

### 3. A cultura de liderança (reitor) harmoniosa

O reitor é o líder e o núcleo da escola, e também é o organizador de educação escolar. A personalidade do reitor, as ideias educacionais e orientação de valores, muitas vezes, determinam o objecto e o estilo da organização da escola, influenciando profundamente a criação da cultura organizacional da escola e a formação moral da escola. Em Macau, o cargo de reitor é único, pela sua qualidade do pensamento, o nível de decisão, a experiência prática, a concepção de valores, a forma de pensamento e o estilo de trabalho da escola, etc. Todos influenciam profundamente a cultura organizacional da escola. Quando os estudantes se formam, o que é que podem levar da escola? Nós dizemos, não só os professores ensinam-lhes os conhecimentos científicos, mas também conhecem a cultura da escola, juntamente com as influências dos pais e da sociedade, finalmente, criam a concepção de vida dos alunos. Quando

temos a cultura harmoniosa da escola, os maiores beneficiários são os alunos, pois ensinamos aos alunos como harmonizar-se consigo próprios e como harmonizar-se com os outros e a sociedade. A maior esperança dos pais, professores e sociedade é o cultivo de um estudante com boa saúde física e mental. Cada aluno tem uma família, depois de sair da escola, os estudantes começam a vida social e constroem uma nova família, os comportamentos adquiridos pelos alunos influenciarão as pessoas e o mundo ao seu redor. Os alunos são os criadores e escritores da história do futuro, educar um talento com integridade política e habilidade, produzirá um profundo impacto no nosso mundo.

Jin Xin, Professor da Escola Secundária de Pui Tou  
Extracto da "Revista dos Professores", No. 22, Setembro de 2008

04

## The Three Suggestions for Building A Harmonious Campus

Building a harmonious organizational culture is the key for building a harmonious campus. Organizational culture is an ideological combination of characteristic values, morals and ethics and spiritual manner, which is built in the process of school development. This organizational culture includes physical carrier of school missions, teachers' common values, school tradition and styles, written and unwritten standards and habits and schools value, etc. As a whole, the writer believes that we should start from three aspects.

### First: Harmonious Student Culture

The main responsibility of school is to deliver superior talent having both talent and virtue to society. The level of student quality has direct impact on the building of a harmonious campus. Student is the object of our educational teachings. Besides to teach them with knowledge, we bear the important responsibility to teach students to build up positive moral character, correct world values and positive life. The writer feels very sad whenever there is school violence in between students and maltreatment to small animals. We had no reason to rebuke students because they are just naughty and cannot foresee the consequence. They do this mostly for fun and as an exit for their emotional stress, without thinking of paying respect for life. When they have misbehavior, people from society just criticize them. As educational workers, do we understand the motivation of their behavior and do we provide them with necessary psychological counseling? Student needs to learn how to behave while in school to become a useful person. In Macao the economy grows rapidly and the educational resources are rich. Can we mobilize these resources from society to cultivate student talents aggressively? Students' having healthy body and mind is our wish and a harmonious student culture is the target that we strive for.

### Second: The Factors for Harmonious Teacher Culture

Teacher culture is the characteristics of values, common thinking, styles, code of conducts and standards etc. which form inside the groups of teacher in schools. Healthy and cooperative teacher culture is a kind of school culture which is beneficial to the development of teacher profession. Cooperative

Continuing on P. 20





teacher culture helps to create good colleague relationship. It allows full exchange, common share of knowledge and information between teachers and they affect each other on thoughts, belief and attitude. Besides that, teachers are relied on by parents and society to stand on the front line to cultivate and educate our students. Teachers' words and actions are the imitational models of students. Mr. Qi Gong is right to say, "Learning as teachers, behavior exemplifies." The words and deeds of teachers are the standards of students. In the post of teachers they cannot have inappropriate conduct. At least they are not allowed to give corporal punishment on students. They have to use complimentary teaching methods aggressively to educate and encourage students to learn, to explore the world and to explore life. Teachers provide tuition to students when they have learning problems and guide them correctly when they have incorrect morality. That is to adjust them patiently. Thus students have faith in their teachers and feel that teachers are trustworthy. When they have problems, teachers are the immediate persons to ask for help instead of solving problems by themselves. Although our teachings are hard, we can understand deeply the feeling and thinking of our students. Thus it helps us to solve potential problems of students and take preventive measures on student mistakes which may happen.

### Third: The Factors for Building Harmonious Leader (School Principal) Culture

School principal is the leader and core in school. He is the school educational organizer and decision maker. The ideology and styles of building school are

influenced greatly by the specific character, educational concept, directions of value of the principal. It deeply affects the creation and cultivation of school spirit. The group of principals in Macao has their own characteristics. Their thinking quality, levels of decision making, practical experiences, values, ways of thinking and working styles are factors which have profound effects on the organizational culture.

What are the things that students can bring with them when they leave school? We can say that, they bring with them scientific knowledge from teachers teachings and even campus culture from their school, in addition to the influence from parents and society. At last, all these elements form their outlook of life. When we have harmonious campus culture, students are the greatest beneficiaries. We teach them how to be stay harmonious with other people and with the society as well. It is the greatest expectation of parents, teachers and society to create a student with healthy body and mind. There is a family behind each student. After he leaves the campus and start life in the society, he will build up a new family. The individual conduct and deeds of this student will affect people besides and around him unconsciously. Students are the history creators and writers in future. To educate a student excellent in conduct and academic performance will have profound effect on our world.

Jin Xin (Secondary Teacher of Pooi To Middle School)

Excerpted from: 《Teacher's Magazine》26th Issue, September 2008



#### 教育文摘

出版：教育暨青年局 / 统筹：苏朝晖 / 总编辑：关启佳 / 编辑：冯万雄 张子明 / 美工支援：尉凤君 / 版面设计及排版：领域市场策划 / 摄影：李正华 / 葡文翻译：黄子龙 邱韵 / 英文翻译：吴爱明 / 承印：华辉印刷有限公司 / 数量：五仟份（以再造纸印制，请循环再造。）

#### Educação e Nós

Editor : Direcção dos Serviços de Educação e Juventude / Director : Sou Chio Fai / Chefe de Redacção : Kwan Kai Kai / Redacção : Fong Man Hung, Cheong Chi Meng / Apoio Artístico-Técnico : Wai Fong Kuan / Design de Implantação : Nova Idea Marketing Communications / Fotografia : Lei Cheng Wa / Tradução para Língua Portuguesa : Wong Chi Long, Kuong Wan / Tradução para Língua Inglesa : Carolina Ng / Impressão : Tipografia Welfare Limitada / Tiragem : 5,000 exemplares (Feito com papel reciclado, depois coloque-o para reciclagem.)

#### Educational Digest

Publisher : Education and Youth Affairs Bureau / Director : Sou Chio Fai / Editor-in-Chief : Kwan Kai Kai / Editors : Fong Man Hung, Cheong Chi Meng / Art Support : Wai Fong Kuan / Layout Design & Type-setting : Nova Idea Marketing Communications / Photography : Lei Cheng Wa / Translator (Portuguese) : Wong Chi Long, Kuong Wan / Translator (English) : Carolina Ng / Printing : Tipografia Welfare Limitada / Print Run : 5,000 (Printed with recycled paper, after disposal for recycling.)