Research Paper

Education management: What is your role in education institutions (EE)

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ABSTRACT

The purpose of this paper is to help the reader understand the difficulties encountered at schools due to lack of human resources. There is currently a high demand for professionals at schools in the field of education. As the demand is not fulfilled, this results in overcrowded classrooms, and schools not meeting what advocates the Guidelines and Bases Law - Federal Law no 9394/96; and the Statute of the Child and Adolescent – law 8069/90.

Key words: School, human resources, school staff, teacher, classroom.

INTRODUCTION

Schools have been preparing for a society where information is at full speed, however, these are still very far from reaching the needs of their students. The school units are increasingly looking to reach the notes requested by the departments of education and succeed in external evaluations such as: School Performance Evaluation System of São Paulo State (SARESP) and PROOF BRAZIL (assessment to diagnosis, large-scale, developed by the National Institute of Educational Studies Teixeira (INEP / MEC)). These assessments have the cognitive development of students, but the problems at schools continue and will not have prospects for change while the educational departments do not look at the institutions with the company’s vision, and as such requires investment in staff to perform a productive and quality work.

The importance of these changes can be seen in Federal Law no 8069/90 - Statute of Children and Adolescents (ECA), Chapter IV Article 53, paragraph V (2004), which states that "the child and adolescent have the right education, aiming at full development of his person, preparation for the exercise of citizenship and qualification for work ... access to higher levels of education, research and artistic creation according to individual capacity." In view of this Federal Law, we need to have an involvement with education, because the structure which is the current system is far from achieving what two decades ago it was requested.

For this change to occur is also necessary to address the administrative formation of school units, it is a major problem in the development of education, since the lack of investment leads to the composition of a structure of fragile human resources to the demand of each school unit. Methodologically, was to contextualize the educational process through changes projection within this universe, which allows and has allowed a better understanding of issues related to the school units on the day of teacher and student in the classroom.

THE MANAGER EDUCATION

In this sense, we need to understand what management and what it can provide improvements in the quality of education. So one way of conceptualizing management, not only the manager is to see it as a process of mobilization of expertise and energy to collectively organized people that through their active and competent participation, promote achievement, as fully as possible (Lück, 2013).

Understanding the concept of management accounts (Lück, 2013), by sitting upon the maximization of social processes as strength and momentum for the promotion, pre-supposes itself, "the idea of participation, i.e., the
associated and cooperative work people in situation analysis, decision-making about their referral and action on them "together from organizational goals understood and embraced by all.

Management means management, administration, where there is an institution, a company, a social organization of people, to be managed or administered. The goal is growth, established by the company by means of organized human endeavor, the group, with a specific goal. At school, the director can be a manager, but we know he is an educator and not a manager. First the director has to be a person who accepts help and share decisions. Based on goals by means of teamwork, managing director becomes participatory, avoiding mistakes and following the development of the goals by indicators. The gains from all this will be in every way, human, technical, educators and own management.

Claudia Coelho, School Management postgraduate course coordinator of the Senac University Center, selected seven items for an educational manager, namely:

1 "Experience as a teacher.
2- Training in higher education, with a specialization in management.
3- Good organization.
4- Capacity monitoring and evaluation of learning indicators.
5 Spirit of leadership and good relationship with the team.
6. Knowledge of culture and school routine.
7. Ability to manage resources and set spending priorities "(Padial, 2013).

The change in composition contribute to a school focused on student learning and with a business look, people who know how important the work that should direct to the development of education.

The new corporate professionals at schools would work directed to the care, thus contributing to a significant change for each student, teacher, director and community. In 2016, there are many problems at schools for lack of specialized people not paying attention to students and faculty support. For these problems to be faced with more professionalism and direction, we need experts performing the necessary interventions for each situation.

Importantly, the effective democratization of education is promoted not only by the popularization of education management, as defined by the Constitution and the Law of Guidelines and Bases of National Education (LDB-9394/96). The fundamental of this democratization is the process of education and the school environment, that is, that will be marked by the highest quality, so that all who seek education to develop the knowledge, skills and attitudes necessary for them to participate so effective and conscious, the construction of the fabric of society, quality of life and developing conditions for the exercise of citizenship.

Ideas are concepts that guide the behavior and actions of people. They are promoting the mobilization of people for the actions and give unity and continuity to your work. Therefore establish a common heading, integrating people and motivate the construction of the collective spirit, so as to constitute an entrepreneurial team. Currently, the Educational Managers are very demanding professionals in their day to day activities in educational institutions, because they interfere directly in the results of the activities of teachers and students, especially in the management and resolution of conflicts between the parties. The Education Manager will be one of the differences that lead to triumph and ensure (or not) for educational institutions. This has meant greater demands on this segment of knowledge to those who are responsible for the various decision-making levels and by multiplying the acquired knowledge.

Professionals should be alert to the changes required in society and education institutions must be prepared to meet this world of change. How then can Educational Manager assist in these changes? This function requires that the professional knows how to handle conflicts, knows how to listen, observe, argue, evaluate sensibly. Your procedure goes beyond the classroom, extending to all involved. Without experience and without specific knowledge of the content developed in each discipline, it will eventually, by contrast, charging, without criteria, attitudes and solutions of their teachers and employees. To avoid problems with the job, it is important that the institution values, implying require proper training and more training of candidates for the exercise of their functions to the Educational Manager. Among many concepts, education management can be seen as a political and administrative process in context and historically situated. Education of social practice is organized, focused and viable. There is a very strong link between the administrations of education systems and education policies. The management makes educational goals and objectives into action, embodying the directions outlined by the policy. According Bordignon and Gricindo (quoted in TIME 1994), the Educational Management requires approaches to better decisions regarding the following directions and is based on the purpose of the institution and its limits of the current situation. You must see this and future identification values, surprises, uncertainties and actions of all involved, which generate participation, responsibility and commitment. In addition to the dialogue, another basic requirement is part of the variables or characteristics that make up the Educational Manager profile in educational systems: it is their understanding in the political dimension of their administrative action, he must learn to break with alienated routines and without commitment, which usually dominate the institutions. According Bowe et al. (quoted in TIME 1994),

Determining the educational policy has three contexts: the influence of the production of texts and the practice
context. They are interrelated, have no temporal dimension, sequential or linear steps and show places, interest groups and, of course, with involvement in disputes and conflicts. In the case of Educational Management, one can think of it as an active participant at all times of school planning, the implementation of its educational policy design and evaluation. This great scope of work, derive several questions whose answers depend on the (un) successful planting, growing and harvesting: Who participates? How to participate? Which part? Why participate? What is the importance of the decisions taken? All these questions must be present in the discussion agendas of a school management that is to be interdisciplinary. It stands below the four pillars (Delors, 1998) of education for the 21st century, adapted by Frauches (2010), noting that the last two are fully related to Interdisciplinary vision:

(i) Learning to know, combining general education, with wide possibility of working small number of subjects. Learning to learn through continuing education.
(ii) Learn how to make the professional qualifications and skills that make a person able to face situations. Theory and practice together, upgrading to the survey.
(iii) Learn how to: develop the personality to act more and more capacity for autonomy and personal responsibility. Development of ethical values, potential of each individual to communicate.
(iv) Learning to live together, developing an understanding of the other and the perception of interdependencies; respect and live with differences and different, teamwork, mutual understanding of peace. Dialogue is essential for the true relationship student - teacher. Democratization in school brings the sense of education, such as playing the key in class society through the education system. Education assumes autonomy in that configures and maintains the conformation of the corporate body, or instead of receiving interference society, it interferes absolutely the destinations of all social relationship.

The school requires team an organization of their school spaces and must direct all employees for this change. For this to happen, it is necessary that educational managers have the desire to change, including architectural changes in almost all schools. These changes should take place as soon as possible, because if there is an emergency change in schools will reach a situation in which students will no longer have any interest in learning.

There is a need to revise the school structures, but in agreement with the students, i.e. oriented training to interdisciplinary issues in this regard is important to know which school the student wishes and try to get as close to this concept, in order to provide a pleasant and attractive learning to the school community: students, teachers, parents, guardians, employees and all around this environment, allowing that education goes beyond the school walls.

The school is the search field to democratic and pluralistic society experiences in transforming the objectives and goals more appropriate actions for learning. Therefore, the educational manager at school need to consolidate the pedagogical project and at the same time interact with autonomy within the socialization process, becoming a link to encourage every individual in society with new partnerships, with family and with the media.

REFERENCES


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