

ABSTRACT

The diploma thesis is focused on the process of change management in the context of digitalization of education. The aim of the thesis is to identify the developmental needs of teachers in selected kindergartens in the field of digitalization of education and to describe opportunities in the process of change management in a selected kindergarten. The theoretical part defines the issue of digitalization of education, within which strategic and curricular documents related to the field of Czech pre-school education are analyzed, as well as pedagogical aspects of digitalization of education, including a subchapter focused on the education of children with special educational needs in this area. The second chapter discusses the identification of teachers' developmental needs. The last chapter forms the theoretical basis for the issue of change management, in addition to the well-known Kotter's model, Lewin's model and the ADKAR model are also mentioned. In the practical part, a mixed research design is used, with a questionnaire survey being carried out to identify the developmental needs of teachers in selected kindergartens in the Czech Republic. The data from this survey are analyzed and further serve as a basis for the implementation of action research (management of the change process) in a selected kindergarten.

The survey results indicate that the process of digitalization of education would be facilitated for teachers by a methodology and cooperation with a mentor. A proposal for a methodology, or a guide for teachers, is included in the appendix of this work and serves as a support tool in the process of change management in the selected kindergarten. Change management is implemented based on a proposed plan in 8 steps, defined by John Kotter. The survey results point to the need for school funding in the area of digital equipment, an important aspect of change management has been confirmed to be the formation of a strong team and the setting of effective sharing processes among teachers, as well as ensuring sufficient access to information.

KEYWORDS

change management, digitization of education, evaluation of educational needs, Kotter's model, preschool education

