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MENTOR - MENTORING BETWEEN TEACHERS IN SECONDARY AND HIGH SCHOOLS

Project and agreement number :

2014-1-PL01-KA200-003335

This project has been funded with the support from the European Union. This publication reflects the views only of the author, and the European Commission or Fundacja Rozwoju Systemu Edukacji – National Agency of Erasmus+ in Poland cannot be held responsible for any use which may be made of the information contained herein.



Similar or Different?



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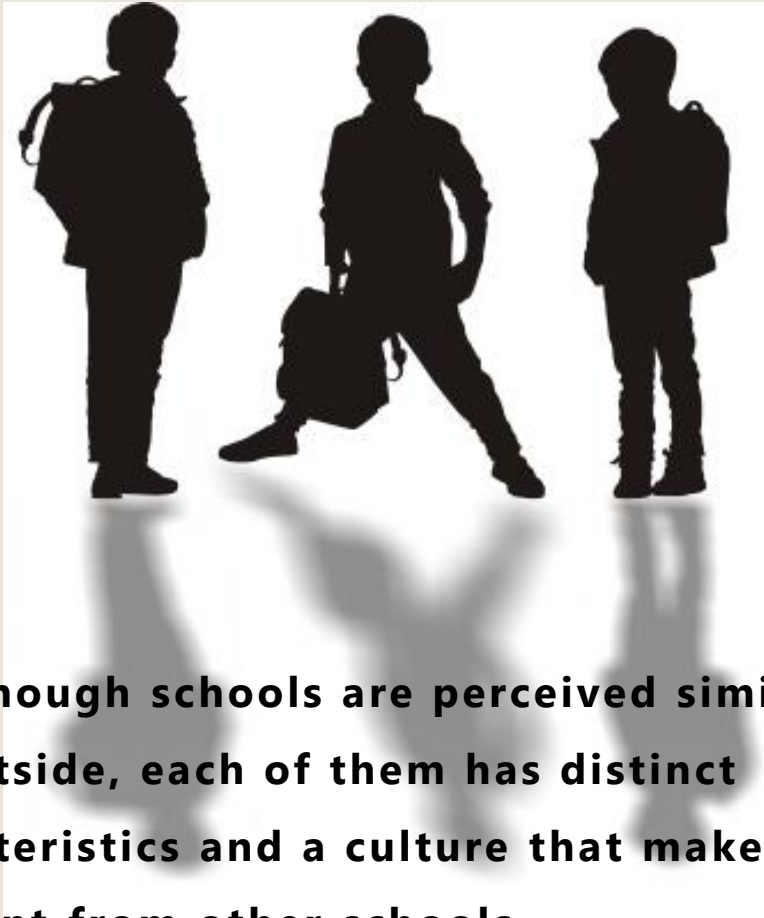


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- ❖ **Even though schools are perceived similar from the outside, each of them has distinct characteristics and a culture that makes them different from other schools.**
- ❖ **School culture is one of the important factors contributing to the school's efficiency and success.**



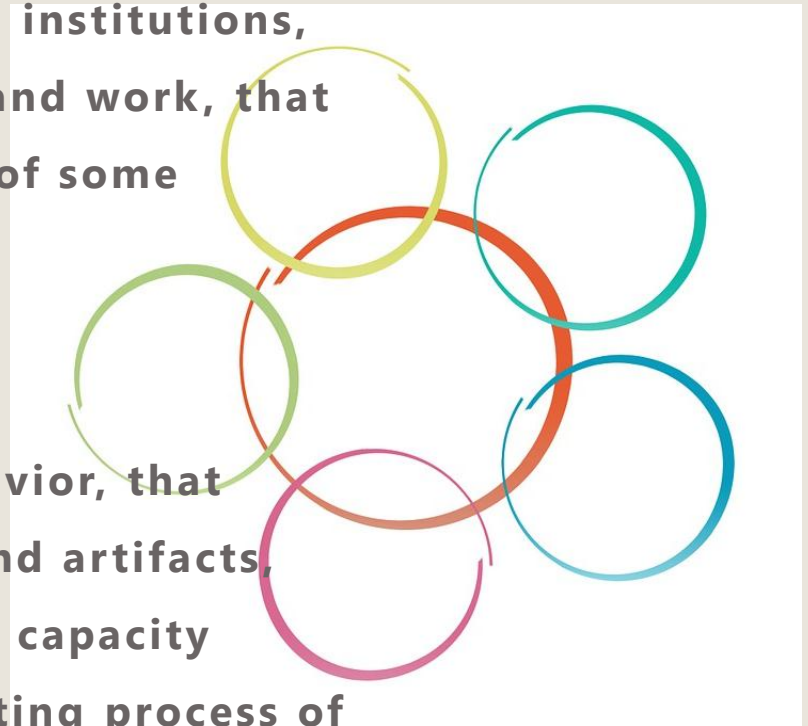
Organizational Culture.

American Heritage Dictionary:

- “Totality of creeds, values, behaviors, institutions, and other results of human thinking and work, that are socially transmitted in the frame of some collectivity”.

Webster’s New Collegiate Dictionary:

- “An integration modal of human behavior, that includes thinking, language, action and artifacts, modalities that depend on the human capacity concerning the learning and transmitting process of knowledge to further generations”.





Definitions according to Edward Sapir:

- The technical meaning, which aims for the unification of all human elements (the coextensive human culture, identic term with “civilization”),
- Culture as a personality ideal, concerning education and training,
- Culture as spirit or nation genius.

Organizational Culture.





Our general definition is:

Organizational culture mainly speaks for values, symbols, rituals, ceremonies, myths, attitudes and behaviors typical for a given society. These elements are then transmitted from generation to generation.





Organizational Culture.



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Main components of the organizational culture.



Symbols and slogans



The values of organization



Behavior norms



Rituals and ceremonies



Stories and myths

Symbols represent objects, events or ways in which one can submit ideas. They reflect the philosophy, the values, the beliefs and the expectations one employee might have. Through them, different concepts and behaviors are being transmitted and promoted in the framework of an organization.

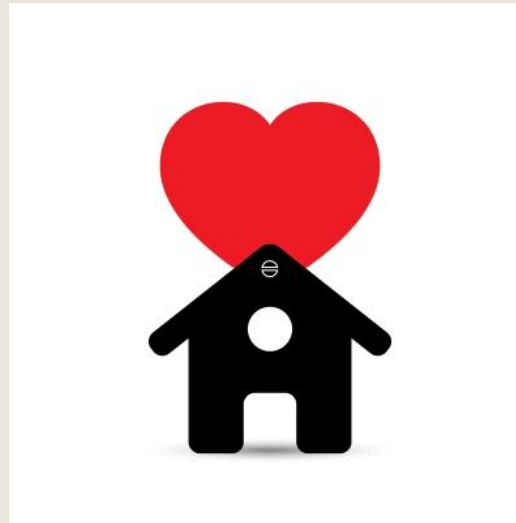


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**Symbols
and slogans.**



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Forms of Symbols.

Action

- Behaviors
- Facts

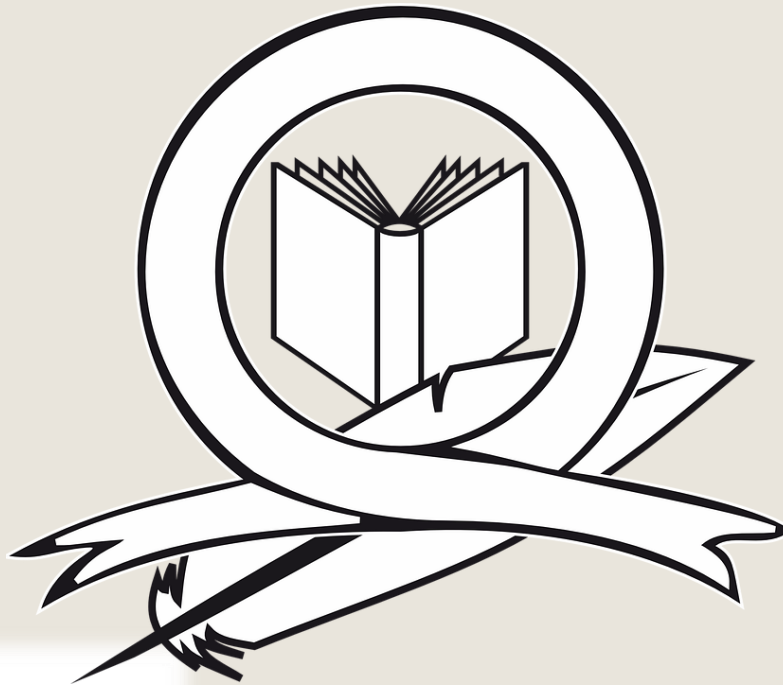
Verbal

- Slogan
- Logo
- Joke
- Funny stories
- Special expressions

Material

- Design of the building
- The architecture
- The offices
- Furniture
- Clothing

Each school has its own symbols, which are being utilized by school management/managers in order to express certain values, the organizational culture or their vision concerning the future.



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Conclusions:



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