

Analysis of Constraints and Solutions for Sustainable Development of County High School Teachers in the Background of New Education Era

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Abstract: High school teachers are important for the development of county education. After the launch of the new curriculum reform and subject selection of high school in Hubei Province, county high school teachers are facing both opportunities and challenges. Previous studies have paid little attention to the constraints and solutions of county high school teachers in the background of new education era, they only concentrated on the growth strategy of county high school teachers which leads to unresolved problems and indirectly accelerates teacher attrition. This paper took the current problems of teachers in Dangyang No. 1 High School and Songzi No. 4 High School as the research object. We used Multivariate Analysis of Variance (MANOVA) and Regression Analysis to explore the solutions that enable teachers to have sustainable environments through interviews and questionnaire surveys. All data analysis is based on R version 4.4.2. Our results found that the main problems faced by county high school teachers are insufficient funding and inflexible management systems. Only by increasing the investment for communication with other schools and knowledge acquisition in network can the problem of teacher loss be fundamentally solved. Our results are of great importance for mechanism exploration of influencing factor on the loss of county high school teachers, and provide theoretical support for the better study quality in county high school.

Keywords: High School Teacher; County Area; Sustainable Development; New Education Era; Improvement Measure

1. Introduction

In order to adapt to the rapid development of society, Hubei Province launched the new "3+1+2" college entrance examination type in 2018. County high schools are educational institutions located within semi-urban counties. These schools serve as crucial educational hubs for counties, often providing the only access to higher education. County high schools typically face various challenges, including limited resources, geographic isolation, and varying levels of student. However, they also play a vital role in shaping the future of their communities by preparing students for higher education, and vocational training. Several key factors influence this sustainability. For example, government policies at the county, state, and national levels can significantly impact the sustainability of county high schools. Supportive policies that prioritize education funding, teacher training, and community involvement can create a favorable environment for growth and development. Advocacy for educational reforms that address the unique challenges faced by county schools is crucial for ensuring their long-term viability. Besides, Students are also crucial to the development of county high schools. Engaging students in their education and promoting their well-being are essential for sustainable development. Schools should create a positive and inclusive school culture that encourages student participation in extracurricular activities, leadership opportunities, and community service. Supporting students' mental health and emotional well-being is equally important, as it directly impacts their academic performance and overall success.

Previous studies shows that the number of county high schools teachers accounts for more

than half of the total number of high school teachers in China [1]. With the implementation of the policy, county high school teachers have been adversely affected in many aspects, such as fewer development opportunities and reduced financial investment [2-3]. In order to get a better and sustainable development path, more and more county high school teachers choose to go to high schools of other bigger cities, which seriously hinders the development of county education.

Young teachers play a crucial role in the development of county high schools, bringing fresh perspectives, innovative teaching methods, and a strong connection to contemporary student interests. Their enthusiasm and adaptability can significantly enhance the educational experience, making learning more engaging and relevant for students. Additionally, young teachers are often more willing to embrace technology and integrate it into their teaching practices, which is essential for school innovation in the context of in new education era.

Moreover, young teachers contribute to the sustainability of the teaching workforce in county high schools. By attracting and retaining young teachers, schools can combat the high turnover rates that often disrupt county education systems. Young teachers tend to be more open to collaboration and professional development, fostering a culture of continuous improvement within the school. Their presence can inspire students and motivate them to pursue academic and career goals, as they often serve as relatable role models.

2. Factors Restricting the Sustainable Development of County High School Teachers

2.1 Limited Professional Development Opportunities

One of the primary challenges faced by high school teachers in county areas is the lack of professional development opportunities [4-5]. Many counties do not have access to quality training programs that are essential for teachers to enhance their skills and stay updated with the latest educational trends. This limitation can lead to stagnation in teaching practices, ultimately affecting student learning outcomes. For example, Yichang No. 1 High School has carried out teacher exchange programs many times in 2023, sending teachers to other high schools and universities for exchanges, and even cooperating

with foreign high schools. At the same time, there are fewer opportunities for county high schools.

2.2 Lack of Educational Resources

County schools often face significant resource constraints, including inadequate funding for teaching materials, technology, and infrastructure [6]. This scarcity can hinder teachers' ability to implement innovative teaching methods and engage students effectively. Without the necessary resources, teachers may struggle to create an optimal learning environment, which can lead to decreased motivation for both teachers and students.

Among the various educational resources, funding is crucial. Financial investment in education is a critical factor that directly impacts the resources available to teachers and students [7-8]. Adequate funding ensures that schools can provide essential materials, technology, and facilities that support effective teaching and learning. In many county high schools, limited financial resources can hinder teachers' ability to implement innovative teaching methods and engage students meaningfully. For example, The General Public Budget Revenue (GPBR) of Yichang No. 1 High School in 2022 is 94.77 million yuan, which is about 1.7 times the GPBR of Dangyang No. 1 High School in the same period. In addition, The GPBR of Jingzhou High School in 2022 is 61.43 million yuan, which is about 2.4 times the GPBR of Songzi No. 4 High School in the same period. In addition to classroom resources, financial investment is also necessary for supporting professional development initiatives. Funding can be allocated for training programs, workshops, and conferences that enable teachers to enhance their skills. Furthermore, competitive salaries and benefits are essential for attracting and retaining qualified educators in county schools. When teachers feel valued and supported through financial investments, they are more likely to remain committed to their profession and contribute positively to the school environment.

2.3 Imperfection and Lack of the School Management System

Effective school management systems are crucial for creating a supportive and productive working environment for teachers [9]. Strong

leadership, clear communication, and well-defined policies are essential components of successful school management. In county high schools, where challenges such as high turnover rates and resource constraints may be prevalent, effective management can help mitigate these issues.

A well-organized school management system fosters a culture of accountability and professionalism among teachers. When administrators prioritize teacher development and create structures that support collaboration, teachers are more likely to feel empowered and motivated in their roles. Additionally, effective management can facilitate the implementation of professional development programs, ensuring that teachers have access to the resources and support they need to grow in their careers.

3. Solutions for Sustainable Development of County Teachers

3.1 Enhance Professional Development Programs

To address the challenge of limited professional development opportunities, counties should invest in comprehensive training programs tailored to teachers' needs. This could involve partnerships with educational organizations to provide workshops, online courses, and mentorship programs. By enhancing professional development, teachers can acquire new skills and knowledge, ultimately leading to improved teaching practices and better student outcomes. Besides, establishing peer coaching programs within schools encourages teachers to observe and learn from one another. By fostering a culture of collaboration, teachers can share best practices and support each other's professional growth. What's more, conducting regular needs assessments can help identify specific areas where teachers require additional training and support. By understanding teachers' professional development needs, schools can tailor programs to address these gaps effectively.

3.2 Increase Funding and Resources

To combat resource constraints, county governments should prioritize funding for county schools. This could involve reallocating budgets, seeking grants, or engaging in community partnerships to secure additional resources. Providing teachers with access to updated teaching materials, technology, and

infrastructure will empower them to create more engaging and effective learning experiences for their students. Schools can actively seek out grants and funding opportunities from various organizations, including non-profits and educational foundations. By applying for grants, schools can secure additional resources for professional development, classroom materials, and technology.

3.3 Improving School Management Systems

Investing in leadership training for school administrators can enhance their ability to create supportive environments for teachers. Effective leaders can foster collaboration, set clear expectations, and prioritize professional development within the school. Establishing clear communication channels between administrators and teachers is essential for fostering a positive school culture. Regular meetings, feedback sessions, and open-door policies can encourage dialogue and collaboration. On the other hand, implementing data-driven visualization process can help school leaders identify areas for improvement and allocate resources effectively. By analyzing student performance data and teacher feedback, administrators can make informed decisions that enhance the overall educational experience.

What's more, one effective way to improve school management system is by actively supporting teachers in their roles as parents. Schools can offer resources and programs that assist teachers in navigating their children's educational needs. This could include workshops on parenting strategies, access to educational resources for their children, and opportunities for teachers to engage in school events that involve their families. By recognizing the dual roles teachers play, schools can provide support that extends beyond the class.

Providing assistance to teachers facing personal or professional challenges is another crucial aspect of flexible changes [10]. Schools can establish tutor programs or support groups where teachers can share their experiences and seek guidance. Additionally, creating a system for identifying teachers who may be struggling—whether due to personal issues, class challenges, or health concerns—can help administrators intervene early and provide the necessary support. For example, Dangyang No. 1 High School is equipped with a mentor program for young teachers to help young

teachers solve teaching problems timely. Whenever teachers are in difficulty, the trade union of Dangyang No. 1 High School also has a lot of policies to help, such as donations for serious illnesses.

3.4 Developing Support Plans for Young Teachers

Establishing mentorship programs that pair young teachers with experienced educators can provide invaluable support and guidance. These programs can help young teachers navigate the challenges of early careers, develop effective teaching strategies, and build confidence.

Offering professional development opportunities is essential for the growth of young teachers. Workshops, training sessions, and access to online courses can equip them with the skills and knowledge needed to excel in their roles. Schools should encourage young teachers to participate in conferences and seminars to broaden their perspectives and share best practices. Encouraging team teaching, co-planning, and collaborative projects can enhance their teaching practices and promote the sharing of innovative ideas.

Implementing flexible work policies can help young teachers maintain a healthy work-life balance. Offering options for flexible scheduling, and adequate time for planning and collaboration can reduce stress and improve job satisfaction.

Recognizing the contributions of young teachers through awards, public acknowledgment, and incentives can boost their morale and motivation. Schools should celebrate their achievements, whether in the classroom or through extracurricular activities, to foster a sense of belonging and appreciation.

What's more, encouraging young teachers to engage with the local community can enhance their sense of purpose and connection to their students. Schools can facilitate partnerships with local organizations, businesses, and families, providing young teachers with opportunities to contribute to community projects and initiatives.

4. Conclusion

The sustainable development of high school teachers in county areas is crucial for improving educational outcomes and fostering a positive learning environment. By addressing the challenges of limited professional development, resource constraints, and high turnover rates,

counties can create a more supportive and effective educational system. Implementing targeted solutions will not only benefit teachers but also enhance the overall quality of education for students in these communities. The significance of young teachers in the development of county high schools cannot be overstated. Their innovative approaches, adaptability, and commitment to student success are vital for creating a dynamic and effective educational environment. By implementing mentorship programs, offering professional development, fostering collaboration, and recognizing their contributions, county high schools can promote the growth and retention of young teachers. Developing support plans is not only beneficial for the individuals themselves but also for the overall improvement of the educational landscape in county regions. Through collaboration and commitment to improvement, we can ensure that county teachers are equipped to thrive and lead the next generation toward success.

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