



IMPROVING THE LEADERSHIP OF THE PRINCIPAL IN BUILD TEACHER PERFORMANCE

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Article history:	Abstract:
Received: 20 th May 2022	Education can increase quality source power man through progress education determined by leadership head school. Study this aim for Increase Leadership Head School In Building Teacher Performance. Study this use method study qualitatively carried out with data collection such as interviews and observations. Research results show characteristics a leader head schools that can increase teacher performance, namely 1) coaching program ability power education through training workshops, seminars and Teacher Eye Meetings Lesson; 2) ability head school carry out process control guidance, direction and supervision; 3) giving motivation; 4) do communication nice and stylish democratic leadership.
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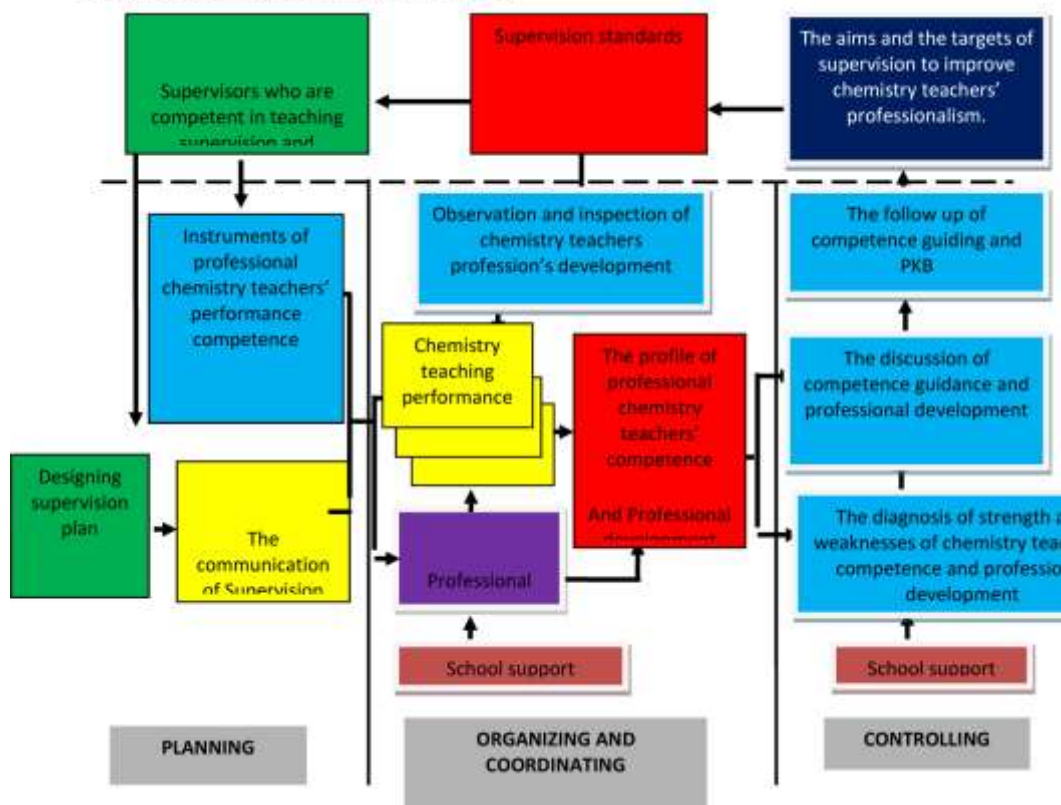
INTRODUCTION

Leadership is the ability possessed by the head school or somebody in get action job with full trust and cooperation . For reach destination education role leadership education must running optimally. By operational leadership education must in progress by effective for progress organization school . Organization school part big determined by quality given leadership _ responsibility as leader in something organization school (Art, 2021).

Leadership head school is head school that plays a role in system management school , like directing teachers and staff in the process of input to the data in the school . Head school responsible answer to method doing administration school with whole the substance , as well as to quality source the available power for them capable operate tasks in accordance with task and their respective functions (Julaiha, 2019). Head school have role important in increase teacher performance as educator, leader, supervisor, manager, administrator, as innovator and motivator (Herlina et al., 2020) .

Head school must capable guide inhabitant school in reach goal and give motivation in accordance with vision and the mission that has been set. Could build good communication, head school must more know more close inhabitant school through good interpersonal communication like create atmosphere comfortable work which is one of the how to get more easy in achievement goals (Setiyadi & Rosalina, 2021). Head school could build spirit tall for create performance with embed philosophy and ideology to members (Rahmat, 2021). Teacher performance is the ability shown by the teacher in doing duties and responsibilities answer on obedience and loyalty in operate task inside class and outside class (Indajang et al., 2020).

National education working develop dignified ability in skeleton educate life nation that has connection close with formation character participant learn and components other like teacher and head school for could work by professional . Teachers are required develop and utilize ability professional them (Paoki, 2014). style leadership could give very significant change in increase spirit to inhabitant school in achievers in accordance with field expertise and abilities of each (Riski et al., 2021). Head school doing supervision obliged in build a teacher for increase quality teach it (Zuldesiah et al., 2021).



Picture 1. Source power man with quality good have high performance

Source power man with quality good have high performance in make it easy achievement purpose. because of that, school need increase teacher performance with gift motivation to the teacher, in order to awaken enthusiasm and encouragement for doing Duty optimally (Rizal, 2019). On upgrade head teacher performance school capable spur teachers in increase full performance dedication to the task it carries (Pratiwi1 et al., 2021).

Leadership head school is one factor that could push school for achievement success that can seen from several factors as performance indicators . Head school sued capable doing duties and functions in manage various aspect component school for reach destination the school that has formulated . For school could reach goal by effective and efficient (Main et al., 2022).

METHOD STUDY

Method the research we use is method qualitative which where phenomenological with type study is qualitative descriptive that seeks give analysis about researched problem with no limited to collection and disclosure fact only . The data collection techniques we use is with method observations and interviews . On method data collection , there are a number of type in study qualitative that is observation, visual analysis, study literature, and interviews (individual or group). However Thus, the most popular are use interview and focus group discussion (FGD) methods.

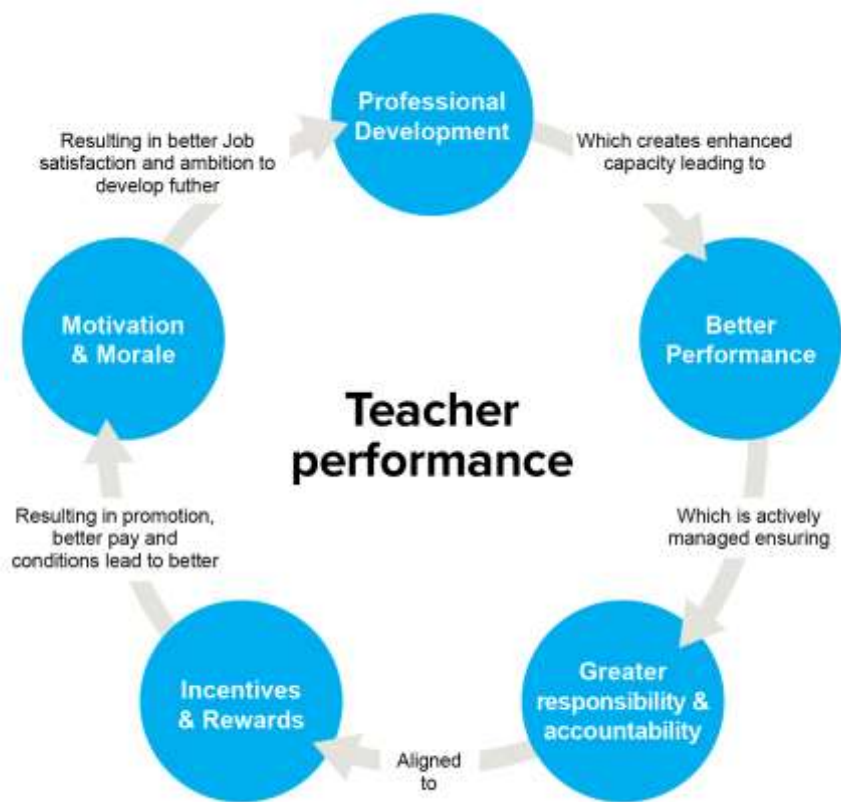
RESEARCH RESULT

On research to increase leadership head school in build teacher performance at the level of SMPN 3 Gorontalo City can be presented in table 1. Here this .

Table 1. Research results to increase leadership head school in build teacher performance at the level of SMPN 3 Gorontalo

No	Characteristics leadership	criteria					Information
		Very Well	Well	Enough Well	Not good	Not Well	
1.	Intelligent	-	V	-	-	-	Intelligence a leader could seen in complete every problem with quickly faced by teachers and staff .
2.	Responsible _	-	V	-	-	-	A leader must responsible answer to himself , as well as his teachers and staff .

3.	Honest	-	V	-	-	-	A leader who has nature honest certain will make all teachers and staff believe to all his words and actions
4.	Could trusted	-	V	-	-	-	A leader must have nature could trusted .
5.	Assertive	-	V	-	-	-	A leader must behave assertive to all teachers and staff on all decisions taken _ by fast .



Picture 2. Teacher Performance

Based on table on could is known increase leadership head school in build teacher performance at the level of SMPN 3 Gorontalo City has been good . This thing showed with style leadership head SMPN 3 Gorontalo City has a number of characteristics among them smart , responsible answer, be honest, can trustworthy and firm.

DISCUSSION

Based on results study in increase leadership head school in build Teacher performance at the level of SMPN 3 Gorontalo City has 5 characteristics leadership that when applied with good eat will could bring impact good for school. As for the 5 characteristics leadership that is smart , responsible answer, be honest, can trustworthy, and firm. As for the assessment to characteristics leadership could described as following.

- a. Intelligent
 - Intelligence a leader could seen in complete every problem with quickly faced by teachers and staff. Smart leader must capable make a strategy and plan what to do comes first, because in make something simple just if no use strategy of course will failed .
- b. Responsible answer

A leader must responsible answer to himself, as well as his teachers and staff. Leader responsible answer fully on fall down wake up trusted leadership to him, so leader in Thing this must play a role active in success his leadership.

c. Honest

A leader who has nature honest certain will make all teachers and staff believe to all his words and actions. So that leader could create environment comfortable work.

d. Could trusted

A leader must have nature could trusted, because trust this could encourage teachers and staff to be more forward.

e. Assertive

A leader must behave assertive to all teachers and staff on all decisions taken by fast . In taking decision of course necessary , but must considered with thoroughly. So that decisions taken is correct choice and not worried.

CONCLUSION

Leadership is the ability possessed by the head school or somebody in get action job with full trust and cooperation. Head SMPN 3 Gorontalo City has a number of characteristics among them smart, responsible answer, be honest, can trustworthy and firm.

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