

Leadership Of The Principal In Improving Teacher Performance at SDN 12 Rambang

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Abstract: This article aims to reveal about how the principal's leadership in improving teacher performance at the SD Negeri 12 Rambang. This type of research is qualitative research. The subjects of this study were 12 teachers. The data analysis technique used is descriptive analysis technique. Data collection techniques used are interviews and documentation. The findings show that the principal's leadership is good. This can be seen from the principal who motivates teachers, giving warnings to teachers who are less disciplined. And the teacher's performance is good, judging from the good teacher administration, such as the implementation of learning plans, the use of learning methods according to the material.

Keywords: Leadership, Improving, Performance

1. Introduction

Within the scope of the school, the principal has an important role in the success of the school. A school principal must be able to motivate school residents in carrying out their duties so that the goals that have been set will be achieved. Mulyasa (2013) School principals must be aware of changes and be able to recognize them in order to move schools from their current conditions to a better direction. As a result, school leaders can empower teachers, students, and staff to deliver high-quality, engaging, and productive learning experiences.

Suparman (2019) In a school environment, the principal is a leader who holds the leadership stick to move teachers and education staff to work together to achieve school goals. With a good and appropriate leadership pattern, it is expected to be able to improve the professionalism of teachers, so that they will achieve achievements as professional teachers.

Djafri (2016) A leader in order to carry out his leadership well must have skills in mastering techniques, establish relationships with the people he leads as well as with individuals associated with the organization he leads. According to Gordon, in applying leadership in accordance with the situation at hand, a leader must pay attention to three main factors, namely attention to subordinates. It means the leadership's concern for expertise, experience, ability, knowledge of their duties, and second concern for superiors, which reflects the degree of implementation of their influence, or the similarity of attitudes and behavior to those above them, third, attention to tasks.

Salfiyadi (2021) Teacher performance is the value of the work or work performance carried out based on the ability to manage teaching and learning activities. Practically the teacher's performance starts from learning planning, implementation of learning, evaluation of learning to fostering personal relationships with students.

Based on the description above, to find out the principal's leadership in improving teacher performance in elementary schools, the researchers are interested in studying it. This study aims to determine how the principal's leadership in improving teacher performance at the SD Negeri 12 Rambang.

2. Research Methods

Moleong (2017: 4) suggests that the type of research used is qualitative research. Qualitative research is a particular tradition in social science which is fundamentally concerned with observing humans and their areas with people in their language and terminology. This research was conducted at SD Negeri 12 Rambang from July to December 2020. The primary data sources were obtained from interviews and secondary data from the relevant literature in this study. The population in this study were all 23 teachers. The research sample is 19 people. According to Sugiyono (Larasati, RA: 2021) Data analysis is data reduction, data presentation and drawing conclusions.

3. Results And Discussion

The results of this study indicate that the principal has given motivation to the work spirit of the teacher, the principal has the task of being a motivator for the

people he leads, including the teacher. Provide motivation to teachers in schools to display their best abilities during the learning process. Motivate teachers to always teach well. Convey that teachers are at the forefront of improving the quality of their students. In order to produce quality students, the teachers must also be qualified. In addition, the principal in giving awards in the form of certificates for the achievements of the teachers.

Another condition shows that the principal always reprimands a teacher who is not disciplined. The principal has fully enforced discipline even though he was reprimanded in a family manner, but he will also give a warning in the form of writing if there are no changes to the violations committed. In a school environment, the principal is a leader who holds the leadership stick to move teachers and educational staff to work together to achieve school goals. With a good and appropriate leadership pattern, it is expected to be able to improve the professionalism of teachers, so that they will achieve achievements as professional teachers (Suparman: 2019)

The performance of teachers at SD Negeri 12 Rambang is quite good. This can be seen from the teachers who fully make lesson plans even though there are still some who are not good at making lesson plans, giving assignments to students, giving assessments according to students' abilities and providing evaluations to students. The teacher also has a pretty good class administration. This is supported by the results of teacher interviews.

The question is: have you been able to make a good lesson plan?

"Yes, in making the RPP, the teachers here have made the RPP, because in making the RPP we already have a guide or what steps must be included in making the RPP".

The question is: do you always use learning media in the learning process?

"Yes, for learning media in the k13 curriculum we can use image media, power points or media around the environment and also with varied methods".

The results of previous studies explained that the benefits of the learning method were directing the learning objectives to be achieved, establishing good relationships between teachers and students, knowing the potential of students, learning was not monotonous and certainly more fun (Khairunnisa & Jiwandono, 2020).

The leadership of the Principal of SD Negeri 12 Rambang is the principal who has the responsibility of motivating teachers to work hard, then fostering discipline in class visits and supervision and showing exemplary behavior.

4. Conclusion

This study concludes that the leadership of the principal at the SD Negeri 12 Rambang is good. This is evidenced by the principal always providing work motivation to teachers, giving praise to teachers who excel, giving warnings to teachers who are not disciplined and the attitudes and attitudes of principals who are role models in schools. The performance of teachers at the SD Negeri 12 Rambang has been good. It can be seen that the teacher has made RPP before the learning takes place. The methods used by teachers to teach are also very varied, so that students are happy to receive lessons.

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