

Leadership Role Head Schools in Improving Teacher Performance

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Abstract: The purpose of this study was to determine how the role of the principal's leadership in improving teacher performance at SMAN 1 Kampar Utara. This research uses qualitative research with descriptive research design. Data collection techniques were carried out by observation, interviews, and documentation. The results of this study indicate that there is a significant role between the principal's leadership in improving teacher performance at SMAN 1 Kampar Utara. There are 6 main roles of leadership in improving performance: 1) Applying a leadership style that is democratic, straightforward and open. 2) Provide time to communicate with teachers, students, and other school members. 3) Emphasize to teachers and all school members to comply with disciplinary norms. 4) Conduct regular and continuous meetings with teachers, school members, and school committees. 5) Guiding and directing teachers in solving problems. 6) Conduct class visits to observe directly learning activities.

Keywords: Leadership, Teacher Performance, Students



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Introduction

Leadership as a connection work that has where is the more formal meaning? a leadership on purpose held in group work certain that produce marked formal relationship with existence leaders and people being led (Ospina, 2020). As for the definition leadership is a process which aims to provide goals and guidance to influence the activities of others in an effort to achieve what has been determined (Dacholfany 2012). Next leadership as a directing process, thing this means good in formal relationship and no leadership is a leading sector that conducts directing as a tool mover (motivation) source power owned human organization for work same realize destination organization (Walean, 2021). Then from that Leadership is the power or energy possessed by a person to encourage others (Tang, 2019). Energy is not alone physical but also educational or charismatic (Bužeková, 2019). However Thus, it should be noted

that special leadership will work if in that organization there is an interaction between leaders/managers and their subordinates (Sintani, 2022).

Remember importance leader, can is known that function main leader of the unit education, such as head school is create situation study teach so that teachers can teaching and participants educate could study with good (Karalis, 2020). As leader education, head school hold important role in place foundation education for management and development source power humans in their institutions (Baharun , 2018). height or low performance schools are highly favored by leaders who have commitment strong integrist in effort enhancement whole potency source power organization (Yandrizal , 2021). So go ahead or retreat something organization is very dependent on a leader (leadership) (McCormick, 2020).

Teacher is where is the professional position? he is trying his best carry out their profession well. Performance is results or output from a process (Li, 2021). More carry on again said that performance or performance can interpreted as performance work, implementation work, results work or rally work (Andriani, 2018). Performance is results work and progress that has been achieved in field achievements, which are carried out by each individual in attachment for reach goal already planned (Masoko , 2021). As for the definition teacher performance is the result work that can be achieved by teachers in an organization (school) (Fitria, 2018), in accordance with the authorities and responsibilities provided by the school in an effort to achieve visits, the mission and objectives of the school concerned are legally violates the law and is in accordance with morals and ethics (Madjid, 2016). Because of that Teacher performance is one of the important factors that determine the quality of an education (Hartiwi, 2020). As the one on the front line learning implementation process then the teacher has not quite enough big answer in determine success learning (Murat, 2021). Good or bad teacher performance is not miss from leadership carried out head school (Heli, 2021). Where is the leadership play a role important as a motor drive for bring change in reach destination from a organization (Sustainable, 2022).

In the task of carrying out and functions of the principal has a role in leadership that greatly affects the performance of teachers in their work environment each. Success and failure is largely determined by the head schools in managing the teachers available at the school, because the principal is the controller and determinant of the direction to be achieved by purpose. However, based on the author's observations at SMA N 1 Kampar Utara , it shows that the leadership role carried out by the head of schools to improve teacher performance by directing and guiding teachers while in the learning process. The teacher's performance is quite good but something is lacking because when there are limited facilities, such as teaching in the teacher's class does not use learning media.

Method

Study this use study qualitative, research qualitative is a research procedure that produces descriptive data in the form of written or spoken words from people and behaviors that observable; The approach is directed at the background and the individual individually holistic (Abdussmad , 2021) . according to type, research this is study field. Resource person on the subject study this namely; Head Schools and Teachers of SMAN 1 Kampar Utara. Study this check it out in 2 months at SMAN 1 Kampar Utara, which lasted from April to May. Triangulation can be done by using techniques, namely; Interview, obervation, and tasi docs.

Results and Discussion

Forward Style Leadership Democratic, Straightforward and Open

From the results of the interview can keywords that head school has apply leadership democratic , straightforward , and open . It looks a process of armpit meeting , the teacher gives opinion or ideas along criticism , opinion participant meeting made decision end of the meeting that . Head trait a democratic , straightforward and open school make teachers not clumsy for ask when create and execute planning learning .

Provide Time for Communicate with Teachers, Participants Students, and Citizens School Other

From the results of the interview can keywords that head school sudak provide time for communicate good with the teacher or with students . this with information provided by other teachers stating that every there is opportunity head school always communicate with inhabitant school.

Affirm the Teacher and all Inhabitant School for Fulfill Norm Discipline

From the results of the interview can keywords that head school already confirm so whole inhabitant school apply discipline, so you can guard and implementation of the learning and teaching process. Head school already apply first formerly culture discipline so that all inhabitant school too close discipline in each other's life .

Stage Meeting by Periodic and Continuous with Teachers, Citizens Schools, and Committees School

From the interview results obtained description that head school already stage meeting with teachers, citizens schools and committees, as appropriate with current needs and problems faced. Meeting held with destination for complete problems encountered, with include whole members involved in problem that.

Guiding and Directing Teachers in Solve Problem

From the interview results obtained description that head school already to do guidance and direction to the teacher in skeleton complete problem . This thing we with results interview with a teacher who gives information that head school always guide the teacher when there is problem good in the learning process. Head school too has send teachers to doing training for increase teacher competence.

Stage Visit Class for Observe by Direct Activity Learning

From the interview results obtained description that head school already to do visit class for observe and know how is the learning process takes place inside class. when there is deficiency in implementation of the learning process, then head school will guide and direct the teacher..

Conclusion

Based on the results of data analysis and discussion of the role the principal's leadership in improving teacher performance at SMA N 1 Kampar Utara, the author can conclude that the Principal the school has carried out its leadership role in improving performance teacher at SMA N 1 Kampar Utara well. In carrying out from the principal has implemented leadership is democratic, straightforward, and open, provide time to communicate with school members, press teachers and school members to discipline ; do n't you fuck? meeting with school members on topics that require attention special ; guide teachers and help teachers to solve problems faced by the teacher and make class visits.

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