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**СТАРЕНИЕ УЧИТЕЛЕЙ СРЕДНЕГО ОБЩЕГО ОБРАЗОВАНИЯ
(НА ПРИМЕРЕ г. АЛАТЫРЬ ЧУВАШСКОЙ РЕСПУБЛИКИ)**

***Аннотация:** цель исследования – рассмотреть проблему старения учителей. Отмечены факторы, влияющие на нее, на примере Алатыря Чувашской Республики. В главе раскрываются местные особенности укомплектования общеобразовательных школ кадрами на основе анализа эмпирических исследований, проведенных в период 2021–2023 годов. Для понимания динамики изменений в старении учителей был проведен расчет статистики. Для визуализации результатов исследования был использован графический метод. Тенденция к старению учителей в системе школьного образования в городе Алатырь Чувашской Республики очевидна. Об этом также свидетельствуют результаты исследования кадрового состава учителей начальных классов, английского языка и математики в 2021 и 2023 годах. Текущие данные могут дать возможность местным органам управления образованием применить долгосрочный подход к разработке системного набора стратегий для укрепления позиций профессии. Практическая значимость работы заключается в том, что полученные данные, указывающие на низкий уровень обновления преподавательского состава, могут быть использованы для улучшения ситуации со старением учительства. Новизна исследования заключается в том, что ранее проблема старения учителей не была напрямую связана с местными особенностями укомплектования кадрами средних школ. Полученные данные могут быть использованы специалистами для уточнения системы действий по стимулированию набора и удержания новых учителей в школьной системе небольшого города с учетом местных особенностей.*

***Ключевые слова:** старение учителей, новые учителя, местные особенности кадрового обеспечения средней школы, омоложение учителей, среднее общее образование, преподавательский состав, дефицит педагогических кадров.*

SECONDARY GENERAL EDUCATION TEACHERS' AGING (ON THE EXAMPLE OF ALATYR CHUVASH REPUBLIC)

Abstract: *the purpose of the study is to consider the teachers' aging. The factors influencing it are marked, using the example of Alatyр in the Chuvash Republic. In the chapter reveals the local features of secondary school staffing based on the empirical research analysis conducted in the period of 2021 – 2023. To understand the dynamic of changes in teachers' aging, statistics was calculated. To visualize the results of the study a graphical method was used. The trend towards the aging of teachers in the school system of Alatyр, Chuvash Republic is obvious. It is also proved by the results of the research in pools of primary school, English and Maths teachers in 2021 and 2023. Current data may enable local education authorities to take a long-term approach to establishing a systematic set of strategies to build a more solid ground of the profession. The practical significance of the research lies in the fact that the obtained data, indicating a low level of renewal of the teaching staff, can be used to improve the situation with the aging of teachers. The novelty of the study lies in the fact that previously the teachers' aging problem was not directly associated with local features of secondary school staffing. The data can be used by specialists to clarify the system of actions to stimulate the recruitment and retention of new teachers in the school system of a small town considering the local features.*

Keywords: *aging of teachers, new teachers, local features of secondary school staffing, teacher renewal, secondary general education, teaching staff, teaching staff shortage.*

Introduction

Education plays a very important part in the life of every social sector. But education has many problems that hinder its development. One of them is the teaching staff aging [3, p. 140–169]. The measures taken by the authorities do not contribute to rejuvenation of the teaching staff in full.

A rapidly aging population is one of the major intensifiers of the socioeconomic problems [9, p. 60–66]. E.V. Yagin and others show the population aging in Alatyr [1, p.144].

The general education teachers' aging is the result of various causes [6, p. 1–15].

Some authors believe that this is due to demographic changes [17, p. 11–21]. The researchers forecasted the 171 – 176 thousand teachers outflow for general education during 2014–2020. In the recent decade teachers born in the 1950–1960 s retired. Zair-Bek, Mertsalova, Anchukov found the general aging of teaching staff, which causes their objective retirement [4, p. 1–17]. Pecherkina, Sergeeva underline that the average age of Russian teachers is 52 [10, p. 329–343].

According to Kosaretskiy, Frumin [13, p. 184–237] the reason for the teachers' aging is economical. It is impossible to increase the prestige of the teaching profession without increasing the financial support of all teachers. This point of view is shared by Zair-Bek, Mertsalova, Anchukov, who note that there are more young teachers in the regions with high unemployment rate among young people [4].

Researchers note that another ground for the school teachers' aging becomes the decline in the public respect [15, p. 1–40].

Others underline that the inflow of young teachers won't grow as the profession is unpopular among the youth [18, p. 111–135].

Thus, the researchers give various reasons for teachers' aging [2, p. 99–101]. Despite the fact that a great number of studies on the subject has been carried out, this problem still needs consideration. This is especially true to small towns and communities, taking into consideration educational space strategy development providing guidelines for the improvement of each educational organization [16, p. 73–81].

Materials and Methods

The purpose of the study is to consider teachers' aging problem. The tasks of the study are to comprehensively reveal the factors that influence the teachers' aging, to study and to analyze the given aspect of the local features (Alatyr, Chuvashiya) of secondary school staffing in the period of 2021–2023. The methodological foundation of the research is the general scientific principle of complexity, systematicity and

objectivity. They are implemented through the use of a number of methods, which include statistical methods, comparative analysis, synthesis, and scientific abstraction. Therefore, first the analytical and system approaches were used, and the theoretical changes in the field of education were generalized. Literature review enabled a broader understanding of the subject. The data was obtained through the websites of secondary schools. The empirical study involved 240 teachers in 2021 and 245 teachers in 2023 living in Alatyр, Chuvash Republic. Six comparison groups were identified: from 20 to 30 years, from 31 to 40 years, from 41 to 50 years, from 51 to 60 years, from 61 to 70 years, from 71 to 80 years. The methods of descriptive statistics were used to data processing.

In the course of the study statistics was calculated to understand the dynamic of changes in teachers' aging. A graphical and table methods were used to visualize the results of the study. In particular, the author made a comparison of statistical indicators characterizing the number of school teachers in 2021 and in 2023 in Alatyр, Chuvash Republic (including, in the context of various age population groups), the share of primary school, English and Maths teachers, and also monitored the dynamics changes in these indicators [12]. There are also some data on the teachers of general secondary schools – graduates from the Alatyр pedagogical college, that are also presented in tables and figures.

Results

We examined the age structure of teaching staff in the general education establishments of Alatyр in 2021 and in 2023. Table 1 shows the difference in teachers' aging during the period of 2021–2023. This allows us to conclude, there is a trend to a group of teachers aged 51–60 to prevail among the sample. In 2021 it was represented by 88 (36,7%), teachers, whereas in 2023 there are 97 (39,6%) teachers. The number of teachers aged 41–50 decreased from 83 (34,6%) in 2021 to 76 (31%) in 2023 as Fig. 1 illustrates.

Gladly Alatyр schools employ young teachers belonging to the age category of 20–30 years: 6 (2,5%) in 2021 and 13 (5%) in 2023 accordingly. But the number is so tiny that there is a reasonable question to the authorities how effectively is the issue

of creating conditions conducive to young, educated, highly qualified people to live and work in the town being resolved [13, p. 95–99]. Some authors believe "a tendency has arisen for hopeless living prospects in small towns and communities notwithstanding prosperous living standards" [5, p. 38].

Table 1

Age distribution of teaching staff of Alatyr general education

Age	2021	2023
20–30	6 (2,5%)	13 (5%)
31–40	29 (12%)	33 (13,5%)
41–50	83 (34,6%)	76 (31%)
51–60	88 (36,7%)	97 (39,6%)
61–70	33 (13,8%)	23 (9,4%)
71–80	1 (0,4%)	3 (1,2%)
	240	245

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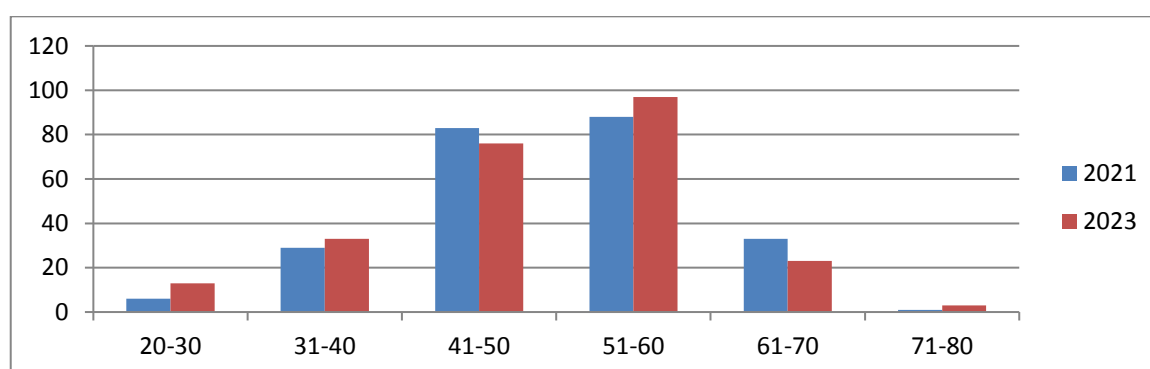


Fig. 1. The increase in aging of teachers
in the school education system of Alatyr

Compiled by the author

Thus, we are witnessing the increase in aging of teachers in the school education system of Alatyr. The problem is still exacerbating as few new teachers have entered a profession in Alatyr lately. In 2014 researchers forecasted especially great difficulties in educational institutions due to primary school, English and Maths teachers' shortage [17].

Let us consider the aging of teachers on the example of primary school teachers as one of the most deficient categories of teachers. Table 2 shows the primary school teachers' aging during the period of 2021–2023. According to the study there were 64

primary school teachers in the school educational system of Alatyry. The biggest group of the sample was teachers from 41 to 50 numbered 25 teachers. The group of teachers aged 51–60 counted 24 people. There were 9 teachers between 61–70. The age category 31–40 is represented by 6 teachers.

Table 2

Age distribution of primary school teachers in Alatyry

Age	2021	2023
20–30		2 (3%)
31–40	6 (9,5%)	7 (10,4%)
41–50	25 (39%)	25 (37,3%)
51–60	24 (37,5%)	24 (35,8%)
61–70	9 (14%)	8 (12%)
71–80		1 (1,5%)
	64	67

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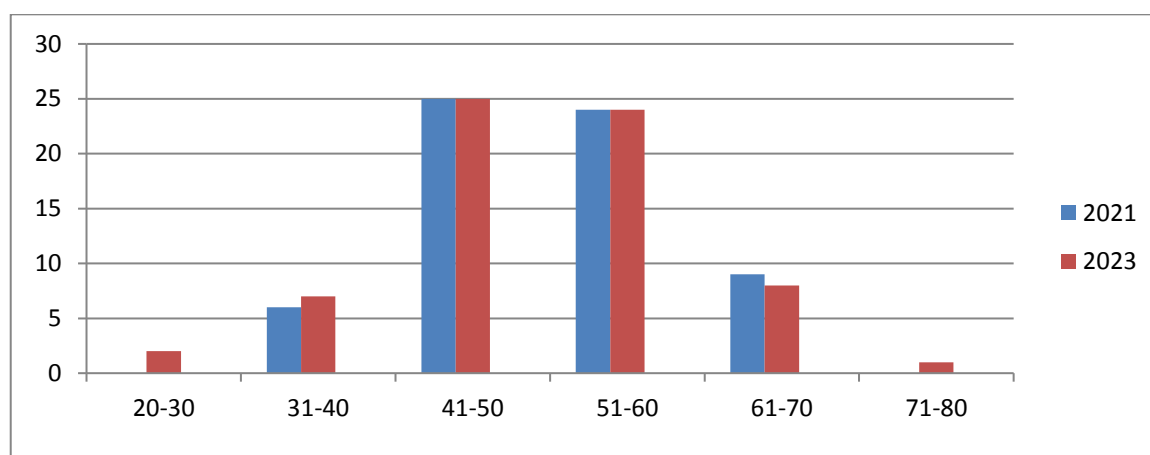


Fig. 2. The primary school teachers' aging
in the school education system of Alatyry

Compiled by the author

Fig. 2 illustrates that the situation hasn't changed greatly since 2021. The number of primary school teachers increased by 3 people in 2023. There appeared a group of new teachers, consisting of 2 people aged 20–30. The age category 31–40 grew by 1 teacher and became 7. The groups of teachers aged 41–50 and 51–60 didn't change. The number of teachers between 61–70 reduced to 8. The oldest group teachers of

71–80 years counts 1 teacher. The findings suggest that the primary school teachers' aging proves the trend.

Studying the aging of English school teachers in Alatyry, we revealed that the number of teachers decreased by 2. In 2021 the most representative group is again the one aged 51–60: 7 (35%) English teachers. The same is true in 2023: the largest group is teachers of 51–60 numbered 8 (44,5%). The groups of 31–40, 41–50 have the identical quantity 5 (25%) in 2021 and 4 (22,2%) in 2023. As table 3 shows there is the outflow by 1 English teacher in each of the groups. Figure 3 illustrates the oldest group English teachers aged 61–70 counts 2 (11,1%) in 2023.

Table 3

Age distribution of English school teachers in Alatyry

Age	2021	2023
20–30	1 (5%)	-
31–40	5 (25%)	4 (22,2%)
41–50	5 (25%)	4 (22,2%)
51–60	7 (35%)	8 (44,5%)
61–70	1 (5%)	2 (11,1%)
71–80	1 (5%)	-
	20	18

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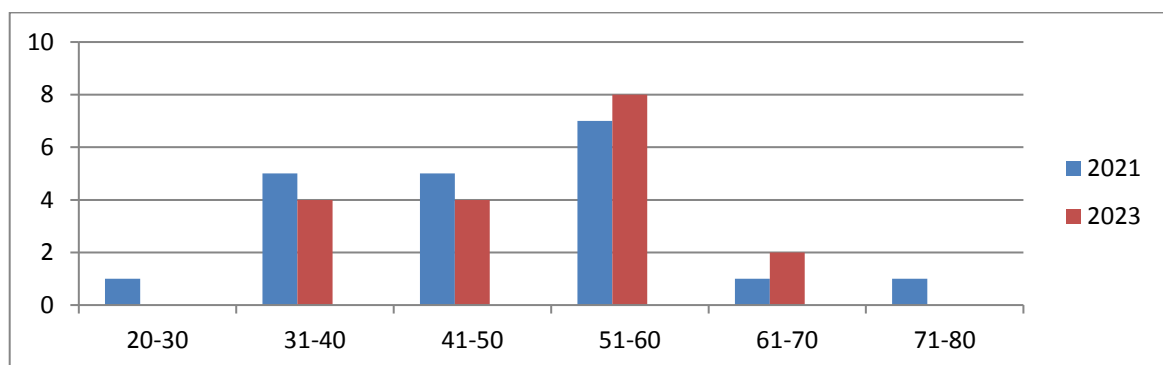


Fig. 3. English school teachers' aging in the school education system of Alatyry

Compiled by the author

Let us examine the situation with Maths teachers in the school education system of Alatyry.

Table 4 shows the group of teachers aged 51–60 prevails among the sample both in 2021 and 2023, 8 (50%) and 5 (33,3%) accordingly. In 2021 the age category 31–

40 is represented by 2 (12,4%) Maths teachers as well as in 2023 by 5 (33,3%) Maths teachers.

In Figure 4 we see there is no group of new Maths teachers in 2021. A group of new teachers, aged 20–30, consists of 2 (13,3%) people in 2023. According to the study there are 3 (18,8%) in 2021 and 2 (13,3%) in 2023 Maths teachers between 41–50 years. There are 3 (18,8%) in 2021 and 1 (6,8%) Maths teachers older than 61 year old in 2023. We found out there are 2 teachers who passed professional retraining after several years of work in a different field in 2023.

Table 4

Age distribution of Maths school teachers in Alatyр

Age	2021	2023
20–30	-	2 (13,3%)
31–40	2 (12,4%)	5 (33,3%)
41–50	3 (18,8%)	2 (13,3%)
51–60	8 (50%)	5 (33,3%)
61–70	3 (18,8%)	1 (6,8%)
71–80	-	-
	16	15

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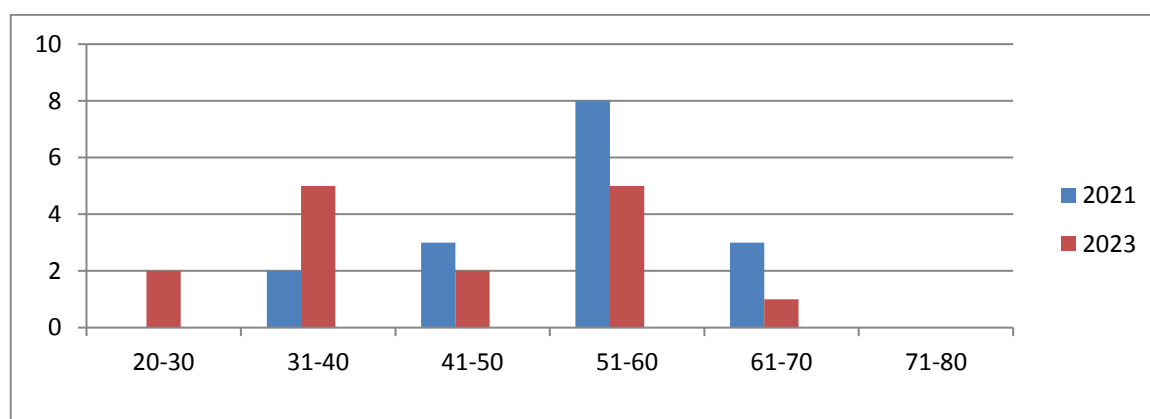


Fig.4. Maths school teachers' aging in the school education system of Alatyр

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Discussion

The data suggest that the aging of teachers takes place indeed. Among the local features to teachers' aging we focus on liquidation of the Alatyр pedagogical college in 22.02.2008; lack of targeted directions for training in pedagogical universities; lack of employment in Alatyр and Alatyрskiy district under the federal Zemsky Teacher

program, the latter have been mentioned by the researchers quite recently [14, p. 735–757].

It is important to mention that the Alatyr pedagogical college was founded in 07.06.1993 aimed to educate school teachers for the town, that suffered from the teachers' shortage greatly. Notwithstanding economical difficulties a lot of entrants came to the field of teaching and some of them still continue working, 31 teachers precisely in 2023.

Table 5 shows the distribution of graduates from the Alatyr pedagogical college, who are the active teachers in the secondary general school system of the small town Alatyr.

Table 5

Graduates from the Alatyr pedagogical college – teachers of secondary general schools in Alatyr

School №2	School №3	School №5	School №6	School №7	School №9	School №11
5	9	1	4	7	3	2

Teaching staff of school №2 includes 5 primary school teachers – graduates from the Alatyr pedagogical college. 9 graduates from the Alatyr pedagogical college are teachers in school №3. School №5 employs 1 teacher, who has graduated from the Alatyr pedagogical college. 4 teachers from school №6 are graduates from the Alatyr pedagogical college. School №7 counts 7 teachers, who have graduated from the Alatyr pedagogical college. 3 graduates from the Alatyr pedagogical college are teachers in school №9. Teaching staff of school 11 counts 2 teachers – graduates from the Alatyr pedagogical college.

Table 6

Qualification category of teachers of secondary general schools in Alatyr – graduates from the Alatyr pedagogical college

	The highest	The first	Without qualification category
School №2	2	2	1
School №3	2	5	2
School №5	-	1	-
School №6	2	2	-

School №7	2	1	4
School №9	-	-	3
School №11	1	-	1
total	9	11	11

Table 6 informs the readers about the professional level of teachers – graduates from the Alatyр pedagogical college, employed in the school education in Alatyр.

Teaching staff of schools №2, 3, 6, 7 includes 2 teachers – graduates from the Alatyр pedagogical college, holding the highest qualification category, whereas school №11 includes 1. Schools №2, 6 employs 2 teachers – holders of the first qualification category, who have graduated from the Alatyр pedagogical college, school №3 – 5 teachers of this group. Schools №7, 11 count 1 teacher of the mentioned group each.

Table 7

Age distribution of teachers of secondary general schools in Alatyр – graduates from the Alatyр pedagogical college

Age	2023
20–30	-
31–40	4 (12,9)
41–50	26 (83,9)
51–60	1 (3,2)
61–70	-
71–80	-
total	31

Compiled by the author

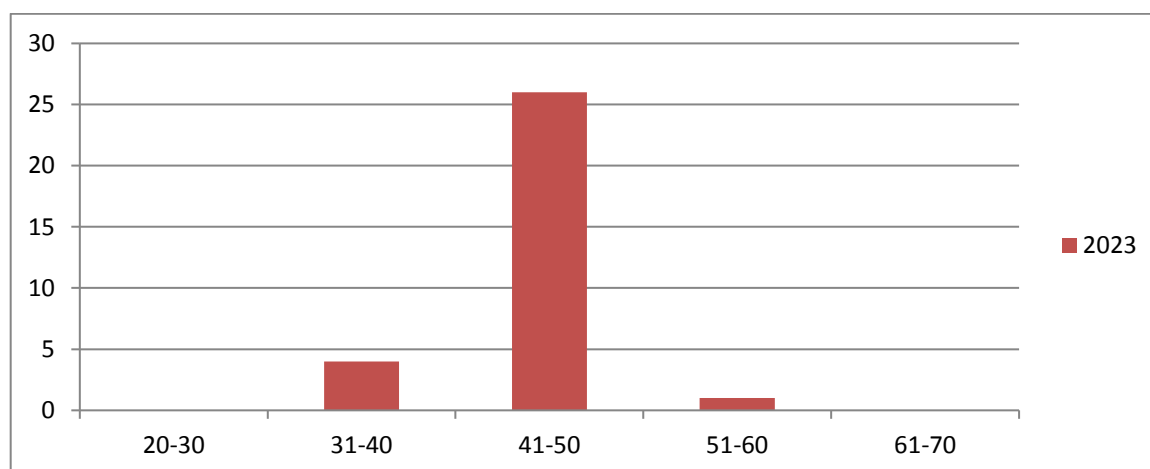


Fig. 5. Age distribution of teachers of secondary general schools in Alatyр – graduates from the Alatyр pedagogical college

Compiled by the author

As we can see from Table 7, the majority of those, who have graduated from the Alatyr pedagogical college, belong to the age 41–50 (26 teachers, 83,9% of the total number). 4 teachers are in their thirties, 12,9% of the total number. 1 (3,2%) teacher is aged 53, belonging to the group 51–60 year olds. Figure 5 visualizes the results of the age distribution study of the secondary general school teachers in Alatyr – graduates from the Alatyr pedagogical college. We see the major graphics belong to the group 41–50 years old, underlining there is no replenishment of teaching staff by young teachers.

Targeted directions for training future teachers in pedagogical universities perhaps would be one of the ways out of the situation of aging and the retirement of teachers from the school system. But no single school teacher entered a profession in 2021–2023 on these terms.

The federal Zemsky Teacher program started from 2020. Unfortunately the Ministry of Education and Youth Policy of the Chuvash Republic data show that there was no single hiring in Alatyr or Alatyr district under the specified program in 2021–2023 [7].

The experience shows some other ways to attract new teachers to school: search for teachers among the excess amount of graduates in the neighboring Republic of Mordovia, appeal to the experience of pedagogical dynasties with their strong moral and professional traditions and foundations [11, p. 110].

Conclusion

In the course of the study, the tasks of analyzing statistical data and identifying the local features (Alatyr, Chuvashiya) of secondary school staffing in the period of 2021–2023 were completed. The aim of the study to comprehensively reveal the factors that influence the teachers' aging was achieved. The data obtained prove the increase in aging of teachers in the school education system of Alatyr. It is also proved by the results of the research in pools of primary school, English and Maths teachers in 2021 and 2023. Current data could oblige the local education authorities take a

long-term approach to establishing a systematic set of strategies to create a stronger foundation for people to gain a foothold in the profession.

The practical significance lies in the fact that the data obtained indicate a low level of rejuvenation of the teaching staff. The data can be used by specialists to clarify the system of actions to stimulate the renewal and retention of teachers in the school system of a small town Alatyr considering the local features.

It should be pointed out that under the pressure of the present socio-economic situation in education, the aging of teachers in small towns will continuously increase along with a decrease of the school students' number and the number of schools themselves. Accordingly, we come back the idea of "hopeless living prospects in small towns".

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