

Principal's Leadership Management Strategy in Increasing the Quality of Educators' Performance

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Abstract: The primary determinant of the educational process at SMP Negeri 1 Kayuagung is the leadership of the principal. Through resource performance personnel, primarily instructors, leaders shape students. This study used qualitative descriptive methods and naturalistic observation to examine the principal's leadership strategy for raising teacher's performance standards. Both secondary and primary data are used as the sources for this study. As a result, to generate the best students, educational resources must be sufficiently superior, making it important for the principal to boost the caliber of educator performance.

Keywords: Leadership Strategy, Quality of Educator Performance, School Principals, Teaching Staff, Teaching Resources

A. Introduction

In the process of raising the standard of human resources, education is crucial. The process of raising the standard of education is intertwined with that of raising the standard of human resources overall (Wijaya, 2014).

Given the significance of the process of raising the caliber of human resources, the effort to develop high-quality education is currently the primary objective of national education and a significant investment for the future. According to Chapter II, Article 3 of the Law on the National Education System, Number 20 of 2003, national education serves to foster capability development and the formation of a dignified national character and civilization within the context of educating the nation's life.

Efforts are undertaken to progress and enhance the caliber and effectiveness of all individuals working in the educational setting, including both teaching and administrative staff (Sukirman, 2018). So, a step that needs to be taken by educational institutions to develop teacher professional competence is to improve the quality of educator performance through coaching.

To overcome the aforementioned challenges, a school principal with strong managerial abilities, as well as leadership in both studying and administering educational institutions, is required by Cunningham & Paula (2013). According to Basri (2014), the success of the principal in carrying out his tasks is significantly

influenced by his leadership in mobilizing, persuading, motivating, and guiding the people in the educational institution to achieve the established goals.

The principal has a responsibility to develop the instructors under his guidance, according to Rosdianti's (2013) research. Since the principal is in charge of overseeing all organizational resources and working with instructors to help pupils learn in order to attain academic objectives, he holds the top position or profession inside the school.

Regarding teacher development, Chan & Sam (2015) contend that the secret to principals' success as managers in their schools is to work to improve staff members' capacity to create favorable teaching and learning environments together.

The idea of quality is the general description or features of a product or service that demonstrate the capacity to meet the desired requirement (Yaqien, 2017). A generation that can contribute to the nation and state is born thanks to high-quality education. Thus, as a leader in the school's educational institution, the Head of School must exercise monitoring to assure the quality of instruction (Rafid & Tinus, 2019).

The definition of quality in the context of education encompasses input (resources), processes (activities of teaching and learning), and output (results), according to the Ministry of National Education in (Mulyasa, 2014). Students are changed through the process of teaching and learning activities where the process is used to improve. The importance of student performance in the educational system can be underlined.

Resources for educators are more competent and superior, particularly in terms of fostering thinking abilities, the capacity to act and behave (Zakiya and Nurhafizah, 2019). Since education is a crucial aspect of human existence, it is necessary to develop human resources by enhancing their abilities, knowledge, and attitudes to prepare them for the educational environment (Widiansyah, 2018).

Several variables that support effective leadership can affect how well the administrator leads the school in its operations. So, if there is harmony in a positive relationship or interaction between the school principal and teaching staff, the goal will be accomplished (Aminudin *et al.*, 2022).

B. Methods

The performance of the principals of Kayuagung 1 Public Middle School in enhancing the effectiveness of instructional resources was the topic of this study, which was carried out there. Naturalistic observation and a qualitative descriptive approach are the methodology used. Naturalistic observational study makes an effort to get closer to the data source while attempting to avoid interfering with other research. Data for qualitative approaches must include descriptive information, such as that obtained from observations, interviews, and document reviews (Subandi, 2011).

The primary and secondary data used in this study are the resources. Principals' interviews serve as the primary source of information, while SMP Negeri

1 Kayuagung's teaching staff and research-related materials serve as the primary source of secondary information. Interviews (the informants in this study were educational practitioners), documentation, observation, and data analysis were the methods used to collect data. The style of communication is participative communication. All school decisions, including promotions, are made with input from the teachers.

C. Results and Discussion

Job satisfaction is a direct result of leadership. A leader must be fair and have a good sense of his surroundings because leadership is a quality that is utilized to influence individuals or groups.

By spending the time to attend school and extracurricular activities, the administrator adopts an emotional stance. even personally going to some teachers' homes. The principal's presence will give the instructor and teaching board a sense of security, and this might serve as a basis for evaluation. Teachers need to be recognized for their accomplishments in order to increase their enthusiasm for doing their tasks as teaching personnel.

Today, education is necessary to stay up with the times, including renewal in every area of education that is modern and professionally oriented toward education, thus it calls for educators with sufficient outstanding competence.

The principal is in charge of making decisions related to the following: 1) knowledge, or decisions pertaining to the curriculum, including those pertaining to learning goals and objectives; 2) technology, or decisions pertaining to teaching and learning facilities; 3) power, or the decentralization of authority in decision-making; and 4) material, or decisions pertaining to the use of facilities; 5) people, the development of professionalism in topics connected to the teaching and learning process, as well as support for the teaching and learning process; the decentralization of decisions regarding human resources; 6) time, namely the decentralization of decisions regarding where time will be spent, and Finance, specifically the decentralization of financial allocation decisions. Whereas all of these duties result in raising the standard of instruction in classrooms.

Researchers' findings are supported by research Oktavia (2014), according to which school principals can increase the creativity of teachers in the classroom by 1) providing supervision, 2) offering coaching and development, 3) rewarding teachers who exhibit high creativity, 4) hiring apprentice teachers, 5) conducting case studies, and 6) creating a fun learning environment.

The availability and competence of school principals in line with the rules, as well as proper educational credentials, are a few of the key indicators in the process of raising the standard of education. A process of providing a high-quality education will never be neutral; it is always founded on ideals and changes to meet the demands of available resources.

D. Conclusions

Based on study into the principal's leadership management approach for raising the standard of the teachers' work at SMP Negeri 1 Kayuagung, it was determined that the principal plays a significant role in raising the standard of the teachers' work. For the education system to operate effectively, principals must establish better ties with teachers.

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