

# La gestión escolar: un espacio para la mejora<sup>1</sup>

Dr. Joaquín García Saldaña<sup>2</sup>

Universidad Autónoma de Querétaro

## Resumen

La gestión se identifica como la parte del proceso organizativo que materializa las ideas en prácticas institucionales, resultando fundamental para la mejora educativa. Su realización debe basarse en una adecuada adaptación del clima, pertenencia a la realidad social y educativa, incorporación procesos participativos, integración de la realidad personal/institucional, de autoevaluación permanente y de trabajo en red, resultados, actuaciones fundamentadas, consenso y con clara conciencia hacia el cambio. Deberá su carácter constructivo e instrumental ante el mayor peligro que lo afecta.

**Palabras Clave:** Gestión, Mejora educativa, Eficiencia organizativa

## School management: room for improvement

## Abstract

Management is identified as the part of the organizational process that materializes ideas into institutional practices, becoming fundamental for educational improvement. Its implementation should seek adequate cultural extension, relevance to the social reality, and efficiency, incorporating participative processes, personal/institutional reality integration, permanent self-evaluation, and networking as well as informed, evidence, and clearly change-oriented actions, ignoring its constructivist and instrumental character could be the greatest danger affecting it.

**Key words:** Management, Educational improvement, Organizational efficiency

## A modo de introducción

Organizar no significa, meramente, como disponer o relacionar los diferentes elementos de una realidad de acuerdo a una finalidad y para conseguir un mejor funcionamiento. Esta perspectiva denota e instrumental del sentido de organizar como actividad más allá del análisis

que se puede hacer como estructura/resultado y como objeto de reflexión y experimentación (García, 1998: 4), incluye la realización de distintas funciones identificadas clásicamente por Mintzberg como Programación, Distribución de funciones, Asesorar, Coordinación y Control.

La gestión corresponde, por tanto a estructurarlos, a la función clásica de educar y de ejecución de tareas. Afianza así las acciones realizadas bajo presupuestos marcos del presupuesto y, aunque tradicionalmente se refiere a la administración o a lo económico, puede referirse a diferentes ámbitos de la organización (recursos humanos, materiales o financieros); también, puede relacionarse desde una perspectiva práctica y desde fuentes instrumentales con otras funciones como la planificación, la distribución de funciones o a las procesos de coordinación y control. Bajo el sentido amplio que mencionamos, la gestión se podría identificar, entonces, con "management", término cada vez más introducido en nuestro contexto. Las raíces etimológicas a que alude este último término se centran en definir la misión, gestionar recursos humanos y aplicar técnicas específicas. Como vemos, su sentido instrumental se encuentra por fuera de liderazgo y de planificación organizativa.

Si la función esencial de los directivos es lograr la máxima eficiencia de un organismo, su actividad tiene mucho de gestión cuando hablamos de llevar a la práctica determinados ideas o proyectos. Organización al cambio de realidades institucionales, ideas de mejorar y por tanto, gestiones ideas, recursos y procedimientos. Así, los poderes reales de buenos directivos al margen de una gestión adecuada, como tampoco poderes reales de gestión eficiente en hacer referencia a la manera de actuar de los personal que lo integran.

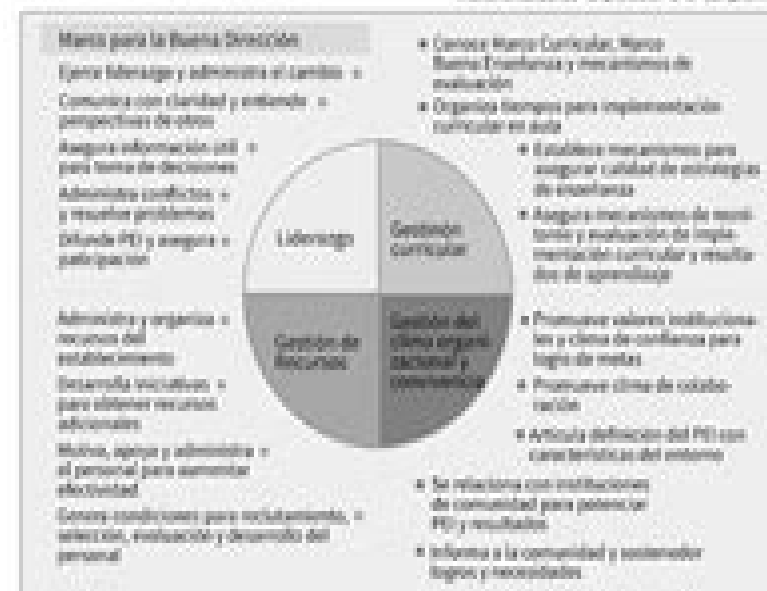
A menudo, nos falta la atención y los directivos llegan al defecto sobre los valores de la organización, la congruencia de los personal, los principios educativos a considerar o

las relaciones a mantener con el entorno, olvidando que tan importante son las ideas como conseguir su realización y que la forma de los directivos más adecuada al tiempo es una implementación adecuada.

Debemos por tanto revisar, la relación entre directivos y gestión siempre está presente. Sería como pensar los cuatro ámbitos que el Marco de la Buena Dirección de Celo lo contempla para el ejercicio de la dirección y en los de ellos se hace referencia a la gestión (Gráfico 1).

personas que se desean para colaborar a través de otros, determinados conocimientos. Las personas se desarrollan también a través del trabajo profesional en el marco de una institución y este se tiene que una dimensión personal e institucional más amplia social. Para como ya decíamos:

"Es claro que podemos encontrar personas desde la virtualidad de los cuatro ámbitos referidos que está o involucra, pero no es lo deseado ni realmente lo aceptado. Por tanto, existen personas que sólo buscan sus intereses personales institucionalmente lo profeso y el compromiso



**Gráfico 1:** Marco para la Buena Dirección (Fuente: MHE, 2011: 200)

Problemas y resistencias de la gestión, pero para lo que se requiere el modelo de gestión que nos parece más apropiado a la realidad actual de los centros educativos.

## Gestiones adecuadas

Una gestión adecuada es aquella que permite conseguir los propósitos marcados en modo y tiempo apropiados. Conseguido se relaciona, como materia, con los valores más fundamentales que planteamos a continuación.

La gestión escolar y la relación personal con consideraciones e intereses muy diversos. La **gestión escolar** es un concepto de, tratando de conseguir los objetivos personal/profesionales a las instituciones/instituciones (Gráfico 2). Si bien es cierto que todos los organismos se pueden considerar como tales, pero no todos y gestión se refiere al momento en la social, también lo es que son consideraciones de

institucional, buenos profesionales capaces de colaborar con otros o de administrar sus ideas a diferentes contextos e instituciones que por supuesto se hacen instituciones e instituciones. Pero eso es, para nosotros, personal, aunque sean frecuentes, ya que altamente importante como personas y profesionales, como instituciones o como sociedad desde los aspectos personales, el elemento institucional o la institucionalización de la profesional para evaluación final personal o de clase social" (García, 2013: 88)

La **gestión social** de ser participativa. Además de integrar, también incluye de gestión deben de promover una participación efectiva en la toma de decisiones de todos los implicados. Los intereses son diversos pero, entre otros, podemos destacar los que consideramos importante la participación social en educación (van Garen, 2008) y los que relacionan la necesidad de participar en las decisiones con la implicación en la tarea y los otros niveles de satisfacción.

<sup>1</sup> Título a partir de la declaración realizada en el VI Congreso Internacional sobre procesos de cambio educativo (García, 2013: 7).

<sup>2</sup> Doctor en Filosofía y Letras, Universidad Autónoma de Querétaro, Profesor de Educación General Básica y Coordinador del Departamento de Pedagogía Académica, Universidad Autónoma de Querétaro, España. Consultor internacional internacional, Director del Estado de Querétaro (Organización 2002), Presidente de la Red de Apoyo a la Gestión Educativa (Proyecto) Internacional.

# The Practice Of The La Sallan Values A Crobsectional Study

**LL Leslie**

A decorative graphic element consisting of a light blue horizontal bar with a rounded right end, and a red circular shape with a white center, partially overlapping the bar.

## **The Practice Of The La Sallan Values A Crobsectional Study:**

**Organization Descriptions and Cross-references** Union of International Associations, Union of International Associations Staff, 2008-07-29 Yearbook of International Organizations is the most comprehensive reference resource and provides current details of international non governmental NGO and intergovernmental organizations IGO Collected documented and disseminated by the Union of International Associations UIA detailed and profound information on international organizations worldwide can be found here from the United Nations the ASEAN and the Red Cross to sporting bodies and religious orders Besides historical and organizational information e g on aims subject orientation and locations details on activities events or publications as well as the most current contact details are included Integrated are also biographies of the leading individuals of the organizations as well as the presentation of networks of organizations The Union of International Associations UIA is a non profit apolitical independent and non governmental institution in the service for international associations based in Brussels Belgium For 100 years the UIA has focused on the nature and evolution of the international civil society a topic of increasing relevance New UIA Bi monthly Study Find out about current topics and the wealth of information contained in the Yearbook of International Organizations No 1 of UIA s new Bi monthly Study is now available for download This time s subject Olympic Games and Sports      **Subject Guide to Books in Print** ,1991

*Touching the Hearts of Students* George Van Grieken Fsc, 1999-05-15 This book provides an overview of the spirituality behind the educational ministry of the De La Salle Christian Brothers and over 1 000 educational institutions around the world including 56 high schools and 5 colleges universities in the United States The book includes three sections an overview of St John Baptist de La Salle s life and times a summary of his educational vision and practice in his own words and a modern look at how that spirituality is lived out in schools today It is an excellent introduction to the Lasallian educational world for new teachers administrators board members and others associated with Lasallian schools It establishes the context and the basic content for many conversations about the Lasallian mission especially those that address the question of the identity of Lasallian schools

## Whispering the Strategies of Language: An Emotional Quest through **The Practice Of The La Sallan Values A Crobsectional Study**

In a digitally-driven earth where screens reign supreme and quick interaction drowns out the subtleties of language, the profound secrets and mental subtleties concealed within words often go unheard. Yet, located within the pages of **The Practice Of The La Sallan Values A Crobsectional Study** a charming literary prize sporting with raw thoughts, lies a fantastic quest waiting to be undertaken. Penned by an experienced wordsmith, that wonderful opus attracts readers on an introspective trip, gently unraveling the veiled truths and profound influence resonating within ab muscles cloth of every word. Within the mental depths with this poignant evaluation, we can embark upon a sincere exploration of the book is key styles, dissect its fascinating publishing design, and succumb to the powerful resonance it evokes serious within the recesses of readers hearts.

[https://archive.kdd.org/files/detail/HomePages/the\\_boys\\_life\\_of\\_basketball\\_stories.pdf](https://archive.kdd.org/files/detail/HomePages/the_boys_life_of_basketball_stories.pdf)

### **Table of Contents The Practice Of The La Sallan Values A Crobsectional Study**

1. Understanding the eBook The Practice Of The La Sallan Values A Crobsectional Study
  - The Rise of Digital Reading The Practice Of The La Sallan Values A Crobsectional Study
  - Advantages of eBooks Over Traditional Books
2. Identifying The Practice Of The La Sallan Values A Crobsectional Study
  - Exploring Different Genres
  - Considering Fiction vs. Non-Fiction
  - Determining Your Reading Goals
3. Choosing the Right eBook Platform
  - Popular eBook Platforms
  - Features to Look for in an The Practice Of The La Sallan Values A Crobsectional Study
  - User-Friendly Interface
4. Exploring eBook Recommendations from The Practice Of The La Sallan Values A Crobsectional Study

- Personalized Recommendations
- The Practice Of The La Sallan Values A Crobsectional Study User Reviews and Ratings
- The Practice Of The La Sallan Values A Crobsectional Study and Bestseller Lists
- 5. Accessing The Practice Of The La Sallan Values A Crobsectional Study Free and Paid eBooks
  - The Practice Of The La Sallan Values A Crobsectional Study Public Domain eBooks
  - The Practice Of The La Sallan Values A Crobsectional Study eBook Subscription Services
  - The Practice Of The La Sallan Values A Crobsectional Study Budget-Friendly Options
- 6. Navigating The Practice Of The La Sallan Values A Crobsectional Study eBook Formats
  - ePub, PDF, MOBI, and More
  - The Practice Of The La Sallan Values A Crobsectional Study Compatibility with Devices
  - The Practice Of The La Sallan Values A Crobsectional Study Enhanced eBook Features
- 7. Enhancing Your Reading Experience
  - Adjustable Fonts and Text Sizes of The Practice Of The La Sallan Values A Crobsectional Study
  - Highlighting and Note-Taking The Practice Of The La Sallan Values A Crobsectional Study
  - Interactive Elements The Practice Of The La Sallan Values A Crobsectional Study
- 8. Staying Engaged with The Practice Of The La Sallan Values A Crobsectional Study
  - Joining Online Reading Communities
  - Participating in Virtual Book Clubs
  - Following Authors and Publishers The Practice Of The La Sallan Values A Crobsectional Study
- 9. Balancing eBooks and Physical Books The Practice Of The La Sallan Values A Crobsectional Study
  - Benefits of a Digital Library
  - Creating a Diverse Reading Collection The Practice Of The La Sallan Values A Crobsectional Study
- 10. Overcoming Reading Challenges
  - Dealing with Digital Eye Strain
  - Minimizing Distractions
  - Managing Screen Time
- 11. Cultivating a Reading Routine The Practice Of The La Sallan Values A Crobsectional Study
  - Setting Reading Goals The Practice Of The La Sallan Values A Crobsectional Study
  - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of The Practice Of The La Sallan Values A Crobsectional Study

- Fact-Checking eBook Content of The Practice Of The La Sallan Values A Crobsectional Study
- Distinguishing Credible Sources

### **13. Promoting Lifelong Learning**

- Utilizing eBooks for Skill Development
- Exploring Educational eBooks

### **14. Embracing eBook Trends**

- Integration of Multimedia Elements
- Interactive and Gamified eBooks

## **The Practice Of The La Sallan Values A Crobsectional Study Introduction**

Free PDF Books and Manuals for Download: Unlocking Knowledge at Your Fingertips In todays fast-paced digital age, obtaining valuable knowledge has become easier than ever. Thanks to the internet, a vast array of books and manuals are now available for free download in PDF format. Whether you are a student, professional, or simply an avid reader, this treasure trove of downloadable resources offers a wealth of information, conveniently accessible anytime, anywhere. The advent of online libraries and platforms dedicated to sharing knowledge has revolutionized the way we consume information. No longer confined to physical libraries or bookstores, readers can now access an extensive collection of digital books and manuals with just a few clicks. These resources, available in PDF, Microsoft Word, and PowerPoint formats, cater to a wide range of interests, including literature, technology, science, history, and much more. One notable platform where you can explore and download free The Practice Of The La Sallan Values A Crobsectional Study PDF books and manuals is the internets largest free library. Hosted online, this catalog compiles a vast assortment of documents, making it a veritable goldmine of knowledge. With its easy-to-use website interface and customizable PDF generator, this platform offers a user-friendly experience, allowing individuals to effortlessly navigate and access the information they seek. The availability of free PDF books and manuals on this platform demonstrates its commitment to democratizing education and empowering individuals with the tools needed to succeed in their chosen fields. It allows anyone, regardless of their background or financial limitations, to expand their horizons and gain insights from experts in various disciplines. One of the most significant advantages of downloading PDF books and manuals lies in their portability. Unlike physical copies, digital books can be stored and carried on a single device, such as a tablet or smartphone, saving valuable space and weight. This convenience makes it possible for readers to have their entire library at their fingertips, whether they are commuting, traveling, or simply enjoying a lazy afternoon at home. Additionally, digital files are easily searchable, enabling readers to locate specific information within seconds. With a few keystrokes, users can search for keywords, topics, or phrases, making

research and finding relevant information a breeze. This efficiency saves time and effort, streamlining the learning process and allowing individuals to focus on extracting the information they need. Furthermore, the availability of free PDF books and manuals fosters a culture of continuous learning. By removing financial barriers, more people can access educational resources and pursue lifelong learning, contributing to personal growth and professional development. This democratization of knowledge promotes intellectual curiosity and empowers individuals to become lifelong learners, promoting progress and innovation in various fields. It is worth noting that while accessing free The Practice Of The La Sallan Values A Crobsectional Study PDF books and manuals is convenient and cost-effective, it is vital to respect copyright laws and intellectual property rights. Platforms offering free downloads often operate within legal boundaries, ensuring that the materials they provide are either in the public domain or authorized for distribution. By adhering to copyright laws, users can enjoy the benefits of free access to knowledge while supporting the authors and publishers who make these resources available. In conclusion, the availability of The Practice Of The La Sallan Values A Crobsectional Study free PDF books and manuals for download has revolutionized the way we access and consume knowledge. With just a few clicks, individuals can explore a vast collection of resources across different disciplines, all free of charge. This accessibility empowers individuals to become lifelong learners, contributing to personal growth, professional development, and the advancement of society as a whole. So why not unlock a world of knowledge today? Start exploring the vast sea of free PDF books and manuals waiting to be discovered right at your fingertips.

### **FAQs About The Practice Of The La Sallan Values A Crobsectional Study Books**

How do I know which eBook platform is the best for me? Finding the best eBook platform depends on your reading preferences and device compatibility. Research different platforms, read user reviews, and explore their features before making a choice. Are free eBooks of good quality? Yes, many reputable platforms offer high-quality free eBooks, including classics and public domain works. However, make sure to verify the source to ensure the eBook credibility. Can I read eBooks without an eReader? Absolutely! Most eBook platforms offer web-based readers or mobile apps that allow you to read eBooks on your computer, tablet, or smartphone. How do I avoid digital eye strain while reading eBooks? To prevent digital eye strain, take regular breaks, adjust the font size and background color, and ensure proper lighting while reading eBooks. What the advantage of interactive eBooks? Interactive eBooks incorporate multimedia elements, quizzes, and activities, enhancing the reader engagement and providing a more immersive learning experience. The Practice Of The La Sallan Values A Crobsectional Study is one of the best book in our library for free trial. We provide copy of The Practice Of The La Sallan Values A Crobsectional Study in digital format, so the resources that you find are reliable. There are also many Ebooks

of related with The Practice Of The La Sallan Values A Crobsectional Study. Where to download The Practice Of The La Sallan Values A Crobsectional Study online for free? Are you looking for The Practice Of The La Sallan Values A Crobsectional Study PDF? This is definitely going to save you time and cash in something you should think about.

### **Find The Practice Of The La Sallan Values A Crobsectional Study :**

**the boys life of basketball stories**

**the brown palace story**

~~the brothers grimm thorn rose~~

the bracelet of garnets and other stories

**the broken dozen mystery shoebox kids 5.**

*the bridge at chappaquiddick*

~~the caesars the roman empire and its rulers~~

~~the bugspit chronicles~~

the bread loaf anthology of contemporary american poetry

**the brothers grimm and their critics folktales and the quest for meaning**

the bulwark

**the burning lamp paperback by murray frances**

~~the british butterflies their origin and establishment~~

*the career of philosophy volume i from the middle ages to the enlightenment*

*the boyne water the battle of the boyne 1690*

### **The Practice Of The La Sallan Values A Crobsectional Study :**

Roxio - User Guides Roxio Creator NXT 8. Download. Roxio Creator NXT Pro 8 ... Software updates · Volume licensing · Affiliate Program · Developers · The Corel ... Roxio Toast 17 Titanium User Guide Toast® brings you award winning disc burning and a whole lot more. Everything you need to burn, watch, listen to, and share your digital life is. Roxio Toast 15 Titanium User Guide Toast® brings you award winning disc burning and a whole lot more. Everything you need to burn, watch, listen to, and share your digital life is. Roxio Toast DVD User Guide Follow the instructions on screen to complete the installation. 4. In the applications folder on your hard disk, browse to the Toast folder. You will see an ... Roxio Toast 18 Titanium User Guide Toast® brings you award winning disc burning and a whole lot more. Everything you need to burn,



watch, listen to, and share your digital life is. Roxio Toast 8 Titanium Instructions - manualzz.com View online(138 pages) or download PDF(1.02 MB) Roxio Toast 8 Titanium Instructions • Toast 8 Titanium graphics software pdf manual download and more Roxio ... Toast 10 User Guide Roxio, the burning disc logo, Sonic, Sonic Solutions, Toast, the toaster with discs logo, CD Spin. Doctor, Fit-to-DVD, Jam, and Toast It are registered ... Review: Roxio Toast 8 Titanium with TiVoToGo May 15, 2021 — Pros: A best-of-breed disc burning solution for Mac users, now with the TiVo-authorized ability to transfer and convert TiVo videos into ... Roxio Toast 8 Titanium (Mac) [OLD VERSION] Roxio Toast 8 sets the standard for burning CDs, DVDs, and now Blu-ray discs on the Mac. Create superior sounding audio CDs with crossfades. Toast 8 Titanium CD, DVD and Blu-ray recording and image mounting app for Mac OS X. Walmart Employee Handbook 2014 The SAGE Handbook of Neoliberalism. America at the Mall. Human Resource Management. Small and Medium-sized Enterprises in International Economic Law. Walmart Policies and Guidelines Find a list of Walmart's most frequently requested public policies and guidelines, including our store return policy, coupon policy and more. Where can I find the Walmart employee handbook? Jul 23, 2015 — You can typically find the Walmart employee handbook on the company's official website or through their employee portal. Associate Handbook The self-nomination will be reviewed by your manager, then the pillar lead and country head. Communication. - Associates with approved nominations will receive ... Employee Handbook For Walmart WALMART POLICY HANDBOOK PDF WALMART POLICY Are you searching for Walmart Policy Handbook Policy Handbook Coaching Walmart Employee Policy Handbook 2014. OneWalmart Terms of Use OneWalmart Terms of Use · 1. Website Use in General · 2. Rules Governing Public Communications, Forums, and Interactive Features · 3. Grant of License to Walmart. Walmart Employee Policy Handbook 2023 ... guide walmart employee policy handbook 2014 as you such as. Employee ... Policy Handbook Walmart Employee Policy Handbook instructions guide service manual guide ... Walmart Employee Handbook 2021 Pdf Employee Handbook 2014 Free Download Pdf employee handbooks shrm sample employee handbook walmart employee handbook 2014 blogs post ... Fired today due to Facebook post : r/walmart Walmart pays their employees to scan social to track people to report them and fire them. Upvote 8 Walmart Employee Handbook Example Jun 27, 2023 — Accessing the Walmart Employee Handbook 2022 is essential for understanding company policies and procedures. When filling out and signing ... Thai Radical Discourse by Craig J. Reynolds | Paperback Thai Radical Discourse by Craig J. Reynolds | Paperback Thai Radical Discourse: The Real Face of Thai Feudalism ... Discussing imperialism, feudalism, and the nature of power, Reynolds argues that comparisons between European and Thai premodern societies reveal Thai social ... Thai Radical Discourse: The Real Face of Thai Feudalism Today by CJ Reynolds · 2018 · Cited by 159 — Discussing imperialism, feudalism, and the nature of power, Reynolds argues that comparisons between European and Thai premodern societies ... Thai Radical Discourse: The Real Face of Thai Feudalism ... Discussing imperialism, feudalism, and the nature of power, Reynolds argues that comparisons between European and Thai premodern societies reveal Thai social ... Thai Radical Discourse: The Real Face of

Thai Feudalism ... Discussing imperialism, feudalism, and the nature of power, Reynolds argues that comparisons between European and Thai premodern societies reveal Thai social ... Thai radical discourse : the real face of Thai feudalism today  
Discussing imperialism, feudalism, and the nature of power, Reynolds argues that comparisons between European and Thai premodern societies reveal Thai social ... The Real Face Of Thai Feudalism Today by Craig Reynolds Discussing imperialism, feudalism, and the nature of power, Reynolds argues that comparisons between European and Thai premodern societies reveal Thai social ... Thai Radical Discourse: The Real Face of Thai Feudalism Today Using Jit Poumisak's The Real Face of Thai Feudalism Today (1957), Reynolds both rewrites Thai history and critiques relevant historiography. Thai Radical Discourse: The Real Face of Thai Feudalism ... by S Wanthana · 1989 — Thai Radical Discourse: The Real Face of Thai Feudalism Today. By Craig J. Reynolds. Ithaca, N.Y.: Cornell University Southeast Asia Program, 1987. Pp. 186. Thai Radical Discourse: The Real Face of Thai Feudalism ... Discussing imperialism, feudalism, and the nature of power, Reynolds argues that comparisons between European and Thai premodern societies reveal Thai social ...