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Management and methodological support for young specialists with prospects for professional growth

The methodological almanac accumulates the experience of management and teaching staff at the Municipal Budgetary Educational Institution "Gorodishchenskaya Secondary School with Advanced Study of Individual Subjects No. 3" within the framework of the "Mentorship League" project and includes three sections:

- The management team as an important factor in the professional development of teaching staff at MBEI GSS No. 3.
- The formation of an effective system for methodological support of teaching staff: the experience of MBEI GSS No. 3.
- Creating conditions for the exchange of experience and collective professional growth through mentorship and collaborative practices: achievements and results.

To implement the Concept for the Development of Mentorship in Russia by 2030, a regional innovative platform "Management and Methodological Support for Young Specialists with Prospects for Professional Growth" has been established based on MBEI GSS No. 3.

The main idea of the regional innovative platform is to create a methodological center aimed at supporting young specialists with varying levels of motivation for professional development, which helps reduce the adaptation time for young teachers in the professional environment, decrease teacher turnover, and retain young educators in specific educational organizations.

The school has developed an authorial system for managerial and methodological support of teaching staff, which includes updating local regulatory documents, developing and implementing personalized mentorship programs, monitoring professional difficulties faced by teachers, providing methodological support to school teachers, creating a database of educators, and evaluating the effectiveness of this system.

Management and teaching staff have developed several mentorship models based on the "mentor-mentee" relationship:

- Mentor - young teacher,
- Mentor - group of young teachers,
- Methodologist - mentor - young teacher,
- Director - mentor - young teacher,
- Mentor - university student.

For rural, including small-scale educational organizations, a network model of mentorship has been proposed.

MBEI GSS No. 3 serves as a center for the pedagogical training of students from Volgograd State Social-Pedagogical University, Volgograd Physical Culture Academy, and other educational organizations in the region.

In 2026, an inter-municipal mentorship club "SEARCH" was established based on the institution, offering mentorship implementation in both individual and collective forms. The activities of the inter-municipal club are aimed at developing the personality of the mentee, fostering diligence and a responsible attitude towards work and its outcomes, transferring knowledge, skills, and competencies, and forming a positive attitude and commitment to the traditional values of the multinational Russian people.

Thus, the authors propose a mechanism for addressing the pressing issues of retaining young teachers in schools based on practical experience that has been implemented at the institutional level, within the municipality, and is being tested at the regional level.