

## **ABSTRACT**

The subject of the diploma thesis entitled Development of pedagogical staff in relation to trends in the management of secondary schools is the analysis of approaches in terms of national strategy, but also in terms of secondary schools themselves. The theoretical part presents the educational policy and educational system in the Czech Republic, the legislative concept and definition of education and a description of the control body, which is the Czech School Inspectorate. The work also contains a theoretical basis and theoretical background of the issues focused on the strategic management of human resources in general, but also in the concept of secondary education. The starting point of the research is the approach to strategic management of human resources in the field of education of teachers at secondary schools according to conceptual documents focusing on the quality of education and development of teachers in the Czech Republic and the use of funds offered by the Ministry of Education, Youth and Sports. Documents and approaches related to the strategy of educational policy for the following period had examined, as well as the set quality criteria of secondary schools and grammar schools. Based on the findings from the above strategic and conceptual documents concerning secondary schools and semi-structured interviews with leaders of selected secondary schools, recommendations has been formulated to improve the strategic management of human resources, especially in the development and further education of teachers and principals themselves, but also to make it easier to obtain the necessary funds.