

ABSTRACT

Thesis with the title "Principal Strategies In Improving Teacher Performance in MTs Assyafi'iyah Gondang" was written by Fatihatul Hidayah, NIM: 3211103074, guided by Dr. Hj. Sulistyorini, M.Ag. PAI Programs Faculty Tarbiyah and Teaching Training. IAIN Tulungagung

Keywords: school principal and teacher performance.

This research was motivated by the curiosity of the researcher towards the implementation of supervision conducted by the principal as a supervisor in Islamic educational institutions, which is directed to the teacher as an educator who is very influential on the success of the students. This study was conducted in MTs Assyafi'iyah Gondang Tulungagung.

The research problems of this study were (1) How is the performance of teachers in junior Assyafi'iyah Gondang? (2) How does the role of the principal as a supervisor in MTs Assyafi'iyah Gondang? (3) How does the principal efforts in motivating the performance of teachers in junior Assyafi'iyah Gondang?

The purposes of this study is (1) To describe the performance of teachers in junior Assyafi'iyah Gondang. (2) To describe the role of the principal as a supervisor in Assyafi'iyah Gondang MTs. (3) To describe the principal efforts in motivating the performance of teachers in junior Assyafi'iyah Gondang.

In this study, the researcher used qualitative as its design, and the researcher analyzed the collected data by using qualitative descriptive analysis. In this study, the researcher used the approach of observation, documentation and interviews (1) Observations conducted to observe the situation and conditions in MTs Assyafi'iyah Gondang Tulungagung (2) documentation used to corroborate data obtained (3) The interview used to obtain the required data in accordance with the focus of various informants. Analysis of the data used data reduction, data display and conclusion. Checking the validity used triangulation and peer discussion.

This study had results (1) the performance of teachers in junior Assyafi'iyah Gondang accordance with the duties and functions as an educator (2) The implementation of supervision of MTs Assyafi'iyah brought between three to six months, with scientific supervision models, the techniques used were groups and individuals. The strategies used were involving teachers in training, seminars and others, organizing training. The obstacle of principal as supervisor as follows: Lack of discipline, situations and conditions, inadequate infrastructure, limitation funds, lack of attitude (3) As the motivator, principal encouraged educational personnel through the arrangement of the physical environment, work atmosphere, discipline, encouragement, giving rewards effectively, and providing a variety of learning resources.