

ABSTRACT

The topic of the diploma thesis is the evaluation of teaching staff. The aim of the thesis is to describe the evaluation tools used for evaluation of teaching staff in private primary and secondary schools in the Czech Republic and to propose an optimisation of the evaluation system based on the results. The thesis provides a comprehensive overview of the issue of teacher evaluation and presents a summary of methods of teacher evaluation that can be used to improve the quality of education. In the theoretical part, concepts such as forms, criteria, functions, process and methods of evaluation are introduced. The specific aspects of teacher evaluation and the importance of communication of evaluation results to staff, mistakes of evaluators and evaluated, as well as evaluation principles, new trends in this field and possible uses of evaluation results are described. The practical part of the thesis is based on a questionnaire survey among principals of private primary and secondary schools. The results show that lesson observations and self-evaluation are the most commonly used tools for teacher evaluation. Most principals evaluate teachers at least once a year and use teachers' work motivation and skills as evaluation criteria. The research also showed that only half of the respondents are satisfied with the way evaluation works in their school. Most of the respondents would like to have more time for evaluation and the same number of respondents would like to change the entire evaluation system. Suggestions for improving the evaluation system include the introduction of 360-degree feedback, which could increase the objectivity of evaluations by providing multiple perspectives on teacher performance.

KEYWORDS

evaluation, evaluation interview, evaluation criteria, evaluation methods, teaching staff, human resource management, evaluation system