

## Effectivity Of The Leadership In High School (SMA Yake Jakarta) to Increase School Performance

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**ABSTRACT:** The school management is a measure of the success of principals in improving the effectiveness of the performance, the study aims to: (1) know the school management (planning, implementation, monitoring and evaluation) to improve the effectiveness of school leadership, (2) determine the obstacles that hamper school management in improving the effectiveness of school leadership, (3) determine the business improvement (action) done principals overcome the obstacles that hinder the effectiveness of leadership. This study uses the method: a descriptive qualitative research. Qualitative research methods are used as research that produces descriptive data, in the form of words, pictures and not numbers. This research report has excerpts presenting the data in the report, which the study's data comes from interviews, field notes, photographs and other documents. **RESULTS:** (1) Management Yake Jakarta high schools in improving leadership effectiveness the school is not optimal particularly in the implementation of the work program, monitoring and evaluation. The school principal is not optimal in performing their duties and functions as a whole in the implementation, monitoring and evaluation due to lack of time the principal due to additional tasks to the principal outside duties that teachers and employees are guided in the implementation of school activities, (2 ) the obstacles that hinder the school management in improving the effectiveness of school leadership school Yake Jakarta including maintenance of school facilities and infrastructure are less well programmed, teachers and education staff have not been optimally provide services to students and parents. Character formation of students have not been fully executed, (3) The work done by the principal to overcome the constraints that hinder the school management to improve the effectiveness of school leadership SMA Yake Jakarta.

### 1. INTRODUCTION

Education is a conscious and deliberate effort undertaken by the government or the community to improve the knowledge and character of students, personality development and potential are very important so that learners can face the challenges of his day. Learners are human resources that will be a national leader in the future. Therefore learners need to get an education in order to become a human character that is not only able to apply knowledge in kehidupanya but can become a role model in the community. Education is an

important factor for the development of a nation for education that can form a human in a civilized nation that is people who are aware of the function both as individuals and social beings sabagai. Memamdang community in the education sector as cadradimuka demanding educational outcomes can be the civil society so that the public expectation is also the responsibility of education. Each individual learners have potential that must be developed by the institution as the implementation of the responsibilities of government and private educational institutions. Every individual should be

able to increase the potential for him to have the spiritual power of religion, self-control, personality, intelligence, noble character, and skills needed him, society, nation and state.

In the National Education Act No. 20 of 2003 states that the education unit is a group of educational services that provide education in formal, non-formal, and informal at all levels and types of education. Formal education is a structured educational paths and tiered consisting of primary education, secondary education, and higher education. Non-formal education is the path of education outside formal education can be structured and tiered.

School is an organization engaged in education, which is one of the factors determining the quality of Human Resources (HR). According Umiarso and Gojali (2010: 70), the school is an institution for learning and teaching as well as a place to receive in giving lessons. The school principal is the highest office in the school, so he acted as leader of the school and the school principal's organizational structure mounted on the top spot. Wipe the head role as head greatly affects the performance of schools, principals and teachers as a reliable and qualified educators is one strategic factor to achieve educational goals nasional..Sedikitnya there are five nature of the services to be realized so that the public schools are satisfied: (1 ) reliability (reliability), in accordance with the promised services; (2) assuredness (assurance); able to guarantee the quality provided; (3) appearance (tangible); school climate that is conducive; (4) concern (empathy); give full attention to learners; (5) responsiveness (responsiveness); responsive to the needs of learners.

In general, in order to realize the above five services required to improve the effectiveness of school leadership. Principal leadership of the SMA Foundation Six - Six Jakarta (SMA

Yake) in implementation has not been as expected, Educators and education staff each working with its own objectives. For that the research was conducted.

This study focused on the effectiveness of school management in an effort to improve the performance of school leadership with a sub-focus: 1) The school management (planning, implementation, monitoring and evaluation) to improve the quality of service high school Yake Jakarta. 2) The obstacles that hinder the school management to improve service quality Yake Jakarta high school. 3) The improvement (action) done principals overcome the obstacles that hinder the effectiveness of school leadership in improving performance Yake high school in Jakarta.

Based on the description of the background of the problem, identify problems, and research focus on research problems can be formulated as follows:

- How does the school management (planning, implementation, monitoring and evaluation) to improve the effectiveness of school leadership School Yake Jakarta.
- Any constraints that hinder the school management in improving the effectiveness of leadership Yake high school in Jakarta.
- How business improvement (action) done principals overcome obstacles meningkatkanefektivitas Yake Jakarta high school leadership.

The purpose of this study are as follows:

- To know school management (planning, implementation, monitoring and evaluation) to improve the effectiveness of school leadership School Yake Jakarta.
- To know the constraints that hinder the school management in improving the effectiveness of school leadership School Yake Jakarta ..

- To know the repair business (action) done principals overcome the obstacles that hinder the effectiveness of high school leadership Yake Jakarta.

## 2. RESEARCH METHODS

The method used in this research is descriptive qualitative research method. Qualitative research methods are used as research that produces descriptive data, ie data collected in the form of words, pictures and not numbers. Thus, this intensive search report has excerpts presenting the data in the report, which the study's data comes from interviews, field notes, photographs and other documents

The type of data collected in this study are primary data and secondary data. The primary data is data in the form of words and actions of those who observed from interviews and observations. While secondary data obtained in the form of written documents. As aids data collection used in this research is interview, observation, recording devices, notebook and camera.

The techniques used in data collection are observation, interviews, literature review, and documentation.

Here's an explanation of each of these techniques: Observation (observation), Interview, Library Studies and Documentation. In this research data analysis technique used is the interactive data analysis. Interactive data analysis methods is an ongoing effort, repeatedly and continuously. Data Reduction (data reduction)

Data reduction is defined as the process of research, focusing on simplification, abstraction transformation of raw data that emerge from the writing field notes (field notes) which takes place continuously throughout the study. so it looks certain patterns. Presentation of data (data display), Drawing conclusions / verification. Verification or conclusion

is part of a project and configuration intact.

## 3. RESULTS AND DISCUSSION

### 3.1 Sub Focus 1

School management (planning, implementation, monitoring and evaluation) to improve the effectiveness of high school kepemimpinansekolah Yake Jakarta.

#### 3.1.1 Planning school programs

Planning Yake Jakarta high school program has been good. At the beginning of the school year at the school board meeting planning by teachers. Planning activities SWOT analysis refers to analyzing the strengths and weaknesses of the school, the vision, mission, goals of the school.

In planning the distribution of tasks to educators and educators for school activities. Vision, mission and learning activities delivered to parents through communication forum / meeting of parents.

#### 3.1.2 Implementation / implementation of school programs

Implementation of the work programs carried out in accordance with the planned schedule although not all achieved because of constraints of time, cost, and infrastructure. The role of the principal in the implementation is not optimal. School activities submitted to educators so that the controls in practice was still lacking. In the implementation of the work program involves educators and education personnel in any school activities, provide infrastructure and budget to support school activities. In the financial management of the school, all uses are within the budget that has been set.

School facilities and infrastructure already supports the implementation of teaching and learning activities but should be further improved in terms of safety and hygiene. Students are happy

with the facilities provided by schools for example good library, classrooms are clean and comfortable. Students assess how well teachers in the classroom teaching, creative and explain the lesson clearly. Students are pleased with the activities carried out in the school habituation like reading a book of general knowledge.

### 3.1.2 Monitoring and Evaluation

Supervision of education personnel with system performance monitoring, supervision, administration and classroom visits, although not effectively implemented. Supervision of the school principal is less than optimal learning activities still need to be improved, particularly in managing human resources. Supervision has not done well due to some constraints, especially socialization supervision.

### 3.2 Sub Focus 2

The obstacles that hinder the school management in improving the effectiveness of school leadership School Yake Jakarta.

- constraints in implementation work program is the target has not been achieved due to the additional tasks school outside duties. Another obstacle in the implementation is such as time constraints, the limited funding, lack of coordination.,
- Constraints in the supervision of the time due to additional work which is not jelas. Kendala in the evaluation is the activity report in which each working group can not be optimized to meet and make a report.
- Constraints in the development of school facilities and infrastructure are less programmed maintenance tools well.
- Constraints in administrative work not in accordance with the number of administrative personnel, lack of guidance from the principal.

- Constraints in the statement of financial accountability of school visible financial reporting system less efficient.

### 3.3 Sub-focus 3

Efforts to improve (action) done principals overcome the obstacles that hinder the management in leadership meningkatkan efektivitas Yake high school in Jakarta.

- If the target is encapsulated in the work program is not reached, an evaluation with the teachers and through meetings.
- Overcoming obstacles in the implementation of school activities to find solutions together
- School commitment was always taught to students to apply even though the application is not maximized,
- School improvement efforts made in improving the quality of school services are already heading towards better although not optimal.

## 4. CONCLUSIONS

Based on the description of the data, the findings of this study and discussion of research results, it can be summed up as follows:

- Yake high school management Jakartadalam increase leadership effectiveness the school is not optimal particularly in the implementation of the work program, monitoring and evaluation. The school principal is not optimal in performing their duties and functions as a whole in the implementation, monitoring and evaluation for lack of time due to the principal's additional tasks to the principal outside duties that teachers and employees are guided in the implementation of school activities.
- The obstacles that hinder the school management in improving the effectiveness of school leadership School Yake Jakarta including maintenance of

school facilities and infrastructure are less well programmed, teachers and education staff have not been optimally provide services to students and parents. Character formation of students have not been fully implemented.

- The work done by the principal to overcome the constraints that hinder the effectiveness of school management for school leadership meningkan Yake Jakarta High School are: a) Request the opinion of teachers, workers, school committees and parents to repair orag kenerja school; b) Providing facilities and infrastructure at school to support the implementation of school activities; c) Implement the school's commitment to implement the school community; d) peningkatkan achievement of students in extracurricular activities to engage students in competitions; e) To provide guidance to the educators to improve the performance towards the good; f) Improving human resources, especially teachers to engage in training and seminars.

## 5. REFERENCES

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