

Summary

This diploma thesis engages in adverse demographic development in the regions of the Czech Republic and its impact on schools.

It comments on the application founding competencies and measures at the time of losing of secondary schools pupils in each regions.

Discovered data are analyzed and they're used as like as starting material for outlining the ideal model – how to act in the merging of schools and which factors influence the course of merging and abolishing these devices.

The conclusion deals with cooperation of newly formed entities, synergies of schools and the creation of newly formed teams. It describes the process of controlling the change and its individuals phases.

The source of the informations is the current managerial literature and the websites of the regions – their annual reports of the state of the educational system in the region concerned and the concept of education in the region for a certain period. As a source of information also serves minutes of regional councils and policy department education departments. Final thesis gives a complete view of the merging of secondary schools in the Czech Republic and can serve as an auxiliary material for the employees of the organizational personnel department at regional offices. Farther away, it can be a good tool for the directors of secondary schools in the process of optimization of schools and it can provide the practical advises on how to handle the ongoing transformation in education.