



ANALYSIS OF THE LEADERSHIP OF FEMALE SCHOOL PRINCIPLES IN INCREASING THE QUALITY OF EDUCATORS AND STUDENTS AT MADRASAH IBTIDAIYAH

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Abstract:

This paper describes how the implementation of women's leadership management to improve the quality of educators and students at MIN 2, Maron sub-district, Probolinggo district. This research use descriptive qualitative approach. Based on the presentation and analysis of the data, conclusions can be drawn, among others; (1) the leadership style of the principal at MIN 2 Probolinggo is based on practice and exemplary religious-socialist doctrine; (2) the improvement in the quality of students is evident in the various achievements obtained by MIN 2 Probolinggo, such as innovation in the field of religion, adiwiyata and literacy and the pioneering of 'child- friendly' madrasas. In fact, in the past year, there have been at least 19 educator and student achievements for 2022 and 4 achievements at the beginning of 2023; (3) the quality of schools can also be seen from the high appreciation from various groups such as the Probolinggo district Ministry of Religion and the East Java Regional Office in the field of religious innovation, UNESA universities in terms of literacy, the Probolinggo district environmental service (DLH) in terms of adiwiyata and support from various parties particularly relevant to the parents of students; (4) MIN 2 Probolinggo also declared "Child Friendly" madrasas as a representation of the concern of educational institutions that fulfill the rights and protection of children; and (5) an intensive evaluation is carried out by the principal by involving professional and competent parties in their fields. Especially in evaluating the five aspects of discipline, infrastructure, self-development, financing and innovative learning processes.

Keywords: *Internal Quality Assurance System, Pesantren, Education Unit Accreditation Instrument*

INTRODUCTION

Islam as a religion that was born as a complement to previous religions and rahmatan lil alamin, gives a high position to women in various dimensions, equates women and men in various aspects. For example, in the aspect of education, several educational institutions led by women have had a positive impact. As was the result of research by Rohyatun et al., who stated that the leadership style of female school principals made a positive contribution to school progress (Wilian & Waluyo, 2020).

Other research that prompted the authors to conduct research on female leadership as school principals, especially at the elementary school/madrasah primary school level, was the result of Hayati's research, which stated that the characteristics of school principal leadership that can improve teacher performance include: first; education staff capacity building program through training, workshops, seminars and

Subject Teacher Conferences (MGMP), second; the ability of the principal to carry out the process of controlling, guiding and supervising, third; giving motivation, fourth; do good communication, and fifth; about democratic leadership style (Hayati, 2019).

The leadership of female school principals basically has feminine tendencies, in addition to transformational tendencies. This can be seen in the leadership of the principals of public elementary schools in the Jember area, East Java (Priatiningsih, 2018). Meanwhile, women's leadership at the equivalent level (madrasah ibtidaiyah) has positive impacts, such as the tendency to increase interest in the surrounding community, establish more intense relationships between the school and student guardians, and can help run better Madrasah programs (Abdillah, 2021).

Women's leadership at the elementary school/madrasah level in Probolinggo district at present, MIN 2 Probolinggo in Maron sub-district, is the only madrasa led by a female school principal.

a more in-depth study of the leadership management he applied as the principal of a female school. The author agrees with the results of Solihati's research that good leadership can be seen from the principal's way of solving problems, making decisions and the attitude of the principal which encourages the achievement of the school's vision and mission so that the principal has high integrity, as well as the mindset of the principal who is always looking ahead (Solihati, 2020, Vol 4, Number 1).

RESEARCH METHODS

This research is included in the type of inductive qualitative research. in other words, this research is a study aimed at describing and analyzing phenomena, events, social activities, attitudes, beliefs, perceptions, thoughts of people individually and in groups, all descriptions lead to conclusions (Sukmadinata, 2005). Data collection was carried out by interviews, observations, documentation studies, both printed and electronic, as well as the results of relevant studies, such as the website min2prob.wordpress.com, Facebook min 2 Probolinggo. Data analysis techniques were carried out by describing or describing the collected data (Sugiyono, 2009).

This research was conducted at Madrasah Ibtidaiyah Negeri 2 Probolinggo which is located at Jalan Sunan Giri, Brani Kulon Village, Maron District. Probolinggo Regency, which consists of 24 sub-districts, has two state MI, namely MIN 1 in the Paiton sub-district and MIN 2 in the Maron sub-district. based on data from Emissendis Kemenag Probolinggo Regency, the number of MI in Probolinggo district is around 410 schools. The author chose MIN 2 Probolinggo as the research location because motivated by an interest in the leadership of the female school principal who is currently taking place at MIN 2 Probolinggo, namely Mrs. Sumiati, M.Pd. in this study seeks to analyze the leadership management of female school principals in improving quality educators and students. What is the exemplary leadership style?; What are the improvements in the quality of educators and their students?; and how about the appreciation from madrasa partners or other institutions outside MIN 2 Probolinggo.

RESULTS AND DISCUSSION

Leadership in the teachings of Islam is very important, especially in realizing exemplary leadership as exemplified by Rasulullah Muhammad SAW, who is siddiq (correct), trustworthy (responsible), tabligh (good communicator), and fathonah (smart). Therefore, every Muslim and Muslim woman who is given the opportunity to lead an institution or organization should certainly emulate the Prophet Muhammad, as optimally as possible. This is what became the example of Mrs. Sumiati, M.Pd., the principal of the MIN 2 Probolinggo school who was trusted as a leader as of January 14, 2021 until now. Previously, Mrs. Sumiati, who was born in Probolinggo, March 23, 1974, was a principal for 10 years at a private madrasa, namely at MI Raudlatul Jannah for the period 2010 to 2020 (Sumiati, 2023).



Figure 1. Activities of the Head of MIN 2 Probolinggo together with the Head of Penma Kemenag in opening the student ta'ruf period (matsama) for the 2022-2023 school year

As it is known that the principal must be able to solve organizational problems and meet the needs of the members of the organization concerned. A leader can choose certain ways of controlling the activity process, such as how to tell subordinates what to do, how to do it, when to do it, what to do, who does it and so on. Thus, all planning that has been targeted will be easily realized. As a leader, the principal must be able to reflect on his duties as an innovator and motivator, as well as a good manager and administrator (Priansa, 2013). Thus, the performance and motivation led will continue to increase. So that educators and students can realize all their potential to get satisfying achievements both in academic and non-academic terms.

These achievements include; 3rd place in madrasa science competition (KSM) Probolinggo district level in 2022 on behalf of Dhesi Anggraini Sagitaria, who then represented the district at the East Java competition level in September 11, 2022. As a leader, the Head of MIN 2 Probolinggo expressed his gratitude and gratitude for this achievement. Ibu Sumiati stated:

"Congratulations and success always for Ananda, thanks to all integrated science subject supervisors, also to the guardian of the mother's student who is also a teacher at MIN 2, Ms. Rini, also to all GTK MIN 2 who have helped in prayer. Good luck continues" (Puc, 2022).

Achievements shown by educators and students became a benchmark for the success of Mrs. Sumiati's leadership in the last two years. Even in the program self-evaluation (EDP) activity which was carried out on December 28, 2022, at least 18 achievements were made in madrasas. While the last two months at the beginning of the year In 2023 MIN 2 Probolinggo has added 4 achievements from 2 competition events, namely: 1st place in the "Nida Competition" speech competition organized by the Nuriddahlani Probolinggo Islamic Boarding School followed by the achievement of the "Promarch" Dumband Parade Competition which won 1st place in the Street Parade class Pianika, 2nd place in Drum Major class Pianika, 3rd place in Gitapati class Pianika. Thus, during Mrs. Sumiati's leadership, MIN 2 Probolinggo showed significant achievement in the quality of educators and students.

The appreciation for the achievements at MIN 2 Probolinggo received an extraordinary response from the relevant government agencies. For example, from the Head of the Probolinggo Regency Ministry of Religion office, Mr. H. Akkmad Sruji Bahtiar, who gave an appreciative statement. Mr. Bahtiar advised that "there should always be a lot grateful through increased performance and competence. You have to have the courage to make new breakthroughs for the progress of MIN 2 Probolinggo" (Akbar, 2022).

The awards received by MIN 2 Probolinggo, which has been established since 1993, are as explained in the table. following:

Table 1. Achievement of Min 2 Probolinggo

Category	Partners/Supervisors	Various Activities
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Religious	1. Ministry of Religion of Probolinggo Regency 2. Ministry of Religion Regional Office of East Java 3. Local NU organizations	1. Legi Friday prayers 2. Congregational Prayer Routines 3. Istighosah / HSN 4. Recitation / Pondok Ramadhan 5. And others
Literacy	1. UNESA Surabaya Literacy Center 2. UNUJA Paiton Literacy Center 3. Probolinggo Regional Library	1. Bimtek Literasi 2. Development of a Reading Garden (TB) 3. The Reading Cart
Adiwiyata	1. Environmental Service 2. PT. YTL Paiton	1. Environmental base curriculum 2. Environmental preservation
Madrasah Child Friendly	1. Rizani Paiton Hospital 2. Ministry of Religion of Probolinggo Regency	Socialization and Counseling for First Handling Student Guardian Child Disease

(Source: processed by researchers in February 2023)

The leadership style of the female school principal at MIN 2 Probolinggo shows a good example as a devout Muslim woman in carrying out her prayers, both horizontally and vertically. Dynamic, accommodative and interactive communication is a habit that is exemplified by all 55 educators at MIN 2 Probolinggo both civil servants and PPPK categories.

Another example, in the acceptance of new students, the school principal gave an example of high enthusiasm and enthusiasm for accepting new students in a targeted number that is at least the same as in 2022, namely 102. And the hope is that it can increase compared to the previous year "Last year's four groups remain the reference for the 2023-2024 school year". According to Mrs. Sumiati, if the addition of students increases, then it causes a shortage of classrooms, then "local shortages are not a barrier for MIN 2 Probolinggo, because with shortages there will be creativity and innovation in the development of Madrasahs, he emphasized" (Jamroni, 2023).

Thus, what is described above illustrates the fact that there is no difference in the leadership of female school principals by gender, but rather in the quality and quality of the leaders themselves. As stated by Kartono in Solihati that the success of an organization in achieving the goals it wants to achieve depends on its leadership, namely whether the leader is able to mobilize all human resources, facilities, funds and time effectively and efficiently and integrated in the management process (Solihati, 2020, Vol 4, Number 1).

CONCLUSION

Based on the description above, it can be concluded that the following matters, among other things, regarding the leadership style of the principal of the MIN 2 Probolinggo school based on practice and exemplary religious-socialist doctrine. Meanwhile, the improvement in the quality of educators and students can be seen in the various achievements obtained by MIN 2 Probolinggo, such as innovation in the field of religion, adiwiyata and literacy and the pioneering of 'child-friendly' madrasahs. The quality of the school can also be seen from the high appreciation from various groups, such as the Probolinggo district Ministry of Religion and the East Java Regional Office, UNESA Surabaya and UNUJA Paiton universities, the environmental service (DLH), Rizani Paiton Hospital, PT. YTL Paiton, local Nahdlatul Ulama (NU) officials, and others. And also a good idea to do MIN 2 Probolinggo by declaring "Child Friendly" madrasahs as a representation of the concern of educational institutions that fulfill the rights and protection of children. As well as the implementation of an intensive program self-evaluation (EDP) which is periodically prioritized on five important aspects, namely discipline, infrastructure, self-development, financing and innovative learning processes. This is done by involving professional and competent parties.

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