



The Principal Strategy In Developing Teacher Professional Competence In Islamic Junior High School Al-Jam'iyatul Washliyah Tembung, Deli Serdang District

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ABSTRACT

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This study is to describe how the principal's strategy for developing teacher professional competence at Islamic Junior High School Al-Jam'iyatul Washliyah Tembung, Deli Serdang Regency, is one way to develop the quality of teacher professionalism and achieve educational goals. The type of research used is a type of qualitative research with a naturalistic approach. Collecting research data obtained by observation, interviews, and documentation studies. The data analysis step is to collect data, reduce the data and then conclude the data. To test the validity of the data, credibility, transferability, dependability, and confirmability were carried out. The findings of this study reveal three related findings: 1) Principal's strategy towards teacher professional competence development in Islamic Junior High School Al- Jam'iyatul Washliyah Tembung 2) The principal's actions on teacher professional competence development programs in Islamic Junior High School Al- Jam'iyatul Washliyah Tembung 3) Supporting factors and inhibiting factors for the development of teacher professional competence in Islamic Junior High School Al- Jam'iyatul Washliyah Tembung. The results of this study concluded that the principal's strategy for developing teacher professional competence at Islamic Junior High School Al- Jam'iyatul Washliyah Tembung was carried out well and continued to improve to achieve better goals in the future

Keywords

Developing, Professional, Strategy

INTRODUCTION

Science knowledge is a requisite major in the world of education. Birth of discoveries in the past until the moment it is one of the fruits that is produced from the scientific knowledge of its own. The development of scientific knowledge in the field of education is expected to be able to change the climate of education in Indonesia to become more good and useful. The government continues to strive to improve various scientific fields so that future generations can achieve the goals and ideals of the Indonesian nation.

Science knowledge is one of the factors essential to the life of man. Humans have always tried to find and develop the science of knowledge that is beneficial to the interests of his life. Humans strive with sincerity and continue

to understand and control the nature and environment of their life (Ananda & Fadhli, 2018).

In essential education is the cornerstone to building a nation. Advance and retreat of something the nation can be seen from the quality of education. A nation that has a base of education that grade was about to create a source of power man who qualified anyway. So that they can bring their nation into a developed nation, with superior dignity. So also the reverse is something the people who recoil in learning, to not want to go forward in development. Until when is Indonesia already carrying out most times the turn of the curriculum of education. The purpose of the turn of the curriculum was created to familiarize with the growth era.

Education is one of the very important in living every aspect of life. Education also can be defined by a system that is planned to realize an atmosphere of learning and the process of education and training so that participants learners are active to develop the potential for him to have the strength of spiritual-religious emotional, control yourself, personality, intelligence, morals noble, and also the ability that required him and society (Sarbaini, 2011).

Learning is the process of changing behavior due to interactions among individuals and the environment. Changes in behavior include changes in knowledge, understanding, attitudes, skills, motivation, interests, thinking abilities, and so on. " Learning is the process of changing behavior due to interactions between individuals and the environment. Changes in behavior include changes in knowledge, understanding, attitudes, skills, motivation, interests, thinking abilities, and so on (Ananda & Rafida, 2017).

Yahfizham explained that " educators in the educational process play a strategic role, especially in efforts to shape the character of the nation through the development of the desired personality and values. Viewed from the educational dimension, the role of educators in Indonesian society remains dominant even though the technology that can be utilized in the learning process develops very quickly. Likewise, with the education staff, they are tasked with carrying out administration, management, development, supervision, and technical services to support the education process in the education unit". educators in the educational process play a strategic role, especially to shape the nation's character through the development of the desired personality and values. Viewed from the education dimension, the role of educators in Indonesian society remains dominant even though the technology that can be utilized in the learning process is developing very

quickly. Likewise, the education staff is in charge of carrying out administration, management, coaching, coaching, and technical services to support the educational process in the education unit (Yahfizham, 2020).

Yusuf said “ *Schools that are believed to be responsible institutions within the framework of the intelligence of the life of this nation will always be seen and become the focus of public attention. Schools have become an inseparable part of what is happening in society. Thus as an educational institution, the school will always be in the midst of the vortex of changes that occur in the community .*” Schools, which are believed to be responsible institutions in the context of educating the nation's life, will always be seen and become the focus of public attention. Schools have become an integral part of what happens in society. Thus as education, institusi the school will always be in the middle of the vortex changes taking place in society (Hadijaya, 2017).

In carrying out good education management, several strategic designs are needed so that the goals to be achieved by an educational institution can be achieved under what is expected. As a head of the school in carrying out his duties as a steward of education for teachers and people in need of new strategies and adapted to the demands of the times that teachers, staff, and students can absorb the meaning and purpose of education. The importance of the development of a source of power man in the field of education proves that the professionalism of teachers became the key importance of the management of the school's own.

(Makmur, 2011) adds that the development source power of human education is a process of planning education, training, and management of personnel or educators and staff education to achieve the purpose of the organization and achieve quality education is optimal.

(Hasibuan et al., 2019) explains that there are three terms principal that must be considered in the development of education to contribute to the improvement of the quality of the source of the power of man, especially in the improvement of the achievements of students at the school, the facilities, and infrastructure of a modern, books are qualified, and the teachers and staff education the professional. To realize the policy at the top, then the madrasas need to perform management improvement of quality. It is appropriate premises the rules of government are as follows: a) *Review*, is a process that requires that the entire components of school work together with the various parties that have relevance for example parents and personnel professionals to evaluate the effectiveness of the policy of the school, the program and its implementation, as well as the quality of graduates; b) *Benchmarking*, is an

activity to set standards, both processes and results to be achieved within a certain period. For practical purposes, the standard is reflected from the existing reality; c) *Quality Assurance*, it's process-oriented. That is, the concept is to contain a guarantee that the process takes place implemented following the standards and procedures that have been set ; d) *Quality Control*, is a system to detect the occurrence of deviations in the quality of the output that is not by the standard. This concept is output-oriented to ensure whether the output conforms to the standard.

Mardianto said that the implementation of education in Indonesia is still in the stage of development and experiencing a variety of problems ranging from the process of learning that has not been held by both, the existence of less competent labor educators, facilities, and infrastructure of learning that has not been supportive, as well as the factor of management of the school and the environment which does not create a conducive climate in the implementation of education (Mardianto & Fachruddin, 2017).

Head of the school needs to provide service that is good against teachers by holding activities that can improve the development of competency professionalism of teachers to be in school becomes better and advanced. The principal as a leader must be able to issue innovations, motivations, and new strategies in managing the school he leads.

(Ananda, 2020) wrote that “ Motivation is efforts to provide conditions so that individuals want or want to do it. In motivation is a dynamic force that drives someone to do something because that motivation also stored various abilities to do something. Motivation is an inner factor (inner) function to cause, underlie, direct one's actions. Likewise in work, motivation can arouse a person's impulse to do activities that become his duties. Motivation can make someone persistent in doing various activities. A teacher must be able to arouse motivation as an incentive that arouses students' passion for learning.” Motivation is an effort to provide conditions for individuals to want or want to do it. In motivation is a dynamic force that moves someone to do something because in that motivation there are also various abilities to do something. Motivation is an inner factor function to cause, underlie, direct one's actions. Likewise in work, motivation can inspire a person's drive to do the activities that are his duty. Motivation can make a person diligent in doing various activities. A teacher must be able to generate motivation as a driver that raises the spirit of student learning.

(Mesiono et al., 2012) said that the principal is the driving force, determining the direction of school policy, which will determine how the goals

of schools and education, in general, are realized. With school-based management, principals are required to continuously improve performance effectiveness. With management-based school as a paradigm of the new study may give results that satisfy.

When this need for heads of schools raises and using strategies that latest and interesting for the development of competence of teachers. For realizing that strategy better able to encourage inspiration and the desire to act as professionals in running the task. Explains that the strategy of learning is an activity of learning that must be done by teachers and students that the purpose of learning can be achieved as effectively and efficiently (Syafaruddin & Nurmawati, 2011).

Needs to be strategies and programs that are the most highly important amid the advancement of world education. The Head of school is required to affix the program good for the interests of the management of the school which he led. The principal can hold programs including monitoring, supervision, and also evaluation of the programs he has created and run.

(Mesiono, 2015) explains that basically process evaluation is carried out to check the implementation of programs that have been previously defined in program planning. The goal is to provide feedback to managers and/or implementers of conformity between implementation with what is planned, both from the terms of the schedule, the source of the power of man, the strategies used, and so forth related to the implementation of the program.

Planning programs work the head of the school is one of the requirements in advancing education. For it is in the management of the school a leader or plain called the head of the school should have a plan that is good and detailed. Maybe this doesn't sound easy. Will but the head of the school can do to prepare the program of work head of the school. When a chief school office or to lead an institution of education, then immediately it any way he must think is right and accurate about things whatever, that shall he do for the school that leads? The Head of school customizes the entire program has been planned to adjust the curriculum, where each program should be carried out evaluations to obtain improvements to the program. Such as that quoted from (Neliwati, 2019) that " curriculum evaluation is defined as a systematic process for gathering, analyzing, and Determining information about aspects of the curriculum to Determine weaknesses and improve the curriculum. Evaluation can be done on a small or large scale, starting from the contents of the curriculum, teaching materials, classroom learning, and textbooks. The emphasis of curriculum evaluation is on the formulation of learning objectives, competencies,

competency standards, and the design of learning devices that refer to the curriculum. "

Ahead of the school should be able to see in detail about the circumstances that happened and the purpose of which will be achieved by the school with of the source of the power of human, the facilities of the school as well as factors external schools are. The Head of School may divide the program into several programs including programs run long, the program run medium, and the program run short. It is done to facilitate ahead of the school in the implementation of reaching the destination school is periodic and continuous.

Professionalization of teachers rated is a process that moves from ignorance so know, of immaturity so mature, then indicated others so concentrate alone. (Bafadal, 2008) The professionalism of teachers is very important to be honed and renewed from time to time under the pace of development of the times. A lot of things can be developed and carried out by a leader in terms of it directed to the heads of schools as leaders in schools should be able to see the opportunities and conditions either that which relates to the management of school teachers, students, and the environment. The importance of looking for strategies new to enhance the development of professionalism of teachers to be teachers of the environment of the area of work which he led to give a contribution that is positive for the development professionalism of teachers in the madrassas.

Efforts to increase in learning, adrift with teachers' status as the application of learning that deal directly with the student or students when the study took place. In regarding these required forces teachers are good and virtuous great. Teachers as something profession, require the ability and profession specials in the field of learning and teaching, character abilities like that are distributed to them in the lives of citizens (Nawawi Hadari, 1995).

When this education is faced with various kinds of problems are complex which makes education when it suffered a decline against the absorption results. Especially with the conditions of pandemic Covid-19, which requires a lot of will the strategy either that of the head of school, teachers, students, and parents for more care to be a process of learning to teach. Very perceived every during Covid-19 education experienced a decrease in the target and decline of the professionalism of teachers. The difficulty in giving the material the learning of the children of students during Covid-19 when it requires the teacher should be a lot of giving various kinds of ways that students can receive lessons with the good because the students no longer learn to run private face-to-face in the classroom.

The current government's priority is to focus primarily on safety, public health, and preventing the spread of the virus so that it is considered to override the world of education. It is this which becomes the responsibility which is very big for the head of the school to develop the competence of professionalism of teachers who currently have less attention. Among the things that can impede the quality of education is limited will be the means and infrastructure as well as energy experts in guiding teachers to be able to hone the knowledge and skills they are better again in developing a medium of learning are good, creative, and innovative and interesting. Circumstances when it requires teachers to be *professional* again in giving instruction that can be absorbed by the student in a fast, precise and well.

Conditions keep a distance when it requires teachers to be draining all power and mind that the process of learning still takes place with the hope students can absorb in maximum learning and knowledge. Education and training and skills are a matter of urgency because the thing is this that becomes a weapon for teachers to convey the science of knowledge to achieve quality education with good. The demands of professionalism for the profession as a teacher when it demanded more than just teach alone. Not only the main points of the science of knowledge that should be conveyed but also the attitude and polite manners are things that most major because of the time of this we experience a condition which is called deterioration of morals, morals, and behavior. Where time is we are so much experience and look at the people who are less in the application of scientific knowledge and devotion in the environment around us.

With the fairly urgent situation, instantly teachers are forced to perform activities of teaching that are so complicated. Where the conditions and places are separated by presented various kinds of problems, the teacher should be able to sort and divide sub matter what corresponds to the demands of science and by way of what the rated most appropriate. The many obstacles faced by teachers in carrying out and executing their duties should be seen close by the head of school. The head of the school should dig up information and the problems that exist to be used as the material of thought is important about the concept of knowledge and skills of what is very needed by teachers so that they are more professional again in carrying out the task they are.

Some of the last Islamic Junior High School Al- Jam'iyatul Washliyah Tembung was established in 1980 which has been aged over approximately 41 years has spawned many generations qur'ani and scholars of great. Since the establishment of the Islamic Junior High School Al- Jam'iyatul Washliyah

Tembung experienced an increase in the very rapidly either of the infrastructure, the students, and the quality of education is increasing. But a few years last experienced a decrease that is very significant in many things well that the lack of strategy of the head of the school for the development of competence professionalism teachers led to school is less in demand by the public due to the techniques of learning that is less attractive and innovative.

The community can assess the teachers and students from a variety of sources of information, such as speaking in the languages English, languages Arabic, creative child who is less produced. Reduced activities of extracurricular for students, staff teachers, and their staff make assessment community to school a little less got the attention of the weight of education that embraces students and teachers.

Their decline to the professionalism of teachers who demonstrated the system of teaching that still many use methods of direction like the system to learn the methods of discourse is so dominant implemented by teachers and at least the teachers who teach using the methods of the new. Factors other causes decline in the professionalism of teachers is the lack of facilities and infrastructure are inadequate and limited access for teachers to give assignments are more widely within the meaning of students limited in digging the access of the world outside as complementary materials lab and others.

The lack of deepening of general material is evidenced by the limited access to searching or internet access in learning. The implementation of the teaching and learning process using electronic media such as infocus and laptops makes it a consideration for the community that the professionalism of teachers at the Islamic Junior High School Al- Jam'iyatul Washliyah Tembung has decreased. One of the factors that become a concern is that causes a bit of a decline towards the development of professionalism of teachers is the factor of age. The number of teachers who are already aged up so optimizing the development in the field of technology information is reduced.

Activities that lack education and training for teachers are also one of the factors that hinder the pace of development of teaching and learning activities. The Head of the school needs to organize and scheduled activities such as training in various types of knowledge that the appearance of the application of the techniques of the new for teachers in teaching. As well as refreshing return professionalism they as teachers for passion in teaching grows and develops more good again.

Among the programs that have been formulated and executed, several factors support the progress and development of the competence of the

professed ionalitas teacher at the Islamic Junior High School Al- Jam'iyatul Washliyah Tembung Regency Deli Serdang. Among the factors supporting will be the development of labor education at the school this is the foundation that always facilitates all the activities that are programmed by the head of the school along with his staff even though the facilities and infrastructure that exist.

When these people can so easily access the various kinds of information that is associated with the Islamic Junior High School Al- Jam'iyatul Washliyah Tembung through various kinds of media electronics. They can measure how the development of the competence of education personnel is as broad as possible. The existence of several factors inhibiting who makes a little slow and resulted in the resignation of achievement that is generated by schools and community schools, especially in Islamic Junior High School Al- Jam'iyatul Washliyah Tembung. It's resulted in a lack of interest in the community to enroll their children instituted education. It is can we see the rise of the schools are patterned Islami so that people have a lot of alternative consideration for the children they are.

Based on the exposure to the material at the top, the researchers saw that the Islamic Junior High School Al- Jam'iyatul Washliyah Tembung experienced a decline in terms of the professionalism of teachers. By reason that the researchers looked at the need for a study on the strategy of what is done by the head of the school to provide the development of the competence of professionalism of teachers so that the power of education can be optimally carried out the obligations and objectives of education it. For as good as any program that is made by the head of school without the strategy right then competency professionalism of teachers and quality of education is not going to go with either. Because the researchers are very interested to research **"The Principal Strategy In Developing Teacher Professional Competence In Islamic Junior High School Al- Jam'iyatul Washliyah Tembung, Deli Serdang District"**

RESEARCH METHODE

Research This is a study of qualitative which is descriptive is collecting information about the status of a symptom that there are and describe the circumstances under "what their " about a variable, symptoms or circumstances. (Sugiyono, 2020) the study was descriptive for exploration and clarification about something phenomenon or the fact social, by way descriptive many variables that pertain to the problem and the unit investigated.. The data source

is the subject from which the data is obtained. While the sources of data that a major in the research qualitative is the source of the data of the words, actions, and the rest is the data extra such as a data document and so forth. The words of this are the actions of those who observed or interviewed a source of data a major that can be recorded through note writing or recordings, videos, audiotapes, taking photos, or movies. The technique of collecting data used in research is the technique of observation, engineering interviews, and study the documentation because the techniques are performed with the observation of the activity is direct to the location of the research to get the data as accurate as possible (Lexy Moleong, 2014).

RESULT AND DISCUSSION

Strategies head of the school in the development of competency professionalism of teachers in Islamic Junior High School Al- Jam'iyatul Washliyah Tembung

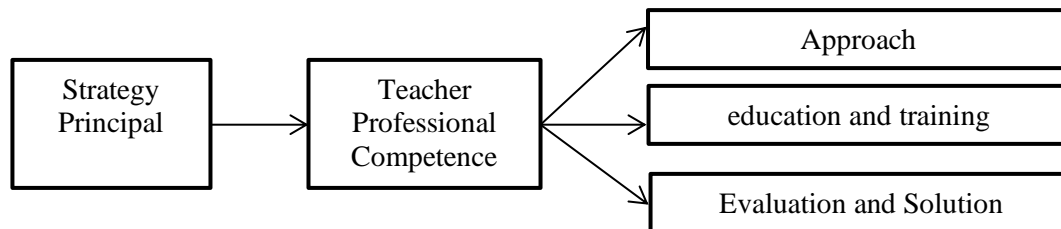
The existence of the function and role of the head of the school is one of the factors that greatly determine the development competence of professionalism of teachers. In every attempt improvement of the quality of education, not be separated from the various things that relate to the existence rather than the head of the school. The principal is the highest leader in the school, patterns, and strategies in leading have a very big influence on the progress of the madrasa. By because it is in the education of modern, the leadership of the head of the madrasa has to get the attention it seriously. The leadership of the head of the school is a way or attempt to influence, encourage, guide, direct, and mobilize teachers, staff, students, and the elderly as well as parties other relating to the madrasa to participate in collaboration/contribute actively to achieve the objectives that have been set together.

The research that is done in Islamic Junior High School Al- Jam'iyatul Washliyah Tembung that the head of the madrasa has been doing its role as a leader such as educators to create a climate of Madrasah conducive, as a motivator give impetus to all personnel education and implement a model of learning that is interesting, and then as manager of the head of school do planning, organizing, execution and lead and control all citizen school and source power are there to achieve the objectives that have been set.

The results of the research were conducted by researchers at the Islamic Junior High School Al- Jam'iyatul Washliyah Tembung that the development of competency professionalism of teachers who had been executed by the head of

school. The teacher's professional development carried out by the principal is through skills and technology-based training activities.

The summary of the findings of this study is then presented in a concept map as follows :



Programs head of the school in the development of competency professionalism of teachers in Islamic Junior High School Al- Jam'iyatul Washliyah Tembung

Program development competence of professionalism of teachers is a matter that is deemed important because the progress or regress of the power of education can be monitored through a program whatever that can help to teachers hone science knowledge and skills they are. Head of school as a motivator and the driving motion pace of development of the skills they are to be professional in carrying out the task they each. The importance of the programs that have been designed well by the head of the school which was formulated in together with his staff in terms of is that the teachers along with components of the citizens of the school.

The planning and preparation of existing programs are carried out periodically and continuously to obtain maximum results under what has been prepared by involving the principal and also teachers and other staff. Among the programs that have been implemented is to encourage teachers to be active in every activity that can develop the competence of professionalism they like the activities MGMP who held sub-district and also the activities in the form of education and training which is organized by Kemenag or else the government and the party other private.

Program development of the professionalism of teachers also affects the quality of learning, namely with the activity development were performed teachers such as training, *workshops*, seminars, the teachers gain knowledge or information just about manage learning that is creative, effective and innovative to be applied to the participant students to create an atmosphere of learning which is attractive and fun.

From the results of the research that has been conducted by researchers at the Islamic Junior High School Al- Jam'iyatul Washliyah Tembung heads of schools facilitate and encourage the teachers at the school to be proactive in developing the ability of those in all fields and follow the whole program that has been created together so that the competence of the teachers grow well again.

Factors supporting and factors inhibiting the head of the school in the development of competency professionalism of teachers in Islamic Junior High School Al- Jam'iyatul Washliyah Tembung.

Progressed throughout the strategies and programs that have been planned are not separated company him several factors support and also some of the factors that become an inhibitor. All supporting factors can be an important study for the progress of teacher professional development. So also the factor inhibitors should be evaluated thoroughly to be born a solution to the problems that exist.

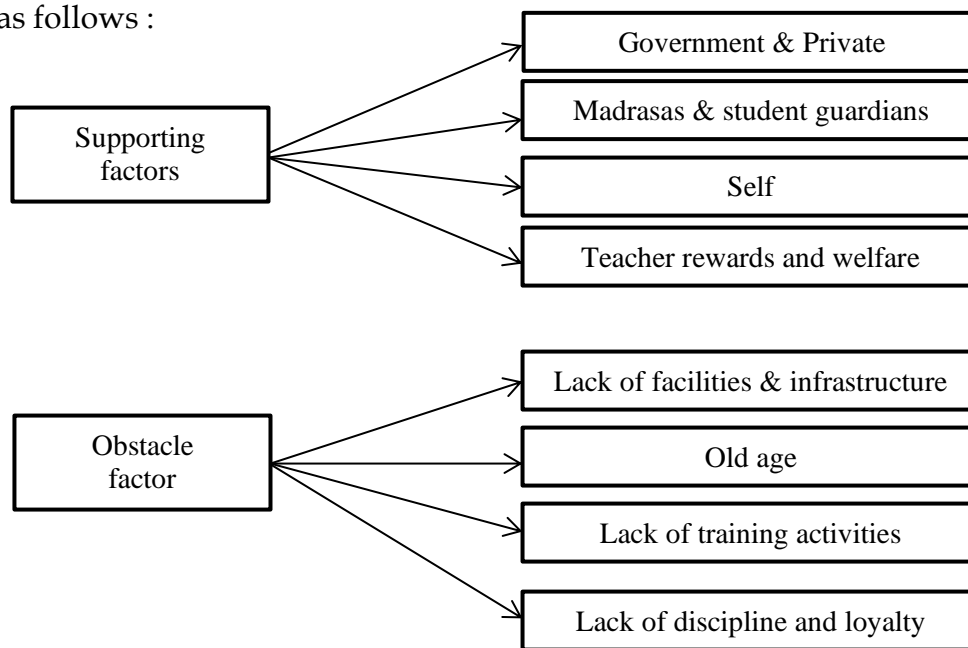
From the statement by the head of the madrasa at the Islamic Junior High School Alw-Jam'iyatul Washliyah Tembung it was concluded that the supporting factors in the development of teacher professionalism were :

- a) Availability of teachers' classroom and teacher's eyes lessons were inadequate, as were already described in an interview the two madrasas that most great teachers already certified as teachers field of study
- b) Feat that earned teacher evidenced from the data documentation. Achievement can arouse enthusiasm to develop teacher professionalism.
- c) Support from madrasas in participating in development in the government and MGMP such as in self-development in the form of madrasa training activities facilitates these activities for teachers according to their fields. Then the activity makes the work of the results of observation in madrasah, madrasas facilitating technologies which support such as laptops, computer, and space to practice and learn the teacher.
- d) Teaching experience. Most teachers at Islamic Junior High School ALW- Jam'iyatul Washliyah Tembung own senior and getting a lot of experience which is owned by the increasingly high competence of teachers in applying the science of knowledge during the process of learning to teach as well as cope with the characteristics of the participant students.

As for the inhibiting factors and solutions at the Islamic Junior High School Alw-Jam'iyatul Washliyah Tembung in developing professionalism based on the exposure of the interview, namely :

- a) Time limitation. The solution to overcome this is to reduce the burden and time-consuming tasks of teachers.
- b) Lack of knowledge of technology. The solution can be in the form of training is more advanced on the use of tools tool technology and madrassas should provide the facilities were adequate and the teachers are more skilled expected able to give information to teachers who still have not an expert.
- c) Self awareness. The solution of teachers should be able to understand the demands of the standard profession of the teacher because the self itself most major is their intention to continue to advance and evolve per the demands of the times. Solusilain that of the government is required systems of payroll teachers to be more adequate for teachers in the meet the needs of the day-to-day.

The summary of the findings of this study is then presented in a concept map as follows :



CONCLUSION

Strategy development of the head of school of Islamic Junior High School Al- Jam'iyatul Washliyah Tembung that is applied is the strategy of friendship (*fellowing strategy*) that is a model strategy that emphasizes interaction social. Head of the school throughs Strategy The purpose of madrassas has been

designed to run according to the expected and also be able to resolve the problem perform the analysis of internal and external as well as able to make a step-by-step alternative to anticipate if the plan does not conform are expected. Head of the school to encourage and facilitate the steps innovative and creative that is done by the entire teachers and staff for the progress of the madrasa. In planning the program, the head of school always involves the entire teachers and staff that there is in the area of environment Islamic Junior High School Al-Jam'iyatul Washliyah Tembung. In the implementation of any program that is carried out, the head of the school is always trying to give the example, motivation, guidance and give awards both in the form of greeting and gift on cooperation were good and the implementation of activities to learn to teach the maximum of the teachers and staff. Head of the school in its activities do guidance, supervision, and evaluation in a variety of every activity that relates to the duties of teachers and affects to whole activity at the school. Factors supporting and factors inhibiting along with solutions that are in Islamic Junior High School Al- Jam'iyatul Washliyah Tembung is the factors supporting the development of professionalism of teachers, namely: Achievement of teachers, availability of teachers is adequate, the facilities of the madrasa, agenda supervision for teachers, cooperation with universities high and experience of teaching. While the inhibiting factors are: time constraints, the solution to overcome them is to reduce the burden and the teacher's time-consuming tasks. Factors ages, the solution in addressing things that by building a relationship fellowship are good and extends fellow teachers and the community. Lack of socialization, a solution that can be more active in organizing socialization, training, coaching, as follows MGMP and KKG it needs to be improved again, and be able to develop a system of training by involving the institutions of society and experts college high. Less mastered the technology, the solution can be in the form of training is more advanced on the use of technology.

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