

Leadership role of principal on improving the performance of teacher at madrasah aliyah darul muqimin pandeglang

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Abstract: Principal of Madrasah Aliyah Darul Muqimin has a democratic leadership type. It is characterized by actions that absorb the aspirations of his subordinates, firm in the act and make decisions, and to accommodate all its forces objectively. One of the headmaster tasks would provide an assessment of the performance of teachers. Teachers are required to prepare in the scope of the pedagogic and professional competence. Among the aspects of competence in question is the activity of designing, implementing, which includes the first activities, main and end, also carrying out the process of formative and summative evaluation. The main problem will be discuss in this paper is how the Role of Principal in Improving Teacher Performance at Madrasah Aliyah Darul Muqimin. This research is descriptive qualitative that using case study approach, explanation give by using descriptive analytic study, reinforced with inductive thinking and understanding of theory, and analysis of quantitative data to explain certain phenomena and aspects. Principal should be able to push the performance of teachers by demonstrating a friendly, close, and full consideration to the teachers, both as individuals and as a group. Positive behavior of Principal can encourage, guide, and motivate all citizens of madrasah to cooperate in realizing the vision, mission, and goals of madrasah.

Keywords: Leadership, Principal, Madrasah, Performance, and Teacher

INTRODUCTION

Leadership as one of the functions of management is very important to achieve organizational goals. With a very heavy as if leadership were forced to face a variety of factors such as: the structure or order, coalition, power, and condition of organization environment. Conversely leadership can easily become a great resolve-tool against any problems that happen to an organization.

Leadership can play a role in protecting some issues of un-appropriate organization setting, such as: the distribution of power that become a barrier for effective action, lacked of variety sources, the procedure that considered is bad, and the problems the organization is more fundamental. Therefore, central role of leadership in the organization, dimensions of leadership that are complex need to be understood and assessed in a coordinated manner, so that the role of leadership can be effectively implemented. These dimensions is the definition of what constitutes leadership, a wide range of studies on leadership, leadership effectiveness, also the efforts to improve leadership [1].

Principal as a leader is a generally accepted metaphor, with the teacher as a follower or as a worker. Lately, more and more literature of education reforms

consistently force that effective leaders do not apply it directly, but it is very influential on the ability of madrasah to improve the quality of implementation of programs and academic success of students. While the learning activities of students in the Madrasah increasingly accepted as occupying the position of "first, last, and always" depend on the quality of teachers. This shows the importance of quality of leadership in determining the performance of teachers and quality of teaching in the classroom [2].

Principal has functional authority for supervise to teachers under his leadership. The role of principal in improving teacher performance is expected to allow teachers to teach more competent, focused and professional, making it easier to comprehend, digest and then realize in everyday tasks. The teacher is a central figure in education, because a teacher is a figure that is needed to encourage the success of learners.

Principals as leaders in the world of formal education required to improve the quality of management resources through its performance, especially in terms of management organization and execution of basic tasks and other tasks. In addition principal needs to actualize managerial skills to increase teacher performance. This is very important as position holders as headmaster, professional increase in carrying

out their duties and responsibilities as a professionals in the field of education.

Leaders use the ability and intelligence by using the environment and the potential that exists in the organization. In other words, the leader tries to involve members of the organization to achieve the goal. The ability to drive, steer and influence the members of the organization in an effort to achieve the goals of the organization as a form of leadership. The capability of influencing the behavior of others towards a particular goal as an indicator of the success of a leader [3]. It is deciphering leadership as a deliberate engagement to influence the behavior of people.

Teacher performance or achievement (performance) is the results achieved by teachers in carrying out the tasks assigned to them based on skills, experience and sincerity also in using time. Leadership is one of educational component that most plays a role in improving the quality of education. Principal is responsible for education in micro-management; educational leadership related to principal issues in improving opportunities for meetings effectively with teachers in a conducive situation. In this case, the behavior principal should encourage the performance of teachers by demonstrating a friendly, close, and full consideration of the teachers, both as individuals and as a group. Principal positive behavior can encourage, guide, and motivate all citizens of madrasah to cooperate in realizing the vision, mission, and goals of madrasah.

Teachers would be good if the teacher has to implement the elements consisting of loyalty and commitment to the task of teaching, master and develop learning materials, discipline, in teaching and other duties, creativity in the implementation of teaching, cooperation with all the school community, leadership becomes a role model to student, a good personality, honest and objective to guide the students, as well as responsibility towards his duties. Therefore principal as leader is to conduct an assessment of teacher performance. This assessment is important to remember its function as an evaluation tool for the leadership of principal.

One task of Principal must provide an assessment of the performance of teachers in improving the performance is required to prepare especially in some aspects of the scope on the pedagogic and professional competence. Among the aspects is the activity design, implementation which includes first activities, main and end. While the third aspect is evaluation of Implementation of Teacher Performance Assessment includes formative and summative assessment. In one school year, at least the implementation of performance appraisal twice the

beginning of the school year and the end of the school year. This means that each six months the teacher performance will be assess. PKG is not to complicate the task of a teacher, but PKG implemented in order to realize a professional teacher, because the dignity of a profession is determined by the quality of professional services quality.

Based on the background above, the problems of principal that will be discuss in this paper are: How leadership of Principal at Madrasah Aliyah Darul Muqimin, how teacher performance at Madrasah Aliyah Darul Muqimin, and how the role of Principal in Improving Teacher Performance at Madrasah Aliyah Darul Muqimin?

LITERATURE REVIEW

The author's knowledge there has been no writings of others who are directly related to the "*Leadership Role Of Principal On Improving The Performance Of Teacher At Madrasah Aliyah Darul*". However, there are some posts that are not directly related to the theme of this discussion, among them are:

Research conducted by Dyah Dwi Listyor, she is Tarbiyah faculty Student of UIN Sunan Kalijaga in 2010 with the title "*The Role of the Principal in Improving Teacher Performance and Employee Motivation in MTsN Model Parakan, Temanggung, Central Java*" [4]. This study discusses the role of the principal as motivator and leader in improving teacher performance and employee motivation in MTsN Model Parakan, and knowing the principal strategy in improving teacher performance and motivation of employees, and to know the principal obstacle in improving teacher performance and employee motivation.

Research conducted by Agus Sulasih Hikmah university students of Tarbiyah UIN Sunan Kalijaga in 2010 about "*The Role of the Principal as Manager In international school (RSBI) in SMK Ma'arif I Kebumen*" [5]. This study discusses the role of the principal as a manager in RSBI in SMK Ma'arif I Kebumen and to find out how management supporting factors and facing the factors inhibiting the implementation of the school.

Research conducted by Andi Prastowo the faculty student of Tarbiyah UIN Sunan Kalijaga in 2010 with the title "*Principals Leadership As Supervisor Education in Teacher Competence Development in the State Madrasah Ibtidiyah Jejeran Bantul*" [6]. This study discusses the implementation of the leadership of headmaster as supervisor of education in the development of the competence of teachers, determine leadership styles and identify factors inhibiting and supporting the leadership of headmaster of State

Madrasah Ibtidiyah Jejeran in organizing the supervision of education for the development of teacher competence.

Research conducted by Tri Setiawan Isa, university students of Tarbiyah UIN Sunan Kalijaga in 2010 with the title "*The Role of Principals As Supervisor of Education in Increasing Pedagogical Competence of PAI teacher at MTs Sleman Yogyakarta City*" [7]. This study discusses the efforts made by headmaster, knowing the form of assessment pedagogical competence of PAI teachers and know the problems and how the settlement faced headmaster in improving pedagogical competence of teachers of PAI in Sleman MTsN City. Research conducted by Hidayah Choirul the students of the faculty Tarbiyah UIN Sunan Kalijaga in 2010 on "*Emotional Intelligence Urgency of Principal Motivation in Improving Teacher Performance (Case Study of Play Group Budi Muli Two Terban Yogyakarta)*" [8]. This study discusses about principal leadership type, emotional intelligence urgency for teachers and principals, know the efforts made by principal on enhancing performance motivation in Play Group Budi Mulia Two Terban Yogyakarta.

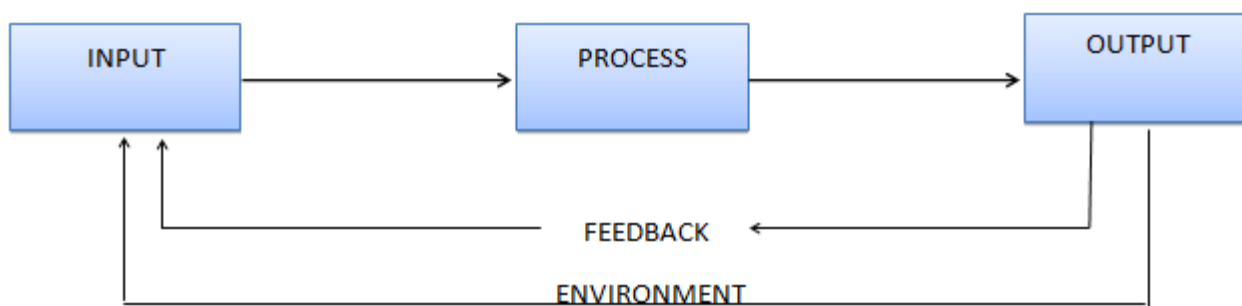
While the reference book used by author are: First, the author is Mulyasa "*Being a Professional Principal*" which discuss the necessary professional principal, who can encourage educators to collaborate and cooperate in improving the quality of schools, and to realize the vision and mission. Second, the author is Mulyasa "*Management & Leadership of Principal*" in which to discuss about management and leadership of

principals in terms of coordination, communication, and also the roles of the principal. Third, the author is Wahjosumidjo "*Principal Leadership*" in which to discuss about how a principal do administrative process of the school, also through theoretical and philosophical approaches of the various theories of knowledge, insight, and issues that necessary faced by the principal. Fourth, the author is Ara Hidayat and Imam Machali "*Education Management*" which discuss about the management system of education, especially in schools / madrasah. Management of education and national education, organizing, leadership, managing madrasah education and implementation of management in the management of education.

From the thesis mentioned above can be seen that this paper essentially different. Because here the author focus to the role of principal leadership and inhibiting factor of headmaster leadership in improving the performance of teachers at Madrasah Aliyah Darul Muqimin Banjar Pandeglang.

Thinking Framework

In the process of education management there are several important elements, namely human resources, material and cost elements. Human resource element is the head of the Madrasah as a leader, teacher, staff and students, material element is buildings, infrastructure, learning resources and financing element is education processes. These elements related each other into one integral system in the educational process. The relation above can be described in the following scheme :



Picture1.1

In the picture above, which includes input aspect is the headmaster, teachers, students, facilities, media and infrastructure. The process through teaching, training, coaching, evaluation and management. Meanwhile, output aspect are knowledge, skills and attitudes.

Of the various elements above, principal as the human element plays a strategic role in driving educational activities, even other resources is less

meaningful when not accompanied by a teacher's performance is adequate, although the performance of teachers is not inseparable from resources other support that can lead to optimization of work , In other words, the teacher is spearheading of the effort to improve the quality of services, processes and research results.

RESEARCH METHODS

By type, this research is a field research - is a study aimed to do deeper research about the problem, so

it produce an image that is well organized and complete. The research model is a qualitative research that aims to understand the phenomenon of what is experienced by research subjects, for example: behavior, perception, motivation, action, and others [9]. This research was descriptive because it intends to collect information on the status of existing symptoms, using the method of observation, interviews and documentation as data collection.

This study is Descriptive qualitative by using case study approach, and explained by using analytic descriptive study, it means analyzing data based on the fact of qualitative data, which is reinforced with inductive thinking and understanding of theory, and reinforced by the analysis of quantitative data to explain the phenomenon and certain aspects. To obtain valid data and information, the authors carry out the data collection with the techniques below:

INTERVIEW

The interview is a technique of collecting data by asking questions to the respondent and write or records the answer of respondents [10]. The author conducted interviews to obtain data, information, idea or views of the private and individuals interviewer. In order to deepen or as compared to other opinions so author gets the truth more valid.

Interview techniques used consists of two (2) types:

- a. Interview using guidelines in the form of structured questions;
- b. Interview without using guideline, it is in order that the conversations or interviews can flow naturally, so it can get deep information as supplementary interviews that using a guideline. Data from this interviews will be a secondary data.

Documentation

The technique of documentation is done by studying and examining the written goods as books, magazines, documents, rules or regulations, result of meeting, diaries, etc. related to the research, which in this case is all of the records or data on locusts of school, related issues to be investigated. This data is a complementary effort to the data of the interview, so that the data will be secondary data.

Observation

According to Hadi Sutrisno, observation is a complex process, a process composed of a variety of biological and psychological processes, two of the most important is the process of observation and memory [11].

Validation of Research Findings [12]

Results and discussion

Results

Principal Leadership of Madrasah Aliyah darul Muqimin

To examine the role of principal leadership in improving teacher performance, researchers conducted interviews with the principal and vice principal of the madrasah and some of the teachers.

In the educational institutions, the leadership of a headmaster is very important because Principals is a central profile as a leader in education. Principals not only as the head of which is always entitled to accentuate its power alone, but rather embedded functions as the leader. Educational institutions always to crave the ideal leader profiles and can serve as an example for the group that he/she lead, because the world that led is the world of education. Then Principals should be able to be an example for the educators in madrasah.

Based on the results of field research the Leadership of principal of Madrasah Aliyah Darul Muqimin have a democratic type of leadership it can be seen from the statement - as follows:

Based on the statement of informant (A. 1. 2015) In his leadership Head of Madrasah Aliyah Darul Muqimin already done his job well, namely as a democratic leader who always listening to feedbacks from subordinates, and always respect the opinions of teachers especially in terms of organization. Then, as a headmaster also demand to be wise and resolute, though occasionally there is tolerance, along the tolerance does not violate the standard rules. And the ability to be possessed by headmaster include the ability to build a vision and mission, goals, aims, policies and programs, and also to be able to communicate and the ability to take decisions and discipline must be enforced, and another policy. The first, to measure the level of a teacher including the employees inside it can keep and obey the rule as an example / role model for citizens of madrasah which in this case is focused on students.

The Vision and Mission of Madrasah Aliyah Darul Muqimin are:

Vision

The realization of quality and Islamic education, have faith and good character, master of science and technology, love environment and his/her homeland.

Mission

- 1) . Realising active learning process, creative, effective and fun.
- 2). Realising democratic education, faithful and morals, knowledge, discipline and responsible.
- 3) Create a madrasah-based management system that involves all citizens of Madrasah and community1.

Aim

- 1) Improving student achievement in order to achieve the average value of the national exam significantly, to continue their education to a higher level.
- 2) Promoting the students to be able to receive a better lessons and have some fun to get achievement at the district level.
- 3) To make students have skills and experiences in the Islamic religion which is practiced in everyday life.

Target

Targets to be achieved:

- 1) Increasing the quantity and quality of educators.
- 2) Improve the infrastructure to be more adequate.
- 3) Improve the achievement of school "madrasah".
- 4) Enhancing the role of the community in education.
- 5) Improve discipline and civic responsibility.
- 6) Increasing knowledges and skills in technology (i.e Information Technology)

Policies And Programs

1) Policies

The presence of policies that will be used in order to realize the goals, mission and vision are:

2) Program

The programs that will be implemented in order to achieve the goals, aim, mission and vision are as follows:

- a). Increasing the quantity and quality of human resources (HR)
- b). Procurement of goods needs - operational items.
- c). Improved the implementation of the evaluation of learning outcomes and the quality of the graduate.
- d). Increased community participation.
- e) To increase discipline and responsibility.
- f) Increasing the out put skill of HR.

Annual Performance Plan

Goals And Programs

Goal

Targets to be achieved by the year 2015/2016 are as follows::

- 1) Improving the quality of teachers.
- 2) Increase the needs of the media and learning resources.
- 3) Increasing the academic achievement of "madrasah".
- 4) Increased public participation.
- 5) Increasing the activity of citizens madrasa discipline.
- 6) Increased knowledge and technology skills.

Program

To achieve the aims, the program implemented as follows:

- 1) Increasing the quantity and quality of Human Resources
- 2) Improvement of the quality of facilities and infrastructure
- 3) Improved performance of "madrasah"
- 4) Increasing public participation
- 5) Increased discipline and accountability
- 6) Increased Skill out put HR

Then, according to a statement of the informant (A.2.2015) leadership of the principle in Madrasah Aliyah Darul Muqimin is pretty good, the principle give priority to discipline both teachers and employees or students. Periodically always held a coordination meeting to evaluate the implementation of learning every once a month, things that became a problem in teaching and learning activities of students' problems to be addressed properly. A headmaster said to be feasible if he/she has a good Leadership, able to devise and plan programs for the development of madrasah's future. Able to communicate with subordinates, able to accommodate the aspirations of the subordinate, able to give a good leader, opens with a subordinate.

Teacher Performance of Madrasah Aliyah Darul Muqimin

The teacher is a decisive component in the educational system as a whole, which must be the central concern, first and foremost. This figure will always be a strategic spotlight when talking about education, because teachers are always associated with any component in the educational system. Teachers play a major role in the development of education, particularly which is organized formally in school. Teachers also determine the success of learners, especially in relation to the learning process. Teachers is a component that most influence on the process and the quality of educational outcomes.

Teachers who have a good performance is certainly able to develop a learning plan, implement and assess learning outcomes of learners.

Lesson planning is an activity that will be carried out before the learning itself. The ability of making some learning plan must understand the purpose of learning, identifying learning topics, and assign the lesson topic and define strategies and tools or learning resources.

Implementation of learning is the implementation of lesson plans that have been made include preliminary activities, core activities, and closing activity.

In addition to making the planning and implementation of learning as a teacher should assess the evaluation of learning or learning outcomes of students. Assessment conducted teacher since the beginning of learning to do with pretest or apersepsi. Assessment during the learning process can be done through observation, conversations, and discussions. And the assessment at the end of the learning can be made by post tests, assignments, and so forth.

Relation to the performance of teachers in Madrasah Aliyah Darul Muqimin in lesson planning for teachers carry out their duties as stated good. This case is appropriate to the informant's statement (Result Interview with a head Master) the performance of teachers in Madrasah Aliyah Darul Muqimin is good enough, it is proved by the learning plan that has been created from the syllabus, lesson plans and other learning devices in accordance with educational standards that are currently in the implementation. And then it was already good from the start preliminary activities, the core activities and the closing, it's all I have applied as well as other teachers.

Based on informant's opinion (Result Interview with a head Maste) the performance of teachers at Darul Muqimin MA I think it's good, because in the learning process teachers have followed the standards of education / curriculum currently used, Teachers has been disciplined in carrying out their duties as educators, teachers already provide motivation for students to study harder, Teachers also use learning strategies, use of media and learning sources. Teachers have already arrange the administration.

Thus, to obtain the title of teacher performance well. Then there are many things to do and are shown in the activities of teachers teaching-learning process, work that is both written and unwritten. So as a teacher should be able to understand its duty as managers of learning, implement, and succeeded in teaching so that learning objectives can be achieved by either largely determined by the consequences and expertise in selecting teaching strategies.

A Teachers's duties not only convey the subject matter, but also give motivations to students. In this MA Darul Muqimin the teachers were motivating students, all student with no exeption. But more attention is given to the underprivileged students in learning, students underprivileged given the motivation and drive to always keep to learn. Due to the motivation of teachers, the students will be feel considered.

Principal Leadership Role in Improving Teachers Performance

The leader is a "designer, teacher and servant" who has a vital role in serving and inspiring employees

to learn. For most people judge a leader as a supervisor for the performance of its employees. Leaders also sometimes plays another role, as a critician to evaluate on the final results obtained from the activities of employees.

Similarly, in an effort to build the morale of teachers in the school, principals as the supreme leader at the school has an important role. He/she can determine whether the morale of teachers is high or low. Teacher morale will be high if he/she can play a leadership role effectively, and vice versa teacher morale is undermined when he is unable to play its leadership role effectively.

Based on the research results, that the role of principal of Madrasah Aliyah darul Muqimin has been effective in accordance with the statement of the informant (Result Intevuew with a teacher) which states that the role of headmaster in improving teacher performance has been effective in the running as a top manager principal of Madrasah Aliyah Darul Muqimin unable to move, affecting as well as giving a boost to all educational staff in educational institutions that lead to improve their performance as teachers or educators for students.

In its function as an organizer, th principal of Madrasah Aliyah Darul Muqimin remains set an effective organization that is with teaching by doing or order by it directly, because the commands directly by the head of the school is effective, the teacher as a figure to many students, this method not only within the organization, but its intervention as a top leader in the planning and also general control over the work of subordinates.

The school principal as an administrator, which perform the functions implemented in school activities are held, make plans or annual programs, reorganizing the organizational structure of the school, implementing, coordinating and directing, as well as carry out the evaluation processing. In the annual program was made by principal of Madrasah Aliyah Darul Miqimin Pandglang include teaching programs, student affairs, personnel, finance, and completeness of facilities and infrastructure of the school.

The headmaster as supervisor is to give praise and appreciation to teachers who excel, even if just by saying to give encouragement to the teachers to be more active in doing the work.

Principal of MA Darul Muqimin have done his/her job well is to give encouragement to the teachers to be actively working in accordance with certain procedures and methods, so that the work went smoothly and achieve the target premises.

DISCUSSION

To be able to carry out their duties properly, a head of Madrasah must have the skills not only in the field of leading, organizing, able to give motivation and encouragement to teachers, education personnel, as well as the students to study harder, so that students can gain achievements and the success of the school does also will increase rapidly.

The Principal's efforts in improving the performance of teachers are:

Creating a harmonious relationship to the teaching staff (teachers),

It needs to be done in order to control, influence and encourage subordinates to perform tasks with honesty, responsibility, effective and fuel-efficient. Principals in increase the motivation of teachers

Providing welfare to teachers adequate

Every worker, need to cultivate in Islamic work ethic practiced for work worth worship. The results of his work can also be used as a religious interests, including economically self-sufficient. Therefore, the selection of employment and foster motivation Islami is a necessity for all teachers.

Controlling and evaluating teachers in performing their duties.

Through a direct view of the evidence that has been assessed by the teacher and then leave feedback if there are errors or unmatch with the expected criteria. School principals provide a solution to the obstacles faced by teachers in performing their duties.

Providing training or workshops for teachers, giving attention personally,

ie Through these programs it is expected that teachers are able to develop their works and is able to produce a good results based on the program organized. Headmaster is monitoring continuously and comprehensively that covers all aspects include: personnel, implementation of activities, materials and barriers.

Establishing an open management system

Principals receive suggestions, criticisms that emerged from all sides both the teachers, employees and students. This open management gives authority to the teachers for suggestions about providing constructive criticism even for schools. The school principal also apply the division of tasks and responsibilities with the teachers so that teachers involved to better understand their respective duties and expected their cooperation in order to achieve a common goal.

Principals apply downward vertical relationship

Principals establish good relations to all subordinates, like to the teachers and employees. This is done so that they are willing to carry out the tasks as well as possible, foster loyalty and responsibility to the leadership, and workplace tasks.

There are some principles that can be applied by Principal of Madrasah Aliyah Darul Muqimin to encourage teachers to be willing and able to improve performance are:

- a. Activities that do interesting and fun
- b. The purpose of activities need to be developed with a clear and informed about the results of each job.
 - a. Giving a gift is better than punishment, nor any penalty time is also required.
 - b. Pay attention to his physical condition, a sense of security, suggesting that the principal pay attention, so that each employee obtain satisfaction and appreciation. other activities, with emphasis on self-direction, but it is also growing respect from subordinates to leaders. So the result of the tasks is a joint decision that can be implemented as well, and also, with the attitude Principals opened autonomy for teachers as possible to improve student achievement.

The obstructions of headmaster in improving the performance of teachers in Madrasah Aliyah Darul Muqimin:

- a. Human resource management (HRM)
 - b. Personnel Management, namely the lack of time management skills.
 - c. Personnel Administration, which is in understanding the nature and behavior of teachers,
 - so the needs of teacher performance are lacking.
 - d. Supervision of Education (Guidance Professional)
- From the analysis that has been done, Principals play a significant role in improving teacher performance.

CONCLUSION

Based on the results of discussion above, it can be conclude as follows: First, based on the results of research in the field of Leadership Principals of Aliyah Darul Muqimin has a type of democratic leadership. It is characterized by: Leadership here tends to be on implementing measures are always listen the aspirations of his subordinates, assertive in attitude and making decisions, always accommodate all its forces objectively, it also can be seen a direct communication between the teacher and the principal both individually or in group, in each there is a problem is always discussed to subordinates, principal of the Madrasah ask their opinion or input from subordinates, and principal of Madrasah Aliyah Darul Muqimin always attentive to the needs of subordinates by trying to create an atmosphere of mutual confidence and trust, try to create mutual respect, sympathy for the attitude of subordinates, have a friendly nature, fosters the

participation of subordinates in making decision. Second, in relation to the performance of teachers at Madrasah Aliyah Darul Muqimin teachers already do their job properly. It is the mark with: In the process of learning the teacher has followed the standard of education / curriculum currently in use; Teachers have been disciplined in performing his duties as an educator; Teachers already provide motivation for students to study harder; Teachers also use learning strategies, use of media and learning resources; and teachers had prepared the administration orderly. Third, the role of headmaster in improving the performance of teachers at Madrasah Aliyah Darul Muqimin, among others: In its function as a *top manager* Principal of Madrasah Aliyah Darul Muqimin able to move, affecting as well as giving a boost to the entire educational staff in educational institutions that lead to improve its performance as teacher or educator of students; In its function as an *organizer* Principal of Madrasah Aliyah Darul Muqimin remains set an effective organization that is with *teaching by doing* or order by it directly, because the commands directly by the principal of the school is effective, see the teachers as human figure as examples for students, this method not only within the organization, but also in its intervention as a *top leader* in the planning and also general control over the work of subordinates; The principal as an *administrator*, which perform the functions implemented in school activities, among others, make plans or annual program, prepare school organization, implementing, coordinating and directing, as well as carry out the evaluation processing. In the annual program was made by principal of Madrasah Darul Muqimin Semarang include teaching programs, student affairs, personnel, finance, and completeness of facilities and infrastructure of the school. The headmaster as supervisor is to give praise and appreciation to teachers who have good performance, even if just by saying to give encouragement to the teachers to be more active in doing the work. Effort of Principal of Madrasah Aliyah Darul Muqimin Banjar Pandeglang in improving teacher performance is by 1) Making harmonious relationship to the teachers. 2) Giving welfare for teachers adequately 3) Controlling and evaluating teachers in performing their duties. 4) Providing training or workshops to teachers and give personal attention 5) Putting management system.

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