

## Research on the Pathways for Comprehensive Service Reform for Foreign Teachers

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### Abstract

With the advancement of internationalized education, foreign teachers are playing an increasingly important role in China's educational field. Through a Strengths, Weaknesses, Opportunities, and Threats analysis, this study examines the necessity, favorable conditions, and challenges of strengthening comprehensive service support for foreign teachers. Adopting a problem-oriented approach, the study addresses issues such as cross-cultural conflicts, interdisciplinary and inter-departmental communication, and proposes a goaloriented comprehensive service reform pathway for foreign teachers: Step 1, enhance the optimization and innovation of comprehensive service philosophy for foreign teachers, which includes the integrated application of innovative concepts such as the philosophy of development, positive psychology methods, and the concept of a community with a shared future for mankind. Step 2, optimize the top-level design of services, which involves refining the planning of various functional departments to promote information sharing, scientific division of labor, and efficient collaboration, as well as improving service processes and efficiency. Step 3, optimize and innovate service methods, which includes creating a positive and pleasant working and living environment (both hard and soft environments) based on the methods of positive psychology and team psychology. Step 4, implement rolling optimization and innovation of comprehensive services for foreign teachers based on real-time feedback and expert consultation, multi-level feedback mechanisms to continuously improve and innovate the comprehensive services for foreign teachers. The research results indicate that the proposed methods effectively enhance the quality of comprehensive services for foreign teachers.

**Keywords:** foreign teacher; comprehensive service reform; positive psychology method