

CHAPTER I INTRODUCTION

A. Research Background

Education is one of the means to improve the standard of human life, one of the ways humans improve their life is by going to school. School is one of the places where humans gain knowledge, school is also a place where the formation of independent intellectuals, as well as creating superior human resources, this is referred to Irianto (2009) "that improving the quality of human resources cannot be done except through education". to achieve this, the school must effectively carry out its obligations.

Effective schools according to Huda (2019) stated "Effective schools have good management standards, are transparent, responsible, and accountable, and are able to empower every critical component of the school, both internal and external, to achieve the goals of the school's vision and mission effectively and efficiently." Therefore they're amounts of variables about effective school according to Sammons, Hilman, and Mortimore (1995), 11 variables become indicators of effective schools, namely; professional leadership, shared vision and goals, learning environment, concentration on teaching and learning, purposeful teaching, high expectations, positive reinforcement, monitoring progress, pupil rights and responsibilities, home-school partnership, learning organization. Based on the research of Weber (1971), Austin (1978), Brookeover & Lezotte (1979), Edmonds & Frederickson (1979), and Phi Delta Kappa (1980), in Nurdin (2011) through meta-analysis, it is concluded that an effective school is a school that has characteristics; strong leadership, high expectations for students and teachers, a conducive environment, a principal who has the role of "instructional leader", the progress of student learning achievement is often monitored.

There is support for active parental involvement. According to Nurdin (2011), "A school is called effective if it can achieve what has been planned". So what is called an effective school is how they achieve what they have

planned before. Professional Leadership, and Shared vision and goals, are variables that must be achieved in achieving effective schools. Professional leadership is the first variable in achieving effective schools because the principal is the school's leader who directs, provides, and takes care of all things in the school. This refers to the argument of Gray (1990) in Sammon et al (1995) who stated "the importance of the headteacher's leadership is one of the clearest of the messages from school effectiveness research".

Leadership is not only about the quality of an individual but how they become a role model of leadership, their style of management, and their relationship with the vision, values, and goals of the school that they would achieve. Shared vision and goals are the next variables that must be achieved in order to achieve an effective school. Where this variable becomes highly effective because the school staff consciously builds connections, and consensus with the goals and values of the school, and where they practice it consistently and collaboratively in diverse ways and make decisions together. This is consistent with Lee, Bryk, and Smith's (1993) in Sammon et al (1995) review of the literature concerning the organization of effective secondary schools points to the importance of a sense of community "Such elements of the community as cooperative work, effective communication, and shared goals have been identified as crucial for all types of successful organizations, not only schools." (p227). This provides strong evidence that shared vision and goals are crucial variables in creating effective schools.

Effective school factors must be fulfilled by this variable, it can be said that if the school does not have what is called professional leadership, and shared vision and goals. Then it can be assured that the school is ineffective, how can it be said that the school is effective if the principal does not have a leadership spirit and does not know how to establish relationships with school members to unite perceptions, vision, mission, and goals to be achieved together so that the school can be even better. An effective school is a school that can use school resources and can create an effective school climate, this is a description of an effective school is one of the educational processes that take

place to meet the needs of students by utilizing existing resources to produce highly competitive, and quality graduates of course.

In a study entitled "AN ANALYSIS ON PROFESSIONAL LEADERSHIP PRACTICES IN SCHOOLS". The research has almost similarities with other research, namely "Leadership Style and Principal Supervision in Improving Teacher Performance at State High Schools in Kutai Kartanegara Regency, East Kalimantan Province, Indonesia", where this study examines how the principal leads in improving teacher performance in high schools in terms of variables, research methodology, research subjects, and data collection methods, which are interviews and observations, in this study the researcher only looks for whether the leadership model can improve teacher performance in the school, in this study it has two variables. While the variables in this study have two variables and what makes the difference in previous researchers use a descriptive approach with a cross-sectional descriptive method, while this study only uses a descriptive qualitative method where this study only wants to describe how the implementation of the two variables mentioned is carried out and how the variation of the implementation of the two variables.

B. Research Questions

Based on the research background explanation above, the research problems can be formulated as follows:

1. How is the implement about professional leadership, shared vision and goals implemented in schools?
2. What are variations of the implementation of professional leadership, and shared vision and goals in the school by level of school and area of origin?

C. Research Purposes

1. To investigate how the implementation of professional leadership and shared vision and goals carried out by the school principal.
2. To describe variations in the implementation of professional leadership and shared vision and goals are carried out by level of school and area of origin

D. Significance of Study

The present research would benefit in the following aspects:

1. Theoretical Benefits Hopefully, this research was gave an amount of information about Profesional leadership practice in schools.
2. Practical Benefits
 - a. To Principal Researcher expect this research can provide an amount of information about Profesional Leadership Practice.
 - b. To Other Researchers, Researcher expect this research can be continued by and became a referention by other researcher

E. Scope of Research

1. Research Variabel

Variable was the attribute from individual such as School Principal Profesional Leadership practice in his schools “A variable is a characteristic or attribute of an individual or an organization that (a) researchers can measure or observe and (b) varies among individuals or organizations studied” Creswell (2012:112). The variable are Profesional Leadership and shared vision, and goals, where the variable are people, stuff, or other things that describing the condition on each of variables indeed the dependant variabel is professional leadership and shared vision and goals, therefore for independant variable are schools. Variable are useable to understand the approach in this research.

2. Research Terminology

The Terminology are based on key characteristics of effective schools by Sammons, Hillman, and Mortimore (1995) in this books are been explained about eleven characteristic of effective school but in this research, researcher are only use two variable. The variables are below:

- a. Profesional Leadership Profesional leadership is known as leaders or leadership role whos had a big sensitive to context about school pattern organization.
- b. Shared Vision and Goals It such a element of community as cooperative work, effective communication, and shared goals that had

been identified as a crucial for all types of successful school or organization.