



Erasmus+



MENTOR - MENTORING BETWEEN TEACHERS IN SECONDARY AND HIGH SCHOOLS

Project and agreement number :

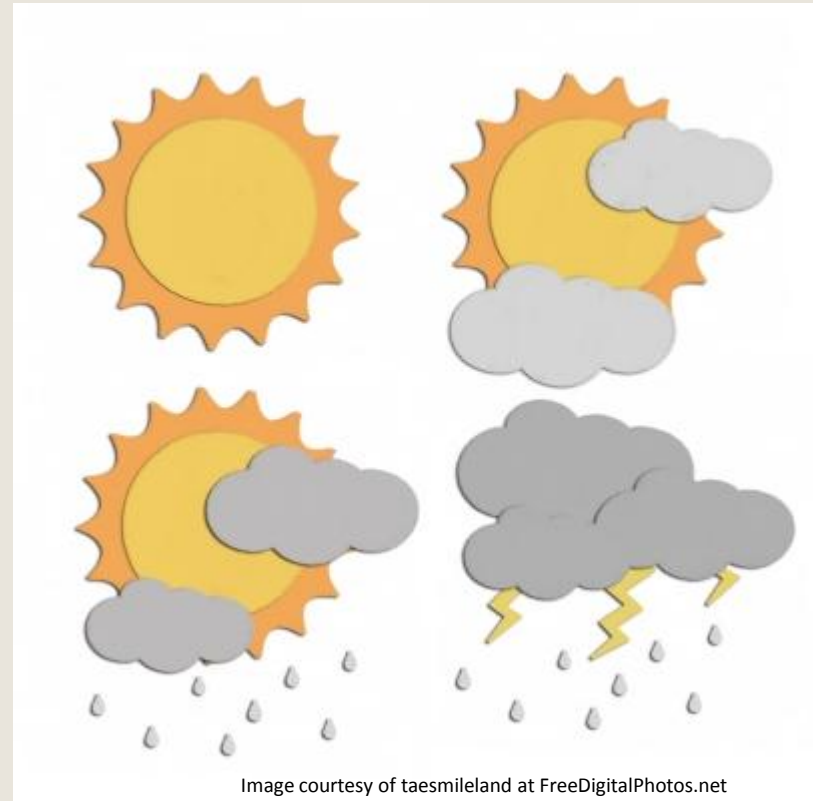
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Types of School Climate*.

- ❖ Open,
- ❖ Autonomous,
- ❖ Controlled,
- ❖ Familiar,
- ❖ Paternalistic,
- ❖ Closed.



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- ❖ **Characterized by cooperation and collaboration between team members. These show respect and mutual support.**
- ❖ **Participants show professionalism, being totally concentrated on achieving objectives.**
- ❖ **The director supports staff and personnel, he represents an example for his staff and he respects those whom he works with.**
- ❖ **Between these types, there exists autonomy, resulting in not feeling the influence of rules, guidelines and bureaucratic control.**



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**Open
climate.**



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Closed climate.

- ❖ Assumes a total lack of interest from teachers, who lack motivation, and develop their activity by routine, indifference and disengagement.
- ❖ The director practices inefficient but authoritarian management using excessive control, submitting rigid and unattractive assignments, showing inflexibility and lack of tolerance.





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❖ Represented by a manager which is rigid, autocratic, trying to control by any means whatever happens in school.

- ❖ Despite such a situation, teachers, characterized by high professionalism, dedication and motivation, ignore the behavior of the director and lead themselves.
- ❖ Collegiality, team spirit and pleasure to work for the benefit of the school dominates between teachers.



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**The
employed
climate.**



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Unemployed climate.

- ❖ Typical for school in which only the manager demonstrates professionalism. He is strongly motivated and involved, showing openness and supportive behavior.
- ❖ Teachers that are disinterested, disengaged and even interested in sabotaging the efforts made by the school director in his attempt to reach his targets.
- ❖ The director-oriented teachers, constantly trying to stimulate his staff, respects them and offers them ways to succeed professionally while teachers do not get along neither with each other, neither with the director.



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Types of school climate:

The behavior of the director					
OPEN					
Teachers Behaviours CLOSED		Employed Behavior	Open Climate	Closed Climate	Unemployed Climate
	The behavior of the director	Closed	Open	Closed	Open
	Teachers	Open	Closed	Closed	Closed



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