

E. Increasing of Professionalism and Improving Working Conditions of Pedagogical Staff

E.1 Staffing of Schools

When evaluating the human resources area in relation to pedagogical staff the Czech School Inspectorate used the provisions of Act No. 563/2004Coll. Staffing was evaluated as above-average in 26% of kindergartens, 28% of basic schools and the same percentage of secondary schools. Conditions were assessed as standard in 66% of kindergartens, 67% of basic schools and 68% of secondary schools. Sub-standard conditions displaying personnel risks were ascertained in 8% of kindergartens, 5% of basic schools and in 5% of secondary schools.

The overall development of staffing in the visited schools was assessed as less-favourable and, as regards some indicators, even as risky (see Table 50).

Table 50: Selected indicators of staffing development in the years 2005/2006 – 2007/2008

Monitored indicators	2005/2006			2006/2007			2007/2008		
	KG	BS	SS	KG	BS	SS	KG	BS	SS
Number of selection interviews for a head teacher *				175	256	46	132	229	51
Head teacher satisfies qualifications requirements (%)							95,2	99,1	99,8
Number of teachers	2 406	15 534	10 891	2 487	15 866	11 056	2 618	16 478	12 205
- of them females (%)	99,9	83,1	60,5	99,5	82,9	60,2	98,7	82,9	60,7
Average age of teachers	43,5	42,5	44,4	43,8	42,5	44,4	44,2	42,7	44,6
Share of professionally qualified teachers (%)	92,6	82,8	81,0	91,0	82,9	82,6	90,5	82,9	81,9
Share of teachers - specialists (%)	6,7	9,0	5,7	7,2	10,0	6,3	5,5	10,7	7,3
Share of teachers - beginners (%)	3,4	3,1	3,9	3,3	3,3	3,2	3,6	3,4	3,7

*The figure is evaluated for the whole Czech Republic, more details on the situation in regions see Table P 4, Annex 4. Other indicators demonstrate the situation in the visited schools.

The ascertained data show, for example, that schools are not able to lower the average age of teachers, which has not been markedly changed within the last three years. The number