to challenges in practical work. In short, the integration of adult education theory and behavior change theory into spirit education provides a comprehensive learning and behavior improvement framework for discipline inspectors in colleges and universities, which helps them to maintain campus discipline more effectively and promote the construction of integrity culture and the healthy development of colleges and universities.

### 4. Conclusions: Innovate the spirit education strategies

In order to better adapt to the needs of the new era and improve the spirit education effect of the discipline inspectors in colleges and universities, it is necessary to innovate in the educational content, method and evaluation mechanism.

#### 4.1 Personalized and diversified educational content

Design personalized and diversified educational content according to the different backgrounds,



career needs and interests of discipline inspectors. Using multimedia, interactive cases, case simulation and other means, the spirit education content and the actual work situation is closely combined. Especially for young discipline inspectors, the attractiveness and participation of education can be increased through social media, online courses, gamified learning and other methods.

#### **4.2 Digital learning platform**

Using modern information technology to build a digital learning platform to provide flexible and diverse learning resources and tools. These platforms can include video lectures, online courses, e-books, etc., and support online testing, real-time feedback and other functions to enhance the interactivity and personalization of learning. Through data analysis, the platform can also recommend personalized learning paths and content according to learners' performance and needs.

#### **4.3 Interactive learning and practical experience**

Interactive learning and practical experience are an important way to enhance the effect of spirit education. Through group discussion, role playing, interactive case analysis and other forms, the sense of participation and experience of discipline inspection personnel are enhanced, and their exchange of ideas and experience sharing are promoted. Scenario simulation and practical experience can help discipline inspectors to apply what they have learned in the simulated working environment and improve their ability to solve practical problems.

#### **4.4 Interdisciplinary integration education**

Interdisciplinary integration education is to integrate spirit education with the knowledge of psychology, management, sociology and other disciplines, and to explore more comprehensive and in-depth educational content. This interdisciplinary education method helps the discipline inspectors to establish a comprehensive knowledge system and improve their comprehensive quality. For example, ethics courses can be combined to strengthen the legal and ethical awareness of discipline inspectors, and improve their moral judgment and decision-making ability.

#### **4.5 Strengthen reflection and self-assessment**

Reflection and self-evaluation are an important link to improve the effect of spirit education. Discipline inspectors are encouraged to regularly reflect on their spirit cultivation and work performance by writing thinking logs and participating in self-assessment. This self-driven learning style helps discipline inspectors to deepen their understanding of the content of spirit education and promote personal growth and promotion.

#### **4.6 Systematic education evaluation mechanism**

Systematic education evaluation mechanism is to establish a systematic spirit education evaluation mechanism, including clear evaluation indicators, methods and tools. Through regular evaluation, we can understand the educational effect and existing problems, and adjust the educational strategy in time according to the evaluation results. Questionnaire survey, interview, test and other methods can be used to comprehensively evaluate the learning effect of discipline inspection personnel to ensure the effectiveness and pertinacity of educational content and methods.

## 4.7 Cross-departmental collaboration and case study

Cross-departmental cooperation and case study should make use of a variety of resources and professional knowledge to jointly improve the quality and effect of spirit education. By sharing typical cases and successful experiences, we can help discipline inspectors to better understand and solve practical problems in their work. At the same time, cross-departmental seminars and training activities can be organized to promote the cooperation and exchanges between different departments and improve the overall quality and ability of the discipline inspection team.

To sum up, the innovation of spirit education strategy needs to start from many aspects, and improve the adaptability and effectiveness of education through personalized, digital, interactive and interdisciplinary methods, so as to meet the educational needs of discipline inspectors in colleges and universities in the new era.

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