



## Análisis de la cultura institucional de un jardín maternal y su relación con el clima educativo [

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Analítica

The terms climate and culture, originally associated with business organizations, are increasingly used in the field of education to analyze the complex reality of educational institutions. However, some theoretical studies have warned a conceptual and conceptual controversy between both constructs, being even considered by some authors as equivalent while, by others, as diametrically opposed. This paper aims to contribute to the articulation between the two terms by making a characterization of the educational climate through the analysis of the institutional culture. It is a qualitative descriptive research that uses a series of interviews with the institution's directors and teachers and a participant observation during a period of six months of the different levels of the culture. Considering the results, we recognize the mutual influence between institutional culture and educational climate. It is noticed that in the culture, elements, such as explicit and implicit values, the mission and vision of the institution converge, among others; Which assume an important role in the development of the institution and its educational climate. In this sense, the analysis of culture and its elements facilitates and contributes to the characterization of the educational climate and its understanding

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