

A RESEARCH ON SCHOOLS AS LEARNING ORGANISATIONS – A THEORETICAL APPROACH

Gabriela Alina Paraschiva
Polytechnical University of Timisoara, Romania
gabriela.paraschiva@student.upt.ro

Anca Draghici
Polytechnical University of Timisoara, Romania
anca.draghici@upt.ro

Constanta – Valentina Mihaila
National University of Physical Education and Sports, Bucharest, Romania
constanta1965@yahoo.fr

Abstract:

Due to the growing pressures on the educational area to provide young people with the knowledge and skills needed to live and work in a constantly changing society and to technologies and trades that today do not exist, the model of learning organization has been extended to schools, as an attempt to re-conceptualize them from organizations that are traditionally linked to the learning and knowledge process to organizations that are capable of responding with efficiency to uncertain and dynamic environments.

In the period 2009 - 2018, the Romanian education system has been confronted with the following phenomena: a general decrease in the school population (by 17% till 2016, compared to 2006); the transfer of the last year of kindergarten to primary education (along with reshaping the curriculum for pre-school and primary education); the gradual transformation of arts and crafts schools into technological high schools; a massive reorganization of the school network; the constant decrease of public expenditure in education (from 5.76% of total expenditures in 2009, to 3.76% of total expenditures in 2017), so school organizations may be considered to have been under increasing pressure.

In this context, the paper aims to present the theoretical model of research developed as a starting point on the necessity and opportunity in implementing the school as learning organization concept at the Romanian educational system. The limitation is given by the fact that the approach is only theoretical, the results of the experimental research being developed separately in another paperwork.

Keywords: learning organization, school as learning organization, specific dimensions and key-characteristics