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Optimization Approaches for Primary Schools Educational Management based on the Concept of People Oriented

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Abstract

This article provides a comprehensive overview of primary school education management, with a particular emphasis on the significance of putting people first. Firstly, we gained a deep understanding of the current situation of primary school education management and emphasized the key role of the people-oriented education management method. Continuing to explore the core principles and principles of people-oriented management, emphasizing its integration into primary education and cultivating a more comprehensive learning environment. The following focuses on how the people-oriented education method can strengthen school management, discusses the challenges faced by traditional management methods, and explains the limitations in solving obstacles. It also introduces the optimization strategy of people-oriented education management. This article considers the potential impact of people-oriented management on the landscape of primary education and looks forward to the future. The people-oriented management method is an important catalyst for creating a more effective, inclusive, and dynamic education system, shaping the future of primary education in a profound and positive way.

Keywords: Primary School, Educational Management, People Oriented

Introduction

Primary education management involves managing and organizing various aspects of primary education institutions. Its main responsibilities include but are not limited to determining teaching objectives, planning courses, managing facilities, formulating policies,



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and managing resource allocation. Ensure that students receive comprehensive and high-quality education, and that teachers and school administrators can effectively operate the school. The people-oriented education management method emphasizes placing students and teachers at the core of the education system. The people-oriented concept focuses on the development of students' potential and the cultivation of their comprehensive abilities, and permeating it into primary school education management can help tap into their talents (Luo Guihua, 2023). This method places emphasis on individual needs, by understanding the unique characteristics and needs of each student and teacher, teaching and management can be carried out in a more targeted manner. At present, there are some deficiencies in the people-oriented education management in primary schools, which can be roughly divided into three points: the first is insufficient attention to the psychological health of students. The second is the tense teacher-student relationship. The third issue is the lack of personalized educational resources. (Bai Libo, 2021) These deficiencies have led to the limitations of the people-oriented education management concept in practice, which requires improvement and perfection in curriculum design, teacher training, and psychological health support to better meet the personalized needs of students and teachers and promote the improvement of education quality. Only in this way can we adapt to the trend of educational development in the new era, broaden students' knowledge horizons in people-oriented educational management, and achieve all-round development.

People-Oriented Educational Management

In educational management work, the concept of putting people first is permeated, and educators repeatedly emphasize the importance of paying attention to human values, demanding respect and understanding of the managed, and effectively exerting the initiative of the managed on this basis. (Li Yanxia, 2016) Adhering to the people-oriented concept in educational management work, the following are several core concepts: first, personalized care, treating students and teachers as independent individuals and providing personalized support; Secondly, respect and tolerance should be given to students, and scientific and humane management should be carried out. Students should be cared for, understood, and tolerated; Thirdly, development is the foundation, emphasizing the comprehensive development of individuals, not only academic abilities, but also the development of social emotions and practical abilities; Fourthly, continuous learning and growth are advocated, advocating for educators and managers to continuously learn and make progress in order to better adapt to the constantly changing educational needs and environment. (Li Jun, 2014) It



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is very important to incorporate a people-oriented strategy into primary education, as this strategy can better meet the personalized needs and diverse learning styles of students, pay attention to understanding the unique needs and potential of each student, help each student fully realize their potential, and students can find ways to learn that are suitable for them, thereby improving learning efficiency and interest. Secondly, this strategy emphasizes the cultivation of emotional intelligence and leadership among teachers, enabling them to better understand and respond to the needs of students. The professional development and support of teachers are key to ensuring the quality of teaching, and once both are supported, it is not difficult to help students grow. Pay attention to the development of teachers, improve their quality, provide them with more learning time and opportunities, strengthen teacher training, and enhance their quality. The third is a people-oriented strategy that focuses on establishing a positive school culture and enhancing family participation. This culture and family support are crucial for children's comprehensive development and can create a supportive learning environment. The fourth is that this strategy encourages the cultivation of students' social and emotional skills and comprehensive development, which is particularly important for primary education. Help children establish good interpersonal relationships, self-awareness, and problem-solving abilities, laying a solid foundation for their future growth. Finally, a people-oriented strategy can establish a highly adaptable educational environment, better respond to the changing needs of students in different disciplines and contexts, and promote the improvement of their learning and adaptation abilities. At the same time, integrating the people-oriented concept into school management also has many benefits, including but not limited to enhancing the work enthusiasm and teaching effectiveness of teachers, improving the quality of education, because teachers will pay attention to personal needs and characteristics, design and implement teaching methods more targeted and better, rather than blindly copying some educational models; It can shape a positive learning environment, focus on the personal development of students and teachers, create a positive and supportive learning and working environment, and contribute to improving the overall school atmosphere; In fact, the most important thing is to create an educational environment that pays more attention to individual needs, supports comprehensive development, and promotes cooperation. With a good educational environment, there is no need to worry about the development of education.



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Challenges in Primary Schools Educational Management

The shortcomings of traditional management methods in addressing these challenges

The traditional methods of primary school education management have undeniable drawbacks: firstly, the overly standardized teaching model ignores the individual differences of students, cannot meet the learning needs and interests of different students, and lacks attention to the cultivation of students' personality, moral cultivation, and other aspects. (Luo Guihua, 2023) Secondly, there are significant issues with exam-oriented education, as it overly emphasizes exam-oriented education. The educational content mainly revolves around exam content, and student grades are used to measure the comprehensive quality of students and the teaching quality of teachers. (Li Ran, 2012) In a single teaching management model, those students who cannot score high appear useless, even if they have strengths beyond learning and high moral cultivation, they are not recognized. The third issue is the lack of comprehensive evaluation, with a focus on evaluating student performance and neglecting the comprehensive evaluation of student development. The fourth is to neglect the development of teachers, sometimes neglecting the support for their professional development and personal growth, resulting in teachers being unable to cope with new teaching challenges and needs. In addition to the demand for personalized education, the professional development of teachers requires support and cooperation between families and schools. Currently, there are still some common problems in primary school education management that cannot be ignored. Since the 20th century, technology has become increasingly advanced and has also penetrated into education. However, not all regions of education can receive technological support, and the rapid development of educational technology requires managers to consider how to integrate these technologies into teaching, and ensure the effective application of technology and its beneficial impact on students. At the same time, it is also necessary to pay attention to the impact of educational technology on the mental health and social development of students. This also reflects the uneven distribution of educational resources, which may face problems such as insufficient funding and uneven resource allocation, which will affect the operation and teaching quality of schools.

The role of a people-oriented approach in overcoming these obstacles

Now, the people-oriented policy can play an important role in overcoming the obstacles of traditional educational management methods. This policy can transform



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opinions, and continuously improve the management system. The ways of optimization are diverse, a people-oriented education management can be optimized by implementing a participatory decision-making process, such as establishing a participatory culture, actively encouraging teachers, students, parents, and community members to participate in education management, creating an atmosphere of mutual respect, trust, and cooperation, making the decision-making process more open and inclusive. Managers need to provide diverse channels of participation, such as discussion groups, online platforms, etc., to provide opportunities for all parties to express their opinions and suggestions, ensuring a more comprehensive process. In this process, information must be transparent and shared, providing sufficient information and data support to enable participants to understand the background and relevant information of the problem, and thus make more constructive decisions. (Yang Weiyan, 2023) At the same time, it is also necessary for managers to provide timely feedback, value and respond to the opinions and suggestions of all parties in a timely manner, ensuring that participants feel that their voices are valued and can see the impact of their suggestions on decision-making.

Cultivate positive school culture and family participation

People-oriented optimization approach is to cultivate positive school culture and family participation. Family education plays an important role in the comprehensive education of students, especially in their moral education, which cannot be replaced. In the moral education of schools, teachers should closely contact parents and make full use of their huge force to achieve twice the result with half the effort in educating students. A good family school relationship can help students better adapt to school life. (Liu Chunsheng, 2023) Managers need to establish a shared vision, develop clear vision and values, encourage faculty, students, and parents to participate in setting school goals, and form consensus. So, managers need to strengthen communication and cooperation with parents, establish effective communication channels, and involve parents in school activities, curriculum design, and decision-making processes. Managers need to empower teachers and students with more autonomy and decision-making power, allowing them to participate in the daily management and planning of the school, in order to increase their sense of responsibility and identity. At the same time, Parents and teachers can establish good communication channels through various means such as parent teacher meetings, home visits, and parent letters, develop homework and reading plans, help children scientifically and reasonably allocate time and tasks, cultivate children's learning habits and self-discipline, and at the



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same time, parents should supervise and guide their children's homework and reading situation. Parents and teachers can jointly organize some parent-child activities, such as parent-child sports meet, parent-child picking, etc., to create a relaxed and joyful parent-child atmosphere, and enhance parents' sense of participation and responsibility in their children's education. Parents and teachers can jointly and reasonably guide children's interests and provide support and assistance for their future development. Parents and teachers can jointly carry out family reading activities, recommend excellent books and reading materials, help parents and children develop good reading habits and thinking patterns, and improve their children's reading and language expression abilities. The psychological health problems of students also require the cooperation of parents to solve. At this time, parents need to cooperate, provide more comprehensive and effective psychological health support, and help students better cope with and overcome psychological health problems.

Strengthening teacher-student relationships and creating a favorable environment

Managers can optimize people-oriented educational management by strengthening teacher-student relationships and creating a favorable environment for schools. Core managers need to lead by example, clarify management direction and goals, lead faculty and school culture well, ensure that they serve the growth of students, and prioritize student growth. On this basis, school administrators should implement the people-oriented concept with love and a calm heart, love and listen to the opinions of teachers and students, infect teachers and students through more thinking, less speaking, and more doing, subtly influence teachers and students, improve the overall quality of teaching (Yang Weiyan, 2023), Schools should establish a supportive atmosphere, create an educational environment, encourage mutual trust and support between teachers and students, and make students feel the support of teachers for their learning and growth. Schools can carry out more campus cultural activities and continuously increase the types and projects of activities, so that teachers and students can participate in related activities. This can not only close the teacher-student relationship, but also enable teachers to better understand students, understanding their preferences and overall ability development can provide more targeted teaching guidance. Managers should actively communicate and provide feedback, promote positive communication between teachers and students, and provide timely feedback and suggestions. Finally, to establish common goals, education managers should work together



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with teachers and students to develop learning objectives and values, so that everyone can work together to achieve these goals.

Summary of the potential impact of People Oriented

Focusing on the future development of primary school students and realizing the future direction of primary education, it must be based on people-oriented principles. Currently, most developed regions have implemented this method, fundamentally abandoned old and backward educational management concepts, and further updated and optimizing them, gradually driving other regions to follow the development. With this understanding, the concept of humanistic education can be integrated into educational management work in practice, and gradually implemented into practical actions to continuously reshape educational management concepts. The potential impact of people-oriented management on the future of primary education is definitely multifaceted, and in terms of students, it will better meet their needs and potential. In terms of teachers, more training, support, and resources will be provided to help teachers better understand and respond to the needs of students. Emphasize the cultivation of emotional intelligence and communication skills, and establish positive learning relationships. In terms of educational environment, a more positive, inclusive, and caring educational environment will be created. In terms of home school cooperation, close cooperation between parents and schools will be emphasized. Home school cooperation can better promote students' learning and development, ensuring that they receive support both in school and at home. (Tang Peng, 2023)

To achieve the effect of personalized learning, policy makers need to develop policies that support personalized learning, provide resources and training to support schools in implementing personalized education programs. Then, school administrators and educational administrators encourage and support teachers to implement personalized teaching methods, provide resources and training, and ensure that students have the opportunity for personalized learning. Similarly, in order to promote the professional development of teachers, policy makers need to provide continuous opportunities for professional development, while managers work together and school administrators need to treat teachers and staff fairly (Bai Libo, 2020). To create a supportive educational environment, policy makers need to develop policies to promote a healthy educational environment, including resource support, mental health services, and social support systems, Managers establish mechanisms and resources to support the comprehensive development



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of students. To promote home school cooperation, policy makers need to support parental participation in decision-making and provide resources to promote home school cooperation. And managers establish effective communication mechanisms to ensure that parents participate in the process of student education.

Conclusion

In short, exploring a people-oriented approach to primary school education management has pointed out a path of transformation for the educational landscape. The people-oriented strategy has become a beacon of change, providing a paradigm shift for the operation of educational institutions. By emphasizing human factors - students, educators, and families - a more inclusive and effective education ecosystem can be envisioned. This is the biggest difference from traditional and backward educational management methods. Under the people-oriented concept, educational managers focus on promoting humanistic spirit, which can create a harmonious and warm educational and teaching environment for teachers and students, promote long-term and healthy development of students, and achieve comprehensive improvement in their ideological quality and academic performance. In the current society, it is of great significance to integrate the people-oriented concept into educational management work. It can reduce the blindness, compulsion, and arbitrariness of educational management work, and maximize the role of teachers and students while respecting them, which is conducive to improving the implementation efficiency of educational management work. Therefore, school administrators should consider from a long-term perspective and implement the important concept of putting people first with forward-looking thinking, ensuring that students form correct concepts and grow into composite high-quality talents needed by society with a sunny and optimistic attitude, and play the role that education management should play.

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