

## **ABSTRACT**

The thesis deals with the topic "Training and development of teaching staff in the organization of merged kindergartens". The aim of the thesis is to identify and analyze the educational needs of teaching staff in kindergartens in the context of their further education and to propose a concept of further education of teaching staff of the organization.

The theoretical part introduces the basic concepts and describes the system education, forms and methods of educational development of the staff of the selected organization. The thesis describes the importance of lifelong learning in the framework of continuing education of teaching staff, then the concept of who is a teaching staff, what is education and learning, human resources and their management. The thesis introduces formal, non-formal and informal adult education. It describes, among other things, the legislative framework for continuing education of teaching staff.

The practical part follows the theoretical part and the research investigation is based on it, for which the form of an anonymous questionnaire was used. On the basis of the research questions and the auxiliary sub-questions in the questionnaire, the aim of the research investigation was fulfilled, which is to find out and describe how the educational activities of teachers contribute to the expansion of knowledge and knowledge usable in the educational process. Furthermore, whether these educational activities support the professional development of teachers in the context of their lifelong learning. Besides, the paper describes how the continuing education of teaching staff is implemented and accepted from the school management and in what ways the teaching staff find the benefits of DVPP.

The research investigation concludes by identifying the missing learning needs of individuals. The outcome of the practical part is the design of a concept for the continuing education of the teaching staff of the selected organization.

## **KEYWORDS**

Teacher, teacher training, continuing education, education, qualifications, professional development, career, coaching, competency education, human resources.