

Initiating Professional Autonomy

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Abstract

A leader determines the achievement of objectives of the institution he/she leads. In the process of achieving the objectives of the institution a leader must have credibility as a leader. The strength of a leader lies in the ability to activate the power of the people he/she leads.

The provision of facilities for the achievement of objectives that will trigger the emergence of institutions and initiatives affecting the institution has potential to solve all the problems that hinder the achievement of objectives. However, a variety of initiatives sometimes leads to internal conflicts in institutions. To avoid potential conflicts internal to the organization, a leader must be able to coordinate various initiatives through the provision of duty / obligation and responsibility while fostering their achievements.

Likewise the principal should be able to serve the teachers in his school. Achievement is reaching the goal in producing graduates with the competencies. Teachers will be more creative with various initiatives if the facility is met in carrying out the duties of his profession.

Teachers are adults who would not be interested in what is not related to the needs of the profession. Someone who has had a major source of fulfillment will love the profession. He/she will bring many initiatives that will give effect to the power and existence of the agency for which he/she works. Efforts to maintain and improve their competence will provide power to the institution in achieving the targeted goals.

Principals should explore the power and serve the needs of teachers in performing the duties of his/her profession. Services include not only the infrastructure facilities alone but service to the initiative. School principals who are broad-minded in serving teachers who have initiative influence the execution of tasks. Care is often referred to by one class autonomy.

1 ROLE OF LEADER

An agency or institution stand certainly have goals to be achieved for the existence of these institutions. The existence of an institution requires the presence of a competent leader. A competent leader is the leader

who is able to drive the mission of the institution in the right direction.

In order to do this, an ideal leader in any condition, anytime and anywhere, will demonstrate credibility as a leader with leadership traits and identity with their competence.

A leader must train people who lead to have the strength. However, leaders do not need to show the strength of self to be able to stimulate the power of the people they lead. The true strength of a leader lies in the ability to activate the power of the people he/she leads.

A leader also needs to know the diversity of each individual, requiring a responsibility to embrace all members of the group to achieve the institution's mission and goals. The diversity of each individual within the organization is a source of strength for the achievement of the objectives of the institution. The respective strengths of diverse individuals provides the desired conditions of participation. Participation is a condition of creative ideas and innovation. It is necessary in order to create conditions conducive to the achievement of the objectives of the institution. Therefore, in order to activate the power of the people he/she leads, a leader must also have a soul to serve in order to be able to cultivate a positive state of participation in his/her institution.

This is consistent with the opinion of Lao Tzu, that a good leader is a person who helps develop others, so that eventually they are no longer required as a leaders. Aligned well with the principle of leadership Pancasila, namely Tut Wuri Handayani, a leader must be able to encourage people to dare to walk in the front and be responsible.

2 **ROLE OF SERVING LEADER**

A leader is given the mandate to manage the interests of the people he leads and di-

rect them to achieve common goals. Awareness of the interests by a sincere leader helps people to focus on their strength in order to solve the problems. Leading people in a way that enables them to excel ensures that the institution's goals are more easily achieved.

In achieving the institution's goals many challenges need to be faced and the many issues need to be resolved. The provision of facilities can support the achievement of the objectives of the institution. The facility in question is the opportunity provided by a leader for the people who lead initiatives. People need the opportunity to participate in solving all the problems that hinder the achievement of objectives.

The initiative is the ability to act beyond what is needed or required of the job without waiting for orders first. Initiatives undertaken to improve or increase the results of the work, create new opportunities and avoid any possible problems that would arise.

However, a variety of initiatives that appear sometimes leads to internal conflicts in institutions. Conflict is natural in an institution. The conflicts that arise due to differences in perceptions of the work, the nature and characteristics, and values, views and duty of every individual. Conflicts faced must be managed properly in order to become a positive in the potential for the achievement of the objectives of the institution.

A leader must have an understanding of how to change attitudes and behavior of

people. This is indispensable to master the conflict. To avoid potential conflicts, a leader must be able to see the point of the problem, to be objective, and coordinate various initiatives by grouping based on individual specifications. This means that a leader can manage the initiatives they lead by delegating tasks and responsibilities based on the capabilities of each individual kind. Thus it will be easier for leaders to use the various initiatives of the people he leads through the provision of duty / obligation and responsibility. It is at the same time a step towards the achievement of their development.

2.1 The Role of School Principal

The school principal is a leader and a determinant of school progress. School principals should be able to serve the teachers in his/her school through the achievement of producing graduates with the competencies and proud achievement. The role of the principal service is tailored to the function of the principal.

2.1.1 The Principal's Role as Manager

According to its function, the principal provides ample opportunity for teachers to be able to carry out professional development activities through a variety of education and training activities.

2.1.2 The Principal's Role as Inovator

The school principal as an innovator will be reflected in the way he/she did his job in a constructive, creative, discretionary, integrated, rational, objective, pragmatic, exemplary.

2.1.3 The Principal's Role as Motivator

Motivation can be nurtured through the effective arrangement of the physical environment, work atmosphere setting, disci-

pline, encouragement, and appreciation, and providing a variety of learning resources through the development of Learning Resource Center.

If the principal's role is effectively implemented, the teacher will certainly be more creative with various initiatives in carrying out the duties of his profession.

2.2 Service of Professional Duty

As with other professions, teachers are adults who would not be interested in what is not related to the needs of the profession. Someone who has had a major source of fulfillment will love the profession. By all means he/she will maintain and even increase the degree of competence in order to earn the reward. He/she will bring many initiatives that will give effect to the power and existence of the institution for which he/she works. Consequently, efforts to maintain and improve competence will provide power to the institution in achieving the targeted goals.

It takes broad-mindedness by a school principal for exploring the power and serving the needs of teachers in performing the duties of his/her profession. Services that can be provided include not only the infrastructure facilities alone but in the form of service to the initiative. Teachers talk about how the scheme of things, implementation, infrastructure needs, and the effect and consequences of good and bad, less and more, the profit and loss if the initiatives undertaken owned. Also whether the initiative needs to be submitted in accordance with the norms and regulations. Thus the teacher will be more mature and selective in planning and implementing the work program. Teachers will be more responsible, more

creative, motivated spirit, and he/she will gain more value from the success of his/her work. It will not be achieved if the principal only shows that he is the determinant of success in achieving the objectives the school. School principals who have broad-mindedness serve teachers' initiative to affect the effective execution of tasks. Care is often referred to by one class autonomy.

3 ACKNOWLEDGEMENT

Success can not take from institutions role principal in directing teachers purpose of joint school.

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