

The Role of School Principals in Improving the Quality of Education through School-Based Management Concepts

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Abstract: This research aims to determine and describe the role of school principals in planning, organizing, moving, supervising, and evaluating the quality of education through the concept of school-based management at SMP Negeri 5 Prabumulih city. This research was carried out at SMP Negeri 5 Prabumulih City, with a total of 8 informants. Data collection techniques through observation, interviews, and documentation studies. The results of this research are that the role of the school principal in planning, organizing, moving, supervising, and evaluating to improve the quality of education through the concept of school-based management has been implemented well.

Keywords: Quality of Education, Role of the Principal, School Based Management

A. Introduction

The leadership of the school principal has a major impact on the success of educational institutions, or schools as they are more commonly called. The principal of a school holds a leadership position, so it is imperative that he or she can steer the institution toward accomplishing its objectives, implement progressive changes, and envision a better, globalized future for the school. For all purposes, whether officially reported to his superiors or informally to the community that has entrusted their pupils, the school principal is accountable for the success and smooth operation of all administrative and regulatory matters. According to Mulyasa (2011), school principals play a crucial role in raising the standard of education. They are in charge of planning and implementing curricula, managing student affairs, hiring and training faculty, and managing the infrastructure and facilities of their institutions. Seeing the many roles of the school principal, the principal has a huge challenge to be able to carry out education in the school so that it is directed, planned, and sustainable by establishing policies and providing ideas that can improve the quality of education in the school he leads.

School principals and the educational institutions they oversee must raise the standard of instruction to keep up with the contemporary pace of technological advancements and societal change. An educational institution, or school, is an open system that naturally needs innovation to stay in business. If it fails to do so, the school will fall behind, or even be buried under, the advancement and development of the times. As a result, all of its units must work together to keep the school open and viable in the face of intense international competition in the field of education. The principal of a school is the person in charge of assessing whether the institution is growing or failing and will take action to raise academic standards even in the face of constant competition. School principal as a functional teacher who has been tasked with organizing all aspects of educational administration and overseeing a school where teaching and learning activities take place or where interactions between teachers and students take place. A competent school principal possesses the abilities listed in the Republic of Indonesia's Regulation Number 13 of 2007 concerning School/Madrasah Principal Standards. This regulation states that the principal must possess personality, managerial, entrepreneurial, supervisory, and social competencies in addition to other competencies. It is envisaged that the school principal would be able to raise the standard of instruction in the institution using these competencies. An effective school principal, according to Wahyudi (2009), possesses the following qualities: (1) a spirit of leadership and the capacity to manage or lead the school; (2) problem-solving abilities; (3) social skills; and (4) professionalism and competence in their line of work.

The principal, also known as the educational leader, is the highest leader in a school, responsible for managing educational activities and ensuring the school's goals are achieved. They are expected to be a strong, reliable individual with good performance and the ability to bring progress in teacher work and build a school culture. Management is a crucial aspect of improving school quality, involving the development of all educational units, facilities, infrastructure, teachers, staff, and students. Educational quality management, or management, requires rules and regulations to improve the quality of education. School principals play a crucial role in supporting and implementing this strategy.

A decentralized system of education management will replace the current centralized one through the adoption of school-based quality improvement management. A type of educational management known as decentralization involves including schools in decision-making. When managers carry out educational activities to accomplish effective and efficient goals, they will resort to the fundamental components of the management process—the educational management function—which are inherent in the process and will always exist. There are related managerial functions within the field of management.

School principals have a part to play in raising the standard of education and are accountable for both micro and macro achievement. According to the aforementioned declaration, education managers must develop, coordinate, carry out, and oversee initiatives aimed at raising educational standards. Education management is a systematic, well-coordinated, and dynamic effort to improve services to educational customers, namely; students, parents, employment, teachers, society, and also government. So with good educational services, it is hoped that the results will be good too. School-based management (SBM) is a policy implemented by the government to advance the world of education in society and for the Indonesian nation. School-based management, according to Arikunto (2013), is the setup of an educational system that grants the principal complete control over the preparedness of all school personnel, allowing them to use all available facilities and learning resources to provide instruction for students. The principal is also held accountable for all of these actions. It is envisaged that education in Indonesia will be able to grow and flourish, producing human resources that can compete with those of other nations, with the help of education-based management. Generally speaking, the goal of putting SBM into practice is to gradually raise educational quality through effective school governance. In line with the statement above, Rusman (2012) explains that, in general, quality means the level of excellence of a product, whether in the form of goods or services, both tangible and intangible.

Within the context of education, quality is defined as the educational process as a whole, encompassing inputs such as instructional materials, methods, school buildings, administrative support for infrastructure, additional resources, and the establishment of a supportive environment. Thus, the capacity of educational resources to modify diverse input and circumstances to provide students with a particular level of added value is what defines the quality of education. According to Syafaruddin (2012), school administrators' skillful leadership and management are crucial to efforts to raise the caliber of education. Support from subordinates will be present and sustainable when the leader is truly qualified. Leadership is very important to pursue or improve the quality of education because improving the quality of education is the desire of every school. Schools will be able to progress when the principal is visionary and has managerial skills and integrity in improving the quality of education.

One of the official schools in Prabumulih's eastern region is SMP Negeri 5 Prabumulih. The residents of Prabumulih City, particularly those in the East Prabumulih sub-district and its environs, are very interested in sending their kids to SMP Negeri 5 Prabumulih. This is demonstrated by the large number of parents who have visited the school to inquire about the stay for new student registration, even though the school has not yet opened for enrollment for the 2023-2024 academic year. According to the findings of the author's yearly interviews with instructors at this school, SMP Negeri 5 Prabumulih experiences this condition before New

Student Admissions, indicating how strongly parents want to send their kids to this school. The public's strong desire to send their kids to school raises expectations that SMP Negeri 5 Prabumulih will provide their kids with a top-notch education. Furthermore, the author's observations at SMP Negeri 5 Prabumulih City on Monday, March 13, 2023, indicate that the school's leadership management and orderly administration have not been executed to their full potential.

The principal has not demonstrated his role as a manager in the school by doing several things, the principal has not carried out optimal supervision, for example checking the name of the presence of the teacher on duty at the time of the author's observation, the principal has not optimally monitored the ongoing process of teaching and learning activities taking place in the school. Currently, it can be seen that there are still many classes where there is no teacher in the classroom, while the bell signaling the start of learning has been rung, the impact of this low level of supervision is that there are still many teachers who arrive late to class so that the teaching and learning process does not proceed optimally, it seems. The principal does not provide guidance and guidance to teachers to process teaching activities well. As a result of the low level of supervision given by the principal to teachers, it can be seen that the learning process activities in class are not optimal, the results of research observations in several classes show that teachers are still using conventional learning methods so that students appear less motivated to learn, ironically, researchers found that in several classes students take notes on learning material while the teacher who teaches in class sits at a table while operating a cellphone.

The conditions above illustrate several leadership roles of school principals based on school management in improving and achieving better quality education. However, to find out more about the actual role of the principal in improving the quality of school management-based education at SMP Negeri 5 Prabumulih, researchers are interested in conducting further research on the role of the principal in improving the quality of education by giving the title of this research: The role of the principal in improving the quality education through the concept of school-based management at SMP Negeri 5 Prabumulih City.

B. Methods

This research will be carried out at SMP Negeri 5 Prabumulih City. This research uses a qualitative approach, it is not known about the population and sample as in quantitative research because the research starts from the case of the existence of individuals or groups in certain social situations and the results only apply to that social situation. Arikunto (2017) defines research subjects as the things, people, or objects that are the subject of the study and to whom data for research variables are related. This study employs a qualitative methodology and is descriptive. Research

methodologies, in the words of Surachmad (2013), are essentially a scientific approach to gathering data for specific purposes.

To obtain the data needed in this research, several techniques were used, namely interviews, observation, and documentation. According to Sugiyono (2018) Interviews are used as a data collection technique if the researcher wants to carry out a preliminary study to find the problem to be researched and if the researcher also wants to know things from the respondents in more depth and the number of respondents is small. Meanwhile, observation is a technique or way of collecting data by observing ongoing activities (Sukmadinata, 2013).

C. Results and Discussion

1. The role of the school principal in planning to improve the quality of education through the concept of school-based management at SMP Negeri 5 Prabumulih City

Based on the findings of the researcher's interview with the school head, the head of SMP Negeri 5 Prabumulih City planned to enhance the quality of education by analyzing and identifying the needs of the school. To prepare a needs analysis for the school, the researcher first conducted a survey of the requirements necessary for the efficient operation of the school administration, based on the findings of his interview with the principal of the school. To come to a consensus regarding the requirements of the school, the principal of the school convenes a joint meeting with the teaching and educational staff. The principal of the school requested recommendations from the teaching and education personnel at the meeting forum about the necessary needs analysis. Based on the findings of the researcher's interview with the school head, the head of SMP Negeri 5 Prabumulih City planned to enhance the quality of education by analyzing and identifying the needs of the school. To prepare a needs analysis for the school, the researcher first conducted a survey of the requirements necessary for the efficient operation of the school administration, based on the findings of his interview with the principal of the school. To come to a consensus regarding the requirements of the school, the principal of the school convenes a joint meeting with the teaching and educational staff. The principal of the school requested recommendations from the teaching and education personnel at the meeting forum about the necessary needs analysis.

The principal of SMP Negeri 5 Prabumulih City can evaluate the performance of the teaching staff and education staff of SMP Negeri 5 Prabumulih City based on the findings of interviews with the principal about the principal's capacity to evaluate teacher performance in the process of developing programs and implementing teaching in schools. SMP Negeri 5 Prabumulih City's principal is capable of evaluating teacher performance through academic supervision, monitoring, and

assessment activities. In addition, the principal can create work schedules for the school. When it comes to performance, Moeheriono (2012) defines it as the ability of an individual to carry out a program or activity that is carried out on schedule, in line with the goal and vision that are articulated in a well-planned program. The outcome of an individual's actions or activities toward an organization he leads in a given period, well and by the standards he has set, as well as bringing improved adjustments to the work program he has implemented, is performance, in contrast, according to Rivai (2013).

The capacity of the principal to create operational plans for the school. He claimed that SMP Negeri 5 Kota Prabumulih's principal has strong skills in creating operational plans for the school. Naturally, the principal of SMP Negeri 5 Kota Prabumulih receives assistance from the teaching and educational staff as well as the staff of deputy principals in creating the operational strategies for the school. SMP Negeri 5 Prabumulih City's principal about his capacity to create a supervision program. He claimed to be capable of creating supervision plans, particularly those for schools or other educational settings. The ability of the school principal to prepare educational supervision programs or school supervision means that the principal of SMP Negeri 5 Prabumulih City has good abilities in preparing school supervision programs. Purwanto (2016) defines educational supervision as a planned, intentional action taken by the principal or colleagues about the activities of teachers in the classroom to improve instruction and offer coaching. The ultimate goal is to assist teachers in delivering high-quality instruction. Moreover, educational supervision, according to Manullang (2018), is the process of watching teachers at work, evaluating their performance, and making necessary corrections to the outcomes of their execution of the lesson plan to address the teachers' shortcomings and shortcomings in facilitating learning activities in the classroom.

The principal of SMP Negeri 5 Prabumulih City stated that to compile the curriculum that will be implemented at this school, a meeting with the teaching staff was held to determine the curriculum program that will be implemented at SMP Negeri 5 Kota Prabumulih. The principal also recalled that as of right now, both of us are aware that there are two types of curriculum implemented in Indonesia: the 2013 curriculum and the independent learning curriculum. The curriculum is a set of plans created to be executed that specifies the goals, content, and learning materials as well as the techniques that will be applied or employed in implementation, according to Law Number 20 of 2003 Article paragraph (19), cited by Kurniasih & Sani (2014), rules for classroom activities that will help students meet the required learning objectives. Arifin (2014) further said that the function of the curriculum is: 1) To achieve educational goals and is a tool used to form a complete human being according to the vision, mission, and goals of national education; 2) Guidelines for teachers to provide daily guidance and teaching; 3) As a reference for teachers carrying out learning activities for students; 4) Expanding teachers' insight and

knowledge in various fields of science; 5) Creating quality teachers and producing students who can compete

The program he created for the progress of the school was to make SMP Negeri 5 Prabumulih City superior to the vision and mission of this school. To improve the quality of graduate standards, the principal makes changes to the determination of graduate competency standards every year with the numbers he has determined. The program is to determine the criteria for outstanding students in academic and non-academic fields. Meanwhile, to improve the standards of educators and educational staff, the principal provides the widest possible opportunities for teachers and administrators of SMP Negeri 5 Prabumulih City to take part in activities to increase their professional competency such as attending workshops, MGMP, good education, and training organized by the Prabumulih City government through the Department Education or outside the Prabumulih City area. Review of the Minimum Completeness Criteria for all subjects taught at Prabumulih City Public Middle School, namely by increasing the Minimum Completeness Criteria figures for all subjects. This step was taken to motivate teachers to be more active in teaching and motivate students to continue to improve their achievements. For extracurricular activities in the fields of Sports and Arts, the principal places extracurricular tutors according to their abilities to be able to train Prabumulih City State Middle School students to become gifted and talented students.

This research was supported by Kurniawati et al. (2020) This research examines the role of leadership in improving education quality at SD Negeri 14 Betung through School-Based Management. Using a qualitative approach, data was collected from principals, teachers, and employees. Results showed the principal effectively fulfilled his role as a leader and manager, collaborating with teachers and employees to achieve educational goals. Furthermore Noer et al. (2022) The Principal employs several tactics to enhance the caliber of education, including the establishment of an institutional framework inside the school, collaborations, involvement, transparency, and responsibility. There have to be improvement efforts since the Principal's approach to raising the quality of learning has not been fully implemented well.

2. The role of the school principal in organizing and improving the quality of education through the concept of school-based management at SMP Negeri 5 Prabumulih city

Based on the results of the research, the head of SMP Negeri 5 Prabumulih City has good abilities in controlling the implementation of educational activities at SMP Negeri 5 Prabumulih City. For example, the form of control over the implementation of educational activities carried out by the head of SMP Negeri 5 Prabumulih City is controlled in determining standard grades for grade promotion for students at SMP

Negeri 5 Prabumulih City, control of facilities and infrastructure at SMP Negeri 5 Prabumulih City and even control in the acceptance of personnel management. wants to work at SMP Negeri 5 Prabumulih City. Control of educational staff. If there are educational staff from other schools who wish to transfer to SMP Negeri 5 Prabumulih City before the principal gives a letter of recommendation to be accepted as an educational staff at SMP Negeri 5 Prabumulih City, then the principal carries out academic supervision first to the teacher concerned before The principal provides a letter of recommendation. If the principal considers the educational staff worthy of being accepted as teachers at SMP Negeri 5 Prabumulih City, the principal will provide a recommendation.

The ability of the school principal to exercise control and control over the implementation of educational activities, and the acceptance of new students at SMP Negeri 5 Prabumulih City is quite selective. Students who wish to study at SMP Negeri 5 Prabumulih City must take the test stages for accepting new prospective students. The test stages carried out by the committee accepting new students are based on instructions from the principal of SMP Negeri 5 Prabumulih City that the student must undergo a written test and an unwritten test to determine the quality of the student. If they meet the standards and criteria set by the principal then the new student is declared accepted as a student at SMP Negeri 5 Prabumulih City.

The principal of SMP Negeri 5 Prabumulih City has good skills in establishing communication with school residents and community members. The principal never has conflicts, especially with the teaching and education staff at SMP Negeri 5 Prabumulih City, communication and cooperation between the principal and all school members are well established. The principal understands and comprehends the conditions of the school community, so whatever program he has for SMP Negeri 5 Kota Prabumulih always gets support from all parties, while the program he creates and implements is to advance SMP Negeri 5 Kota Prabumulih. The principal of SMP Negeri 5 Prabumulih City has a strong personality and is wise in carrying out his role as a leader at the school. The principal of SMP Negeri 5 Prabumulih City is not easily influenced by other people's statements and always examines and takes action according to a healthy rationale, not in an emotional way. In taking actions and decisions regarding problems and policies that he determines, they come from the thoughts and conscience of the head of SMP Negeri 5 Prabumulih City, not because of any element of coercion and pressure from other parties.

Furthermore, the principal's ability to apply the principles of reward and punishment to teachers, education staff, and students in this school. The results of the researcher's interview found that the principal of SMP Negeri 5 Prabumulih City had good abilities in applying the principles of reward and punishment to teachers and students at school. To enforce discipline at the school, the principal of SMP

Negeri 5 Prabumulih City will never show favoritism to all school members who violate school rules and will be given sanctions that are appropriate to the capacity of the violations committed by the school members. For example, for teaching staff who rarely come to school, the principal will give strict sanctions in the form of a verbal warning. If the verbal warning is not heeded, the principal will give a written warning and report it to the school supervisor. Of course, this step is not taken directly by the principal but goes through several phases first. The principal of SMP Negeri 5 Prabumulih City will first take a persuasive approach to teaching staff who violate school rules before giving sanctions to the teaching staff concerned. Likewise, by giving awards for the achievements and performance of teaching and education staff, the head of SMP Negeri 5 Prabumulih City is impartial and objective in giving awards to teachers who can carry out their duties well and make achievements for SMP Negeri 5 Prabumulih City. Likewise, for students at this school who have achievements and bring glory to the school's reputation, the principal also gives awards as a motivation for other students so that they strive to improve their achievements, both academic and non-academic achievements on behalf of the school.

According to Terry (2019), organizing is an attempt to take actual behavioral action connected to people's behavior so that they can be persuaded to collaborate effectively to attain personal fulfillment about specific tasks completed in specific environmental circumstances so that goals are met. It is possible to reach your goals. In contrast, defines organizing as the process of identifying, classifying, and setting up different tasks required to accomplish the intended organizational goals. This includes allocating personnel to each task, supplying the required tools, and establishing authority and responsibility. Each person who is assigned tasks and obligations is given proportionate responsibility. According to Hasibuan (2007) the goal of organizing is to assist managers in overseeing the organization's activity to meet the predetermined objectives. To streamline the school's operations, the principal of SMP Negeri 5 Prabumulih City is supported in his tasks by the educational staff of the same name as well as the deputy principal, who has been tasked with carrying them out. Each deputy principal has a main task. The deputy principal for curriculum is tasked with assisting the principal in managing the smooth process of teaching and learning activities such as; 1) Prepare and describe an educational calendar; 2) Prepare a schedule of learning activities for SMP Negeri 5 Prabumulih City and the distribution of teaching duties for teachers at SMP Negeri 5 Prabumulih City; 3) Coordinating the implementation of curriculum analysis carried out at SMP Negeri 5 Prabumulih City; 4) Coordinate the preparation of rules for teachers and employees of SMP Negeri 5 Prabumulih City; 5) Analyze the needs of teachers at SMP Negeri 5 Prabumulih City and educational staff at SMP Negeri 5 Prabumulih City; 6) Carry out supervision and guidance on the performance of teachers and education staff at SMP Negeri 5 Prabumulih City; 7) Planning a teacher and employee resource development program at SMP Negeri 5 Prabumulih City; 8)

Organize the preparation of semester teaching programs at SMP Negeri 5 Prabumulih City; 9) Organize curricular and extracurricular activities carried out at SMP Negeri 5 Prabumulih City.

The deputy principal of SMP Negeri 5 Prabumulih City for student affairs assists the principal; a) plan and carry out student admission activities for SMP Negeri 5 Prabumulih City; b) Manage and manage student transfers together with the curriculum representatives of SMP Negeri 5 Prabumulih City, and report it to the principal; c) plan and carry out activities for the introduction to the school environment of SMP Negeri 5 Prabumulih City; d) organizing; e) coaching activities for the OSIS of SMP Negeri 5 Prabumulih City; f) extracurricular activities; g) Flag ceremony activities; h) security, cleanliness, order, beauty, kinship, shade and curricular activities of SMP Negeri 5 Prabumulih City; i) discharge activities for class IX students of SMP Negeri 5 Prabumulih City; j) regulate student rules and follow up on students who violate the rules of SMP Negeri 5 Prabumulih City; k) organize all student activities, both inside and outside the SMP Negeri 5 Prabumulih City school; l) carry out the selection of prospective school ambassadors for SMP Negeri 5 Prabumulih City together with the guidance and counseling teacher at SMP Negeri 5 Prabumulih City.

The deputy principal for facilities and infrastructure is tasked with assisting the principal in; 1) prepare a plan for facilities and infrastructure needs for SMP Negeri 5 Prabumulih City; 2) develop a cleanliness, beauty and safety program for the school environment; 3) regulate the procurement of school plans, organigrams, data boards, cohorts, attributes, labels, etc. related to school needs; 4) organize and/or coordinate the implementation of construction and/or rehabilitation of buildings, rooms, courtyards, gardens, furniture, other school infrastructure; 5) carry out routine inspections of school facilities (consumable goods/non-consumable goods) and improve administrative order; 6) coordinate the storage of school inventory items; 7) coordinating recording (inventory) and administering data on inventory items, including: (a) class inventory; (b) Science Laboratory Inventory; (c) language laboratory inventory; (d) computer laboratory inventory; (e) multimedia laboratory inventory; (f) library inventory; (g) teacher room inventory; (h) inventory of the principal's room; (i) inventory of administrative space; (j) ; counseling guidance inventory; (k) inventory of cleaning and garden tools; (k) sports equipment inventory; (l) inventory of lighting equipment; (m) inventory of learning tools and media; 8) create rules and regulations and regulate the use of infrastructure; 9) together with the deputy head of the school for curriculum and student affairs, prepare and plan the infrastructure needs to support the teaching and learning process; 10) coordinate and prepare the place and equipment for meetings held by the school; 11) coordinate the preparation of equipment for the ceremony; 12) make goods inventory reports every three months in collaboration

with administrative staff; 12) coordinate the preparation of periodic reports on the implementation of infrastructure activities.

3. The role of the school principal is to move to improve the quality of education through the concept of school-based management at SMP Negeri 5 Prabumulih City

The principal's involvement in inspiring his staff members is crucial to attaining the goal of raising the standard of education through the idea of school-based administration. Through communication, teaching and educational staff mobilization activities can be carried out. Terry (2019) defines mobilization as inspiring and motivating all members of the group (teachers and education professionals) to have the will and work hard to attain goals honestly and by the organization and planning that have been decided upon by the leadership. The principal of SMP Negeri 5 Prabumulih City has good communication skills with teachers, education staff, and students at this school, according to the interview results. The communication that takes place between educational staff members, teachers, and school principals is not limited to discussing task implementation; at times, it is laced with discussions of other issues unrelated to the task execution. The principal's capacity to plan and establish a welcoming and accommodating workplace. The principal of SMP Negeri 5 Prabumulih City is skilled at setting up and furnishing a welcoming and accommodating workplace. Furthermore, the principal's aptitude for establishing a welcoming school atmosphere is demonstrated by the outcomes of the researcher's interview with Mrs. Yeni Indriati regarding her capacity to plan and construct a comfortable and conducive work environment. He continued by saying that due to the atmosphere of safety, comfort, and peace that pervaded the school, SMP Negeri 5 Kota Prabumulih had grown to mean more to him than a location where he could do his duties as a teacher.

The process of mobilizing teaching and educational staff in schools can also be done by regulating the atmosphere of the school environment. The questions the researchers asked were regarding the school principal's ability to regulate the atmosphere of the physical work environment. The principal of SMP Negeri 5 Prabumulih City has good abilities in managing the atmosphere of the physical work environment. The school principal's ability to organize a beautiful, clean, and neat physical work environment so that all school members feel comfortable and at home in the school environment. The results of the researcher's interview stated that the environment of SMP Negeri 5 Prabumulih City was clean, comfortable, and beautiful to the eye. The results of the researcher's interviews with these two informants were supported by the results of the researcher's observations at SMP Negeri 5 Prabumulih City that it was true that the environmental conditions of SMP Negeri 5 Prabumulih City were clean, neat, and comfortable, so it was very supportive for the smooth teaching and learning process. Terry (2019) states that the

purpose of mobilization is to inspire subordinates (teachers and education staff) to perform effectively to meet the organizational (school) goals that the leadership (principal) has set.

4. The role of the principal as a supervisor to improve the quality of education through the concept of school-based management at SMP Negeri 5 Prabumulih City

The supervision carried out by the principal of the activities carried out by teachers and educational staff at SMP Negeri 5 Prabumulih City aims to observe and guide them in carrying out their duties. The questions the researchers asked were about the principal's ability to make decisions at school. The results of the interview show that the principal of Prabumulih City 5 Middle School has good abilities in making decisions for the benefit of the school. The principal has quite a good ability to make decisions in the school. Furthermore, Mrs. Aida, S. Pd added that an example of decision-making for the benefit of the school is regarding the implementation of the independent learning curriculum at SMP Negeri 5 Prabumulih City. The principal has determined that currently SMP Negeri 5 Kota Prabumulih is implementing two curricula in the school, namely the 2013 curriculum and the independent curriculum, this is because the readiness of SMP Negeri 5 Kota Prabumulih is not yet optimal to implement the latest curriculum due to the limited knowledge and understanding of teachers at SMP Negeri 5 Prabumulih City regarding implementation of the independent curriculum.

The questions that researchers asked the informants of this research regarding the ability of school principals to regulate a non-physical work atmosphere or create comfort and security. The principal of SMP Negeri 5 Prabumulih City can create security and comfort for teachers who teach at school by appreciating teacher performance in carrying out their duties at school, involving teachers in solving problems that occur at school and building good communication with teachers and education staff at school contributing to the ideas contributed by teachers in schools, encouraging teachers to develop their ideas and creativity in teaching, and motivating teachers to always work together to build more advanced schools.

Supervisors, or organizational leaders, employ supervision, according to Fahmi (2014), as a way to get their subordinates to operate effectively and efficiently, supporting the leadership in achieving the organization's vision and goal. The head of SMP Negeri 5 Prabumulih City supervises the activities of the education staff and teachers in the school he oversees to assess how well they are assisting the head in achieving the established goals and objectives of SMP Negeri 5 Prabumulih City. Posits that the goals of supervision are as follows: 1) Enhance subordinates' sense of duty and accountability toward leaders (school principals), who are entrusted with duties and authority in carrying out work; 2) Prepare subordinates to carry out work

by procedures determined by the leadership; 3) Prevent irregularities, misappropriations, negligence and weaknesses, so that unwanted losses do not occur; 4) Replicate errors and irregularities, so that work implementation experiences obstacles and waste.

5. The role of the school principal in evaluating the quality of education through the concept of school-based management at SMP Negeri 5 Prabumulih City.

Arikunto (2010) defines evaluation in management science as the process of looking for data to help decide whether a program, production, technique, or alternative strategy that has been suggested to accomplish predefined goals exists. Evaluation, according to Jabar in Arikunto (2010), is the process of gathering data on how something functions to identify the best option when making a choice. Additionally, evaluation is an action that is typically carried out to assess the viability of the design, execution, and outcomes of a program or policy (Ali, 2014).

Based on the results of the researcher's interview, the principal of SMP Negeri 5 Prabumulih City has good abilities in assessing the presence of teachers and education staff in the school. The principal often visits the teacher's room and asks questions about teachers who are absent or not carrying out their duties, or checks on teachers who are not in the room during break time. Apart from that, the principal of SMP Negeri 5 Prabumulih City can assess the strengths and weaknesses of teachers in carrying out their duties at school. The principal of SMP Negeri 5 Prabumulih City has good abilities in assessing the strengths and weaknesses of teachers. For teachers who have strengths in carrying out their duties, the principal motivates these teachers to continue to strive to improve their strengths in carrying out their duties at school, while for teachers who are deemed unable to carry out their duties well, the principal of SMP Negeri 5 Prabumulih City continues to strive to guide and develop the teacher concerned to continue to strive to improve its performance. The head of SMP Negeri 5 Prabumulih City has good abilities in predicting the progress of SMP Negeri 5 Prabumulih City. This is proven under the leadership of Mrs. Nuraisyah Yany, S. Pd., M. Si, as head of SMP Negeri 5 Prabumulih City, this school has made a lot of progress, especially progress in the field of facilities and infrastructure and the number of students has increased quite a lot. The principal of SMP Negeri 5 Prabumulih City has a good ability to innovate and be creative to advance SMP Negeri 5 Prabumulih City. During her leadership period, Mrs. Nuraisyah Yany, S. Pd., M. Si, said that Mrs. Nuraisyah Yany, S. Pd., M. Si, with her innovative and creative ideas and concepts, brought the atmosphere of Prabumulih City 5 Middle School to more advanced

The results of the researcher's interview showed that SMP Negeri 5 Kota Prabumulih had good abilities in understanding the vision and mission of SMP Negeri 5 Kota Prabumulih, even his understanding of the vision and mission of the

school was realized in the form of school development actions based on the vision and mission of SMP Negeri 5 Kota Prabumulih. One of the missions of SMP Negeri 5 Prabumulih City is "Organizing self-development activities to help students explore their potential as a provision for skills and life skills". The form of concrete action taken by the head of SMP Negeri 5 Prabumulih City is to reactivate extracurricular activities by giving assignments to teachers at this school according to their expertise and skills. The purpose of the evaluation activities carried out by the principal of the teaching and educational staff at SMP Negeri 5 Prabumulih City is to determine the performance of the teaching and educational staff at SMP Negeri 5 Prabumulih City to achieve the planned goals. The goals of evaluation, according to Hasibuan (2017), are as follows: 1) contribute to the planning of the work program being implemented; 2) contribute to the continuation, expansion, and termination of programs created and planned; 3) contribute to the modification of the work program being implemented; 4) gather data regarding the factors that facilitate and impede the implementation of the program; 5) contribute to the motivation and direction of program managers and implementers; and 6) contribute to the understanding of the scientific basis for evaluating the program being created.

D. Conclusion

The school principal has been instrumental in improving the quality of education by involving teaching staff, supervisors, and stakeholders. They collaborate with the deputy principal in curriculum and facilities to organize teaching and learning activities, address student issues, and procure necessary facilities. The principal also influences and collaborates with teaching staff and student parents to implement joint programs. As a supervisor, the principal provides guidance and directs staff to work together on school work programs. They conduct academic supervision activities, monitor teachers' performance, and evaluate the quality of educators. This approach helps achieve desired school goals and ensures the quality of education.

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