

THE LEADERSHIP OF THE SCHOOL PRINCIPAL IN IMPROVING THE PERFORMANCE OF PRIVATE JUNIOR HIGH SCHOOL NAHDLATUL ULAMA MEDAN

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Abstract

This study aims to describe the leadership of school principals in improving teacher performance in Nahdlatul Ulama Private Junior High Schools, including principals' leadership, leadership types, teacher performance, and leadership strategies. This study uses qualitative research with a social phenomenon approach by distinguishing, cataloging, and grouping study objects. The research location in Nahdlatul Ulama School Medan Helvetia North Sumatra Province. This researcher uses a qualitative approach, the source of data in this study is the principal, teachers, and school committee. The data analysis obtained through in-depth interviews, non-participant observation, and documentation. This data analysis uses the Miles and Huberman model and is carried out through 3 activities, namely data reduction, data presentation, and data verification. The data for the validity of this study uses the credibility test, transferability, dependability, confirmability. The results of this study are principal leadership in improving teacher performance involves many parties, such as teachers and school committees, making decisions through coordinating meetings of school principals with school committees, school supervisors, teachers, and staff in a participative manner. The types of head leadership schools in improving teacher performance in Nahdlatul Ulama Private Middle Schools use a variety of participative and situational democratic leadership. The production of teachers in the teaching and learning process in Nahdlatul Ulama Private Middle Schools teaching and learning process is an effort that must be fostered to develop an awareness of the work of teachers about the tasks and responsibilities the answer. The role of the principal's leadership is a crucial element in managing the progression of an institution or school. The principal acts as a catalyst in the sense of being able to inspire and drive the enthusiasm of teachers, staff, and students in achieving the goals that set. The strategies undertook by school principals in informing the results of teacher performance. The

principals in implementing policies, which are done by principals in informing the effects of decision-making curriculum development always trying to put themselves in line with communication; strategic leadership is an art and science that focuses its attention on policies and goals with long-term plans.

Keywords: Leadership, Teacher Performance, Democratic Leadership

INTRODUCTION

Education is a conscious and well-planned endeavor to create a learning atmosphere and learning process so that learners actively develop their potential to possess religious-spiritual strength, self-control, personality, intelligence, and skills required by him, society, nation, and state as one of the foundations that give the power of the importance of Indonesian citizen education thoroughly. The question of quality of education is not something that is instant, easy to achieve and can happen just that, but it is a complex process and requires the deep thinking of all the competent parties. The quality of the school or education today is more on the issue of classes of graduates produced the culture itself (Safitri, 2015).

The strategy based on assumptions where all education inputs met, so automatically, the institution (school) will be able to produce a quality output (output) as expected. The assumptions where all education inputs met, so automatically, the institution (school) will be able to produce a quality output (output) as expected. To be able to develop that intent, it is effectively needed leadership that is reliable to provide a meaningful change in a system that expected, to improve the effectiveness and productivity of education services, To realize an excellence-based school management system (Saifullah, 2016).

The era information, communication, and technology progress and global competition today, the world of education is entering a new paradigm following the demands and needs of society and begins to get serious attention from the government and organization, especially from educational figures. The success of the school relies heavily on the success of the education sector as a significant vehicle for the development of systematic human resources, programmatic, and level. In this context, education will be the required role in national and state, to produce Indonesian human quality (Tholhah, 2003).

Our education world is being shaken by a variety of changes according to community demands and needs and is challenged to be able to answer various local and global issues that are happening so rapidly. The human resources must have a more productive quality of empowerment to overcome these challenges, and everyone is required to overcome various problems that are complex as a result of global influence change. Because the era of globalization today and in the future is and will affect the development of the social culture of Indonesian Muslim society generally (Azra, 2002).

The success or failure of a school principal is not only determined by himself, but also determined by the accumulation of the subsystem involved, the principal himself with a set of potential, subordinate characteristics, characteristic of the situation, condition, organization beyond its human age, and particular of the location and the outside conditions of the school. School success means the success of school leaders. The ability of the headmaster in addition to the academic skills that possessed, there must be added from outside educational such as training, workshops, and seminars (Rosita, 2016).

The headmaster in conducting his leadership can increase the teachers, students, and school residents always to improve their skills so that the results of academic and non-academic achievement are very prominent because the principal has the commitment and high forward motivation. The departing from this, researchers want to know the extent to which the principal's leadership in improving the teacher's performance in teaching can make students able to achieve. On the other hand, the headmaster in conducting his leadership can increase the teachers, students, and school residents to always improve their skills so that the results of academic and non-academic achievement are very prominent because the principal has the commitment and high forward motivation. The departing from this, researchers want to know the extent to which the principal's leadership in improving the teacher's performance in teaching can make students able to achieve.

METHOD

The method of the study used is qualitative with a phenomenological approach. The phenomenological approach relates to understanding the daily life of the world. The phenomenologist aims to interpret the social action of the observed. The research location in Nahdlatul Ulama School Medan Helvetia North Sumatra Province. The

data obtained from observation results, interviews and documentation compiled from primary and secondary data. The data resource is the principal, the business employee, the teacher of the documents and the archives needed. The data analysis procedures take place gradually as long as the research initiated from data reduction, data presentation, and conclusion. According to (Moleong, 2000), the meaning of qualitative research is a research procedure that generates descriptive data of written or spoken words from people and attitudes that observed. The validity of data using data triangulation comparing the data of interview results, comparing with what the public publicly says with what is said personally, and examining the circumstances and perspectives of a person with various opinions of people.

RESULTS AND DISCUSSION

Based on information from all data sources, it understood that the leadership of the school principal in improving the teacher's performance would include all components of the school to achieve the maximum learning and education process. It is the process of mobilizing people to achieve goals. The purpose of moving humans, there are groups of people and the presence of leaders who mobilize and influence human beings. The leadership in Islam something that is already inherent to the human being as Allah almighty in the Al-Quran.

The leadership of the headmaster must have personality, managerial, entrepreneurship, supervision, and social competence. In carrying out its duties as leaders, that is to mobilize or motivate others to take actions that always directed toward achieving organizational objectives, and various ways can be performed by a leader. It reflects the attitude and view of the leader over the person. The leadership types such as democratic, bureaucratic and free of control.

The performance of teachers in the process of learning to teach in private SMP Nahdlatul Ulama Medan, full of responsibilities in carrying out the task, is significant for everyone, especially for a teacher. Therefore, this attitude must be instilled continuously to them to become a habit and daily life. The performance is an essential element for an organization where members should be able to demonstrate the achievement of their work for the common good to achieve the objectives that the organization has set.

The performance of teachers is the result of the work of an organization to realize its strategic objectives, customer satisfaction, and

its contribution to the strategic environment, and performance can also serve as the outcome of the hard work of the organization in realizing the objectives organization-defined decisive – role of headmaster in improving the performance of teachers in private junior high school Nahdlatul Ulama. The principal is a functional teacher of teachers who given the task to lead a school, where the teaching process held, or the place where interaction between teachers who give lessons to students who receive lessons.

The achievement of educational objectives also depends on the proficiency and policy of the headmaster in the lead. The headmaster is a professional officer in the school organization that governs all resources and collaborates with teachers, staff, and other employees and educates learners to achieve their goals in education. The headmaster played an essential role in the development of the school; he led in possession of responsibility, and its purpose is not freelancing with his competence. The strategy of leadership strategies is a way of achieving long-term goals.

The notion of policy is a unified, broad and integrated plan that connects the company's strategic excellence with environmental challenges, designed to ensure that the company's main objectives can be achieved through the implementation of by the organization. The leadership strategies are a requirement for leaders to be flexible in addressing something unexpected, and the demands for them to have a far ahead view. Strategic leadership is an art and science that focuses its attention on policies and goals with long-term plans.

The leadership in private junior high school Nahdlatul Ulama based on the results of the researcher's interview with the foundation, the principal and the Teacher Council concluded that leadership has led to a new paradigm of education management as an educator, manager, Administrator, supervisor, leader, innovator, and motivator. The type of leadership applied in private junior high school Nahdlatul Ulama is a participatory and situational democratic leadership. The data of the research results support this conclusion. This type of participatory Democratic leadership implicates the teacher's performance in the form of teacher satisfaction in carrying out tasks that, in turn, can contribute to the improvement of teacher's performance, both from educational competence, personality, and aspects of social capability.

CONCLUSION

The performance of teachers is the result of the work of an organization to realize its strategic objectives, customer satisfaction, and its contribution to the strategic environment; performance can also serve as the outcome of the hard work of the organization in realizing the goals organization-defined strategic. The principal is a functional force teacher who is given the task to lead a school, where the teaching process held, or the place where interaction between teachers who provide lessons for students who receive lessons. The headmaster also catalyzes the sense of being able to create and move the spirit of teachers, staff, and students in achieving the established objectives. The leadership strategies are a requirement for leaders to be flexible in addressing something unexpected, and the demands for them to have a far ahead view. Strategic leadership is an art and science that focuses its attention on policies and objectives with long-term plans.

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