

LACH education system for Nonprofit Organization

*Milan Konečný**

1 Introduction

The article describes LACH educational system for alternative educational system that is suitable for institution-based and driven by non-profit organizations. This is a nonstandard form of the university and its program, which can cause widely due to the flexible, adaptive management program. The system is sensitive to the environment where it operates in. The target group includes students of all ages and mainly deals with the issue of various non-standard groups. System contains educational method, the institution and the control system:

- LACH method - pedagogical method
- GUAA University - General University of Any Age
- SQUID control - controlling method

In the first part of this article **there are formulated** the problems and goals. Further the course of scientific research development LACH system is described. Scientific research methods, that have been used, are described. The basis for the research is data acquired by observation. It includes educational programs, institutions and management systems. At the end of the chapter there is an analysis of observation and definition of the goals.

The second part of the article contains a general description of the basics LACH educational system, GUAA university and SQUID control system.

The third section describes the specific implementation LUAA Brusperk - Lachia University Of Any Age Brusperk, which is a model example for the creation of the general system. General University is developed by using the abstraction of this model. Proceed through observation, abstraction of feedback and research

In conclusion, there are shown the advantages and disadvantages of the system. In addition there are shown the prospects for further development and implementation.

2 Details for Scientific Research

2.1 Description of problems and goals

Contemporary educational systems seem to be rather inflexible. It takes a long time they respond to the needs of education. The changes in educational system are realized uneasily because of present legislation and structure of educational organizations. Inflexibility and wrong reaction to the ambience, students and institutions are in, is caused by inflexible educational programs and certificates. However, private institutions are more flexible and need more money.

In some systems teachers look to take the first position and students the second. Programs are made according to the knowledge of teachers and aren't made according to the requirements of market and interests of students. Non standard educators, who have a long

* RNDr. Milan Konečný, School of Business Administration in Karvina, Silesian University in Opava, Department of Mathematical Methods in Economics, konecny@lassko.cz

practice, are used and the problems with administration often slow down the achievement of intelligence. Non standard students aren't accepted to study or slow down very often.

The institution, that runs flexible rules of education, provides good-quality assessment of results and doesn't need a lot of money to run, is missing.

The scientific research is to create an educational system that would be sensitive to the environment, flexible in space and time, open, adaptive, for all ages and levels of low-cost education. The system which would give an opportunity not only students but also non-standard teachers and researchers. The system which would prefer intelligence to education and which would prefer the achievement to educate a student to administration.

2.2 Methods used in the research

In general a lot of methods are used in a research. The most important methods used in this research are:

- Observation - the rank of educational methods, institutions and controlling systems are observed.
- Analysis - the analysis of observation results.
- Modeling - the modeling of pedagogical methods, organization and controlling system
- Abstraction - the creation of the abstract model of the institution described with mathematical formulas
- Verification - the system is verified in practice

The development algorithm:

- Observation
- Fa MAWIS - MATHS WITH A SMILE – private company.
- Svatopluk's centre - Fa MAWIS, Foundation Svatopluk's company Svatopluk's high school.
- Lachia University of Any Age
- LACH educational system

At present the feedback to LUAA and LACH educational system is being realized.

2.3 Observation

To create a new educational system and teaching methods, organization and management, a number of observations in this range have been implemented. They were monitored educational institutions, legislation, training methods, financing, management, teachers and researchers, students, training needs etc.. Description of this research is beyond the scope of this article, as it was monitored over 23 subjects. Examples of the observed types of organization, their activities and methods - universities, secondary schools, primary schools, kindergartens, educational agencies, educational non-profit organizations, employment offices, municipalities, research institutes, academies and so on. Especially FA MAWIS, Foundation Svatopluk's company Lachian community, Lachia University of Any Age, Ostrava University, Office of Labour Frýdek-Místek, Martinek Brusperk Adalbert School, Kindergarten Brusperk, Ministry of Education, Youth and Sports of the Czech Republic.

2.4 The results of observations

Organization and training are:

- Low open the general public.
- Are flexible to the needs of society.
- They are expensive for students.
- The organization is very difficult to operate and poorly led.
- Few independent organization uses adaptive modification of training programs
- Institutions are dependent on the state.
- State institutions have a range of activities unnecessarily tied by rules which hampers the development of human resources.
- Organizations are much more dependent on state subsidies, projects tend to be expensive for students.

3 LACH educational system

In this chapter it will be described an abstract LACH educational system, which consists of three parts - LACH education method, GUAA University, the SQUID control. This model was based on research and feedback-abstraction of long-term observation.

3.1 LACH education method

When creating LACH educational system emerges from the training needs of the region Lachia. Non-homogeneity of the surroundings and an effort to get linked with the needs of region lead to two basic pedagogical methods:

- Individual development of a student.
- Education connected with practice and needs of region.

These two methods are basic ideas for education system ASFIDOS – Adaptive System For Individual [Development](#) of Studens and SQUID control system. The aim of this system is to create individual study plan for each student so that it:

- Fortified students strong points.
- Weak points, which are not important, are not developed.
- Programme is implemented adaptively.
- The teacher uses coaching.

These methods are also set up on the basis of our experience with:

- Adult education (Svatopluk's centre).
- Activities at universities (VŠB – Technical University of Ostrava, Pedagogical faculty in Ostrava, Ostrava University).
- Running Svatopluk's high school.
- Activities at elementary school and pre-school organizations

3.2 The basic idea of LACH educational method

Student chooses the programs offered by the University. If you want to achieve a certificate or title submit work. The results must be superior in the level that you choose and whichever gets the title. Results are available in the documentation database and the Internet.

3.3 Basic rules for the title L, LA, LAC, LACH

- The students must demonstrate superior knowledge at the level they choose - basic, medium, high, the highest education.
- It presents knowledge in three areas.
- The certificate's work and its evaluation.

The Commission evaluates the output independently on the course of study. The results are published. The main criterion is the presentation.

Present activities and study programmes are in the following state:

Lecture - student attends lectures. It doesn't matter what age he or she is. Topics of lectures are different, according to interests.... tourism, ecology, economy, life style...

Courses - student attends a course. Group of minimally three people. For example English and German language, IT, accounting etc...

Seminary - student attends a seminar, which can be from one day to one week long, even longer. For example IT.

Section – departmental - student attends activities of Section - lectures, seminars, round tables. For example Section of mathematical modeling.

Retraining - program is finished with the certificate of retraining

Innovative - program is finished with the certificate of educational innovation of a student
Degrees

L - student demonstrates above - standard knowledge at the level of primary school.

LA - student demonstrates above - standard knowledge at the level of high school.

LAC - student demonstrates above - standard knowledge at the level of university.

LACH - student demonstrates above – standard knowledge at the level of after-university education.

E-learning – we develop e-learning on three levels at LULV:

Basic e-learning - Basic e-learning teaching, where communication between student and teacher is arranged through the Internet, e-mail or Skype.

LULV e-learning - e-learning programs developed at LULV are used

Z e-learning - intermediate e-learning courses are used

Studio - these programs are multibranch. The leader of Studio passes down knowledge from multiple branches in a group.

Individual - student works with individual study plan, which is combined with other syllabuses with already set topics.

Free – student works with individual study plan, which is combined with other syllabuses, no topic is set.

Accompanying - Student is studying at another school and he consults different problems at LULV.

Some activities are not working in full range. We will develop them in the future.

3.4 Benefits of LACH educational method

- Involvement of all ages.
- Flexible organization for issuing certificates to people who do not have time to work for a classic presentation
- Applicability for the presentation.
- Creating programs according to students' interests.

LACH educational method is still evolving and regulated by the above-described methods and scientific research based on observation. It expands the database of monitored institutions and teaching methods. Abstract model is developed in parallel with the model example of the University LUAA.

4 GUAA university - General University of Any Age

The founder of the University is a nonprofit organization that has the organizational rules and statutes in the foundation deed. Basic characteristics of GUAA are simple and following:

General University of Any Age is an open adaptive system of educational and cognitive activities, which is controlled by the projection process system. Target groups are any age and prefer a special group. The University uses LACH education method and governed by the SQUID control system.

Basic educational programmes

- Lectures for any age.
- Courses, seminars, conferences, retrainee courses.
- Obtaining “degrees” **L, LA, LAC, LACH**
- E-learning.
- The University uses LACH educational method

Student of the university – attends any activity, **teacher of the university** – implements at least one activity at the university, **research worker of the university** – takes part in cognitive activities of the university.

The university comprises the following organizational units:

Control - control unit is the same as a control unit of the nonprofit organization.

Sections - deal with specific problems described in their names, arrange lectures, seminars, and so on.

Studio - the program is led by leader of the studio.

Support institution - University Store, University business, University Information Centre, Technology Park and the like.

5 SQUID control

University is controlled by SQUID control system. This a general system for the governance of nonprofit organizations.

Cognitive model. SQUID control system acts as a feedback regulator that controls the implementation projects with the management process into which the information from the evaluation process, the inspection process and information process enter. The input to formulate vision, goals, strategies, and create a database with basic information and form the basic implementation and marketing processes.

SQUID control system has these basic characteristics:

- It controls the system of so-called small projects, which are in SQUID form.
- Small project is described through visions, database of activities, existing and upcoming activities and through history.
- Set of basic activities isn't empty – these activities are undemanding, have low risk rate and they produce small profit.
- SQUID control has supporting financial system.
- Control rule: each project must realize or take a share in minimum of three activities.
- During the time, when system has no new activities, it works on basic activities.

In the control of the university there are sections, studios, and support institutions rated projects.

This system of control means, that the function of university is well-balanced.

6 Lachia Univerzity of Any Age Brušperk

Model example for research into the LACH educational system is LUAA Brušperk, by the following description.

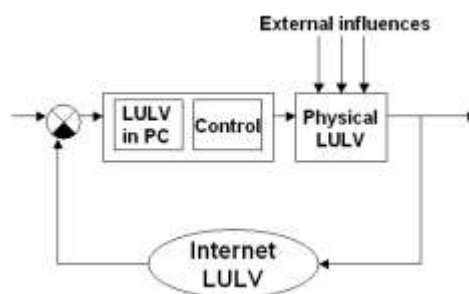
The University was founded in 2002 and is the successor of Svatopluk's center that was founded in 1991 in Brušperk. Founder and keeper of university is Lachia company o.s., which is a non-government non-profit organization. From the establishing document:

Lachia University of Any Age is an open and adaptive system of educational and cognitive activities according to needs and interests of Lachia, with the seat in Brušperk.

Basic principles of university: Chance to study for all population, to share knowledge for non-standard teachers, to participate in the research for non-academic workers as well. This is the most general description of the university. The registration of university is part of Lachia company's statutes, which are registered by home office, c.j. VS/1-1/51076/02-R, 21.2.2005.

The University uses LACH education method and SQUID control system.

Fig. 1: University control



6.1 Organization of the university

The highest authorities of the university are the same as the authorities of Lachia company, o.s. **General assembly** / the highest authority of the university /, **radosta** / top representative of the university and statutory representative /, **council** / it consists of radosta and viceradostas – each of them is responsible for different sphere of function of university/. **collegium of radosta** – consultative organ of radosta. See www.lassko.cz

6.2 Sections and studios

Inseparable part of university are sections and studios. Sections deal with specific problems described in their names, arrange lectures, seminars, and so on. In the studio, the program is led by leader. The most active sections and studio are the following:

Section of projects / production and control of projects/, **education** /development of educational activities, specially ASFIDOS system /, **ecology** / Application and propagation of ecological projects in practice/, **economy and finances** / organization of lectures, courses, seminars, tax and accounting consulting/, **photography and movie** /photographic and movie activities, courses, seminars, expositions and production/ , **mathematical modeling** / theory and application of mathematical modeling/, **literature, media and publication** / literary and medial activities /, **informatics** / application and development of IT/. **Studio of Milan Konečný** /solving problems in the area of mathematics, economics, organization, time management and other areas/.

Sections are differently active. They have to make at least three activities during the year. This gives us extensive activity of university.

6.3 Support institutions

As all universities have support institution, this university has them also:

Technology park – the objective is the solution of small technical problems that are related to Lachia locality in cooperation with university.

University library – specialized library with special control system.

University health centre – it deals with health and healthy life style.

PRIVIZ centre - centre, which gives chances to entrepreneurs, institutions, employees and the unemployed in the area of consulting, retraining, inovation, education and intermediation of information and services.

LS Press – the publisher of the university and Lachia company, o.s. We publish articles, collections, textbooks, fiction and notes.

These institutions help the university and the whole region. We employed several workers. We made a database of books, which is unique in region. We organized several lectures and seminars about a healthy life style. We published 60 issues of magazines and 10 publications.

6.4 Cognitive and research activities

We were dealing with following problems: The control theory and its application, development of SQUID control system , time – management and its application, MASV method in controlling, creation and implementation of financial models, media mathematics. From the university development of MASV method were written five articles.

6.5 Stats for students, teachers and researchers

To outline the dimension of university, we quote following statistics:
Students: present - more than 90 students, past - more than 800 students.
Teachers: present - more than 20 teachers, past - more than 100 teachers.
Researchers: present - more than 10 researchers, past - more than 50 researchers.
In the future the great numbers of students, teachers and researchers aren't expected.

6.6 Degrees L, LA, LAC, LACH

It is very hard and prestige to obtain a degree. Two degrees, **L** and **LA**, have been awarded so far. Both were awarded to Marek Kozák for his composing, concerts and organization activities.
There are 12 candidates to obtain the degree **L**, 15 to obtain the degree **LA**, 25 to obtain the degree **LAC** and 15 to obtain the degree **LACH**, in the disciplines: Mathematics, Engineering, IT, Photo / film, Pedagogy, Etc

6.7 Financial resources of LUAA

The aim of the university is not only to obtain grants and sponsors' gifts. One of the ideas is that the students will participate in financing the university. Current situation: self-financing charges, services, production, business/, sponsorship, grants.

6.8 Location of university

Seats of the university are in following buildings: K Náměstí 500, Brušperk – office, ZŠ Vojtěcha Martínka, Brušperk – office, computer room, small class and the gallery, Národní dům Brušperk – lecture hall. Virtual part of the university is on www.lassko.cz.

6.9 Publishing and project activities of the university

One of the main parameters of university activities is publishing and projects. Publishing of the university is rich: research articles – 5, pedagogical articles – 4, fiction -5, notes – 2, art – 1. University is above standard in publishing, as you can see in references.

The university has rich experience with projects, it deals mainly with so-called small projects. In spite of that it has experience with application of bigger projects, which are subsidized from the EU funds. Lachia company and university got lot of subsidies on small projects in the past. The university is using SQUID control system, which consists of small projects. In present, the university is trying to realize self-finance projects.

7 Assessment of the research and development

LACH educational system is based on a simple idea – assessment of knowledge and results in three disciplines, applicability and readiness for practical utilization. The course of studying in LACH system is secondary. This idea appears very interesting particularly for improving of education levels.

7.1 System benefits

Fast and flexible education, support of regional development, suitable for the unemployed, enables swift reaction to the needs, offers opportunities for a wide range of students, cost

effective and widely affordable solution, gives opportunities to alternative teachers and researchers, improves research and development.

7.2 System shortcomings

Despite the flexibility and simplicity of the system, generally it does not seem the professional public fully understands its potential, and the system does not receive positive publicity. The system puts considerably higher demands on the students

7.3 Assessment of LUAA Brušperk

The University is gradually developing. It operates in challenging environment, which on the other hand helps in its own development. The competition strives to reveal the system's weaknesses; by solving them the University becomes more effective and achieves higher standards.

7.4 Further development

The next steps in the LACH system development shall be taken in the area of LACH Certificate – Language Application Computer History.

8 Conclusion

The article analyses an educational system for alternative education, which is suitable for non-for-profit educational institutions. The system takes a form of a university, which appears to have a wide focus, namely due to its flexible and adaptive educational program and its management control system. In the first part of the article there is described the rationale for design and development of the system, the research methods, the observed objects and the observation findings. The fundamental characteristics of the developed systems are also formulated in the first part.

The second part provides an abstract description of three cornerstones of the system: LACH education method, GUAA university, and SQUID control. The three pillars have been developing by the means of a mutual feedback mechanism based on the experience of the model example and further observations.

The third part contains a model, which verifies the observation-based hypothesis and required corrections. The model is based on real situations and operates in highly competitive environment. The model has been in operation for ten years and is a continuation of Svatopluk's Center, which was established in 1991. The model is dynamic, subject to continuing development, and contains certain openness. Within this year, one of the model components, the Technological part, undergoes a further quality development.

From the very fundamentals of the institution – the adaptive management – it can be seen that this is not a closed-end research, and that the research shall principally ceaselessly continue.

The aforementioned reasons summarize the rationale of this form of educational system, and advocate its further development, through support, presentations and discussions.

Detailed description of the research and the system on its own is beyond the scope of this article and the author is open to provide consultations to any interested party.

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Summary

The article contributes to solving problems of non-homogeneous training and management training in non-standard conditions. The problem is solved for the purpose of creating alternative educational methods and the program that is suitable for non-profit organizations with social objectives. It examines the structure of the organization and its management that is adaptive, self-learning and self-financing. The result of the research should be a flexible teaching method and a model organization that would apply the method and helped to solve educational problems where traditional educational institutions are not appropriate. The article describes the development of the educational LACH system which uses non-standard methods - open learning, non-standard titles, the ASFIDOS system (the Adaptive System for Individual Development of Students) and etc. It is a multi-level system - age, education, methods, geography, etc. Target groups of this educational program can be different. The system is adaptive and adjusts to the environment. Generally there are students of any age with different educational goals. In the management there is explored and developed the SQUID control system, which is a strategically marketing project process system. Methodologically the issue is simulated on a specific model example and experience is generalized with the aim to verify and to implement in other organizations. The main result is a concrete realization of a model example of the LS, os – the Lachian Community, os – a non state non-profit organization and LUAA - Lachia University of Any Age with an open and adaptive system of educational and cognitive activities as for the needs and interests of Lachia, with the seat in Brušperk. The method and institutions have been examined for a long time. The LACH system is original and is presented in such a range for the first time.

Key words: Alternative education; Educational system; Nonprofit Organization;

JEL classification: A20