

## **ABSTRACT**

The bachelor thesis deals with the issue of delegation and internal communication in multi-site schools. It reflects current developments and upcoming changes in regional education system that result from strategic documents of the Czech Republic. Among other things, these changes include also management of schools that is pledged to receive systemic support. In this context, the merging of small schools into larger units is being considered, primarily for reasons of greater financial efficiency.

The theoretical part of the bachelor thesis explains the *raison d'être* of multi-sites schools and presents the context of current developments. It also tackles explanation of key concepts of delegation and communication. In case of delegation, it describes its conditions and course. It describes the conditions and process of delegation, defines the concept of internal communication and describes its most common forms.

The practical part analyses practices of selected school principals and describes their method of delegation and communication in a particular school. Qualitative research methods were used for data gathering, including specifically semi-structured interviews with four school principals.

The aim of the research part is to identify and describe the process of delegation of responsibilities and duties to the staff – whether the principal uses delegation and how, what is an obstacle to delegation. The aim is also to answer questions about internal communication – whether, how often and how the school principal communicates with his/her subordinates in the selected schools that have more more than one department. The results can be used by aspiring principals to set up their practice. They also show some of the pitfalls associated with school management include being possible solutions or recommendations.