

# *The Current Situation Analysis And Countermeasures Of The Balanced Development Of Teacher Resources in My Country's Basic Education*

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**Abstract:** Education is very important to a nation and a country. A country with developed economy, social revitalization, and national unity must be a country that values education. A country that values education will inevitably embark on the road of economic development. It is very important for the construction and revitalization of the country. Since ancient times, our country has been a country that values education. Education has played a huge role in the reproduction of the nation and the prosperity of the country. After the founding of the People's Republic of my country, our country's education has continued to achieve impressive results, which have played a huge role in the country's prosperity and national rejuvenation in recent years. It has continuously cultivated more and more specialized talents, and has also continuously promoted Our country's education has made continuous progress. But at the same time, there is an imbalance in the development of education in our country, and the level of education development in different regions is different. Therefore, it is very necessary to analyze the current situation of the balanced development of education teacher resources in our country and give appropriate solutions. Yes, this will promote our country's education to a higher level.

## **1. Introduction**

The education industry is indispensable to any country and region. It is vital to the development and progress of a country and nation. The level of educational development determines the future of this country and nation to a certain extent. From the birth to the development of mankind, education has never been interrupted. In the Stone Age, education taught people how to use tools to survive. In feudal society, education not only enlightened the world, but also stabilized the social form and promoted the development of society. In the 21st century, education will further promote the progress of productivity and the transformation of production methods. China is a big country of education, and it is also an ancient country of education. The development of education has a history of thousands of years. It has not only consolidated and developed the prosperity and stability of a specific historical period, but also played a constructive role in the continuity of the Chinese nation. The role of. Since the establishment of New China, the education industry has changed the traditional education model, changed the direction of education serving the upper class society, and turned to serve the construction of the country, for the happiness and well-being of the people, thus

continuously sending a large number of talents to the society . There is an imbalance in the allocation of educational resources in our country. These phenomena are composed of many factors. However, some measures should be taken to address the imbalance in the development of teacher resources, and gradually narrowing the gap in teacher resources will make the country Education is more equitable, so that the people can receive a fairer education, and it will also promote the development of national education.

## **2. Literature Review**

Many people have conducted research on the problem of balanced development of teacher resources in basic education in our country. Zhang Xiaowen pointed out the unequal distribution of education resources in our country at this stage in the article Research on the Equalization of Teacher Resources in Basic Education in my country. On this issue, relevant solutions are proposed, and reference opinions are given, which have reference significance for the rational allocation of teacher resources. Mu Yanjin made an investigation and research on the allocation of educational resources in Northwestern rural areas, raised the issue of the imbalance in the allocation of educational resources in the Northwest, analyzed the related reasons for this issue, and put forward relevant suggestions on how to allocate teacher resources Suggest. He Guojun proposed a method to promote the balance of teachers from the perspective of information technology, and gave an effective way to solve this problem.

## **3. The Current Situation of Balanced Development of Teacher Resources**

The main body of education is teachers and students, so teachers are the main force indispensable in the education industry. Research on the current situation of balanced development of teacher resources is helpful to understand some improvement measures based on existing problems and make the development of educational resources more balanced.

### **3.1 The Age Structure of Teachers is Unreasonable**

The first prominent problem of our country's teacher resources is the unreasonable age structure of teachers. Especially for schools in rural areas, the age of teachers is generally older. The main reason is that rural schools are difficult to attract outstanding young talents to rural areas due to conditions. Employment, which also makes rural schools lack young forces to join, so compared to urban areas, rural schools are at a disadvantage in terms of the ratio of teacher resources.

### **3.2 The Number of Important Teachers is Small**

In terms of the quality of teacher resources in my country, there is a small number of key teachers, and the number of subject leaders is insufficient, which leads to the backwardness of the overall teaching level of the school. For rural schools, the number of key teachers is smaller, firstly because the overall age of teachers in rural areas is older. On the other hand, teachers in rural areas usually have lower academic qualifications, and most of them are private teachers temporarily hired by the school. Therefore, from the perspective of professionalism, the space for professional improvement is limited.

### **3.3 Activity Funds Are Not Guaranteed and Training is Difficult**

In the training of teacher resources, it is an indispensable and very important means for teachers.

One of the current situations is that activity funds cannot be guaranteed. Therefore, the training of teachers is not guaranteed because of the lack of funds. This results in unsatisfactory training.

#### **4. Difficulties Facing the Balanced Development of Teacher Resources**

As the economic development of each region is different, and the culture and customs of each region are different, educational resources are not equal in many aspects. Economically developed areas have greater investment in education. The education department can recruit excellent teachers and guarantee that teacher resources are better than other areas. On the other hand, students can enjoy more advanced educational hardware facilities and educational resources. From the perspective of local ethnic customs, the importance of education in some areas is unmatched in many cities. Parents value the education of students and their academic performance. They can cultivate good habits of loving learning for students from the family aspect, and students can Develop a good habit of loving learning since childhood.

##### **4.1 Unbalanced Distribution of Teacher Resources**

In recent years, as the country's support for education has become greater and greater, more college students have invested in education, contributed to the country's education, and dedicate their own strength. However, the number of teachers The above is unbalanced. The main reason is that different places have different levels of attraction to teacher resources. Most students are willing to go to economically developed areas rather than to provinces or rural areas with lower economic development. The main manifestation is economic development. There are more teachers in the eastern regions of China, Beijing, Shanghai and other places, while the western regions with relatively backward economic development have fewer teacher resources. Rural areas with more backward economic development can hardly attract the power of young education talents.

##### **4.2 The Quality of Teacher Resources is Unevenly Distributed**

The quality of teacher resources determines the level of education. A country's excellent quality of education will enable the country's education to develop faster and higher. The distribution of teacher resources in my country is different in the degree of excellence, and there are serious differences between regions. In the developed eastern regions, the popularity of primary and secondary school teachers has basically reached about 90%. In the economically underdeveloped western regions, The educational level of teachers is generally low. Especially for some old teachers, their educational level is basically inconsistent with the educational level required for teachers at this stage. However, due to the special location in rural areas, it is difficult to attract outstanding education talents Join the education in rural areas.

##### **4.3 The Unbalanced Flow of Quality Teachers**

The state's support for education is increasing year by year. Every year, a large number of outstanding normal graduates graduate from universities and take up jobs. How to allocate these university graduates is also an important issue in balancing educational resources. The flow of teacher resources is mainly based on the wishes of the individual teachers and depends on the individual teachers, but the country has a large strategic plan for the distribution of teacher resources. Due to the different existing conditions provided by different regions, for most young people, the attractiveness of high-quality living conditions is far greater than the enthusiasm for work, so a considerable number of university graduates will enter the eastern economy In developed

areas, a small number of students will return to their hometowns and devote themselves to the education in their hometowns, so this has caused the difference in the flow of high-quality educational resources and the imbalance in the development of educational resources.

## **5. Reasons Affecting the Unbalanced Development of Teacher Resources**

The unbalanced distribution of teacher resources is caused by many factors. The combination of all factors makes the country's educational resources different in allocation. Therefore, it is necessary to understand the relevant reasons and propose relevant solutions to the balanced development of teacher resources based on these reasons. The balanced development of educational resources is mainly reflected in the following aspects for the unbalanced development of teacher resources.

### **5.1 Unbalanced Economic Development**

Economy is the fundamental reason for the development of things. The economic situation of a place determines the cultural and educational situation of the place to a certain extent. The same is true for the allocation of teacher resources. The characteristics of my country's economic development are that the eastern part of the country has developed economically, and the economy has gradually developed slowly from east to west, and the level of economic development has gradually decreased. In direct proportion to this, the allocation of teacher resources has gradually weakened from east to west. The main reason is that economically developed areas can provide relatively generous welfare benefits, while economically developed areas can enjoy high-quality social services and public infrastructure service facilities. On the other hand, economically developed areas can provide more youth The broad development platform and brighter development prospects are also the main reasons for attracting young talents.

### **5.2 Key School System**

In order to pursue higher teaching quality, schools in most regions have set up schools with different levels of education. Through differentiated training of students from different schools, some students with excellent academic performance can receive better education. The school's teaching achievements are recognized by the society, and at the same time, it will also enhance the educational reputation of the region. The teaching model of key schools will make the development of education more high-quality, but it also brings some problems. Teachers in key schools are usually the best teacher resources in the area. All high-quality resources are concentrated in one area to cultivate excellent Educational talents, but this will also make the distribution of educational resources unbalanced. The concentration of excellent teacher resources in a region can easily lead to more serious polarization. Some schools with a normal teaching quality are not driven by excellent educational talents, so the quality of education has always been Keep it at a low level. In the long run, teachers in excellent areas will gather excellent talents, and schools and areas with average education levels will maintain the status quo for a long time and develop slowly.

### **5.3 Teacher Resources in Urban Areas Are Better Than Those in Rural Areas**

One of the unbalanced developments facing education in our country is that the teacher resources in urban areas are better than those in rural areas. The teacher resources in urban areas in our country are to a large extent better than those in rural areas. The main reason is that urban areas are more attractive to talents. Cities have more convenient living facilities and entertainment facilities,

as well as complete public service facilities. However, due to the backward economic development, remoteness and inconvenient transportation, rural areas are more attractive to talents. The attraction is far less than that of urban areas. The city is the first choice for most college graduates to work. In recent years, the economy has developed faster and faster. The high-quality living facilities brought about by economic development have greatly enriched the leisure life of young people, so young people are more enthusiastic about city life.

## **6. Countermeasures to Promote the Balanced Development of Teacher Resources in Basic Education**

In view of the above-mentioned problems, it is necessary to find some relevant countermeasures to solve the balanced development of basic education teacher resources and make up for the existing uneven distribution of teacher resources.

### **6.1 Solve the Problem of Teachers' Salary**

The improvement of teachers' professional remuneration is a fundamental measure for the development of the teaching profession. In recent years, with the support of relevant national policies and measures, the remuneration of rural teachers has been greatly improved, which will attract more young talents to invest in the development of rural education. The current teacher salary in rural areas is mainly composed of basic salary and performance salary. The proportion of basic salary should be increased, and at the same time the purchase ratio of five social insurance and one housing fund should be increased so that young talents can be retained. From a macro perspective, the wages of teachers in the western region should be increased to attract outstanding young teachers to develop in the western region, take root in the western region, and gradually narrow the gap in the balanced development of teacher resources.

### **6.2 Establish a Rotation System**

In addition to setting the ratio of fixed personnel, exchange and learning activities for mobile personnel can be implemented, allowing excellent teachers to learn and communicate to areas with weak educational resources. Some regions have implemented a new model of exchanges and rotations for teachers in urban areas and rural teachers to learn from each other. Usually, cities and counties set up teacher exchange centers or teacher resource banks to link the exchange and rotation system with the evaluation of teachers' professional titles. Let excellent teachers go to primary education through necessary means, and provide rural teachers with excellent educational methods and high-quality educational resources.

### **6.3 Policies to Support Weak Schools**

Local governments should issue relevant policies and measures to support areas with weak education and weak schools, such as leaning towards areas with weak educational resources in terms of funding and teacher resources, so that local education development has sufficient development means and foundations. In terms of teacher training policies, the above-mentioned regions should also be tilted, so that rural teachers can obtain sufficient development platforms and development conditions, so that the professional knowledge in rural areas can be more solid. On the other hand, the local education department should give preference to the disadvantaged areas of education development in terms of teacher evaluation and professional title evaluation, so as to

attract excellent education talents to take root in rural areas and make contributions to the development of rural education.

#### **6.4 Coordinate Educational Resources and Establish an Integrated Urban-Rural Education System.**

First, break the dual structure of urban and rural education and implement the integrated development of urban and rural education. Change the direction of government policy, increase funding for non-key and weak schools, improve school conditions, rationally allocate various educational resources, realize the tilt of high-quality resources to rural and weak schools, and promote the balanced development of urban and rural education. Second, strengthen the training of teachers in rural and weak schools, establish a talent introduction mechanism for weak schools, and encourage and attract outstanding teachers to teach by formulating preferential policies for teachers to introduce training titles and treatments, and fundamentally change the teaching strength of weak schools. The current situation of insufficient, small number of key teachers, and low overall quality of teachers will improve the backward situation of weak school soft environment construction. Third, through the coordination and advocacy of the government, the sharing of resources between key schools and non-key schools is achieved, so that high-quality teacher resources can be exchanged, and the overall level of teachers in weak schools can be improved, thereby narrowing the gap with key schools and enabling non-key schools to also. It can meet the needs of socially powerful groups for high-quality higher education resources, and ultimately achieve the educational goal of balanced development of basic education.

#### **6.5 Increase Investment in Rural Basic Education.**

The rural area is the focus of basic education, and it is precisely the weakest link, and the focus must be tilted. The education funding adjustment formula faces priority arrangements in rural areas, and strives to improve the treatment of rural teachers, especially rural teachers in remote areas, and provides additional living allowances to gradually change the phenomenon of different pay for equal work for urban and rural teachers, so that rural teachers can enjoy equal wages with urban teachers. Level and welfare benefits.

Allocate or increase the proportion of subsidies for rural basic education teaching facilities and teaching materials free of charge to promote the construction of the hard environment of rural schools; implement nearby enrollment for rural students, etc., and use systems to ensure the balanced development of basic education needs at the micro level. The measures enable teachers to have a positive desire to go to the countryside, and to find a sense of belonging and accomplishment to engage in basic education in rural areas. Strengthen education supervision, ensure the authenticity and timeliness of basic education supervision and evaluation, and ensure the reasonable allocation of teacher resources; promote the reform and development of schools with weak teachers and running conditions; encourage teachers to fall behind by establishing a reasonable evaluation and reward mechanism. Regional mobility enables teachers in all regions and schools to obtain equal opportunities for promotion, so that the contributions and income of all teachers tend to be reasonable, and the rational allocation of teacher resources is ensured from the system.

### **7. The Improvement of Teachers' Professionalism**

It is a correct methodology to look at problems from a development perspective. With the continuous advancement of science and technology in recent years, the country's demand for talents is also expanding, the requirements for different talents are also increasing, and the demand for



different types of talents Teachers in rural areas have also cultivated a large number of talents for the country, which has met the various requirements of the country's development in recent years, but for the further prosperity of the country, the further rejuvenation of the nation, and the further well-being of the people, rural areas and educational resources Teachers in weak areas also need to absorb more advanced teaching concepts, continuously increase their degree of professionalization, and cultivate a better team of talents for the country.

### **7.1 Improve the Management System**

A good management system is conducive to the long-term development of the school. In the daily management of the school, advanced management concepts should be absorbed, and traditional and backward management methods should be abandoned. Teachers should not be oppressed and give teachers more humane care. Will stimulate the teacher's dedication and creativity. In some areas, the management of teachers is inappropriate, and there are some unreasonable management problems, which also caused the brain drain of the teaching team. Therefore, the main leaders of the school should be trained for the management needs, and the humanized management model should be advocated. Put an end to the phenomenon that one person has the final say.

### **7.2 Be Aware of Independent Development**

Learning is a continuous process, and the world is constantly changing. Only by constantly learning and continuously supplementing one's professional knowledge in the changes can oneself be able to keep oneself at the forefront of career development. The education industry is special, and it is necessary to ensure its advanced nature, which requires teachers to constantly supplement their knowledge. Teachers in rural areas should have a sense of independent development, and constantly update their theoretical knowledge and teaching methods, so that students can get a better education.

### **7.3 Actively Participate in Training**

There are many ways of independent development, one of which is to actively participate in various trainings. In recent years, the education department has introduced various measures for continuing education for teachers, organized various large, medium and small trainings, and opened various educational classrooms in order to allow teachers to continuously make progress in their studies and learn new knowledge. Training methods are also constantly diversified. In winter and summer vacations, there will be several weeks of education classes. Participate in the training to obtain relevant certificates of completion. During the beginning of the semester, there will also be various school-based trainings on campus. Through training, the professionalization of teachers in rural areas will continue to make progress.

## **8. Conclusion**

The balanced development of educational resources is a manifestation of the continuous improvement of a country's educational development process and the continuous progress of the development level. The balanced allocation of educational resources can also reflect the country's ability to rationalize the allocation of resources in the education industry, and the development of China's education The characteristics presented are clear. The allocation of educational teacher resources needs to be rationally allocated according to the needs and requirements of different

regions. As the economy develops faster and faster, the speed of urbanization in China is gradually accelerating, and the level of development in rural areas is also increasing. With the gradual increase, the gap between the countryside and the city is getting smaller and smaller.

As the concept of green and health gradually gains popularity, rural areas will be favored by more young people in the future, and more and more young talents will be invested in the development and construction of the countryside, and the scale of rural teachers will also increase. The bigger the coming, the problem of uncoordinated development of our country's teacher resources will also be effectively solved. The balanced development of educational resources will also enable the country's education to enter the forefront of the world. At the same time, it will also train more outstanding professional talents for our own country, further enhance our country's overall strength and enhance the country's overall status.

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