THE EFFECTIVE OF THE PRINCIPAL'S AND SUPERVISOR'S WORK ON THE MOTIVATION OF TEACHERS OF SD IN UPTD SUB DISTRICT TEMANGGUNG

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Abstract

Teacher's motivation is one factor in improving the performance of SD teacher.The problems in the study were : (1) Is there a positive and significant effect of the principal supervision on the motivation of teachers of SD in UPTD Sub District Temanggung, (2) Is there a positive and significant effect of the principal supervision on the motivation of teacher motivation. The study results as follows (1) There is a positive and significant on the performance of the teachers SD (2) There is a significant positive effect of motivation on the performance of the teachers SD, (3) There is apositive and significant effect supervision on the of the teachers. Teacher achievement increased significantly in the first and second cycle.It passes the effectiveness indikator which stated that at least 75 % teachers could get 75 (very good). Thus,it is supervision and motivation types of effective can be investigated empirically for further researches in different designs. This study includes a comparative study aimed at investigating the causal relationship that is used is because akibat.Metode .Where survey research by taking sempel of the population and use koesioner as the principal means of data collection. Location Research is UPTD Temanggung the principal and elementary school teachers.

Keywords : effectiveness, principal supervision,work motivation, performance.

Introduction

The student of educational organizations is no strager to the topic of supervision of instruction. Unlike its conception ini many other is organizational settings,however,supervisionin schools in concerned with the direct improvement of the work process,not with bureaucratic control of subordinates. consequently, supervision in school is viewed as a collaborative professional process among colleagues.

Effective supervision n public schools is an elusive but fascinating activity and much confusion and misapprehension surround the word" supervision "itself,"Evalution,"rating,"assessment and appraisal" are all used to discribe what supervisors do,yet none accuraely reflects the process of supervision of intruction.

In fact,such terms are in large part a source of suspicion, fear, and misunderstanding among teachers. Unfortunately,supervision also has its roots'in the industrial literature of bureaucracy.Close supervision was a classic response to production and control problems,it was management's attempt to manipulate and control subordinates. It should not be surprising, then, that a good many teachers view supervisors as simply another layer in bureaucatic structur designed to wacth and control their actions.

Leadership is an important part of the management plan and organize, but the primary role of leadership is influencing others to achieve the goals set. This is proof that the leader may be a manager who is weak when planning ugly that causes the group to walk in the wrong direction. As a result, although the team can move the work, but they do not run towards the achievement of organizational goals

Principal duties as a mandate from God and the government, which must be based on the totality of motivation to serve. Devotion led urban primary schools is a different challenge and an opportunity to work as a whole. I realized it as charity land in the world of education. Commitment on the value of a work of worship at fostering the spirit at work. Sense of sincere devotion to the country grew not tersadari. Awareness of the nature of the creation of man to worship accompany each step so that foster an understanding of the nature of work. An understanding of the nature of the work led to a self aphorisms that "If we are proud of the success why should grieve with difficulty".

Challenges arise task was to improve the quality of school performance. Challenges include learning, leadership, school management, community empowerment, and the spirit of entrepreneurship. The learning process is still centered on the teacher has not shown satisfactory results. Very weak academic achievement, school leadership has not demonstrated a good climate, so that the school management has not been able to promote the progress of the whole school.

School development program is not yet clear, transparency and accountability of school programs have not been able to raise the carrying capacity of the school community. Achievement of non-academic areas of the school are very less. It is certainly not able to attract parents to enter his son and daughter to the Elementary School Butuh.dan impossible not a new lesson each year fewer and fewer number of students who obtained human resources school also does not have the entrepreneurial spirit in the school, so the renewal weak creativity in schools not appear.

Identify the Problem

Minor problem that arises in the habit of learning time that students and teachers are in the

process of implementing learning activities, teacher motivation is a problem in implementing the learning activities is a matter of learning at the level of being. Severe problems in the learning process model is teacher-centered learning, teachers who have not the resources to make the learning process is not qualitatively thorough This led learning activities tend to be static and not cause significant renewal. Static conditions at the school is reinforced by the media that there is neglect, and lack of effort to make new learning media.

All school activities are still fixated on government assistance in the form of BOP (Operational Support of Education), whose implementation is not necessarily transparent and accountable.

Shape - the shape of education reform addressed the complaints, reluctance and reaction to the anti-establishment attitude. Renewal process of learning, management, leadership, development cooperation network with education observers have not been a top priority for school development. The spirit of entrepreneurship is not a major requirement that must be prepared by the school. Schools have not been able to analyze the opportunities and the various strengths of the school. Businesses are able to create new things spearhead a renewal of basic education in the world are not at all.

Problem Formulation

Is the principal effectiveness of supervision can improve the quality of education, especially in the District UPTD Temanggung ?

Resolution Strategi

Solving various problems in primary schools towards progress in education requires specific strategies. The strategy involves a variety of actors, and the observer in the world of education.

Educational actors include teachers, principals, students, parents, school committees, government agencies, non-governmental organizations, local communities, businesses, and the education observers. Details of the various problem-solving strategies in educational UPTD the time was:

a. Socialization understanding of the ever-evolving world of education.

b. Understanding CTL approach, Contextual Teaching and Learning, Critical Thinking Deep Dialog, Brain Memory, a variety of intelligence

c. Development potential student base as a whole

d. Understanding of a variety of local curriculum required

e. A balanced understanding of leadership

f. Application of the principle of priority

g. Potential development of school

h. Application of SBM (School Based Management),

i. Building a culture of openness and accountability

j. Improving social activities

k. Build a network of cooperation with business and education observers.

Understanding of the ever-evolving world of education reached by various kinds of socialization. Policy. Socialization activities mixed with various patterns of implementation that includes a working meeting, study, learning enrichment renewal design competition. The development of educational materials disseminated to teachers, is SBM (School Based Management), MBE (Managing Basic Education), DSSD (Decentralised Social Services Delivery), MBK (Performance-based management), Sosilasisasi renewal Multiple Curriculum includes learning, memory brain, Brain Gym, alpha state, CTL approach, Contextual Teaching and Learning, Critical Thinking Dialogue Deep approach, the variety of intelligence, ESQ Power, quantum teaching, quantum learning, portfolio-based learning, the hidden curriculum, jigsaw technique, technique concept attainment, behavior character card, library card character, and brain friendly learning. Comparative studies were conducted to broaden teachers on educational development. Models of understanding the development of this education .mempunyai several obstacles, including the static attitude of teachers, funding, and design models of socialization. This can be overcome by keteladan principal, participatory planning, transparency and accountability are good programs.

Figure 1. Exposure Program before the Committee, the Business, and the Department of Education

Understanding of CTL approach implemented through socialization and practice in the classroom. Grip understanding approach begins with the introduction of Deep Dialogue Critical Thinking through learning with concept models attainmen, jigsaw technique. The concept of Contextual Teaching and Learning dipahamkan with implementing portfolio-based learning, field research, and the show case (show case), in the case of school performances held a contest between classes. Barriers in this program is planting concepts, facilities, and funding, but all obstacles that can be minimized with patience, participatory planning, and building networks of cooperation with other agencies Junior High School as Waterford 3, and 4, UNSIQ, and forums in a single cluster handayani KKG.

Figure 2.   Socialization activities Cooperation Education Quality Improvement in Schools.

Development potential students a thorough foundation done by applying the concept of Brain Memory which is learning how to learn is good. Brain Memory is a learning approach that includes the concept of understanding the character of the brain, maximizing memory, mind mapping, speed reading practice to maximize the dimensions of laterality (right brain functions and left brain).

Effort to maximize the memory in the brain memory is done by applying the technique of elaboration reharsial refers to the concept of high-class thinking. Various techniques to improve memory among others acrostic, plesedan, roman space, a chain of words, body location pegs, radians thinking, rhyming words, and cantol system. The concept of mind mapping which is the second level in the brain memory train students create concept maps with different colors and symbols are easy to remember the brain, are speed reading techniques is the last concept in memory brain laterality train students take across dimensions.

Another model development potential student base is done with an understanding of the reptilian brain, mammalian, neocortex and the creation of conditions of alpha or alpha waves in the brain. Alpha state is created with visualization techniques, relaxation, meditation before the lesson begins. This technique followed by sounding musical intelligence in the form of music - classical music, or sekar macapat (Javanese song). Other activities that support the development of students' potential is the basic Brain Gym (brain gym). This activity is done with the opening movement of the brain switch, Lazy Eight motion, cross-motion and development of positive affirmations that increase student motivation to learn to the maximum.

Development potential student base is also done by arranging paedagogik school environment by utilizing the school walls, courtyard, garden, plants, trees, pools, wall magazine, as a source of learning. Gradually the school also has been equipped with various facilities and infrastructure, such as libraries, computer laboratories with Internet network, karwitan (Javanese musical instruments), a media lab with educational TV programs and various KIT science, language laboratory, mosque, infirmary, Scout , dining room, and various sports facilities. All the above facilities and infrastructure developed starting the second year of my job as head of the school to date.

Another model in developing the full potential of the student base is prapelajaran and extracurricular activities. Extracurricular activities are divided into learning improvement activities, enrichment, and character building activities. Prapembelajaran activities include a flag ceremony, a fairy tale in the morning, morning exercise, brain exercises, recitals morning / religious studies, and performing arts. Prapembelajaran conducted from Monday to Saturday at 6:30 to 7:00.

Extracurricular activities held in school is Read Write Koran, vocal arts, dance, painting, recitations, takhsinul khot,. Implementation of the enrichment program in addition be specific per subject, is also implementing a portfolio-based learning with field research studies and show case (show case).

Developing potential student base is also done with the introduction of a variety of intelligence. Various intelligence is introduced according to the concept of Howard Gardner are linguistic, logical-mathematical, visual-spatial, musical, kenistetik, natural, interpersonal, and intrapersonal intelligence. Various intelligence needs to be introduced so that students and teachers understand the opportunities students have excellent potential to work as a whole in his life.

Excellent potential development of each student can be done in the arena Tuesday Language programs, extracurricular activities and other prapembelajaran. Obstacle in the development of the basic potential students is consistency teacher, time management, resource procurement funding. Barriers - the barriers overcome by the direct involvement of the principal, the use of pre-lesson time, and participatory planning.

Achievement of educational progress is also supported by a variety of local curriculum development. Curriculum development began in 2012 to develop school curriculum includes Mathematics curriculum Bilingual, English for Tourism, Brain Memory, schools were implementing a regional local krikulum Java language, English. Various local curriculum is very helpful in developing the potential of the student base as a whole. Implementation of the English school curriculum is geared for tourism significantly in field practice at Borobudur temple in every semester break activity, being the sound art, sound art, and the art of dance embodied in various art performances and competitions. Curriculum Brain Memory realized by practice - practice of memory processing that supports student learning patterns, and show ability in each receiving visits comparative study.

Obstacles in the local school curriculum development program is funding, human resources, constancy of teachers in implementing the curriculum, and the development of cross-agency cooperation network. Barriers - barriers are solved with participatory planning, improved teacher quality, academic supervision, and improved relations with the public schools.

Planting a balanced understanding of leadership held by understanding human nature. Human nature was created to worship, either vertically or

horizontally. This dipahamkan on students and teachers to foster sincerity and do work. A meaningful worship always begins intention "In the name of my Lord I worship" (hadith of the Prophet), the concept of This course will foster the spirit - the spiritual soul in every step of one's work. Another concept that should be ingrained in one's understanding of a pattern of leadership is the motto "Do not be late with praise and do not get upset by insults", The purpose of the motto is that whatever we do is keep trying what later the results are satisfactory or not and still maintain success. Understanding of human nature to make a spiritual soul in the work was shown in the life of a friend - a friend and a teacher in the school development towards progress quickly. Obstacles that arise in this strategy is the character of the teacher and students, the development of culture, faith level teachers and students. This obstacle overcome by the application of behavioral character card and library card character, exemplary principals and improving the quality of faith and devotion to the Koran and religious studies.

Figure 3. Activity Friday morning (Kultum) provide moral enlightenment provision on learners

Application of the principle of priority of the conversion carried out to design a character under the school board toward change for the better. This model is used in accelerating student achievement is predicted to have the opportunity to excel.

Rationally difficult to change the pattern of low quality schools into high-quality schools, because schools generally have a low-grade low-quality input. Put junky makes school management pattern sluggishly. This chain must be decided by analyzing the opportunities and strengths of the school to compete.

Analysis of the opportunities and strengths of the school produce factors - factors tertenu yuang have school competitiveness. Factors - factors that have prioritized competitiveness nurtured so that they can excel. Achievement is then disseminated to parents and students, parents, and students are expected to be the mouthpiece of the school in promoting school. Barriers of this program is the spirit, constancy of teachers in the implementation guidance, and funding. Barriers - these barriers be overcome by example, and good planning.

Effective school management also requires schools to the maximum development potential. It was also implemented to improve performance school. Development by the school include the potential development of the schools, school land, the ability of teachers, number of rooms, the

relationship with the community. The development potential of school started with designing and arranging functions - functions handily space and usability. The settings include the placement of function - a function library, laboratories, media room, dining room, courtyard, mosque, pond, orchard, garden, study room, art room, and the room - another room The development potential of other schools are utilizing land area as a fun learning arena with a beautiful arrangement, clean, neat, educational, religious, nationalist and full scientific dynamics. The form of the arrangement including dictionary displaying wall, hero image, the word - the word pearl, water arrangements, setting trash, setting of trees - shade trees, and display of planning, reporting, implementation of management programs in the school board school exposure.

Form of accountability to the public schools is displaying RAPBS, school strategic plan, academic achievement .foto pictures, photos extracurricular achievement, integrated financial statements, the results of UAS, the data in SMP admissions, and educational reform in schools. Barriers in this program include consistency of work, time management, funding, passion and creativity to work. Barriers - barriers that can be overcome with exemplary principals, clinical supervision, harmonious alliances.

Application of MBS is one of the strategies to solve the problem of school management. School-Based Management applied to the schools with a form of active learning, creative, effective, fun, participatory management patterns, and determination of the program. The impact of this program is the application of a variety of approaches, methods, instructional media, learning resources is a form of creativity of students and teachers. Application of MBS impact on the creation of the real dynamics of the development of education. Performance-Based Management (MBK) implemented as a concrete manifestation of School Training program DSSD (Dezentraliced Social Services Delivery), management refers to a financial system that can be accounted for from planning to reporting and monitoring. MBK pattern gives a new discourse in the era of computerized financial management. Performance-Based Management is a clear model of program planning, transparency, public accountability and good development. Application of MBE (Managing Basic Education) implemented in 2013 to add new insight into the dynamic learning patterns. Model - a model of learning contracts, grip, mixed with'affirmations positive, brain gym, brain memory, ESQ power to form a totality of learning good basis for the development of students' potential. Barriers program is the quality of human resources, consistency of work, provision of infrastructure and funding. Barriers - the barriers to be overcome by improving the quality of human resources, exemplary, clinical supervision, and participatory planning.

Development of a culture of openness and accountability of public good, done by improving education services in school. The building was

started with a meeting of all trustees, the delivery of the strategic plan of the school early to kindergarten. New student activities that began with exposure to the school's strategic plan to become a vehicle to explain access to education services. Accountability of the education program openly exposure can be seen on a board on the wall outside the school building. Another manifestation of the dynamics of a good public accountability is the dynamics of changes in school infrastructure that exceeds the quantitative and qualitative educational service standards set by the government.

Development cooperation network is done to increase the carrying capacity of educational progress. Network development cooperation carried out by two strategies. The strategy includes an increase in social activities, and increase the number of mutually beneficial relationships with the business and industrial world. School social activities that impact both for the development of cooperation networks covering, block grant scholarship grant from the private world, sharing the meat of sacrificial animals, a great day warning Islam, performing arts, home visits, awards to outstanding students, and maintaining cleanliness in the school environment. The form of a cooperative relationship with the business and industrial world has ever done include:

a. Boarding School Cekelan lecture Friday morning'activities.
b. Achievement scholarship grant with Lucky Stores.
c. Scholarship grant can not afford to HKTI
d. Comprehensive Test by LJK dfistributor computer with a pencil in SMP 1 Tmg.
e. Warning Israk Mi'raj by the Department of Education Uni of Waterford
f. Labeling trees with the publisher McGraw
g. National Children's Day
h. Performing arts at the center of the city and district level
i. Comparative studies with local guest teams, in the province, outside the province.

Another form of network development efforts will be focused on the things that underlie entrepreneurial model. Efforts that include raising funds perennial, ornamental plant seed supply, toilet provision, cooperative shop, a comparative study object, and publishing a collection of pieces on. The design to the front of the school will make the hall and place of worship. Barriers which appeared in the last two programs is consistency of teachers, funding, public accountability, and management activities. Barriers are overcome by example, clinical supervision, development of positive affirmations, and participatory planning.

Results Achieved

Application of problem-solving strategies in elementary education Need yielded encouraging results. These results are:

a. The creation of the spirit and creativity of the School community'to develop

b. Implementation of various educational reform creative and dynamic.
c. Reduction in repeat classes that continue to occur so that the last three years reached o% (zero percent).
d. Performance of various potential basis of the sub-district students.
e. The development of a variety of local curriculum according to the needs of students.
f. The creation of a dynamic work situation and sincerity.
g. Achievement various school competitions mainstay activities that stand out.
h. h) The creation of a school environment that is clean, beautiful, neat, educational, religious, nationalist and full scientific dynamics.
i. The creation of school management a clear, open, dynamic and have good public accountability.
j. The increase in the quantity, quality inputs (input), and output
k. Increased community participation in schools.
l. The creation of a variety of network cooperation of school and business / industry.

The results of the application of problem-solving strategies of education school fosters competitiveness. It increases the competitiveness position of secondary schools of the board down towards effective schools. The effectiveness of the school produces a positive image of the school community. which is realized by increasing community participation, labeling as excellent schools, school referrals, and dynamic school.

Closing

Key'to'Success

The key to success in SD Need to foster success, dedication is thorough in education. Thorough devotion covers aspects of knowledge, attitudes, and actions are realized by:

a. Understanding of the nature of the work is toworship the Lord.
b. Awareness for change towardsa better life
c. Work with sincere conviction.
d. Awareness develop the potential of students to the maximum base
e. Morale thorough and consistent.
f. Awareness for change towards a better life.
g. Awareness builds cooperation and broad socialrelations

Sustainability

The author hopes to change the paradigms of educational actors and observers. Local governments and local governments are able to improve the coaching I expect the real with the more rewards for

86

achievement and school principals. For teachers, parents, school committee, board of education and the community I hope able to establish synergistic relationships and in improving the overall quality of service pendididikan. School as a center of education services should be expected to have properties paradikmatik to educational reform. Similarity awareness of the dynamics of the development of education should be realized by the totality of optimal performance. Estuary end of this paper I hope is a very, towards awareness and education as well as the relationship alive the spirit filled life with sincere devotion.

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