

burden relating to the school-leaving examination should also be taken into account. A higher proportion of risks and at the same time some above-standard evaluations (11.6 %) pertaining to the “School Management” criterion pointed to substantial differences in the operations of secondary vocational education.

### Secondary School Head Teachers

Almost 99 % of head teachers of the schools visited satisfied the requirements for performing the office of a head teacher. In total 89 % of head teachers were appointed on the basis of regular selection interviews. The average age of head teachers was 52.9 years and their teaching experience was on average 26 years, while the length of managerial practice was 11 years. Findings of the CSI showed that changes of head teachers were not very frequent; only 41 selection interviews were held in secondary schools in the past school year.

As many as 51 % of head teachers claimed knowledge of the English language; 48.8 % of head teachers spoke German, 49.2 % Russian, 13.7 % Italian and about 7 % spoke French. Nearly half of head teachers can use a foreign language in an active way and 14.3 % had acquired a recognised language examination certificate.

The level of information literacy of secondary school head teachers was evaluated, at 71 % as advanced, 7.3 % of head teachers had a specialisation in this area and 19 % of head teachers could work as ICT coordinators.

Table 60 Evaluation of the level of managerial skills of secondary school head teachers

Monitored indicators	Frequency of achieving required status (%)		
	2009/2010	2010/2011	Trend
Strategies, SEP, innovation in the content of education	80.8	89.3	+
School management, meeting duties of a head teacher pursuant to the Education Act	90.9	98.3	+
Creation of staffing preconditions, risk assessment	85.5	88.7	+
Implementation of the results of evaluation system evaluation and of assessment of success rate of students	76.8	75.1	-
Development of partnerships	94.5	97.8	+
Active knowledge of English	36.6	50.9	+
Participation in projects	83.1	94.5	+

The CSI evaluated as positive the development of managerial skills, the level of communication in English improved and the share of schools involved in development projects was quite significant. Head teachers’ performance during new school-leaving examinations was highly appraised within the indicator aimed at meeting tasks by head teachers. Head teachers should do better especially in the area of self-evaluation systems.