



School Leadership Strategy to Increase Teacher Professionalism and Its Impact on the Quality of Learning Education at Marcelo 2 Comoro School

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ABSTRACT

The study aims to analyze the school director's strategy to increase teacher professionalism in basic education and its impact on improving the quality of learning. The research findings will build theories for the School Leadership Strategy, focusing on increasing teacher professionalism, which focuses on the quality of learning. The study will serve as a reference for the academic community and professionals to carry out continuous verification and discovery of this branch of science. Education is an inspiration for science, and a strong basic education can affect the future development of the nation. The leadership strategy consists of various ways to increase teacher professionalism, such as attitude, mentality, and intellectual capacity. The survey was conducted between July 31st and August 11th, 2023, in the Basic Education of Marcelo 2 Comoro Administrative Post of Dom Aleixo, Dili Municipality. The research findings show that leadership responds to the same purpose as teachers, aiming to improve the quality of teaching learning through various ways to increase teacher professionalism. The steps used by leadership to improve the quality of teacher professionalism through academic training and the leadership strategy are used to facilitate teachers at different levels of education to ensure quality.

INTRODUCTION

Quality of human resources is the product produced by a quality institution, in this case, schools supported by professional leaders and supported by high- performance teachers will be able to produce graduates according to the expectations of all parties interested in educational products. Education obtained through schools is expected to be able to create quality human resources. In other words, school is a place to transfer value, knowledge, quality, skills, virtue and support religious teachings. Quality of independent human resources, hard work, careful in learning, respect time, never give up and always be proactive in finding solutions or problems faced. We hope that quality human resources will be able to create a great, strong, and dignified nation that will create prosperity, and progress in all areas. On the other hand, poor quality education because the application of the wrong model will cause low human resources, so it is easy for other countries to tell Fitria, (2019).

The quality of education needs to be adjusted to developments were Currently, such as education autonomy, community needs, and the spirit of regional autonomy in managing future resources. However, there are problems that occur with educational providers which have an impact on the quality of education in schools, which have not yet been trusted in supporting the achievement of educational goals. Educational resources, starting from teachers' staff, budgets, facilities and infrastructure, educational management including educational leadership and others are still considered weak in fulfilling educational goals, as well as in fulfilling the beliefs, skills and character of students Mulyasa, (2009).

The curriculum is an important and strategic educational tool to manage students' learning experiences identify the characteristics of a quality school, namely: (1) The school focuses on Communities, both in the surrounding community and external communities. (2) The school focuses on efforts to prevent problems from occurring, with a commitment to work right from the start. (3) The school has an investment in its human resources, in order to avoid various psychological harms that are very difficult to repair. (4) The schools have strategies to achieve quality, both at the leadership level, academic staff and administrative staff. (5) The schools manage or deal with complaints as comments to achieve quality errors and positions as a tool to be done in the following period. (6) schools have policies in place to achieve quality, both in the short-term, medium-term and long-term. (7) schools encourage people to see themselves as creative, able to create quality and stimulate others to work with quality. To create a quality school is certainly inseparable from the school director's strategy to improve the quality of education in the school he leads Sallis, (2006).

The school director has several leadership strategies to maintain his position or the position of recognition, so that the school can be required by teachers, employees, students, communities and stakeholders, who make the school he leads has added value and oral recognition and is written by all stakeholders. The school director's leadership strategy can lead the school

organization's climate to be effective and efficient in achieving educational goals. This is an important meaning of the leadership strategy of the school director Ayan, (1997).

Strategy is a plan for potential use and use and facilities those who exist to increase effectiveness and efficiency. The school director's Leadership Management Strategy is a key to the success of improving the quality of the performance of educators and education staff. The strategy implemented by school directors to improve the quality of schools through higher programmes is key to the success of schools in implementing these higher programmes. Of course, these programmes need to be done carefully by the school director of Cabra et al., 2022; Lidyasari et al., (2022).

LITERATURE REVIEW

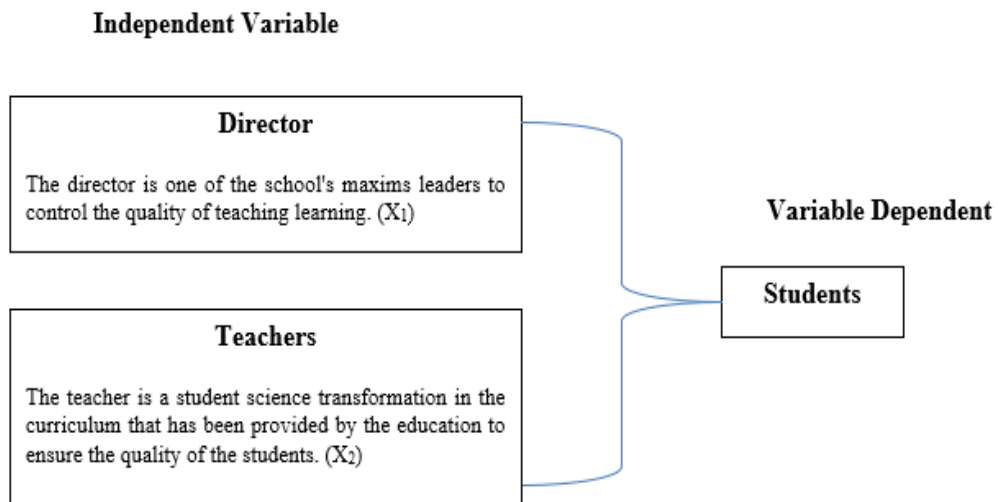
According to Cristiawan (2018) "The facilitation strategy is a way to achieve the goals of the social change that has been determined and prioritizes the provision of facilities with the intention that social change programmes can be carried out easily and fairly as desired." Facilitative strategies can be implemented appropriately by paying attention to some of these activities

1. Through the implementation of programmes that raise awareness among clients about the availability of the facilities and assistance needed
2. By using low motivational compensation for social change efforts
3. It can provide a variety of facilities that will be very useful for social improvement efforts if clients want to meet the needs of change that are needed wait and
4. Provide necessary funding and empowerment if the client is unable to continue to make efforts for social change due to lack of sources of empowerment and funding.

Figure 1. Conceptual Framework



Figure 2. Variable Independent and Dependent



Annotation:

X1: Independent Variable X1

X2: Independent Variable X2

Y: Variable dependent Y

METHODOLOGY

In this research the researcher used to find out the truth about the problems faced to find a qualitative research method. According to Sugiyono (2012) that method Qualitative research is a method of research based on philosophy Interpretative, used to conduct research on the condition of natural objectives (not to experiment), where the researcher is a key tool, data source sampling is done in a live colour, collection techniques using triangulation (combining), data analysis is inductive or qualitative, and a qualitative research result emphasize that it is not general.

RESEARCH RESULT

The session presented an analysis of the results of the eight leaders from Marcelo 2 Comoro schools involved in this study, based on the analysis of the interview to key informants, four key themes were raised in accordance with the objectives of the investigation. In the first category, how the school director's strategy to increase teacher professionalism in basic education. What problems are faced in the quality of teaching process Learning increases Professionalism Teachers in Basic Education and How to Increase Teacher Professionalism in Basic Education.

School Director's Strategy to Increase Teacher Professionalism.

Through the results of the eight respondents, the answers to the questions placed by the researchers were in accordance with the problems that the researchers put in the questions, namely How the school director's strategy to increase teacher professionalism, and the three respondents did not have a relationship with the questions that the researchers placed on the respondents based on Problem Formulation in the work that the researchers prepared.

Efforts to increase Teacher Professionalism to contribute to Quality in Learning Education.

Through the findings of the eight respondents, the answers to the questions placed by the researchers to six respondents were in accordance with the problems placed by the researchers with the same questions, the efforts to increase Professionalism of the teacher can contribute to improving the quality of learning education, two respondents with the Code were in the same way (E1,56 and E6,29) and the answers were not related to the questions placed by the researchers based on the Problem Formulation in the works prepared by the researchers.

Problems faced with the strategy implementation process Increase Teacher Professionalism.

Through the results of the eight respondents, the answers to the questions placed by the researchers were seven respondents, according to the problem that the researchers put with the same questions, the problems faced by the implementation of the strategy to increase Professionalism of the teacher, one of the respondents with the Code was that the respondents had no relationship with the questions placed by the researchers based on the Problem Formulation in the work that the researchers prepared.

What is the perspective of increasing Teacher Professionalism in Basic Education.

Through the results answered by eight respondents, the answer to the question placed by the researcher was seven respondents According to the problem that the researcher places with the same questions, the Strategy What is used by the leadership to increase the Professionality of the Professor, and in two respondents the same answer is given to the same question, the respondents with the same code were (E2, 44 and E8, 29) and one of the respondents with the Code was (E5,42) and the respondents with the same answer was not related to the question put by the researcher based on the Problem Formulation in the work prepared by the researcher.

CONCLUSIONS AND RECOMMENDATIONS

Based on the elaboration of this thesis it was first concluded that Education is an important aspect of the country's development and change the mentality of each person. Specific objectives of this research It is to know the truth and depth of the Leadership strategy to increase Professionalism of teachers with quality assurance in teaching learning in Comoro School, the researcher also placed four points which are as follows Based on the Problem Formulation that contains:

1. Based on this research the researcher can know the leadership strategy used to Can increase Professionalism Teacher, school director has a good coordination with teachers, conduct assessment and observation of the Professors during Working time, identifying teachers who have not been trained or Have opportunities for academic level, as well as not yet Different trainings and workshops to deepen knowledge in the field of education as a teacher.
2. The researcher concluded that through efforts to increase teacher professionalism It can contribute to the quality of learning, the quality of education It is highly dependent on the components in education, among them Those who greatly influence the success or failure of education depend on the quality of the teacher, in other words, the teacher must be professional. To Thus teachers can improve and develop their professional

skills, so that their performance can be better and more professional, Contribute to the quality of learning.

3. The researcher concluded that when implementing the strategy to increase Professionalism teachers always have difficulties inherent in the school or institution that plays a role in, in many people who think or Different ideas but with a purpose to guarantee quality in teaching Learning, having difficulties but having school leadership always gives solutions with good means to ensure quality.
4. The researcher concluded that the expectations used by the leadership to increase The professionalism of teachers has several aspects such as the preparation of leadership Teachers attend training to increase their knowledge in the field of education In addition, leadership provides teachers with the opportunity to empower themselves Through various academic levels in the field of Education, there are also Opportunities for teachers to take advantage of a variety of workshops More teachers' knowledge in various sciences and technologies.

5.

ADVANCED RESEARCH

It is necessary to continue researching in quality teaching with a technology artificial intelligence.

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