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# **School Leadership Strategy to Increase Teacher Professionalism and Its Impact on the Quality of Learning Education at Marcelo 2 Comoro School**

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## **A B S T R A C T**

Problem Formulation How are the school director's strategy steps to increase Professionalism Teacher in basic education. Research Objectives To analyses the School Director's strategy to increase Teacher Professionalism and its impact on improving the quality of basic education. The research findings will build theories for the School Leadership Strategy, especially increasing teacher professionalism, which focuses on the quality of learning. This knowledge will be a reference for the academic community and professionals to carry out continuous verification and discovery of this branch of science. In order to deepen our efforts, it is a basis to deepen and develop further for further research. Education is an inspiration for science, when the quality of the country's development process is in progress, the quality of basic education that is strong and strong can also affect the future development of the Nation. The leadership strategy has a range of ways to increase Professionalism teachers in order to have a good quality impact on learning for students. The method also has two or more meanings that are sought to find the practice of attitude, mentality, intellectual capacity, which has their purpose. The time for conducting the survey is on the start date and the end date. The start date of the survey was July 31th and August 11th 2023 and the location of the survey was conducted in the Basic Education of Marcelo 2 Comoro Administrative Post of Dom Aleixo, Dili Municipality. Data collection techniques include Observation, Interview, documentation, data analysis techniques by qualitative methods, such as data collection, data reduction, data display, data verification. Research findings show that leadership responds to the same purpose that leaders aim to improve the quality of teaching learning through various ways to increase teacher professionalism to ensure quality of learning. In conclusion, the steps used by the leadership to improve the quality of the teacher's professionalism through a range of academic training, the leadership strategy is used to facilitate teachers at different levels of education to ensure quality, when implementing these strategies there are always obstacles but the leadership is low in order to overcome them, through leadership efforts it can contribute to improving the quality and quality of learning.

**Key words:** Leadership Strategy to Increase Professionalism Teacher Impact on Quality of Learning Education.

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## Introduction

Quality of human resources is the product produced by a quality institution, in this case, schools supported by professional leaders and supported by high- performance teachers will be able to produce graduates according to the expectations of all parties interested in educational products. Education obtained through schools is expected to be able to create quality human resources. In other words, school is a place to transfer value, knowledge, quality, skills, virtue and support religious teachings. Quality of independent human resources, hard work, careful in learning, respect time, never give up and always be proactive in finding solutions or problems faced. We hope that quality human resources will be able to create a great, strong, and dignified nation that will create prosperity, and progress in all areas. On the other hand, poor quality education because the application of the wrong model will cause low human resources, so it is easy for other countries to tell Fitria, (2019).

The quality of education needs to be adjusted to developments were Currently, such as education autonomy, community needs, and the spirit of regional autonomy in managing future resources. However, there are problems that occur with educational providers which have an impact on the quality of education in schools, which have not yet been trusted in supporting the achievement of educational goals. Educational resources, starting from teachers' staff, budgets, facilities and infrastructure, educational management including educational leadership and others are still considered weak in fulfilling educational goals, as well as in fulfilling the beliefs, skills and character of students Mulyasa, (2009).

The curriculum is an important and strategic educational tool to manage students' learning experiences identify the characteristics of a quality school, namely: (1) The school focuses on Communities, both in the surrounding community and external communities. (2) The school focuses on efforts to prevent problems from occurring, with a commitment to work right from the start. (3) The school has an investment in its human resources, in order to avoid various psychological harms that are very difficult to repair. (4) The schools have strategies to achieve quality, both at the leadership level, academic staff and administrative staff. (5) The schools manage or deal with complaints as comments to achieve quality errors and positions as a tool to be done in the following period. (6) schools have policies in place to achieve quality, both in the short-term, medium-term and long-term. (7) schools encourage people to see themselves as creative, able to create quality and stimulate others to work with quality. To create a quality school is certainly inseparable from the school director's strategy to improve the quality of education in the school he leads Sallis, (2006).

The school director has several leadership strategies to maintain his position or the position of recognition, so that the school can be required by teachers, employees, students, communities and stakeholders, who make the school he leads has added value and oral recognition and is written by all stakeholders. The school director's leadership strategy can lead the school organization's climate to be effective and efficient in achieving educational goals. This is an important meaning of the leadership strategy of the school director Ayan, (1997).

Strategy is a plan for potential use and use and facilities those who exist to increase effectiveness and efficiency. The school director's Leadership Management Strategy is a key to the success of improving the quality of the performance of educators and education staff. The strategy implemented by school directors to improve the quality of schools through higher programmes is key to the success of schools in implementing these higher programmes. Of course, these programmes need to be done carefully by the school director of Cabra et al., 2022; Lidyasari et al., (2022)

## Methodology

In this research the researcher used to find out the truth about the problems faced to find a qualitative research method. According to Sugiyono (2012) that method Qualitative research is a method of research based on philosophy Interpretative, used to conduct research on the condition of natural objectives (not to experiment), where the researcher is a key tool, data source sampling is done in a live colour, collection techniques using triangulation (combining), data analysis is inductive or qualitative, and a qualitative research result emphasize that it is not general.

## Research Result

The session presented an analysis of the results of the eight leaders from Marcelo 2 Comoro schools involved in this study, based on the analysis of the interview to key informants, four key themes were raised in accordance with the objectives of the investigation. In the first category, how the school director's strategy to increase teacher professionalism in basic education. What problems are faced in the quality of teaching process Learning increases Professionalism Teachers in Basic Education and How to Increase Teacher Professionalism in Basic Education.

### **1. School Director's Strategy to Increase Teacher Professionalism.**

Through the results of the eight respondents, the answers to the questions placed by the researchers were in accordance with the problems that the researchers put in the questions, namely How the school director's strategy to increase teacher professionalism, and the three respondents did not have a relationship with the questions that the researchers placed on the respondents based on Problem Formulation in the work that the researchers prepared.

### **2. Efforts to increase Teacher Professionalism to contribute to Quality in Learning Education.**

Through the findings of the eight respondents, the answers to the questions placed by the researchers to six respondents were in accordance with the problems placed by the researchers with the same questions, the efforts to increase Professionalism of the teacher can contribute to improving the quality of learning education, two respondents with the Code were in the same way (E1,56 and E6,29) and the answers were not related to the questions placed by the researchers based on the Problem Formulation in the works prepared by the researchers.

### **3. Problems faced with the strategy implementation process Increase Teacher Professionalism.**

Through the results of the eight respondents, the answers to the questions placed by the researchers were seven respondents, according to the problem that the researchers put with the same questions, the problems faced by the implementation of the strategy to increase Professionalism of the teacher, one of the respondents with the Code was that the respondents had no relationship with the questions placed by the researchers based on the Problem Formulation in the work that the researchers prepared.

### **4. What is the perspective of increasing Teacher Professionalism in Basic Education.**

Through the results answered by eight respondents, the answer to the question placed by the researcher was seven respondents According to the problem that the researcher places with the same questions, the Strategy What is used by the leadership to increase the Professionality of the Professor, and in two respondents the same answer is given to the same question, the respondents with the same code were (E2, 44 and E8, 29) and one of the respondents with the Code was (E5,42) and the respondents with the same answer was not related to the question put by the researcher based on the Problem Formulation in the work prepared by the researcher.

## Conclusions

Based on the elaboration of this thesis, it was first concluded that education is a crucial aspect of a country's development and plays a significant role in changing the mentality of each individual. The specific objective of this research is to understand the truth and depth of the leadership strategy aimed at increasing the professionalism of teachers with quality assurance in teaching and learning at Comoro School. The researcher identified four key points based on the problem formulation: Firstly, the leadership strategy used to enhance teacher professionalism involves good coordination between the school director and teachers, conducting assessments and observations of teachers during working hours, identifying teachers who need further training, and offering various workshops to deepen their knowledge in the field of education. Secondly, the researcher concluded that efforts to increase teacher professionalism significantly contribute to the quality of learning. The quality of education highly depends on the components within the education system, particularly the quality of teachers. Professional teachers can improve and develop their skills, leading to better and more professional performance, which in turn enhances the quality of learning. Thirdly, implementing the strategy to increase teacher professionalism often faces inherent difficulties within the school or institution. Despite differing opinions and ideas, the shared goal is to ensure quality in teaching and learning. School leadership plays a crucial role in providing solutions to these challenges to maintain quality assurance. Lastly, the leadership's efforts to increase teacher professionalism include several aspects

such as preparing teachers for training to enhance their knowledge in education, empowering teachers through various academic levels, and providing opportunities for teachers to participate in workshops to expand their knowledge in various sciences and technologies.

## Advanced Research

It is necessary to continue researching in quality teaching with a technology artificial intelligence.

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