



The Role of the Principal of SD Nur Ihsan in the Education Supervisor

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ABSTRACT

The principal in his position as a supervisor is obliged to foster teachers to become good educators and teachers. For teachers who are good, the quality can be maintained and for teachers who are not good, it can be developed to be better. Meanwhile, all good and competent teachers as well as those who are still weak must be sought so that they are not outdated in the learning process and the materials used as teaching materials. The principal as a supervisor must be realized in the ability to compose and implement educational supervision programs and take advantage of the results. In order for the implementation of these tasks to be carried out properly, the principal is required to have various methods and techniques of supervision, especially those relating to the implementation of the duties of teachers and employees, and job growth. Because the principal as the main leader and mover in the implementation of education and learning. Therefore, the principal has a very important role in the supervision of education. On that basis, this research is addressed to the principal. The research method is used with qualitative methods and also a descriptive approach. The study used interviews regarding the role in educational supervision.

Keywords: *Principal, Supervision, Learning.*

Introduction

Educational supervision is a series of activities to shape teachers to develop their abilities, so in carrying out supervision of teachers it is necessary to hold teacher abilities, so that it can be determined which aspects need to be developed and how to properly develop them. This means that the principal can provide an assessment of teacher performance in managing the teaching and learning process as a process in managing the teacher's appearance in the teaching and learning process. However, one thing must be emphasized, that after assessing the teacher's performance, it does not mean that the supervision activities are finished, but must be continued with the design and implementation of the development of his abilities.

The principal of SD Nur Ihsan as a supervisor realizes the ability to compose and implement educational supervision programs and take advantage of the results. The ability to formulate an educational supervision program must be realized in the preparation of a classroom supervision program, the development of a supervision program for extra-curricular activities, the development of a library, laboratory, and examination supervision program. The ability to carry out educational supervision programs must be realized in the implementation of clinical supervision programs, non-clinical supervision programs and extracurricular activities supervision programs. Meanwhile, the ability to utilize the results of educational supervision must be realized in the use of the results of supervision to improve the performance of education personnel, and the use of the results of supervision to develop schools.

The principal of SD Nur Ihsan, in his position as supervisor, is obliged to foster teachers to become good educators and teachers. For teachers who are good, the

quality can be maintained and for teachers who are not good, it can be developed to be better. Meanwhile, all good and competent teachers as well as those who are still weak must be sought so that they are not outdated in the learning process and the materials used as teaching materials.

In order for the implementation of these tasks to be carried out properly, the principal of SD Nur Ihsan is required to have various methods and techniques of supervision, especially those related to the implementation of the duties of teachers and employees, and job growth. Because the principal as the main leader and mover in the implementation of education and learning. The principal in carrying out his duties as a supervisor should be carried out democratically, he respects the opinions of teachers, and provides opportunities to generate ideas and opinions. Decisions are taken by way of deliberation, because the goals to be achieved are common goals.

Literature Review

The principal is a leader in an educational institution or who leads the course of activities in the school, the principal is also a driving force for all that is under his control to be able to work together to be able to work together to achieve the goals of educational institutions. Therefore, the principal has the responsibility to carry out good leadership functions related to achieving educational goals and in an effort to create a conducive school atmosphere for both educators and students.

According to Ngalim and Sutadji Djojopranoto, in their book Educational Administration that the principal is a functional staff assigned to lead a school where the teaching and learning process is held, or where there is a process of interaction between teachers who give lessons and students who receive lessons.

Thus the principal can be interpreted as one of the leaders or people who provide motivation, enthusiasm to improve abilities and determine the direction of madrasa policies, so that teachers feel compelled to do work with sincerity and feel involved in an activity, so that the goals of madrasas can be easy to achieve.

Education Supervision

The word supervision can be interpreted in terms of etymological (origin of the word), morphological (word form) and semantic meaning (meaning according to terms). Timologically, the word supervision comes from English, namely supervision, which means supervision. Educational supervision means supervision in the field of education. While the person who supervises is called a supervisor or supervisor.

A supervisor does have a position above or has a higher position than the people he supervises, his job is to see, oversee, or supervise the people he supervises.

From some of the definitions above, the author can provide an understanding of supervision in the context of the principal's role as a supervisor is a process of supervision carried out by the principal of the teachers and the staff in them so that their performance is in accordance with the previously planned objectives so that what becomes common goals can be achieved optimally.

Based on several studies on the definition of supervision above, it can be concluded that supervision aims to develop a conducive and better climate in teaching and learning activities, through fostering and improving the teaching profession. In other words, the purpose of supervision is to help and make it easier for teachers to learn to improve their abilities in order to realize the learning goals of students.

Operationally, several concrete objectives of educational supervision can be stated:

- a. Helping teachers to clearly see the goals of education.
- b. Assist the teacher in guiding the learning experience of the students
- c. Assisting teachers in using learning experience resources.
- d. Assisting teachers in using modern learning methods and media
- e. Assisting teachers in meeting the learning needs of students.
- f. Assisting teachers in evaluating student progress and the results of the teacher's own work.
- g. Assisting teachers in developing mental or moral reactions in the work of teachers framework for their personal and occupational growth.
- h. Helping new teachers at school so that they feel happy with their work which he obtained.
- i. Helping teachers to make it easier to adapt to society.
- j. Helping teachers so that their time and energy are fully invested in construction of the school.

Method

This research is a research that uses qualitative research. According to Strauss and Corbin, qualitative research is a type of research in which the discovery procedure is not carried out using statistical or quantification procedures. Qualitative research is research that produces and manages phenomenological data, such as interview transcripts, field notes, video recordings, pictures and others.

This research was conducted at SD NUR IHSAN Kec, Medan tembung, Medan city. This research is a field research using qualitative methods. This research was conducted by interviewing or conducting face-to-face interviews and conducting oral questions and answers to a

school principal to collect data about the role of the principal in educational supervision, then an analysis of the data that had been obtained was carried out.

Result and Discussion

The data obtained in research or interviews that have been carried out at the Nur Ihsan Elementary School, which include the following:

Head school SD Only Ihsan in its position as a good supervisor. Obligated to guide teachers to become educators and teachers For good teachers so that their quality can be maintained and vice versa for teachers who are already good teachers who are not good can be developed for the better quality. In addition, both competent and weak teachers must be sought so as not to be out of date in the learning process and the material being taught.

As a supervisor, the principal of SD Nur Ihsan serves as a personal figure who continuously provides guidance, assistance, supervision, and assessment of problems related to the development and improvement of teaching and educational activity programs. The principal must provide optimal services to all education implementers, especially services for teachers who are professionally directly responsible for the teaching and learning process in schools. There are two tasks that must be carried out by supervisors at SD Nur Ihsan, namely:

a. Controlling in-service programs with authority and leadership spirit. The principal here is advised to be able to provide services to all subordinates accommodatively in an atmosphere of intimacy without reducing the authority and morale desired. The principal must be able to solve all educational problems that arise fairly and wisely. The principal is not allowed to discriminate against all school community members.

b. Helping new teachers in finding themselves to carry out teaching duties. Here the principal must be able to carry out supervision of all subject teachers, so that the principal is an actor who seems to be skilled in mastering the subject area. For example, a school principal who professionally graduated from the faculty of religion, however generally must be able to understand the framework of exact sciences such as Mathematics, Natural Sciences, Arts, and so on. So that the supervision of the teachers concerned can be carried out properly.

While the duties of the principal of SD Nur Ihsan as a supervisor are:as follows:

- a. Awakening and stimulating teachers and school officials in carrying out their duties to the best of their ability.
- b. Try and complete school equipment including instructional media needed for the smooth and successful teaching and learning process.
- c. Together with teachers trying to develop, find, and use teaching methods that are more in line with the demands of the current curriculum
- d. Building a good and harmonious cooperation between teachers and other school officials.
- e. Strive to improve the quality and knowledge of teachers and school staff, including holding group discussions, providing school libraries, and sending them to attend training courses, seminars according to their respective fields.
- f. Fostering cooperative relationships between schools and BP3 and other agencies others in order to improve the quality of education of students.

From the role of the principal of SD Nur Ihsan as a supervisor above, the conclusion is that there is no difference in substance, that is, they both aim to provide convenience and comfort to teachers and staff in overcoming problems related to planning, implementation, and assessment in the context of increasing teacher professionalism and also Foster cooperative relationship between teachers and other agencies in the context of improving the quality of student education.

Conclusion

The principal of SD Nur Ihsan has a strategic role in improving teacher competence, both as educators (educators), managers, administrators, supervisors, leaders (leaders), creators of the work climate and as entrepreneurs. The function of the principal of SD Nur Ihsan as a supervisor includes activities related to raising the spirit and cooperation of teachers, fulfilling school tools and equipment for smooth teaching, developing and fostering the knowledge and skills of teachers, and cooperation between schools and the community. all of which are aimed at enhancing the quality of student education and teaching.

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