

## **ABSTRACT**

This thesis deals with the topic of talent management in relation to teaching staff in secondary education in the Czech Republic. The aim of the thesis is to describe its current state and to find out how talented teachers are cared for in Czech secondary schools and how principals perceive talented teachers and talent management.

The thesis defines and puts into context the concepts of teaching staff, teacher standard, talented teacher, talent and giftedness as well as talent management. A newly developed definition of a talented educator is also included. The specific description of the Czech schools' environment for the talent management implementation in terms of individual processes is followed by a questionnaire survey. The research results are linked to the context of Czech education and compared with the results of previous investigations of talent management in Czech organisations.

The care of Czech teachers is very specific from the talent management perspective. The teaching profession is demanding and Czechia lacks a functional career system and a generally accepted teacher standard. There is a shortage of teachers in many disciplines, teacher training is compulsory by law, and funding is peculiar. All of the above is strongly reflected in the current state of talent management in Czech secondary schools.

The research survey suggests that most Czech secondary school managers care for talented teachers into some extent and find the topic of talent management attractive. The most significant obstacles to its introduction and improvement in secondary schools include lack of knowledge about the topic, lack of funding and lack of time. Principals use a variety of methods to care for their teachers, including less traditional ones. According to school managers, the characteristics of talented educators support the definition of talented teacher proposed in this thesis.

The paper concludes by outlining ways to support the development of talent management in relation to teaching staff in Czech secondary schools.

## **KEYWORDS**

giftedness, talent, talent management, education, educational management, teaching staff, teachers, secondary education, secondary schools, Czech Republic