

SOLUTIONS TO STRENGTHEN THE TASK OF PARTY MEMBERS DEVELOPMENT AMONG TEACHERS IN SCHOOLS OF PHU THO PROVINCE, VIETNAM BY 2030

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ABSTRACT

The task of Party development among teachers in schools is of particular importance to improving the quality of education and consolidating the grassroots political system. For Phu Tho province, in the context of comprehensive educational reform, the need to build a team of teachers who are both professionally competent and steadfast in political qualities, ethics, and lifestyle is becoming more urgent. Therefore, it is necessary to research and propose solutions to strengthen the task of party development among teachers in schools in Phu Tho province by 2030 in order to contribute to building a strong Party organization and promoting the development of the local education sector.

Keywords: Party development work, teachers, high schools, Phu Tho province.

1. INTRODUCTION

Firstly, improving the political theory level and leadership and organizational capacity of the Party members and Party Committee members.

First of all, the Party cell needs to develop a detailed Party development plan, clearly defining the criteria and methods for detecting sources, avoiding copying old plans or formalities. The organization process must ensure scientific and methodical quality, from monitoring the training process of elite masses to nurturing, testing, and evaluating political, ethical, and professional capacity. At the same time, it is necessary to build a mechanism to evaluate the leadership capacity of Party cell secretaries and Party Committee members based on the effectiveness of developing sources, the quality of new Party members, the success rate in testing elite masses, and the level of effective coordination with mass organizations.

It is necessary to closely coordinate with the school's organizations, especially the Youth Union and the Women's Union, to create a "two-way" mechanism. Accordingly, the Party cell guides the organization to discover, challenge and introduce outstanding people to help increase objectivity and help discover teachers with outstanding political qualities and professional capacity, expanding the source of party member development, not only focusing on young teachers but also exploiting the potential of experienced and prestigious teachers.

In addition, it is necessary to have a mechanism for planning, rotating and motivating cadres in charge of party member development. Reducing too many concurrent jobs, creating conditions in terms of time and budget, ensuring cadres receive professional training will improve leadership and organizational effectiveness. Training and coaching courses need to update modern management skills, scientific inspection and supervision methods and ways to effectively combine theory and pedagogical practice. This is an important step to overcome the problem of cumbersome

documents and procedures, to check and supervise formalities, and to minimize errors in the process of developing party members.

Second, innovating propaganda work, political education and create sources for party member development.

First of all, political education work needs to innovate both content and methods, with training programs, theoretical training associated with specific pedagogical situations, practical examples of professional ethics, civic responsibility and pioneering spirit of party members. At the same time, it is important to strengthen the organization of seminars, forums, group activities, workshops, and practical projects to arouse the spirit of initiative, creativity and self-learning of young teachers.

It is necessary to effectively exploit emulation movements such as "Teach well - Learn well", "Innovation in teaching and learning" and "Building happy schools" to create a practical and challenging environment, helping young teachers both improve their professional capacity and practice political qualities, ethics and lifestyle. Thereby, the Party cell has a basis for comprehensive and objective assessment of outstanding masses and select sources for quality party member development.

In addition, coordination between Party cells and mass organizations, especially the Youth Union and the Women's Union, needs to be strengthened. The "two-way" mechanism of Party cells guiding and mass organizations discovering and challenging outstanding people will ensure a regular, continuous and diverse source of Party member development, while creating objectivity in assessing the qualities, abilities and aspirations of the teaching staff.

It is necessary to focus on innovating propaganda forms, applying digital technology, online platforms, social networks, videos, short clips on ideology, ethics, typical stories of young party members who are pioneers in teaching and social work. This helps young teachers to easily receive, increase interest, and at the same time expand the scope of influence of propaganda work beyond the school environment.

Combining the above measures, propaganda and political education work will not only stop at the form of disseminating documents but become a process of interaction, training, challenge and personality development. Young teachers will be motivated to voluntarily strive to join the Party, the elite mass team will be expanded and fully prepared in terms of political qualities, ethics, and professional capacity, contributing to improving the quality of party member development, meeting the requirements of building a clean and strong Party organization in the education sector.

Third, improving the leadership capacity, organizational and management methods of the Party cell in the work of developing Party members.

It is necessary to implement training programs to improve the level of political theory, leadership and management skills, analysis and resolution of practical situations in the work of developing Party members. Training courses should be associated with real-life case studies, typical lessons, examples of detecting, nurturing, and managing elite masses, thereby improving decision-making capacity and the ability to respond to arising situations.

It is necessary to develop a specific and detailed plan for each year, determine targets, criteria, methods for identifying sources, and plans for training outstanding people. The plan needs to be flexible and adaptable to the reality of each school and each target group, avoiding applying rigid templates. At the same time, the Party cell needs to develop a mechanism for monitoring, evaluating, and periodically summarizing to promptly adjust methods, identify strengths, limitations, and replicate effective models. The exemplary role of Party members, especially

leaders must be strengthened so that each outstanding person can see the initiative, responsibility, capacity, and exemplary qualities in the Party cell. This not only creates motivation for the masses to strive, but also strengthens confidence in the work of developing Party members, and increases the persuasiveness of the Party cell.

It is necessary to strengthen a mechanism for close coordination with educational management agencies, unions, and local authorities. This coordination helps the Party cell promptly resolve difficulties in procedures, background checks, create favorable conditions for outstanding people to complete their records, and at the same time ensure that the process of developing Party members is in accordance with regulations and transparent. Building software to manage records, monitor the progress of training, and evaluate outstanding people will help the Party cell promptly detect problems, adjust plans, make the admission process transparent, and shorten the time to process records.

Fourth, perfecting the procedures and processes for admitting Party members.

It is necessary to simplify, standardize, and make transparent the admission procedures and processes. The Party cell needs to review all steps from comments, background checks, checks to approval and organization of the admission ceremony, eliminate unnecessary duplication and complexity, and at the same time develop detailed and transparent instructions for the masses to easily implement. The process should be digitized and stored on an electronic management system, helping the Party cell monitor progress, detect shortcomings early and ensure publicity and transparency in all stages. This will shorten the review time, improve management efficiency, and increase the trust of the elite masses when they join the Party.

A mechanism must be built to guide and support outstanding people to complete their profiles. Many cases of delay are due to the fact that the masses are not proactive or do not fully understand the procedures. Party cells need to assign cadres in charge of monitoring and guiding each individual in the process of preparing their resumes, profiles, and participating in Party awareness training classes. This support not only ensures progress, but also helps the masses understand the meaning and responsibility of becoming Party members, creating motivation to strive and improving the quality of recruitment sources.

Strengthening the professional capacity of cadres in charge of recruitment work, especially in small schools, part-time cadres, who have not been properly trained in Party affairs, leading to inaccurate guidance and checking of profiles, lack of uniformity, and prone to errors. Intensive training, fostering skills in organizing processes, examining backgrounds, and checking profile quality will improve implementation capacity, minimize errors, and ensure objectivity and seriousness in each step of the recruitment process.

It is important to establish a system for periodic and comprehensive process monitoring and inspection. Instead of only checking records when the time for admission is near, the Party cell needs to monitor the entire process of training the masses, including assessing political qualities, professional capacity, sense of responsibility and training process. This mechanism helps to detect shortcomings early, make timely adjustments and ensure that qualified elite masses are introduced, trained and reviewed. This system should be combined with management software, electronic records storage, facilitating monitoring, evaluation and periodic summarization.

Strengthening coordination with local authorities and mass organizations is a necessary condition to complete the process. Background checks and verification of personal information are often delayed due to lack of close coordination. Establishing a regular and clear coordination mechanism between Party cells, mass organizations and local authorities will shorten the review

time, ensure progress, and at the same time increase transparency and objectivity in the review process.

It is necessary to integrate the process of admitting Party members with the work of discovering, training and evaluating outstanding masses. Instead of considering admission as the final step, Party cells need to build a connected process from discovering sources, training, testing, periodic assessment to considering admission, synchronously and continuously. This not only ensures input quality, but also helps the masses clearly perceive the training process, form habits of self-awareness and responsibility, and at the same time improve the quality of new Party members.

The application of information technology and modern solutions must be promoted to process management. The online management system helps the Party cell monitor the training progress, remind the steps to be taken, periodically evaluate the training results of the elite masses, ensuring transparency, publicity and timeliness. This also helps the Party cell build a comprehensive database, analyze trends, evaluate effectiveness, thereby continuously improving the Party member development process.

Fifth, enhancing the role of unions and propaganda and political education work.

First of all, restructure the role of unions in developing party members, clearly define responsibilities, powers and coordination mechanisms with party cells. The Youth Union needs to be assigned the key task of discovering, nurturing and monitoring the process of training outstanding masses, integrating student movement activities with political and ideological education work for teachers. The Women's Union needs to participate in orienting, motivating and evaluating potential teachers in the emulation movements "Teaching well - Learning well", "Innovation in teaching and learning", etc. Determining the key role and clear responsibilities will help unions become a core force, contributing to creating a source of quality party development.

Second, it is necessary to improve the capacity of union cadres, including school union secretaries and heads of women's union committees. This is a key factor determining the effectiveness of advising, coordinating and implementing party member development work. These cadres need to be trained in-depth on Party affairs, methods of detecting and nurturing elite masses, movement management skills, assessment skills, information synthesis and report writing for the Party cell. At the same time, it is necessary to encourage learning from the experiences of well-performing units, applying the challenge model and periodic assessment to improve the substance and objectivity of resource development work.

Third, the method of propaganda and political education in schools must be innovated. Political education content needs to be integrated into practical activities, linked with emulation movements, collective activities, cultural and sports activities and teaching research projects. For example, each movement activity should have criteria for assessing political qualities, ethics, sense of responsibility, leadership skills, thereby creating an environment for training and identifying elite people. Innovating the form of communication, from disseminating documents to discussions, practical experiences, group projects, and thematic reports will improve efficiency, appeal to young teachers and increase self-awareness in political learning.

Fourth, activities to discover, foster and evaluate elite people need to be periodically planned, with unified criteria, methods and implementation time. This mechanism not only ensures continuity, objectivity and transparency, but also improves the quality of Party development resources, and at the same time creates a two-way feedback environment: Party cells guide, unions

discover and challenge the masses, thereby forming an elite group of masses with political qualities, ethics and comprehensive professional capacity.

Fifth, information and records on the training process, participation in movements and evaluation of outstanding masses should be updated on the electronic management system, helping Party cells and unions to monitor, periodically evaluate and synthesize data to propose admissions. This ensures transparency, easy comparison and experience after each admission review, thereby improving the quality of the process and minimizing procedural errors.

Sixth, praising and replicating typical models will motivate union cadres to proactively participate in resource development work, while encouraging young teachers to actively strive to join the Party. Combining rewards with periodic inspections will create a mechanism that both rewards and inspects, enhancing responsibility, exemplary spirit and sustainability of implementation solutions.

In conclusion, the task of developing party members among teachers in high schools in Phu Tho province plays a key role in improving the leadership capacity of the Party organization, while creating a driving force to promote educational innovation in the current period. The proposed solutions will only be effective when implemented synchronously, regularly and closely monitored. Towards 2030, promoting party member development is a strategic task, contributing to building a team of teachers who are both "moral" and "capable", meeting the requirements of sustainable development of the education sector and Phu Tho province in the new period.

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