

The Pattern of Leadership of Women School Principals at the Al-Ulum Integrated Islamic Elementary School in Medan

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Abstrak: The purpose of this research is to find out the pattern of leadership of female school principals in the Al-Ulum Integrated Islamic Elementary School in Medan. This type of research is descriptive qualitative, with the location of the study in the Al-Ulum Integrated Islamic Elementary School in Medan. Data collection methods used include: observation methods, interview methods and documentation methods. The results of this study are the principals' leadership in the Al-Ulum Integrated Islamic Elementary School in Medan showing leadership attitudes that are carried out with gentleness, example, humility and discipline in carrying out their duties. This is an increase in motivation for teacher performance, which is in his responsibility. Then, the pattern of leadership of female principals in the Al-Ulum Integrated Islamic Elementary School in Medan, namely providing guidance, direction and assistance for their employees.

Keywords: *Leadership Patterns, Principals, Women.*

Introduction

Running the process of education and teaching is needed for an educational institution that can give birth to the next generation of the nation in accordance with the development and needs of the times. Educational institutions in essence can be divided into several categories, including: 1) formal education institutions, namely educational institutions structured from the kindergarten level to the level or level of tertiary education; 2) non-formal educational institutions, namely educational institutions that can be carried out both structured and tiered outside formal education. The results of this non-formal education can be valued even on a par with the results of formal education, which is after going through an equalization assessment process with reference to national education standards from institutions specifically appointed by local governments; 3) informal education institutions are pathways to family and

environmental education in the form of independent educational and teaching activities (Nasib Tua Lumban Gaol, 2017).

In an educational institution one component that has a big influence is the education leader (the principal). The principal is the highest leader at a level or level of education in the school environment (Ayu Wardani, 2015). As a figure of a leader, the principal should be able to move the various components that are owned so that they are able to carry out their roles and functions properly in order to achieve the stated goals.

Adequate intellectual intelligence is needed by a leader to understand certain things related to the tasks and challenges ahead. However, in essence having intellectual intelligence is not enough to be a figure of a leader. A leader in addition to having intellectual intelligence must also have a vision and can motivate, inspire, guide and influence the people they lead (Zuryati, 2015).

In educational institutions, principals who are the highest leaders, the pattern of leadership is very influential and even will determine the progress of the school. The principal must be able to act in addition to being a leader so he also must sometimes act as a consultant to teachers and education personnel in every problem faced by them in the school environment (Lilis Suryani Octavia, 2016). In the history of Indonesia, talking about the role and influence of women since the colonial era until now, there are many roles of women who have considerable influence in organizations and become policy makers, some at the village level and even at national and international levels (Eutrovia Iin Kristiyanti dan Muhyadi, 2015). By seeing the reality in society about some women who are successful in leadership, especially in educational institutions, then some people have no doubt about women's leadership. Therefore, from this reason why this research is important to study, one of which is to prove the truth that currently many successful women have occupied certain positions, especially in educational institutions (Widya Masitah dan Hasrian Rudi Setiawan, 2019). Educational leadership in the Al-Ulum Integrated Islamic Elementary School in Medan, carried out by a woman. Seen in his leadership carried out for several years many achievements have been carved. Therefore, the leadership carried out by women occupying positions as principal is not inferior to leadership carried out by men in occupying positions as headmaster. This can be compared to the internal integrated Islamic foundation in which there are several units or levels, including the level of Elementary Schools (SD), Junior

High Schools (SMP) and High Schools (SMA). Based on these assumptions, it is deemed necessary to conduct a research about the problem. This is what drives the author to conduct research by pouring in the form of mini research with the title: "The Pattern of Leadership of Women School Principals in Al-Ulum Islamic Elementary School Integrated Medan".

Methods

Research conducted using qualitative, because through this research found researchers can convey in the form of words published on the results of official research. In this study the researchers used the descriptive method. The reason for descriptive research in general can make an overview of the systematic about facts and characteristics and discussion between the phenomena discussed. This research was conducted at the Al-Ulum Integrated Islamic Elementary School, from November to December 2019.

This research is the subject of research is the teachers at the Al-Ulum Integrated Islamic Elementary School in Medan. While the object of research is Dra. Mardiah, who was appointed as the Principal of Medan Integrated Al-Ulum Islamic Elementary School. Data Collection Techniques used here are: collected observations, interviews, and the use of documentation.

In analyzing data in qualitative research, three paths must be carried out, which are expected: First, to reduce data. In this case what is done in the analysis is to sharpen, do the classification and do the data that is not needed and then organize the data taken can be taken. Second, do the data presentation. In this case what has to be done is a compilation of a researcher who has obtained the data in the field then the data is included in a graph or can also be entered in the form of graphs, charts or networks. It is hoped that the data will be easy to read. Third, verification and conclusion is carried out. This process is carried out after the data is presented in the form of a matrix, chart or graphical form, then a conclusion can be made. Then during the research process the conclusion can also be resolved again.

Results

The principal of the Al-Ulum Integrated Islamic Elementary School in Medan in carrying out his role as leader, then there are several leadership roles that are displayed in improving performance motivation, including: **First**, Giving Encouragement, namely that in each activity his subordinates are instructed to take part in the activity and include all teachers, employees and students in these activities.

Second, Give Guidance. In addition to encouraging subordinates to carry out activities and programs that have been made, the role of the principal is to guide his subordinates in every activity or program to be carried out in the school environment. The guidance is carried out in every program in this school, besides that the headmaster also guides the teacher and staff in developing the learning program. The guidance aims to achieve the desired goal. The provision of guidance by the principal is personally done every time the teacher and staff have difficulty in carrying out their duties. Likewise the headmaster also conducts guidance activities to students on every occasion both in the morning ceremony or to the classes.

Third, give direction. In addition to encouraging and guiding subordinates to improve the performance of teachers and staff, the principal at the Al-Ulum Integrated Islamic Elementary School in Medan also gave directions. The school principal gives direction to the teacher regarding learning activities, the school principal also gives direction related to the problem processes and activities carried out in the school environment. In addition to the direction given to the principal's teacher also directs the administrative staff to serve students in terms of administration. Principals are more likely to provide training in fund grants to teachers who are still beginners. They are always paid more attention by the principal in conducting learning activities in the classroom. Then also, in terms of the administration of learning the principal also directs the teachers to fulfill it, as before teaching the teacher must have learning tools and so forth.

Thus, the principal of the Al-Ulum Integrated Islamic Elementary School in Medan in an effort to improve teacher performance always gives direction and is very concerned about teachers in carrying out educational tasks. It is seen that he always gives direction to the teacher either through meetings or outside meetings, supervising

classrooms. In addition, school principals also often give guidance in the form of consults to teachers who have difficulty in carrying out their duties.

Fourth, provide assistance. The school principal always poured help, in the form of his ideas and sometimes staff also contributed to improve performance and improve the quality of education in the school they lead. Teachers who experience difficulties are always consulted with the principal and then the principal gives advice and input as well as solutions to the problems faced by the teacher.

Teacher performance is always seen by the principal through supervision activities. Sometimes there are teachers who automatically confront the principal to be given advice or solutions or assistance in learning activities. Sometimes teachers are also given special training for him in making learning tools and how to teach elementary school children strategies.

Thus, the principal of the Al-Ulum Integrated Islamic Elementary School in Medan always provides assistance to teachers in carrying out educational tasks. It can be seen that he always provides assistance to teachers on how to develop learning tools, provide training related to teaching strategies at the elementary school level, as well as assistance in dealing with problematic student problems.

Fifth, Set an Example. The principal is an example for all school members, so the principal must set a good example of being honest and responsible. Setting an example has become a priority for a school principal such as being honest, open and responsible not only that the principal is always present at school every day at 07.00 am and always comes earlier than teachers, staff and students. The example set by the headmaster is very good and is imitated by teachers, staff and students, he is a disciplined person because he always comes the earliest and comes home last with the aim of checking the school first. In addition, the headmaster also gives assertiveness to teachers and students who arrive late and do not use uniforms according to the schedule, by giving an initial warning or being given sanctions directly ".

The example of the principal is exemplary, he teaches members and all school members to always be there at school on time, creating a time-disciplined atmosphere. Besides that, assertiveness is his responsibility to keep the good name of the institution, to be honest with the situation of the school by reprimanding if something is wrong but

still maintaining feelings for each other. His attitude made many people admire because of his good way of protecting him so that he could implement his role as a best leader.

Conclusion

Efforts in developing the potential possessed by individuals to be able to stand on their own are through education and teaching. Thus, in improving performance in schools, the Al-Ulum Integrated Islamic University provides good services in increasing the motivation of all elements in which there are teachers, staff and students. This improvement is oriented towards leadership that uses an open approach so that the direction, supervision and duties of his subordinates can be carried out and carried out properly and optimally. This effort in the leadership of the female headmaster is not without obstacles, but with the right leadership method is one of the reasons for increasing teacher performance motivation. The leadership carried out is to provide motivational encouragement, guide, provide direction, provide assistance with ideas and set an example.

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