INFLUENCE ON EFFECTIVE SCHOOL LEADERSHIP IN PRIMARY SCHOOLS DELI SERDANG IN NORTH SUMATERA

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ABSTRACT

Various phenomena indicates schools did not take place effectively . This condition can be seen from the level of the student , the student achievement level is not optimal . Then the class level when holding Average values training elementary teachers 36.86 (164 153 people) are included in the low category . Further school level has not gone well because there is still pressure from other parties that make it difficult to take a principal's decision. To cope with it all then be made effective school models in which school leadership affect school effectiveness . The model is expected to be used as a proper foothold in the theory of finding an effective school system is the organizational behavior by Newstrom . In this case the success of education depends on its leader , effectively supporting the success of the school where the Human Resources (HR) is the dominant factor that determines the success of the process and outcomes of education . Human resources capable of supporting schools to be effective is the human resource that is able to be leaders influence others based on the beliefs and principles of religion which carries moral and spiritual mission of human progress, inculcate motives higher life form and sublime quality of goodness , beauty , generosity and subtlety .

Keywords : Leadership and Effective Schools

BACKGROUND

Effectiveness required in any cooperative effort to achieve organizational goals . Achievement of the goals of this organization is something that is coveted by every organization . This is the background of how the effectiveness of these assessments are discussed within the organization .

The same thing was stated by Steers that effectiveness is a business outreach program as a system with limited resources and the means to fulfill their goals and targets without crippling it means and resources , and without putting undue pressure on the implementation. Viewpoint is then an understanding of the opinion that the level of achievement of the organization Robbins in the short term and long term . But contrary to the organization that has a low effectiveness would be very difficult to achieve good results .

This issue is important for the effectiveness of school organization so experts then create an effective school models . Various phenomena indicates schools did not take place effectively . This condition can be seen from the level of the student , the student achievement level is not optimal . Found in a field test results for the Primary School level National Deli Serdang in 2012 only 27, well below the average value of North Sumatra Province is 60.97 . On the other hand found that students are less motivated in the following study . Many students do not do homework . What is even more sad that we can see on the field is rough student behavior as disrespectful talk , fight and fight the teacher .

Furthermore, when viewed at the level of the class , many found the conditions less effective classroom affect student achievement among teachers have not had a high interest of the children in all learning activities , teachers have not applied learning methods appropriate to the age , ability and means children's learning . Furthermore, according to The Center for Educator Professional Development , Resource Development Agency and Education Quality Assurance of Education Ministry of Education and Culture said , more than 32 thousand teachers currently following the mass training . Tens of thousands of teachers are those who do not pass the initial competency test (UKA) in February 2012. Previously , the average value of only 58.87 UKA kindergarten teacher with the number of participants 23,753 people . The average grade of primary school teachers 36.86 (164 153 people) . The average value of 46.15 junior high school teacher (51 238 people) . The average value of a high school teacher 51.35 (18.125 people) . The average value of 50.02 vocational teachers (15 105 people) . The average value of special-ed teacher " 49.07 (2,446 people) . And the average value of the supervisory category 32.58 (606 people) .

School level is also not effective where it turns out that there are School Based Management is not running optimally , schools have not been able to make their own decisions for the betterment of the school . For example, evaluation of student learning , teacher or school should make formative exam but is in fact a matter made by the district / city . School -Based Management implementation failure is estimated as a model adopted is without any creative effort , the principal works on its own agenda without regard to the aspirations of all members of the school board.

Taking into account the above phenomena , there are various weaknesses that developed in the school and in the community and taking into account the cultural roots of the people who uphold religious values , the schools in Indonesia should be developed to help students master the competencies that are useful for life in the future , ie : (a) religious competence , (b) academic competence , (c) economic competence , and (d) personal social competence .

Based on the results of the analysis can be argued that an effective school is a school that can set filosophi , values , mission and goals must put everything to the humanistic virtues . Effective school is marked by several characteristics , namely the organization of two-way involving the interests of human resources and the organization mutually . School culture reflects a very high value on the quality and size of the problem is essential , the focus is on the completion of orientation tasks provide convenience in serving the interests of the community . Job satisfaction is

put on things that are psychological satisfaction with the assumption that the material will accompany simultaneously to the high productivity of all human resources in it .

The model is expected to be used as a proper foothold in the theory of finding an effective school system is the organizational behavior by Newstrom . Another variable that is thought to have strong influence on the model Newstrom are leadership and communication . In line with the opinion of other experts Newstrom was stated that emphasizes leadership as the dominant factor . Many factors influence the effectiveness of the organization , the most important factor and raised almost all experts are leadership (Ostroff) , (Coleman) , (Sammons , Hilman and Martimore) , (Bernard M Bassand Ronald E Riggio) .

Primary school is compulsory basic education received by children . Children starting from the age of 6 years are still the golden age . Elementary school system in general is still resting on the head of school , when the teacher is not present then the principal will be entered into the class to replace the teachers teach . In general, in the primary schools do not have the personnel or administrators who assist the principal. So in the elementary school principals in general plays an important role in school management to run and have a big responsibility , therefore it is needed at all competent and skilled leaders in the field of work and well -behaved as the elementary school level ketauladanan becomes very important .

If not effectively connected phenomena both in terms of individual schools , classrooms, and schools that have been expressed so as to improve its effectiveness can be built a model of effective school with one of the variables that influence is leadership . Qualification is expected to start implementing this model is a primary school . Because the elementary school instilled values as the basis for the development of personality .

THEORETICAL STUDY

- **Effective schools**

Making of the effective schools is a phenomenon that contains multiple aspects , making it difficult to be able to maximize effectiveness in accordance with the meaning of the effectiveness of its own or can be regarded as a very exclusive concept which must be clearly defined . In connection with the definition of an effective school , then Taylor defines an effective school as a school that organize and utilize all its resources to ensure that all students can learn the material that is essential in the school curriculum .

Standard management of primary schools based on the Regulation of the Minister of National Education . 19 of 2007 on Unit Standard Management by Primary and Secondary Education , namely : (1) Planning program , (2) implementation of the work plan , (3) monitoring and evaluation , (4) with the basic tasks of school leadership , and (5) management information system .

The government has high expectations of elementary school , hope it can be achieved if the school effectively with leaders who have a transcendent character . As to fulfill the expectations of

the existing human resources in schools must have a social sensitivity , has attitude matter , protect and maintain all aspects of the existing school , but it must prioritize the significance for many people , sharing , cooperation , and fair to each other . Furthermore, schools should also be able to glorify man by promoting common interests , to defend the right firmness . \

There are several characteristics that indicate effective schools that can be analyzed from the level of the student , classroom and school level .

Table 1.1 Characteristics of Effective Schools

No	behavioral	Characteristics	Indicator
1.	group	Strong principal leadership	Every act of principle that leads to the highest truth
2.	class	The highest size (excellence) as a reference feat to be achieved stakeholders	Mastery learning is above 80% The standard of excellence of learning achievement and performance of teachers and principals and employees are in the category of good and outstanding (excellent)
3.	group	Shared responsibility in preparing school program , done with deliberation and decisions taken by the greatest interest for humanity	Involving stakeholders in decision making
4	Organization	Educational planning based on needs analysis with stakeholders in TOTAL LIABILITY most stressed portion of the time for the learning process	PBM establishes as a priority in education planning
5.	group	Consensus among stakeholders is rapid because of the intimate association supported atmosphere , one heart and share knowledge	Getting a deal in the not too distant future when developing school programs

| 6 | Organization | The purpose of schooling is clear to all stakeholders for socialization in an atmosphere of togetherness , sharing and reinforcing , the feeling of the closeness to each other to form a sense of belonging to school | Have a high awareness to achieve the goals of the school because it integrates individual and group goals. |
| 7. | Organization | Human resource development takes place in a positive climate , emphasis on reinforcement compared with administration of criticism and punishment | Commitment of the stakeholders evolve from something that transactional , transformational becomes transcendent |

Moving from theory Newstrom , Kenneth Gibson et all and it can be argued that effective schools are educational institutions that put humanity in its management and HR management has the willingness altruist . From the managerial level it can be revealed from filosofhi , values , vision , mission and goals . While the level of HR can be measured by the ability to empathize , concern for future generations (generativity) , willingness to share the luck with the (mutuality) , willingness to provide positive ideas (civil aspiration) , promotes the interests of humanity (humanity)

- **Leadership**

Based on the description above, leadership is the ability to influence others based on the beliefs and principles of religion which carries moral and spiritual mission of human progress , inculcate motives higher life form and sublime quality of goodness , beauty , generosity and love and the smoothness indicators affectionate , wise and prudent , honest and firm stance .

SUBJECT

Subjects in this study were elementary school principal in Deli Serdang , amounting to 334 consisting of 22 districts .

DISCUSSION AND CONCLUSION

High and low quality of education related to the quality of service at the school . Implementation of educational policies emphasizing education involving the quantity and quality of implementing the educational process , and understand that education is the subject of the critical elements in the overall education . Many educational problems that occur either on the level of student achievement that students are not optimal . Furthermore, when viewed from the level of the

class , the class that many found the conditions less efficiently to affect student achievement among teachers have not had a high interest in the children , in all studies. School level is also not efficient which turns existing School Based Management is not running optimally , schools have not been able to make their own decisions for the betterment of the school , such as the evaluation of student learning , teacher or school should make formative exam but in fact matter created by district / city . Failure of implementation of school -based management is estimated as a model adopted is without any creative effort , the principal works on its own agenda without pemperhatikan aspirations of all members of the school board . centralized decision-making power on the one hand and tend to be arbitrary. As well assume that the School Based Management is the usual case with no serious effort will succeed by itself .

The success of education depends on various factors , effectively supporting the success of the school where the Human Resources (HR) is the dominant factor that determines the success of the process and outcomes of education . Human resources capable of supporting schools to be effective is the human resource that is able to be leaders influence others based on the beliefs and principles of religion which carries moral and spiritual mission of human progress , inculcate motives higher life form and sublime quality of goodness , beauty , generosity and subtlety .

Ability to motivate, provide feedback, berpartisipatif, delegate tasks and controls carried out by the leader at a school institution influence on the realization of basic trust in the form of confidence, positive thinking, open distance, providing an opportunity to act and improve social relationships with others and among school personnel ,

In order to realize effective school, principals must be able to run effective talent management. Management planning should be an integral part of human resources (HR) and should be in line with the vision, mission, strategy, and organizational culture as a whole. Top managers must cooperate with the personnel (teachers) of which facilitate the development of ideal culture in the organization, which reveals what is supposed to be in the school institution. Once this is established, shall be determined critical succes factors that must be owned by teachers as a means to achieve what should have been done by the teachers .. Establish an organizational chart that outlines the necessary talents to each teacher. The devices are supporting job descriptions, career paths, and analysis needs. After supporting devices are arranged, create learning organizations to encourage teachers to learn skills that relate to the competence of the driving success. The next row is created the awards program and incentives to retain the best talents, creating a performance management system, and designing the appropriate career promotion program, position and rank. In order to develop the talents that have the potential as future leaders in the future, leaders must invest the time and money that is adequate for the development of potential leaders, are committed to the promotion of teachers in the educational institutions they lead, and showed that the growth of personal and professional in institutions schools actually implemented consistently.

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