

RESUMÉ

The dissertation thesis deals with the issue of the competency of middle management of a school, which has not been yet observed with appropriate attention in scientific literature despite it being a very important part of every school.

Middle management is an introductory and directive component part in any school setting. There are defined assumptions required for a function of the middle management of school afterwards. These are: appropriate leadership style of the school headmaster, delegation of responsibilities, competences and also motivation of the middle management of school to enable them to achieve their objectives. The following part is dedicated to competences, in which is analysed the dual view on the term competence. There are set factual competences in the area of education and leadership. There is constructed competent model of the middle management of school in the end of the theoretical part of the thesis. The observational part leans on the aim of the dissertation thesis, on which are set four research questions. A description of particular phases of the research follows, as well as observational methods and respondents. The evaluation of the observational part leads to the answer of the research questions and creation of competent model of the middle management of school.

The research leads into concept of competent model of the middle management of school which enables variety of use in school practice. The competent model is supplied with task study describing particular activity of the middle management of school.

Constructed competent model of the middle management of school is applicable in the theory and practise of the educational management. In theoretical field for the creation of standards of the teaching profession and as a resource of required educational programmes for the middle management. For school headmasters as an implement of choice and evaluation of

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the middle management, for the middle management as a self-evaluative tool and for establishment of further direction of development, for ordinary educational workers as a list of required competences for possible future function of leaders. Mentioned wide variety of the use of the dissertation thesis introduces its benefit for the educational management and professional educational public.