

Implementation of Principal's Leadership in Improving Teacher Performance

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Abstract: This is descriptive qualitative research using interview data collection techniques and field observations. This study aims to look at the principal's leadership in increasing teacher performance at SD Negeri 10 Koba, Central Bangka Regency. Teacher performance can be reviewed and measured based on the content that must be owned by every educator. It can be displayed through the dominance of pedagogic, professional, personality and social competencies. Considering that the principal's leadership on teacher performance is very influential, it is suggested that at SD Negeri 10 Koba, Central Bangka Regency, increasing teacher performance can be done through career development for teachers through training or educational seminars.

Keywords: Principal's Leadership, Teacher's Competency, Teacher's Performance

A. Introduction

Education is currently facing a variety of very complex obstacles that need special attention. These obstacles include the emergence of new policies such as changing curricula, so that the condition of teachers in schools is not ready for its application and school facilities are not yet adequate to support learning activities. As is the case recently, schools have carried out computer-based assessments which carry out computer-based exams, but in practice there have been many obstacles that schools have experienced such as a shortage of computer units, unstable internet networks and there are still teachers who do not understand technology, resulting a decrease in quality education.

One important component of education is the role of a school principal as a leader in organizing, managing and carrying out planning in achieving the goals that have been set along with the school community. Bafadal (2003) states that leadership is the whole process of influencing, encouraging, inviting, and moving and leading others in the work process to think and act in accordance with applicable law in achieving the goals set. The quality of a school is largely determined by the role of a school principal, committee chair, teaching staff and teaching staff.

According to Jaliah et al (2020), the world of education will not experience any changes as long as lecturers and educators do not want to make new breakthroughs/innovations, are not adaptive and anticipatory of change meaning that educators are the spearhead in education as a result using good quality educators can produce children who are intelligent, skilled and have noble character.

School leaders are responsible for administering education, school administration, educational training, utilization and maintenance of facilities and infrastructure. School leaders are one of the components in schools that play the most role in improving the quality of education.

Robbins (2006) states that leadership means the ability to influence a group of members so that they can work towards the goals and targets that have been set. Leadership is a series of structuring activities that can be translated into the ability to suggest the behavior of other people in exclusive situations so that they are willing to work together in achieving the goals that have been set. The application of the appropriate principal's leadership style will be decisive when making decisions, as well as in motivating teachers to complete work in an efficient and effective manner.

Wahjosumidjo (2015) says a leader in a school means a teacher's functional energy person who is given the task of leading a school where the teaching and learning process is held, or a place where there is interaction between the teacher giving the lesson and the students receiving the lesson. The implications of the duties and responsibilities of leaders in schools become a guide in having high professionalism so that the activities of managing and organizing schools can be carried out optimally.

The formulation of the problem in this study is 1) How is the leadership of the principal in increasing teacher performance at SD Negeri 10 Koba? 2) What are the obstacles faced by the principal in increasing teacher performance at SD Negeri 10 Koba? 3) What is the solution in increasing teacher performance at SD Negeri 10 Koba?

B. Methods

This research was conducted at SD Negeri 10 Koba which is located in Terentang Village, Jalan Raya Koba, Koba District, Central Bangka Regency. This research is to describe the principal's leadership in improving teacher performance at SD Negeri 10 Koba, therefore the main data source for this research is people who are considered important to obtain clear and accurate information. As for the objects of this research are supervisors, principals, school committees, administration, and teachers. Techniques in collecting data used are observation, interviews, case studies

and documentation. The validity of the data in this study uses data triangulation techniques.

C. Results and Discussion

The leadership of the Principal of SD Negeri 10 Koba is wise and responsible in motivating teachers to be able to work together, fostering a high sense of kinship, and fostering a sense of discipline. The principal at SD Negeri 10 Koba in not positioning himself as a leader means that there are no boundaries between a leader and all colleagues, be it educators, administrative staff or school caretakers. Principals can create a very close sense of kinship; the teachers work together to achieve the predetermined vision and mission. This is in accordance with research by Sandika et al, (2022) which states that the basic skills of a leader are how to communicate, provide motivation, lead, show exemplary attitudes and behavior, and make decisions so that teachers and employees have respect and obedience to leaders.

In improving the performance of teachers at SD Negeri 10 Koba there are several problems, namely the lack of optimal supervision of learning carried out by the principal due to limited time and the tight administrative demands of the principal during the curriculum transition period at school, the lack of awareness of teachers to keep abreast of science and technology developments can be seen from the low teacher interest in participating in training activities or educational seminars held online. Principal leadership in improving teacher performance can be done through increasing existing human resources in schools through efforts to invite resource persons related to education training, for example such as developing learning media or involving teachers in seminar activities both online and offline. Principals, teachers and education staff are important elements in an educational organization. With the existence of quality human resources and supported by a good management system, it will be easier to achieve the vision and mission of a school institution (Prestiadi et al, 2019; Asnawan, 2021; Riinawati, 2022). In that case, school principals, teachers and education staff must synergize with each other to work together in improving their performance in order to achieve a good quality of education. Vaeriah et al, (2017) argues that the principal's leadership is a very important dimension in determining success and achievement in determining the level of performance of employees in schools and determining the level of achievement of the vision, mission and goals of the school (Rodrigues & Avila, 2021).

The quality of education in schools is inseparable from the performance synergy between school principals, teachers and administrative staff to work together. However, the principal still has the highest role in the school in achieving a school vision and mission that has been jointly set. Therefore, a school principal is required to carry out his duties and role as a leader to strive to provide the best for changes in

improving the quality of education in a school (Susilawati et al, 2022; Suratman et al, 2020; Astuti et al, 2020).

D. Conclusion

This article concludes that the school principal has been able to carry out his duties and roles with full sense of responsibility. The factor that hindered the principal's leadership in increasing teacher performance at SD Negeri 10 Koba was the teacher's lack of concern for keeping abreast of science and technology developments. How to overcome this problem, once a week the principal sits with the teacher to learn about the importance of using technology and using internet media.

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