

**TITLE:** The changeover of school culture after taking the office of director by a director of kindergarten

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**ABSTRAKT**

The changeover of kindergarten culture after taking the office by a new director

This bachelor project deals with problems of the alteration in the school culture after assuming the office of Director. The theoretical part is based on scientific literature, which explains a culture of the school, its diagnostics, the evaluation and consequent changes.

The research part tries to investigate the actual situation of the school culture in the specific institution. It attempts to identify problematic factors of school culture using analysis of data and find out how to initiate a convenient process leading to alteration of school culture. The question was if it is necessary to involve employees in the process or leave this difficult task on a director.

The answer to the question “How to change a school culture” is certainly very difficult, because of different conditions in each school, different people working in the school and last but not least different values and attitudes, which they share. The goal of the project was to verify specific cases (in the specific conditions) by using general methods and instruments, which are documented by the literature and which a new director can use to change established school culture in order to achieve optimal development of the school.

Keywords: school culture, psychosocial, motivation, a management style, a communication, foreknowledge, team, implementation of change