ABSTRACT

Preschool education is quite underestimated but it is an important and integral part of the educational system. The quality of education in kindergartens is reflected in the preparedness of children entering elementary school. A top class kindergarten, with a sound educational program is the result of the efforts of all its employees. The management of such a kindergarten plays a significant role in its success.
This thesis deals with specific management of kindergartens and the approach of the headmaster to individual elements of management.
The theoretical part consists of management terminology definitions and explanations and the placement kindergarten education in the scope of the Czech educational system and its development.
The practical part of this thesis is dedicated to discovering the relationships between the educational programs in kindergartens with the style of their management.
The goal of this work was to discover, what factors effect the style of kindergarten management, if there has been a change in the conditions of kindergarten management, and what is the relationship between the curriculum, climate and management of kindergartens.
In order to fulfil the goals of this thesis I utilised both a quantitative and a qualitative approach to my research. The research took place within the basic sample group of six kindergartens with different curricula. Based on filled in questionnaires I carried out interviews with the kindergarten headmasters of the basic sample group. In the expanded sample group there where in total 31 kindergartens and the questionnaire was filled in by 44 respondents in total. I processed a content analysis of 31 SWOT analyses of all kindergartens covered in the research.
The research aside from providing findings to fulfil the goal of this thesis also provided recommendations to kindergarten founders.
This research showed a connection between the curriculum of the kindergarten and the style of management enforced by the kindergarten headmaster. This connection arises partly because when the head master enters the tender for the headmaster position they have a clear view on how they want the kindergarten to develop and grow. Not only did they have an idea of what type of curriculum they would like to have at their school but also what the culture and shared values of the employees should be at their facility.
Recommendation to systematic changes in the job description for kindergarten headmasters is to better balance the time spent directly working with children vs. time spent managing the school by reducing the required time spend with children. The founder
of the kindergarten should provide more financial and legal support to the kindergarten headmaster.

**Key vocabulary:** preschool education, management, kindergarten, style of management