

Transformational Leadership of the Madrasah Principal in Achieving the Vision and Mission of the Madrasah Aliyah Al-Khairaat Bunta

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ABSTRACT

Transformational leadership has an important role in directing educational institutions towards achieving the desired vision and mission. This article describes a case study on Madrasah Aliyah Alkhairat Bunta which successfully implemented transformational leadership practices to achieve educational goals. This study used a qualitative approach with in-depth interviews with the madrasa head, staff, and students, as well as direct observation in the madrasa environment. The results of the study show that the principal of Madrasah Aliyah Alkhairat Bunta applies various transformational leadership strategies, including shared vision inspiration, developing individual potential, coaching, rewarding, and innovative change. This article in-depth analysis of each strategy with reference to the theory of transformational leadership and its implications for achieving the vision and mission of the madrasah. In conclusion, the transformational leadership of madrasa principals plays a vital role in creating an educational environment that focuses on holistic student development, supports spiritual values, and encourages positive change.

1. Introduction

Transformational leadership is a leadership approach known for its ability to drive positive change, form a strong organizational culture, and inspire members to achieve the desired vision. In the context of education, madrasa principals have a major role in bringing about change and achieving madrasa education goals. Madrasah Aliyah Alkhairat Bunta is an Islamic educational institution that has a vision to become a quality education center that produces graduates with noble character, integrity and competitiveness. Madrasah principals play a central role in designing and implementing transformational leadership strategies to realize this vision and mission.

Transformational leadership is included in situation theory, which is leadership that has a future vision and is able to identify environmental changes and is able to transform these changes into the organization, pioneering changes and providing motivation and inspiration to individual subordinates to be creative and innovative, bringing renewal in management performance, courageous and responsible to lead and control the organization. Transformational leadership is a type of leadership guide or motivate their followers in the direction of established goals by clarifying roles and task demands. This

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type of leader provides individualized consideration and intellectual stimulation and has charisma. Transformational leaders address the concerns and developmental needs of individual followers.

3. Methodology

This research uses a qualitative approach with a case study at Madrasah Aliyah Alkhairat Bunta. Data was collected through in-depth interviews with madrasa principals, teachers, staff and students. In addition, direct observations in the madrasa environment were also carried out to collect additional data. The collected data was analyzed using a descriptive approach to identify transformational leadership practices applied by madrasa heads.

4. Results and Discussion

Transformational Leadership in practice:

Transformational Leadership is a leadership approach that focuses on inspiring and moving a team or organization towards significant positive change. In practice, transformational leadership involves a set of behaviors and strategies designed to create a work environment that is innovative, competitive and growth-oriented. Here are some ways transformational leadership can be put into practice:

1. Strong Vision: Transformational leaders have a strong and inspiring vision for the future of the organization. This vision is able to move team members and provide clear direction regarding long-term goals.
2. Influence and Inspiration: Transformational leaders are able to inspire teams by talking about higher values, goals, and aspirations. They use powerful and inspirational words to motivate team members.
3. Empowerment: Transformational leaders provide trust and responsibility to team members. They allow team members to feel they have an important role in achieving organizational goals.
4. Innovation Drivers: Transformational leadership encourages innovation by creating an environment in which new ideas are accepted and valued. This leader stimulates creative thinking and dares to seek new solutions.
5. Employee Development: Transformational leaders invest in the personal and professional development of team members. They provide training, mentorship, and opportunities for career growth.
6. Collaborative Problem Solving: Transformational leadership encourages teamwork in solving problems and overcoming obstacles. This leader supports open and collaborative discussion to reach the best solution.
7. Introduction of Changes: Transformational leaders facilitate change by communicating effectively about why change is needed and how the change will have a positive impact.
8. Positive Behavior Model: Transformational leaders exemplify ethical behavior, integrity, and dedication. They inspire team members to follow their example.
9. Effective Communication: Transformational leaders have strong communication skills. They are able to convey messages clearly and listen carefully.
10. Giving Feedback: Transformational leadership involves providing constructive feedback to team members to help them grow and develop.

In practice, transformational leaders often combine these elements to create a dynamic, innovative, and growth-oriented work culture. Transformational leadership can produce significant changes in organizational performance, motivate team

members, and generate impact long term positive. The existence of the Madrasah vision and mission of the form reaction as the action of implementing for his subordinates to operate by and not the madrasah mission and vision each describes the madrasah head in the incapacity of the possibility that it should be because it has not been running but already has the opposite or even, while madrasahs that do not yet have a vision and mission how to interpret the vision they have schools are different, so each principal will have an interpretation for the principal as the driving force and it could be that the principal in leading has limited time in serving the school such as being transferred, transferred, or retired. The vision and mission are displayed in the principal's room or on the walls of the madrasah terrace and have not been fully implemented properly.

In developing the Vision and Mission, always emphasize that vision is "a state in the future that is possible and will be realized by an organization", while the mission is an action that is prepared to achieve the vision by allocating available organizational resources. Mission is the reason or reasons why an organization should exist. Achmad Djunaedi in Barnawi's book argues that the mission shows what is done or lists and characteristics of the services provided.

Thus, mission is written as a verb. Achieve the vision In an organization that can be realistic, the description is mission, in other words, or, the vision, achieving, can be for something, all missions must reflect. Therefore, what is in the future and at the moment for interested parties (madrasah) the organization to be achieved in terms of the statement is the mission. The vision of being connected must be the institution's mission, that is why the main activity of the developed institution, the mission institution, if it were easier, it would be more so, but the vision to achieve the efforts in madrasahs/schools must be carried out, which is an important thing, namely the mission. It has been determined that the vision is concerned with the main in

5. Conclusion

The transformational leadership of the head of Madrasah Aliyah Al-Khairat Bunta has a positive impact on achieving the vision and mission of education. These leadership practices have helped create an organizational culture that is adaptive, inspiring and focused on the holistic development of students. The results of this study show the importance of transformational leadership in the context of education, especially in achieving ambitious goals such as the vision and mission of madrasahs. It is hoped that this article can provide insight into how transformational leadership can be applied effectively in educational settings and encourage further discussion about the important role of madrasah principals in shaping a better educational future.

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