

## ABSTRAK

### PERAN KEPEMIMINAN KEPALA SEKOLAH DALAM MENINGKATKAN KINERJA GURU DI SMA AL-WASHLIYAH I MEDAN

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Penelitian ini bertujuan untuk mengetahui peran kepemimpinan kepala sekolah dalam meningkatkan kinerja guru di SMA Al-Washliyah I Medan, mendeskripsikan kondisi kinerja guru, serta mengidentifikasi faktor penghambat dan pendukung dalam pelaksanaan kepemimpinan kepala sekolah. Penelitian ini menggunakan pendekatan kualitatif dengan metode deskriptif. Data diperoleh melalui wawancara, observasi, dan dokumentasi, kemudian dianalisis secara interaktif melalui proses reduksi data, penyajian data, dan penarikan kesimpulan. Hasil penelitian menunjukkan bahwa kepala sekolah berperan sebagai pemimpin, manajer, supervisor, administrator, inovator, dan motivator dalam meningkatkan kinerja guru. Bentuk peran tersebut diwujudkan melalui kegiatan pembinaan, pengarahan, supervisi kelas, serta penguatan kedisiplinan dan komunikasi yang efektif. Kinerja guru di SMA Al-Washliyah I Medan pada umumnya baik, terlihat dari kemampuan guru dalam merencanakan pembelajaran, melaksanakan proses mengajar, mengevaluasi, serta membimbing peserta didik. Namun demikian, masih terdapat beberapa kendala seperti ketidaksesuaian antara pelaksanaan pembelajaran dengan RPP yang telah disusun serta kurangnya variasi metode pembelajaran. Faktor penghambat dalam peningkatan kinerja guru meliputi keterbatasan sarana dan prasarana, rendahnya motivasi sebagian guru, serta kurang optimalnya komunikasi internal. Adapun faktor pendukung meliputi tersedianya program pelatihan, adanya seminar atau kelompok kerja guru, serta dukungan kebijakan sekolah dalam pengembangan profesionalisme guru. Penelitian ini menyimpulkan bahwa kepemimpinan kepala sekolah memiliki peran signifikan dalam meningkatkan kinerja guru, namun perlu didukung dengan fasilitas dan komitmen guru untuk mencapai hasil yang lebih optimal.

**Kata Kunci:** Kepemimpinan Kepala Sekolah, Kinerja Guru, Manajemen Pendidikan, SMA Al-Washliyah I Medan.

## **ABSTRACT**

*This study aims to examine the role of the school principal's leadership in improving teacher performance at SMA Al-Washliyah I Medan, describe the overall condition of teacher performance, and identify the supporting and inhibiting factors that influence the implementation of leadership in the school environment. This research employs a qualitative approach with a descriptive method. Data were collected through interviews, observations, and documentation, then analyzed interactively through data reduction, data display, and conclusion drawing. The findings indicate that the school principal plays significant roles as a leader, manager, supervisor, administrator, innovator, and motivator in efforts to enhance teacher performance. These roles are implemented through coaching, guidance, classroom supervision, strengthening teacher discipline, and establishing effective communication. Overall, teacher performance at SMA Al-Washliyah I Medan is considered adequate, as reflected in teachers' ability to prepare lesson plans, conduct learning activities, provide assessments, and guide students. However, several issues remain, including inconsistencies between lesson plans and classroom implementation, as well as the limited variety of innovative teaching methods used by teachers. Inhibiting factors in improving teacher performance include limited school facilities, low motivation among some teachers, and suboptimal internal communication. Meanwhile, supporting factors consist of the availability of training programs, teacher workshops or professional groups, and supportive school policies that encourage professional development. This study concludes that the school principal's leadership plays a significant role in enhancing teacher performance, yet optimal results require adequate facilities and strong teacher commitment.*

**Keywords:** *School Principal Leadership, Teacher Performance, Educational Management, SMA Al-Washliyah I Medan.*