1st International Conference
Educational Leadership, Effective Administration and Ethical Values

24-26 November 2017
University of Macedonia

url: www.leadership2017.uom.gr
email: leadership2017@uom.edu.gr
Τὸν ἄρχοντα τριῶν δεῖ μέμνησθαι:
Πρῶτον ότι ἀνθρώπων ἄρχει.
Δεύτερον ότι κατά νόμους ἄρχει.
Τρίτον ότι οὐκ ἀεὶ ἄρχει.

Ἀγάθων, 450-400 π.Χ.
Ἀρχαίος τραγικός

The members of the Conference Organizing Committee express their gratitude to the Principal, the teachers and the students of the Music School of Thessaloniki for their participation and kind contribution of the Musical Prelude in the inaugurating session of the Conference.

The members of the Conference Organizing Committee express their gratitude to the Principal, the Art teacher, Mrs Theodora Kleitsaki, and the students of the 2nd Primary Education School at Efkarpia/Thessaloniki for their participation and kind contribution of their student’s works in an art exhibition under the title: «Children’s art as value empowerment».

Editing:
Stella Giosi, Vasiliki Karavakou, Vasileios Neofotistos
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Zafiropoulos Konstantinos, Professor and Head, Department of International and European Studies, University of Macedonia, Greece
**Conference Program**

**Friday, 24 November 2017**

Secretariat: 8:00 a.m. – 20.00 p.m.

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<td>8:00 - 9:00</td>
<td>Registration</td>
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<tr>
<td>9:00 - 10:00</td>
<td>Informal Opening // University of Macedonia, Main Hall - Plenary</td>
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<tr>
<td>9.00 - 9.30</td>
<td><strong>All - Embracing Leadership</strong></td>
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<td></td>
<td>Vasiliki Karavakou, President of the Conference</td>
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<tr>
<td>9.30 - 10.00</td>
<td><strong>Musical prelude by students of the Music School of Thessaloniki</strong></td>
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<td></td>
<td><em>1. Handel sonata in a minor (mov 4), for flute and cello accompaniment</em></td>
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<td></td>
<td>Players: Eleftherios Stefanidis, Lydia Tsami</td>
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<td>Teacher: Nikos Karasavvidis</td>
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<td></td>
<td><em>2. Gavotte-Gossec, duo for clarinet</em></td>
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<td></td>
<td>Players: Angelos Fetsis, Chrisostoms Grigoriadis</td>
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<td>Teacher: Dimitris Karapinidis</td>
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<td><em>3. Tzivaeri, traditional song for solo flute</em></td>
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<tr>
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<td>Player: Nikos Karasavvidis</td>
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<th>Time</th>
<th>Oral Presentations Session 1 // Ethics, axiology and education</th>
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<td>10:00 - 11:30</td>
<td>Main Hall</td>
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<td>Chair: Katerina Kedraka, Athanasios Lainas</td>
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<tr>
<td>10:00 - 10:15</td>
<td><em>1. The teaching of ethics and values in courses of pre-service and in-service training for educational leaders</em></td>
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<tr>
<td></td>
<td>Athanasios Lainas</td>
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<tr>
<td>10:15 - 10:30</td>
<td><em>2. Education and moral development: presentation, implementation and evaluation of a holistic proposal for secondary education</em></td>
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<td>Theodosios Sykas</td>
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<td>10:30 - 10:45</td>
<td><em>3. Servant leadership: dimensions and effects of an alternative way of leadership in the functioning and effectiveness of school units</em></td>
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<td>Vasileios Georgolopoulos, Evangelia Papaloi</td>
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<td>10:45 - 11:00</td>
<td><em>4. The leading and motivating role of the teacher in the classroom of primary education</em></td>
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<td>Alexandros Fotinis</td>
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</tbody>
</table>
5. Teaching values and ethics in biosciences  
Katerina Kedraka

11:15 - 11:30  Discussion

Oral Presentations Session 2 // Teaching, mentoring and coaching

10:00 - 11:30  Teleconference Room  
Chair: Andreas Oikonomou, Evi Charalabous

1. Mentoring and teaching career  
10:00 - 10:15  Venetia Barbopoulou, Andreas Oikonomou

2. Career counseling of students and graduates with disability in higher education  
10:15 - 10:30  Elisavet Pavlidou, Sofia Panagiotidou

3. Mentoring in education: from theory to practice  
10:30 - 10:45  Timoleon Theofanellis, Soultana Papadimitriou

4. Perceptions and attitudes of public education teachers of Cyprus concerning the activities of their professional development from their auditors  
10:45 - 11:00  Andry Charalabous

5. Experiential learning - A modern educational approach  
11:00 - 11:15  Petros Christou

11:15 - 11:30  Discussion

Oral Presentations Session 3 // Educational policy and social justice

10:00 - 11:30  Main Hall  
Chairs: Dimitra Panta, Georgios Menexes

1. Reform efforts in secondary education in Greece during the period 2010-2016  
10:00 - 10:15  Effrosyni Patapati, Dimitra Panta

2. Post-bureaucratic leadership, deregulation and new workplaces  
10:15 - 10:30  Michail Agrafiotis

3. Functional and political dimension of the institution of education director  
10:30 - 10:45  Aristidis Papadopoulos

4. The importance of a training program to job seekers for an effective job search  
10:45 - 11:00  Andreas Dimopoulos

11:00 - 11:15  Discussion
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<td>10:00 - 11:30</td>
<td>Oral Presentations Session 4 // Organization and innovation in education</td>
<td>Classroom 16</td>
<td>George Iakovidis, Petros Kliapis</td>
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<tr>
<td>10:00 - 10:15</td>
<td>1. Science in the organization and management of education: An educational model for a Master's degree on the organization and management of education</td>
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<td>Maria Theodoridou, George Iakovidis</td>
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<tr>
<td>10:15 - 10:30</td>
<td>2. Organization and management of information systems in secondary education: Towards a more effective model</td>
<td></td>
<td>Fotis Lazarinis, Dimitris Theocharis, Angelika Kokkinaki, Vassilios S. Verykios</td>
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<td>10:30 - 10:45</td>
<td>3. The role of internal trainers in learning organizations</td>
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<td>Manos Pavlakis</td>
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<td>10:45 - 11:00</td>
<td>4. Centralisation and bureaucracy: factors promoting or inhibiting educational change and innovation? A historical - social approach</td>
<td></td>
<td>Evaggelos Mavrikakis</td>
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<td>11:00 - 11:15</td>
<td>5. School space as a factor of educational innovation in the essays of the students of the ASPETE Post Graduate Course</td>
<td></td>
<td>Petros Kliapis</td>
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<tr>
<td>11:15 - 11:30</td>
<td>6. Investigating the cooperation of secondary school advisors with the administrative education staff in Greece</td>
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<td>George Vozaitis, Amalia Ifanti</td>
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<td>Discussion</td>
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<td>11:30 - 12:00</td>
<td>Break</td>
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<td>12:00 - 14:00</td>
<td>Workshop 1 // Centre of PCs – LAB 2, Tower CD, 1st floor</td>
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<td>Giossi Styliani, Sarakatsianou Dimitra</td>
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<td>Exploitation of internet tools/applications for a better educational leadership</td>
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<tr>
<td>12:00 - 14:00</td>
<td>Oral Presentations Session 5 // Ethics, axiology and education</td>
<td>Main Hall</td>
<td>Eleftheria Argyropoulou, Vasiliki Karavakou</td>
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<tr>
<td>12:00 - 12:15</td>
<td>1. Frameworks for developing ethical school leadership</td>
<td></td>
<td>Eleftheria Argyropoulou</td>
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<td>12:15 - 12:30</td>
<td>2. The contribution of educational leadership to moral education</td>
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<td>Helen Mavridou Vasiliki Karavakou</td>
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<td>Time</td>
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<td>12:30 - 12:45</td>
<td>3. Quality, educational leadership and ethics: Necessary framework for successful studies in Greek Higher Education in the period of the economic crisis</td>
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<td></td>
<td>Ioannis Filos, Varvara Veli</td>
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<td>12:45 - 13:00</td>
<td>4. Moral presuppositions of lifelong learning</td>
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<td>Anastasia-Sofia Alexiadou</td>
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<td>13:00 - 13:15</td>
<td>5. Relationships among evaluative procedures in quality issues and individual features concerning the selection procedures of school leaders</td>
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<td></td>
<td>Konstantinos Mastrothanasis, Pavlos Efthymiadis</td>
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<td>13:15 - 13:30</td>
<td>6 Ethical Education or Ethics in Education?</td>
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<td>Konstantinia Dolgyra</td>
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<td>13:30 - 13:45</td>
<td>7. Intangible cultural heritage - The role of communities and education</td>
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<td></td>
<td>Georgia Zacharopoulou</td>
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<tr>
<td>13:45 - 14:00</td>
<td>Discussion</td>
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**Oral Presentations Session 6 // Strategic planning, decision making and management**

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<td></td>
<td>Chair: Evaggelia Psychogyioy, George Ntigkmpasanis</td>
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<tr>
<td>12:00 - 12:15</td>
<td>1. The planning of the administrative work of school unit: the aspects of secondary general education teachers’</td>
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<td>Evaggelia Psychgyiou</td>
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<tr>
<td>12:15 - 12:30</td>
<td>2. Critical thinking as a condition for the configuration of values and decision-making</td>
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<tr>
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<td>Paraskevi Tsitona</td>
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<tr>
<td>12:30 - 12:45</td>
<td>3. Decision making in educational institutions</td>
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<tr>
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<td>George Ntigkmpasanis</td>
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<tr>
<td>12:45 - 13:00</td>
<td>4. Lifelong learning in medicine: Introducing standards and managing the change</td>
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<td>Eleni Politi</td>
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<tr>
<td>13:00 - 13:15</td>
<td>5. Reduction of the maximum number of pupils per classroom in Primary Education by redistributing them within their Kallikratis Local Unit</td>
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<td></td>
<td>Charalampos Giannakopoulos, Haris Retsos</td>
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<tr>
<td>13:15 - 13:30</td>
<td>6 Decoding Sun Tzu’s treatise “The art of war” for the implementation of the EFQM excellence model in education: The example of workers training in a logistics company</td>
</tr>
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<td>Konstantinos Sapountzakis</td>
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<tr>
<td>13:30 - 13:45</td>
<td>7. The teachers' association as a group and its dynamic</td>
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<td>Afrodit Ntinou, Fotini Tsagga</td>
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<tr>
<td>13:45 - 14:00</td>
<td>Discussion</td>
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</tbody>
</table>
Oral Presentations Session 7 // Schools as organizations

12:00 - 14:00  Main Hall
Chair: Despina Androutsou, Evangelia Boutskou

12:00 - 12:15  1. School management procedures: the teachers’ voice
Evangelia Boutskou, Adamantios Papastamatis, Efthymios Valkanos

12:15 - 12:30  2. The educational climate conformation as a basic characteristic for an educational organization leadership
Georgios Papadopoulos, Ioannis Konstantinidis, Charalampos Coutis, Vasileios Stefanidis, Vasiliki Karavakou

12:30 - 12:45  3. Applications/practices on transmission leadership in school
Panagiota Mamakou, Marianna Apostolou

12:45 - 13:00  4. The educational leader's role in the transformation of schools to learning organizations
Anastasia Lithoxoidou

13:00 - 13:15  5. Organizational commitment - job satisfaction and burnout of primary education teachers
Evangelia Desli

Stella Stavrou

13:30 - 13:45  7. Secondary school principals’ negative emotions and factors creating them
Lamprini Frosi, Dimitra Panta

13:45 - 14:00  8. The perceptions of teachers about the problematic behaviors of students of secondary education about the causes of their creation and how to deal with them
Panagiotis Vasileiadis

Discussion

Oral Presentations Session 8 // Administration and effectiveness in education

12:00 - 14:00  Amphitheatre 14
Chair: Dimitra Panta, Georgios Menexes

12:00 - 12:15  1. Transformational leadership, job satisfaction and organizational commitment: investigating the perceptions of secondary school teachers about their relationship
Zacharo Kouni, Dimitra Panta

12:15 - 12:30  2. Applying Maslow's theory of needs hierarchy and McGregor's theory of X and Y in teachers motivation by the school director
Georgios Papadopoulos, Ioannis Konstantinidis, Charalampos Coutis, Vasileios Stefanidis, Maria Platsidou

12:30 - 12:45  3. Job satisfaction of secondary school principals in Western Thessaloniki
Magdalini Tsonki
<table>
<thead>
<tr>
<th>Time</th>
<th>Session</th>
<th>Speaker(s)</th>
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<tbody>
<tr>
<td>12:45 - 13:00</td>
<td>4. <em>Communication school-parents and parental involvement</em></td>
<td>Efstathia Tsitoura</td>
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<tr>
<td>13:00 - 13:15</td>
<td>5. <em>Behavioral economics and education: a student's scope</em></td>
<td>Konstantinos Sapountzakis, Marios-Pantelis Sapountzakis</td>
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<tr>
<td>13:45 - 14:00</td>
<td>Discussion</td>
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<tr>
<td>14:00 - 15:30</td>
<td>Break</td>
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**Oral Presentations Session 9 // Educational policy and social justice**

<table>
<thead>
<tr>
<th>Time</th>
<th>Session</th>
<th>Speaker(s)</th>
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<tbody>
<tr>
<td>15:30 - 17:00</td>
<td>Main Hall</td>
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<td></td>
<td><strong>Chair</strong>: Konstantinos Tsioumis, Marios Koutsoukos</td>
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<tr>
<td>15:30 - 15:45</td>
<td>1. <em>The gendered discrimination to education units in primary education</em></td>
<td>Maria Kalfa</td>
</tr>
<tr>
<td>15:45 - 16:00</td>
<td>2. <em>Investigation of teachers' social capital in the school environment</em></td>
<td>Panagiotis Giavrimis, Sousanna – Maria Nikolaou</td>
</tr>
<tr>
<td>16:00 - 16:15</td>
<td>3. <em>The education management in the service of the “national interest”: vice-principals in CEO’s positions in minority schools of Thrace - Greece</em></td>
<td>Giorgos Mavrommatis, Panagiota Kalafati</td>
</tr>
<tr>
<td>16:15 - 16:30</td>
<td>4. <em>Social justice and equal educational opportunities: the role of leadership</em></td>
<td>Despoina Ouzouni</td>
</tr>
<tr>
<td>16:30 - 16:45</td>
<td>5. <em>The need for a mediator in education and the role of the Youth Advisory Station in Education Directorates</em></td>
<td>Antonios Plageras</td>
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<tr>
<td>16: 45 - 17:00</td>
<td>Discussion</td>
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</table>

**Oral Presentations Session 10 // Administration and effectiveness in education**

<table>
<thead>
<tr>
<th>Time</th>
<th>Session</th>
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<tbody>
<tr>
<td>15:30 - 17:00</td>
<td>Teleconference Room</td>
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<tr>
<td></td>
<td><strong>Chair</strong>: Leonidas Kyriakidis, George Iordanidis</td>
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</tbody>
</table>
Friday 24 November 2017

15:45 - 16:00  2. School improvement programs as a strategic programming policy at school level
                Maria Papaioannou, Panayiota Tsirmpa

16:00 - 16:15  3. Teacher motivation techniques - The role of the Principal
                Dimitrios Vasileiou

16:15 - 16:30  4. Teacher’s evaluation: the evaluator’s opinions
                Eugenia Tsioupli

16:30 - 16:45  5. Job satisfaction and occupational stress among Greek language and history teachers
                Kerasia Dikoglou, George Iordanidis

16:45 - 17:00  6. Total Quality Management at the primary schools of Western Thessaloniki
                Konstantinos Svolis

Discussion

Oral Presentations Session 11// Administration and effectiveness in education
15:30 - 17:00  Main Hall
                Chair: Ioanna Papavassiliou-Alexiou, Christina Zourna

15:30 - 15:45  1. Leadership and the school evaluation
                Vassiliki Mouratidou, Sophia Papahristou

15:45 - 16:00  2. Effective management and effective school
                Annoula Kakale

16:00 - 16:15  3. Work incentives in educational institutions
                Ourania Gioti

16:15 - 16:30  4. The effect of the invitational leadership on the academic performance in middle education through the modern leadership practices
                Andreas Nikolaou

16:30 - 16:45  5 The ‘drama in education’ method: characteristics and implementations
                Ioanna Papavassiliou-Alexiou, Christina Zourna

16:45 - 17:00  Discussion

Oral Presentations Session 12 // Economy, education and human resources
15:30 - 17:00  Amphitheatre 14
                Chair: Miltiadis Stamboulis, Ioannis Filos

15:30 - 15:45  1. Greek Universities in 2017: Educational leadership, management of human potential and economic resources
                Ioannis Filos
### Friday 24 November 2017

<table>
<thead>
<tr>
<th>Time</th>
<th>Session</th>
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<tbody>
<tr>
<td>15:45 - 16:00</td>
<td><strong>2. Narrowing the &quot;gap&quot; between university and industry</strong></td>
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<td></td>
<td>Sophia Panagiotidou, Soultana-Maria Tsagka, Venetia Barbopoulou, Elisavet Pavlidou</td>
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<tr>
<td>16:00 - 16:15</td>
<td><strong>3. Financial presentation of EFQM quality model and adjustment of financial indicators to educational organization</strong></td>
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<td>Panagiota Zacharatou, Pavlos Petsavas</td>
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<td>16:15 - 16:30</td>
<td><strong>4. Human resources development: The contribution of education to the work efficiency of educators</strong></td>
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<td>Georgios Panagiotopoulos, Zoe Karanikola, Evaggelos Ziakas</td>
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<td>16:30 - 16:45</td>
<td><strong>5. Motivations and disincentives in claiming a managerial position: views of Greek primary school educators</strong></td>
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<td>Konstantia Spyriadou, Manolis Koutouzis</td>
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<td>16:45 - 17:00</td>
<td><strong>Discussion</strong></td>
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<tr>
<td>17:00 - 18:00</td>
<td><strong>Official Opening of the Conference // Main Hall - Plenary</strong></td>
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<tr>
<td>18:00 - 19:00</td>
<td><strong>Keynote Speech 1 - Plenary</strong></td>
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<tr>
<td></td>
<td><em>Edupreneurship: the new reality-myth of school leadership?</em></td>
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<td>Petros Pashiardis, Stefan Brauckmann</td>
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<td>Chair: Vasiliki Karavakou, Leonidas Kyriakidis</td>
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<tr>
<td>19:00 - 20:00</td>
<td><strong>Keynote Speech 2 – Plenary</strong></td>
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<tr>
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<td><em>Leadership and the quest for (economic) performance in education</em></td>
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<td>Niclas Rönnström</td>
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<td>Chair: Vasiliki Karavakou, Leonidas Kyriakidis</td>
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<tr>
<td>20:00 - 20:30</td>
<td><strong>Discussion</strong></td>
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**Saturday, 25 November 2017**

Secretariat: 9.00 a.m. – 20.00 p.m.

**Oral Presentations Session 13 // Ethics, axiology and education**

<table>
<thead>
<tr>
<th>Time</th>
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<tbody>
<tr>
<td>9:00 - 11:00</td>
<td>Main Hall</td>
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<tr>
<td></td>
<td>Chair: George Aspridis, Miltiadis Staboulis</td>
</tr>
<tr>
<td>9:00 - 9:15</td>
<td>1. The ethical dimensions of personal data management from modern human resources management systems: a standardized practice</td>
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<tr>
<td></td>
<td>Miltiadis Staboulis, Athanasios Tsirikas</td>
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<tr>
<td>9:15 - 9:30</td>
<td>2. The democratic educational leadership as a promise for resistance and controversy of the contemporary educational policy</td>
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<td>Alexios Petrou</td>
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<td>9:30 - 9:45</td>
<td>3. The coping strategy of primary school headmasters against bullying</td>
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<td></td>
<td>Adamos Anastasiou, George Pavlides, Efthymios Valkanos, Despina Androutsou</td>
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<td>9:45 - 10:00</td>
<td>4. Intertextuality and theories of moral leadership. the case of Barack Obama</td>
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<td>Theodora Papadopoulou</td>
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<tr>
<td>10:00 - 10:15</td>
<td>5. The model of distributed leadership as a promoter of democratic values in Greek School: a principals' survey of the secondary education of the Aitoloakarnania regional unit</td>
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<td>George Bestias, Efstatios Balias</td>
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<td>10:15 - 10:30</td>
<td>6. Ethics and efficiency in educational leadership: Incompatible or interdependent?</td>
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<td></td>
<td>George Aspridis, Athanasios Maletskos</td>
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<td>10:30 - 10:45</td>
<td>7. The authenticity of the school Principal and its importance in school context</td>
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<td>Christina Tsiafilli, Evangelia Papaloi, George Iordanides</td>
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<td>10:45 - 11:00</td>
<td>Discussion</td>
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**Oral Presentations Session 14 // Schools as organizations**

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<tr>
<th>Time</th>
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<tbody>
<tr>
<td>9:00 - 11:00</td>
<td>Teleconference Room</td>
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<tr>
<td></td>
<td>Chair: George Bagakis, Despina Androuatsou</td>
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<tr>
<td>9:00 - 9:15</td>
<td>1. The role of kindergarten school administrator as a trainer of preschool teachers</td>
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<td>Anthoula Nerantzidou</td>
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<td>Aikaterini Vassiou, Vasileios Stavropoulos</td>
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<td>9:30 - 9:45</td>
<td>3. Management by teachers and secondary school leadership of the conflicts caused by educational changes</td>
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<td>Georgia Bokola, George Bagakis</td>
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</tbody>
</table>
Saturday 25 November 2017

9:45 - 10:00  
4. *Entrepreneurship in education or education for entrepreneurship?*  
Elpiniki Kontaxi

10:00 - 10:15  
5. *The model of shared leadership: a proposal for the modern school*  
Prodomos Brousas, Vasiliki Petra, Maria Baxtevani

10:15 - 10:30  
Eleni Papadogiannaki

10:30 - 10:45  
7. *The contribution of servant leadership in shaping the school climate*  
Eleftheria Pantsiou

10:45 - 11:00 Discussion

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**Oral Presentations Session 15 // Educational policy and social justice**

9:00 - 11:00  
Main Hall  
Chairs: Manolis Koutouzis, Sofia Boutsikou

9:00 - 9:15  
1. *Leadership, citizenship, social justice: challenges in times of crisis*  
Manolis Koutouzis

9:15 - 9:30  
2. *Training union leaders at transnational level: the case of European works councils' members*  
Theodoros Koutroukis

9:30 - 9:45  
3. *European policy and educational leadership: moving from vision to mission*  
Sofia Boutsikou

9:45 - 10:00  
4. *Leadership in Special Needs school units: Particularities or inequalities?*  
Paraskevi Delikari, Ioannis Chaniotakis

10:00 - 10:15  
5. *Reasons for inclusive education and foundation of new special education and training schools*  
Polyxeni Kaimara, Andreas Oikonomou

10:15 - 10:30  
6. *The underrepresentation of women in school administration: work and family conflict as an obstacle in the role of the school leader*  
Niota Marina

10:30 - 10:45  
7. *Measuring concern about inclusive education: The case of primary school Principals in Northern Greece*  
Xanthoula Tsolpidou, Maria Platsidou

10:45 - 11:00 Discussion
Oral Presentations Session 16 // Schools as organizations
9:00 - 11:00 Amphitheatre 14
Chair: George Iakovidis, George Bagakis

9:00 - 9:15
1. *Schools as learning organizations: reasons, prerequisites and practices for transformation*
Asimina Papazoglou, Emmanuel Koutouzis

9:15 - 9:30
2. *The Greek version of the "International teacher leadership program". Theoretical, methodological and practical dimensions*
George Bagakis

9:30 - 9:45
3. *Compatibility of the varied roles of the head masters with leadership*
George Iakovidis, Konstantinos Theologou

9:45 - 10:00
4. *Management of innovation and leadership in education. The case of book - reading advancement activities in primary education in Greece*
Charalabos Psaras, Eirini Psara

10:00 - 10:15
5. *Schools as learning organizations*
Sofia Poulimenou

10:15 - 10:30
6. *The nutrition education of school – age children as an innovation of schools in education*
Anastasia Iakovidou

10:30 - 10:45
7. *Discovering the possible existence of professional learning communities (PLCs) in the Greek educational system*
Sotiria Politou

10:45 - 11:00 Discussion

Oral Presentations Session 17 // Socially vulnerable groups: Challenges for administration and leadership
9:00 - 11:00 Amphitheatre 2
Chair: Constantina Antoniou, Anastasia Kefala

9:00 - 9:15
1. *The elementary teacher's role in the evaluation of the performance of immigrant students*
Panagiota Tsachalidou

9:15 - 9:30
2. *Teachers' view on the issues of xenophobia and school bullying*
Nezam Tzaberis, Sofia Gatou

9:30 - 9:45
3. *Educators as democratic agents of change*
Evangelos Vlachos

9:45 - 10:00
4. *The value of confidence in intercultural education and leadership*
Anastasia Kefala
5. Strategic planning for the development and improvement of the efficiency of a school unit based in an urban area characterized by pool living standards
George Pavlidis

10:00 - 10:15

6. The intercultural role of the teacher in the age of ecumenism
Gerasimos Rentifis

10:15 - 10:30

7. The value of intercultural consciousness for adult migrant educator
Thomaisa Theodorakopoulou

10:30 - 10:45

10:45 - 11:00 Discussion

11:00 - 11:30 Break

Keynote Speech 3 // Main Hall - Plenary
Bringing mentoring ONSIDE: enhancing early career professionals’ learning, development and well-being
Andrew Hobson
Chair: George Iakovidis, Konstantinos Tsioumis

11:30 - 12:30

Keynote Speech 4 // Main Hall - Plenary
Coaching as a universal language of learning and change (in Greek)
Irene Nikolaidou
Chair: George Iakovidis, Konstantinos Tsioumis

12:30 - 13:30

13:30 - 14:00 Discussion

14:00 - 15:00 Break

Workshop 2 // Teleconference Classroom
Drama in Education - Leadership in education: authority or authenticity?
Coordinators: Ioanna Papavasiliou-Alexiou, Christina Zourna

15:00 - 17:00

Round Table 1 // Amphieterminete 14
The role of ICT in the administration of school units
Coordinator: Vasilios Neofotistos
Participants: Vasilios Neofotistos, Zaharias Manousaridis, Sofia Tzelepi, Nikolaos Fahantidis

15:00 - 17:00

Round Table 2 // Main Hall
The role of leader’s consciousness as qualitative characteristic in the educational procedure
Coordinator: Panagiotis Iliopoulos
Participants: Panagiotis Iliopoulos, Athina Salappa, Panagiota Boubouli, Marina Stamatopoulou

15:00 - 17:00
### Round table 3 // Main Hall

*The exploitation of mentoring in formal and informal education*

- **Coordinators:** Iosif Fragoulis, Efthymios Valkanos
- **Participants:** Iosif Fragoulis, Efthymios Valkanos, Nikolaos Doukakis, Elisavet Kamitsi, Christos Konstadopoulos

**17:00 - 17:15** Discussion

**17:15 - 17:45** Break

### Keynote Speech 5 // Main Hall – Plenary

*Successful school leadership – a complex matter*

- **Chair:** Vasiliki Karavakou, Efthymios Valkanos
- **Presenter:** Pia Skott

### Keynote Speech 6 // Main Hall – Plenary

*The social dimension of school leadership at times of economic and social crisis: investing on social capital*

- **Chair:** Vasiliki Karavakou, Sokratis Delivogiatzis
- **Presenter:** Marios Vryonides

### Keynote Speech 7 // Main Hall – Plenary

*Academic leadership: the art of governing the disciplined unprincipled!*

- **Chair:** Vasiliki Karavakou, Sokratis Delivogiatzis
- **Presenter:** Petros Gougoulakis

**20:00 - 20:30** Discussion
## Sunday, 26 November 2017

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<tbody>
<tr>
<td>9:00 - 9:45</td>
<td><strong>Keynote Speech 8 // Main Hall – Plenary</strong>&lt;br&gt;<strong>Giving up and getting lost in practice: stories of being and becoming from an accidental leader</strong>&lt;br&gt;Alexandra Kendall&lt;br&gt;Chair: Vasiliki Karavakou, Styliani Giossi</td>
</tr>
<tr>
<td>9:45 - 10:30</td>
<td><strong>Keynote Speech 9 // Main Hall – Plenary</strong>&lt;br&gt;<strong>Is education an answer to prevalent social inference strategies?</strong>&lt;br&gt;Andrés Davila&lt;br&gt;Chair: Stylianos Orfanos, Athanasios Tsirikas</td>
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<tr>
<td>10:30 - 11:00</td>
<td><strong>Keynote Speech 10 // Main Hall – Plenary</strong>&lt;br&gt;<strong>Ethical teaching in Higher Education</strong>&lt;br&gt;Gerasimos Chatzidamianos&lt;br&gt;Chair: George Iakovidis, Stylianos Orfanos</td>
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<tr>
<td>11:00 - 11:30</td>
<td>Discussion</td>
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<tr>
<td>11:30 - 12:00</td>
<td>Break</td>
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<tr>
<td>12:00 - 14:00</td>
<td><strong>Oral Presentations Session 18 // Schools as organizations</strong>&lt;br&gt;Main Hall&lt;br&gt;Chair: Christos Saitis, Athanasios Tsirikas</td>
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<tr>
<td>12:00 - 12:15</td>
<td>1. <strong>Positive interactions among teachers and their role in increasing collegiality</strong>&lt;br&gt;Katerina Georganta, Anthony Montgomery</td>
</tr>
<tr>
<td>12:15 - 12:30</td>
<td>2. <strong>School open to society. The role of the school headmaster</strong>&lt;br&gt;Ioanna Vorvi, Eugenia Danilidou</td>
</tr>
<tr>
<td>12:30 - 12:45</td>
<td>3. <strong>Attitudes and perspectives of Head teachers regarding crisis management in public primary schools of the Educational Prefecture of Crete</strong>&lt;br&gt;Andreas Mitsagas, Evangeloula Papadatou, Cristos Saitis</td>
</tr>
<tr>
<td>12:45 - 13:00</td>
<td>4. <strong>Sex, biopsychologically, in the position of the school Headmaster</strong>&lt;br&gt;Vasiliki Exarchou</td>
</tr>
<tr>
<td>13:00 - 13:15</td>
<td>5. <strong>The role of the student as a mediator in coping with school violence: Prospects in the Greek school of the 21st century</strong>&lt;br&gt;Afrodite Spaliotisa, Konstandinos Spaliotisa</td>
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## Oral Presentations Session 19// Administration and effectiveness in education

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<thead>
<tr>
<th>Time</th>
<th>Title</th>
<th>Speaker(s)</th>
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<tbody>
<tr>
<td>12:00 - 12:15</td>
<td>Conflicts among teachers, sources and principal's role</td>
<td>Marios Constantinides, Stelios Orfanos</td>
</tr>
<tr>
<td>12:15 - 12:30</td>
<td>Effectiveness in education: The concept of the effective school</td>
<td>Evangelia Krevetzaki, Efstatios Stivaktakis</td>
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<tr>
<td>12:30 - 12:45</td>
<td>Leadership with a focus on learning: Does this really exist?</td>
<td>Stylianos Orfanos</td>
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<tr>
<td>12:45 - 13:00</td>
<td>Leadership in education - The characteristics of effective Principals of state schools</td>
<td>Georgia Zalidou, George Aspridis</td>
</tr>
<tr>
<td>13:00 - 13:15</td>
<td>Detecting the motives of school Headmasters in their appointment as school leaders. Their contribution to the effective management of the school unit: An empirical research</td>
<td>Kalomira Giannouli</td>
</tr>
<tr>
<td>13:15 - 13:30</td>
<td>The Headmaster’s role in the successful implementation of differentiated teaching: a case study</td>
<td>Xenia Mitsi</td>
</tr>
<tr>
<td>13:30 - 13:45</td>
<td>The Headmaster’s role in the successful implementation of alternative assessment methods in student’s performance</td>
<td>Konstantina Maria Monemvasioti</td>
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<td>13:45 - 14:00</td>
<td>Discussion</td>
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## Oral Presentations Session 20 // Schools as organizations

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<th>Time</th>
<th>Title</th>
<th>Speaker(s)</th>
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<tbody>
<tr>
<td>12:00 - 12:15</td>
<td>The role of the leader-administrator in shaping the participatory climate in the school unit</td>
<td>Areti Veli</td>
</tr>
</tbody>
</table>
2. Teachers’ perceptions on their reception and support by the teacher association and the director of their new school unit
Georgios Anagnostopoulos

3. Teachers' and children's perceptions about the quality of their relationship: Classroom climate and dependency issues
Anastasia Vatou

4. Bad educational leadership: Research data and effects
Annoula Kakale

5. What makes a school a learning organization? The case of Greece
Maria Liakopoulou

6. Leadership practices in primary education
Maria Davoulou

7. Primary school teachers' perceptions on the school ability to manage crisis
Polyvios Fotou

Discussion

Oral Presentations Session 21 // Technology, education and leadership

1. Attitudes of school directors (secondary level) for the use of ICT in administration. The case of the Prefecture of Serres
Dimitrios Chatzipanagiotou

2. Web comics in teacher education: Examples and pedagogical benefits
Menelaos Tzifopoulos

3. New tools and services in school administration
Dimitris Theocharis, Fotis Lazarinis, Angelika Kokkinaki, Vassilios S. Verykios

4. Investigation of integration of ICT by teachers in the modern school
Iosif Fragoulis, Stefanos Armakolas, Eirini Chalelli

5. Massive online open courses (MOOCs) as tools for quality enhancement of educational leadership
Napoleon Papageorgiou

6. Fields of implementation of the 2nd level ICT education in the school as organization
Olga Kassoti, Petros Kliapis
7. The role of the state school advisor in improving the learning level of secondary education schools and educators through the electronic learning communities
Dimitrios Mylonas

13:45 - 14:00 Discussion

**Oral Presentations Session 22 // Ethics, Politics and leadership**

Chair: Sokatis Delivogiatzis, Ioannis Markopoulos
Main Hall

12:00 - 12:15
1. The importance of ethical school leadership in a constantly changing and hypercharged educational landscape
Eleftheria Argyropoulou

12:15 - 12:30
2. Leadership, educational leadership and aretological values
Stella Chatzikou, Joannis Markopoulos

12:30 - 12:45
3. Traces of Plato and Aristotle in communitarian educational philosophy
Iphigenia Sachana

12:45 - 13:00
4. The timeliness of education after Auschwitz
Konstantinos Rantis

13:00 - 13:15
5. The “dominant” as the absolute regulator of the educational process in Plato and Hobbes
Ilias Vavouras

13:15 - 13:30
6. Student – animal interaction in the classroom. Assessment of an innovative application
Athanasios Charisis

13:30 - 13:45
7. Teaching political science in the 21rst century. Disciplinary, pedagogical and institutional developments
Spyros Makris

13:45 - 14:00 Discussion

**Oral Presentations Session 23 // Economy, education and human resources**

Chair: Alivisos Sofos, Theodore Koutroukis

12:00 - 12:15
1. Professional role and professional development of school leaders of the Prefecture of Thessaloniki
Maria Tsaroucha, Ioanna Papavassiliou - Alexiou

12:15 - 12:30
2. Attitudes and perceptions of the graduates of a regional teachers’ further training school for the institution of teachers re- training. The example of “Alexandros Delmouzos” teachers further training school of Rhodes
Georgios Fouzas, Alivisos Sofos
3. Do principals/assistant principals of secondary schools have the leadership - administrative skills listed in the literature? An empirical study  
Charikleia Markogiannaki, Theodore Koutroukis

4. Proposal for human resources assessment in school units  
Georgios Giotopoulos

5. Effective leadership: The school principal and her/his role as an effective leader  
Efstathios Stivaktakis, Evangelia Krevetzaki, Iosif Fragoulis

6. The importance of training programs in the efficiency and development of human resources in the workplace  
Fotios Zygouris, Anastasia Koutloubasi, Vasiliki Pagouni

7. Research on vocational high schools teachers’ beliefs concerning the contribution of apprenticeship to graduates’ entrance in the labor market  
Iosif Fragoulis, Marios Koutsoukos

14:00 - 15:00 Break

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**Oral Presentations Session 24 // Schools as organizations**

15:00 - 16:30 Main Hall  
Chair: Efthymios Valkanos, Adamos Anastasiou

1. Creative writing: A successful educational tool towards an innovate parallel schooling for primary students and adults (A challenging experience for the "common space" between basic and adult education)  
Irene Lardoutsou

2. Leadership style and teachers job satisfaction  
Evangelia Dougali

3. Changing Greek teachers’ practices through the concept of teacher leadership in the “International Teacher Leadership” program  
Zoi Vitsaki, George Bagakis

4. Secondary school principals’ perceptions about the sources of reported occupational stress and their stress coping strategies  
Eleni Samsari, Petros Samsaris

5. Vocational Senior High School teachers’ perceptions about the features of school culture in their schools  
Panagiotis Amiras, Charikleia Papadopoulou, Ioannis Kalpidis

16:00 - 16:15 Discussion
### Oral Presentations Session 25 // Teaching, mentoring and coaching

<table>
<thead>
<tr>
<th>Time</th>
<th>Title</th>
<th>Speaker(s)</th>
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<tbody>
<tr>
<td>15:00 - 16:30</td>
<td><strong>Oral Presentations Session 25 // Teaching, mentoring and coaching</strong></td>
<td></td>
</tr>
<tr>
<td>15:00 - 15:15</td>
<td>1. The primary school teachers' role as an advisor-mentor in the context of the internship</td>
<td>Ioanna Tsarpa, Alivizos Soños</td>
</tr>
<tr>
<td>15:15 - 15:30</td>
<td>2. Integrating problem solving in teaching science to improve students' performance in PISA</td>
<td>Eleni Toda</td>
</tr>
<tr>
<td>15:30 - 15:45</td>
<td>3. Project based learning in leadership education: A case study in Greek secondary education</td>
<td>Maria-Amalia Vergoula</td>
</tr>
<tr>
<td>15:45 - 16:00</td>
<td>4. Promoting modern / innovative teaching: a mentoring model in secondary education</td>
<td>Venetia Kapachtsi, Ioanna Papavasiliou-Alexiou</td>
</tr>
<tr>
<td>16:00 - 16:15</td>
<td>5. The e-educator as e-coach</td>
<td>Dimitra Sarakatsianou, Styliani Giossi</td>
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<tr>
<td>16:15 - 16:30</td>
<td>Discussion</td>
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### Oral Presentations Session 26 // Teaching, mentoring and coaching

<table>
<thead>
<tr>
<th>Time</th>
<th>Title</th>
<th>Speaker(s)</th>
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<tbody>
<tr>
<td>15:00 - 16:30</td>
<td><strong>Oral Presentations Session 26 // Teaching, mentoring and coaching</strong></td>
<td></td>
</tr>
<tr>
<td>15:00 - 15:15</td>
<td>1. Attitudes and opinions of Greek Primary Education School Counselors on their contribution to teachers’ professional empowerment and motivation</td>
<td>Vasiliki Vergou, Ioannis Fykaris</td>
</tr>
<tr>
<td>15:15 - 15:30</td>
<td>2. Mentoring for school principals in Greece</td>
<td>Vasiliki Polymeropoulou, Angeliki Lazaridou</td>
</tr>
<tr>
<td>15:30 - 15:45</td>
<td>3. Counseling as a key pedagogical dimension for an effective educational leadership</td>
<td>Vassiliki Pligou</td>
</tr>
<tr>
<td>15:45 - 16:00</td>
<td>4. Transforming educators as educators with entrepreneurial spirit: a challenge for real coaching</td>
<td>Styliani Giossi, George G. Gamanis</td>
</tr>
<tr>
<td>16:00 - 16:15</td>
<td>5. The role of the mentor and coach to a school team</td>
<td>Vasilios Neofotistos, Anastasia Vasiliadou</td>
</tr>
<tr>
<td>16:15 - 16:30</td>
<td>Discussion</td>
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</tbody>
</table>
Oral Presentations Session 27 // Organization and innovation in education

15:00 - 16:30 Amphitheatre 2
Chair: Thomas Bakas, Marios Koutsoukos

15:00 - 15:15
1. Views and proposals for managerial innovations and regulations in education
   Thomas Bakas

15:15 - 15:30
2. Planning of an educational application (app) for the organization of study field trips in technical and vocational education
   Marios Koutsoukos

15:30 - 15:45
3. Technological and vocational education in Greece: Creating the vocational high school of tomorrow
   Vasiliki Koutroutsou, Anastasios Balis, Ioannis Moutzikos, Charalampos Xefteris, Dimitris Kopanidis

15:45 - 16:00
4. Educational change, innovation and leadership
   Sophia Papahristou, Vassiliki Mouratidou

16:00 - 16:15
5. The Headmaster as an organ of the state in the eyes of teachers
   Maria Vouvousi

16:15 - 16:30 Discussion

Oral Presentations Session 28 // Economy, education and human resources

15:00 - 16:30 Amphitheatre 3
Chair: Evangelia Boutskou, George Ntigkmpasanis

15:00 - 15:15
1. The Principal’s personality and the management of the relationship within the teachers’ association
   Antonios Papadopoulos

15:15 - 15:30
2. The views of Headmasters of secondary schools on their training during their tenure in school units
   Kalomira Giannouli

15:30 - 15:45
3. Assistive technologies for students with visual impairments: The educational system of Greece. Knowledge attitudes special education teachers of primary schools
   Antonia Aravantinou-Karlatou, Ioannis Fragkiadoulakis, Stefanos Armakolas

15:45 - 16:00
4. School Principals’ biographies
   Argyro Georgaki

16:00 - 16:15
5. The self-discipline of primary education pupils as a pedagogical principle and an educational practice
   Alexandros Fotinis

16:15 - 16:30 Discussion
16:30 - 17:00    Break

17:00 - 18:00    Round Table 4 // Main Hall - Plenary

R**Recruitment of headmasters/ headmistresses of school units**

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Coordinators: Evaggelia Psychogyiou, Vasiliki Pesli

Participants: Evaggelia Psychogyiou, Vasiliki Pesli, Nikolaos Varsamis, Ioannis Konstandinidis, Apostolos Papadopoulos, Chrisa Tamisoglou, George Papadopoulos, Konstantinos Douros, Kosmas Panagiotidis, Eleni Maligani

18:00 - 19:00    Conference Report // Main Hall - Plenary

19:00    End of Conference