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Policy and Implementation of Teacher Performance Management as a Leader of Education Quality (Study Descriptive Analytics at MAN Banyumas, Central Java, Indonesia)

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ABSTRACT: Effectiveness is ability For choose the right goals and achieve them in a way real . Policy (Policy) is a set decisions taken by the actors political in frame choose goals and methods For achievement goals . Effectiveness policy is size level success something policy in reach target , goal , or results real that has been determined previously . Meanwhile i implementation drip focus on a implementation real from A planning For reach objective . Management is the entire process consisting of from planning , organizing , implementing and monitoring to carry out a job through other people carried out by two or more people to achieve a common goal that has been set. Performance is an expression of a person's competence based on understanding, attitude and skills, motivation in achieving work. A teacher 's performance is basically can increases and decreases are very dependent on implementation management teacher performance in institutions said . Therefore that , it is necessary existence assessment about implementation management madrasah teacher performance in increase quality Islamic education , one of which is at MAN Banyumas . Research This is study qualitative in nature descriptive and observation , interviews and documentation as technique data collection . Subject study is The head of MAN and teachers as well participant education . Research results This shows : 1) Increase quality activity Study teaching in class and implementation supervision is carried out optimally . 2). Development professionalism sustainable (PKB), 3). Utilization Educational technology . 4). Strengthening motivation and well-being . 5). Evaluation and action continued . 6). MGMP, 7) Improvement ability , 8) Improvement skills , 9) Improvement attitude self and 10) Teacher certification . The role of visionary leadership in MAN Banyumas and culture a conducive organization is very important results implementation management improvement teacher performance through The Spiritual Motivation in The Learning Organization. In addition , teachers must able to implement optimally four competencies to realize professional performance, namely pedagogical competence , personality competence, professional competence and social competence .

KEYWORDS: Effectiveness Policy, Implementation, Management, Teacher Performance, Education Quality

I. INTRODUCTION

Education is business conscious and planned For guide as well as develop potential man optimally . Education is also a process of development potential individual become potential real needed For undergo dignified , good life as personal , member society , citizens , and even inhabitant world community . The development process potential the happen in environment family , institution education , the world of work and society . According to MJ Langeveld, meaning education as efforts and assistance so that children reach maturity and competence carry out task his life . While according to UUSPN No. 20 of 2017 2003 Education is business conscious and planned For realize atmosphere learning and learning process so that participants educate in a way active develop potential himself For own strength spiritual religious , control self , personality , intelligence , morals noble , and required skills himself , society , nation and state. Education is one of the sector very important and decisive services in development a country. Education is also a sector investment -productive services and become determined for development something nation . In developed countries , education besides as aspect consumptive is also considered as investment human investment and become leading sector which is prioritized . Therefore, to improve the quality of education must optimize implementation of teacher management and performance maximum , because the progress or decline of an educational institution, its quality or not an educational institution, depending on the management within the institution .

Henry Fayol & James AF Stoner define that management as a process of planning , organizing , and controlling or use source Power organization For reach objective in a way effective and efficient .. George R. Terry put forward that management is achievement set goals moreover formerly with use other people's activities . Many large and reputable educational institutions have implemented Open Management . This done Because institution education must capable accommodate various increasing

activities Lots demanded by educational customers to increase satisfactory output customer education . Already become opinion general that prosperity something nation related close with quality or quality education the nation concerned . Improvement quality education through ongoing standardization and professionalization done mature This demand understanding various party to changes that occur in various component system education . Change policy education from centralization become decentralization has emphasize that taking policy move from government center (top government) to government regional (district government) which is centered in government cities and districts . Therefore that , implementation management performance teachers must optimized so that objective education achieved .

One of problem education faced by the Indonesian nation is about quality education at every levels and units education , although has Lots efforts that have been made done For increase quality education national . Therefore, to improve the quality of education there needs to be implementation management optimal, human resources, teaching staff and staff qualified education , improved infrastructure and so on . So that the output it satisfies customers education and according to community needs. See from background the back that has been described above , this writing make an effort answer related issues with How effectiveness policy and implementation management teacher performance as driving force quality education . As for the benefits study This in a way theoretical is expected can enrich material study in the field management , in particular management performance teacher as driving force quality education . In a way practical , results study This expected can motivating manager education so that the program is implemented and functions management walk with Good start from Planning, organizing, Actuating, Controlling as well give contribution to institution education .

II. RESEARCH METHODS

This study is study qualitative in nature descriptive research qualitative is method research that focuses on understanding deep about something phenomena , behavior , or social problems in general experience without depend on number or statistics . According to Bogdan and Taylor the method qualitative involving technique research that produces descriptive data about individual with analyze Language written or verbal and observed actions . Study qualitative , as defined by David Williams is effort data collection in the background natural use method naturally by interested researchers in a way reasonable at a phenomenon.Technique data collection using method observation , interviews , and documentation as well as triangulation as data validity testing technique in which researchers try For get data credibility with blend technique observation , documentation , and interviews For the same data collection . Djam'an Satori and Aan Komariah (2009: 22) stated that that : study qualitative is research that emphasizes quality or the most important thing from characteristic something goods / services. Meanwhile according to Sugiyono (2013), method study qualitative will suitable used For research problem research that has not been done clear , still dimly lit , or Possible Still dark . Condition kind of This suitable investigated with use method qualitative , because researchers qualitative will direct enter to object , do exploration with Grand Tour Question , so problem will can found with clear . For strengthen at a time complete research data collection , researchers also use tape recorder as tool help in data collection and recording to non - verbal information.

III.RESULTS AND DISCUSSION

Understanding of Effectiveness, Policy, and Management

Effectiveness is level success something activities , programs or organization in reach objective or targets that have been set previously . According to Sondang P. Siagian is effectiveness is utilization source power , facilities and infrastructure in amount certain specified previously For produce output in the form of goods or services . So the effectiveness policy is size success something regulation or government programs in reach goals that have been set and completed problems in society. Policy is series concepts and principles that become guidelines , basics plans and directions action in implementation something work or taking decision . Policy word is translation from the word "Policy" which comes from from English . The word policy interpreted A plan activities that include goals For submitted and given decisions by the government , parties politics , and so on. In general etymology of the word policy (policy) originate from Greek word "Polis" which means city (city). Policy is decisions made by institutions or state apparatus , both institution executive , legislative , and judiciary . Policy (Policy) is a set decisions taken by the actors political in frame choose goals and methods For achievement objectives . Policy is series concepts and principles that become guidelines and basis plan in implementation something work , leadership , and ways act . This term can be applied to government , private sector organizations and groups , as well as individual . According to Calr Friedrich, policy is something goal - directed action a person , a group or government in environment certain in connection with existence obstacles certain while look for opportunities For reach objective or realize desired targets .

Policy is one of the very important thing that must owned by everyone in take decision . Policy can influential to something matter in determine something action . As for the policy According to William Dunn, including : 1). Formulation problem . 2) . Future forecasting policy . Based on understanding a number of expert about the above policy , then can concluded that policy is decisions made in a way on purpose with thinking mature and careful by a number officials , organizations and agencies

government For solve problems and produce decision in accordance with desired goals achieved . As for the measurement effectiveness policy can seen through a number of indicator main : (1). Achievement goal : to what extent results program implementation achieves targets or target end . (2). Efficiency : Comparison between use source Power (like budget and time) with results achieved . (3) . Responsiveness : ability policy in respond needs , aspirations and complaints real from society . (4). Accuracy : suitability between solutions provided by policy with problems faced.

Implementation is implementation or implementation something plans , ideas, policies , or programs that have been designed previously become action real . Implementation is also a something the action that done after existence policy . In language , implementation means implementation , application . In general, the implementation is action or implementation from A plans that have been arranged with mature , careful and detailed . So, the implementation done If Already There is good and mature planning , or A plans that have been arranged Far Far day previously , so that Already There is certainty and clarity will plan said . Implementation is provision means For carry out something that causes impact or consequence to something . Namely something planned activities as well as implemented with serious and refers to certain norms For reach objective activities . From the understanding said , then can withdrawn conclusion that implementation is action from A plans that have been arranged mature . Implementation focus on a implementation real from A planning For reach objective organization .

As for the implementation effective policies influenced by several factor between others: (1). Quality planning : policy must based on mature data and analysis . (2). Availability source Power : support budget , facilities , and manpower adequate implementation . (3) . Communication and coordination : clarity information between institution government as well as good socialization to Society. (4). Consistent enforcement : commitment from stakeholders interests and agents implementers in the field .

Management is the process of planning , organizing , directing and controlling source Power For reach objective in a way effective and efficient . According to Syaiful Sagala explains that management originate from the word managio which has meaning management or manager who has meaning practice in arrange steps . If seen according to the origin of the word (etymology) , draft management comes from Latin, manu s and agere . Manus meaning of hand and word agere which means to do. If we combine the two words to be a verb , namely m anagere which means to handle . Then We translate to in English word m anagere become form of the word to manage and noun management , and terms manager that is for people who carry out management activities or perpetrator management . Management interpreted as something effort arrangement or organizing For reach something objectives that involve various parties . Management as science and art in arrange utilization source Power humans and resources Power other in a way effective and efficient in order to achieve objective certain (Malay SP Hasibuan).

As for management science, it can be defined quite simply, namely a science that studies how to achieve a goal effectively and efficiently by using the help of/through other people (Aedi, 2012) . What is meant by through other people is can empowering others well tangible mind , energy as well as intuition . Therefore , management substantive matters in a institution expected education can help the process the way educational activities in a institution education . According to George R. Terry, it means management is a special process consisting of from planning , organizing , implementing and supervising. Meanwhile according to Mark Parker Follet , that management is art complete liability through other people. Definition This show that the manager does not need do all work and responsibilities required answers For achieve organizational targets . Of several understanding on can concluded that management is the process of planning , organizing , directing and controlling source Power For reach objective organization in a way effective and efficient in accordance with vision and mission organization .

Teacher Performance

Performance is results Work or achievements made by a person or group or organization in carry out duties and responsibilities the answers given . Performance is results Work in a way quality or quantity that can achieved by a employee in carry out task main points and functions as employee in accordance with not quite enough the burden of responsibility or given to him . Mangkunegara put forward that achievement quality and quantity Work employee based on not quite enough the answers given . Performance can be defined as activities that have been carried out somebody in form the tasks he received. Webster's third new international dictionary says all activity or settlement process something implementation activities , abilities For achievement , ability in achievement established results (Gave and Websters, 1996) . According to Irham Fahmi, performance is results from an organizational process , where organization That nature profit oriented and non - profit oriented in One period (Fahmi, 2010). Indra Bastian stated performance as something description about level achievement from implementation something oriented program to objective , mission as well as vision organization in formulate draft strategic organization (strategic planning) (Bastian, 2001) . Meanwhile, Nanang Fattah (2000) stated that performance Work (Performance) is something expression from competence someone who is based on understanding , attitudes and skills , as well as motivation in achievement Work . So teacher performance is teacher's ability in carry out work or the tasks he has in finish something job .

Thus teacher's position as profession demand expertise and skills specialized in the field education . As for teacher performance , it can seen from good teacher achievements that are tangible service nature quantitative and qualitative in period the

specified time , according to opinion of Mitchel T. R and Larson (1987: 343) dimensions performance employee measured by: (a) ability (capability), (b) initiative initiative (initiative), (c) accuracy time (prampt), (d) quality results Work (quality of work), and (e) communication (communication). Fifth dimensions performance employee the can made into guidelines in study level performance employee in something organization . 6. Benefits of Teacher Performance Measurement Measurement teacher performance is a process evaluation systematic to abilities , knowledge , skills , and behavior a teacher in carry out task professionalism in the unit education . Measurement performance is one of the method organization For do evaluation in a way objective in accordance with goals that have been set . Organization have valid data for determine whether employee Already Work productive , effective and efficient . A teacher can said to be professional, if a teacher has ability tall (high level of abstract) as well as motivation Work tall (high level of commitment). Not enough teachers give attention to student usually tend own low commitment , as well as time as well as energy mobilized for improvement quality learning is also a little . On the contrary when the teacher is tall very his attention to students , and the time spent is very large , then usually the teacher tends to own commitment tall . Factors that can influence Teacher professional performance includes : knowledge , skills , abilities , attitudes and behavior employees .

According to Darma (1998) existence four factor affecting performance employees , namely : 1) Employees , as concerned with ability and willingness in carry out work ; 2) Work , which concerns matter work , resources power , and description work ; 3) Mechanism work , which includes systems/ procedures control and delegation as well as structure organization ; 4) Environment work , which includes factors location and condition work , communication , and climate organization . Performance is part from price self , if price self somebody low , then performance someone is also low . Performance can known on basis of the assessment process . Tasks performed somebody seriously , then can interpreted as overall function as well as task organization . Thus , that performance No only explain One part just from something organization but in a way overall .

Strategies for Improving Teacher Performance at MAN Banyumas, Central Java

Based on results interviews and observations as well as documentation carried out by researchers find existence planning in activity implementation management teacher performance in increase quality education . Planning improvement performance teachers can implemented with do SWOT analysis (Strength , Weakness, Opportunity and Threat). The planning that was implemented in frame improvement teacher performance at MAN Banyumas implemented through teachers council meeting . In meeting This discussed some of the agendas include : objectives improvement teacher performance , schedule time improvement performance Teacher , desired target achieved , facilities and infrastructure supporters , activity agendas , and financing .

The strategy for increasing teacher performance at MAN Banyumas among others:

a. Improvement quality Activity Study

Teaching in class and Implementation Supervision is carried out optimally At the beginning of the odd semester or even semester , all teachers at MAN Banyumas Already make device learning in accordance with curriculum . In Study teaching in class teachers also make use of technology as a learning medium , besides it is also implemented supervision by the head of MAN Banyumas to improve quality education . Every day is also implemented control by the curriculum deputy which includes distribution of teacher teaching hours (workload) work), late or no teacher came , and there was or no teacher inside class and others.

b. Development professionalism Sustainable (PKB)

Training and Workshops: stage related routine training method modern learning , Independent curriculum , or utilization technology Community Study : form a discussion forum between teachers at school (such as MGMP or receptacle internal) For share practice good . (best practices).

c. Utilization Educational Technology

Platforms : Utilizing online platforms (such as management performance in PMM/Merdeka Mengajar Platform) For reference indicator performance .Instructional Media Interactive : Encourage teachers to use digital devices in the classroom to improve motivation Study student .

d. Strengthening Motivation and Well-being

1) Giving Award (Reward) : Appreciating high-achieving teachers or show improvement performance significant.
2) Support Psychological : Guard climate conducive , transparent and harmonious work for mental health and teacher's physical condition.
3) Decent welfare : Ensure teachers' rights and allowances are fulfilled with Good For support focus teach .

e. Evaluation and Follow- up Evaluation

1) Need : Identifying lack teacher skills before designing training programs 2) Reflection Together : Stage evaluation periodically in a way open between teachers and management school to Develop target improvements to front .

f. MGMP Subject Teacher Conference (MGMP) is one of the models used For improvement competence teachers' learning besides it is also a a bridging vessel communication between fellow eye teachers lesson . Activities Subject Teachers'

Conference (MGMP) can assist teachers in guide experience Study students , using learning media based on technology information , assess ability Study students , and in manufacturing plan learning that will be implemented . MGMP is one of the meeting that accommodates group teacher work . Activities carried out by teachers in the MGMP forum are : (1) in-depth material ; (2) manufacture device activity Study teaching ; (3) improvement practice activity Study teaching ; (4) evaluation learning , (5) Making LKS. Activities it is very supportive teacher performance at MAN especially in increase quality learning and fields management class .

g. Improvement Ability

Ability is capacity individual For carry out various task in work certain . The teacher's ability is behavior ability somebody in carry out obligation with full not quite enough answer . A professional teacher must have level capability or competencies which are a set skills so that capable realize performance performance professionalism . competence teacher performance that has been set must referring to the Regulation of the Minister of National Education of the Republic of Indonesia Number 16 of 2007 concerning standard qualification academic and teacher competency , namely competence pedagogy , competence personality , competence social , and professional competence . Each ability should also be based on criteria cognitive , affective and performance as well as productive and exploratory . Expected abilities That must in line and relevant with demands specified work . Besides that a educator expected own values and soul entrepreneurship, which means in soul a educator own soul creative , innovative , capable look for solution from problems that occur , create new things , and own high motivation and enthusiasm.

h. Improvement Skills

According to Robbins (2000:494-495) skills (skill) means ability For operate something work in a way easy and precise that requires ability base (basic ability). Teacher is educators , then teacher's presence is not only obliged transfer material or knowledge transfer (transfer of knowledge) to students , but obliged teach aspect skills and values (transfer of skill and transfer of value) . Skills (skill) is element abilities that can learned . Skills teach that is combination knowledge (knowledge) and ability (ability) required educator in the teaching process . Thus with existence skills expected can increase teacher professionalism . Development teacher professionalism at MAN Banyumas related with effectiveness principled work that work done day This more Good from day yesterday's work is tomorrow 's work day must more Good from day this . Principles This always encouraging teachers at MAN Banyumas become more creative , innovative , dynamic and critical as well as open in improvement quality Islamic education and productivity high work .

i. Improvement Self Attitude

According to the Big Indonesian Dictionary (KBBI) attitude is actions , behavior , or based movements establishment belief from view life someone 's attitude is something that is learned and determines How individual react to situation as well as determine what individuals are looking for in his life . Every person is born as One unity individuals , and grow develop so that become a person of character , where become something whole start from moment before born , then become baby Then interact with environment . As personal , he own right autonomy For can determine road his life , will but besides as personal also everyone needs help from others, which is called nature social as creature social and cultural people who live in the middle environment , good environment family and environment public . So attitude , behavior , habits somebody Can formed from atmosphere the surrounding environment . Likewise a child capable start Study know himself through environments closest to him , namely his parents at home .

j. Teacher Certification

Teacher certification is the process of granting certificate educator to teachers. Certificate educators are given to teachers who have fulfil standard professional teacher. Professional teachers are condition absolute For create systems and practices quality education . Teachers have role , function as well as strategic tasks in development national especially field education , so teachers need develop himself become professional staff . With the existence of certification , can increase teacher performance and teacher welfare at MAN Banyumas . Therefore that , teachers need armed with with qualification academic and ability appropriate with with specified standards . In The Teachers and Lecturers Law states that certification is part from improvement quality , quality as well as level welfare for teachers. Therefore that , with the certification program it is expected that teachers will become professional, competent person as agent updates that can proven with own teacher certificate , if professional teachers have the right get reward (reward) in the form of allowance profession from government .

Design Model Teacher Performance Improvement Management at MAN Banyumas

According to the Big Indonesian Dictionary (KBBI), a model is pattern (example , reference , variety) from Something that will made or produced.used as guidelines in do something activities . The model is something construction from something the concept used as approach For understand something reality . In study this is what is meant with the model is something studies conducted with collect advantages . The advantages obtained avoid weaknesses from the model that has been implemented . Management model improvement teacher performance through The Spiritual Motivation in The Learning Organization, based on

assumptions condition factual in MAN Banyumas , then the model that the author put forward contain thinking hypothetical about management madrasah teacher performance through learning organization expected more effective , efficient and productive . It is said effective if show something size level suitability between results achieved as expected as moreover previously implemented . Efficient , shows something size level ability systems and utilization all over source Power optimally in the management process improvement teacher performance , for reach optimal results according to with predetermined goals . Productivity show Power results every coaching program management improvement performance teachers. Steps taken so that management improvement effective and efficient madrasah teacher performance as well as productive as following : First , determination standard madrasah teacher performance , second , do screening , third , set issue strategic and make planning . Fourth , implementation coaching through learning organization with six discipline (The Sixh Discipline) , Fifth , evaluate results coaching in management improvement Madrasah teacher performance . Learning process through single loop or double loop and has an impact on acceleration change in organization called cycle cybernetic quantum learning. A cycle correction and identification system learning Good in a way individual and group as bait come back For do repair in a way Keep going Continuous . The role of visionary leadership and culture a conducive organization is very important results management madrasah teacher performance through The Spiritual Motivation in the Learning Organization. qualitatively related , forming a unified whole that can explain a phenomenon.

Model is a term often used to refer to theory:

a. Total Quality Management

This theory explains that management teacher performance can improve quality education , which includes and emphasizes three abilities, namely academic ability, social ability, and moral ability. According to this theory, management teacher performance , can improve quality education , because determined by three variables, namely institutional culture (environment) cottage Islamic boarding schools) , the teaching and learning process, and the reality of the institution . Institutional culture is the values, customs in Madrasahs and Islamic boarding schools , ceremonies, slogans, and various behaviors that have long been formed in the institution and are passed down from one generation to the next, whether consciously or not. This culture is believed to influence the behavior of the components of the institution , namely madrasah teachers , administrative staff, students , and also parents of students . A culture that is conducive to improving the quality of education is a form of culture that is conducive to improving the quality of education. Islamic education will encourage the behavior of the citizens of the institution education towards improving the quality of the institution , on the other hand, an institutional culture that is not conducive will hinder efforts towards improving the quality of the institution . Institutional culture Education is influenced by two variables, namely external influence variables and the reality of the institution itself. External influences can include government-issued educational policies, mass media developments, and so on. Reality is the actual state and conditions within an institution , both physical conditions such as buildings and facilities, and non-physical ones such as inharmonious relationships between educators and overly rigid institutional regulations. Educational institutions that have regulations that are accepted and implemented by all elements will have different quality impacts with the institution education that has regulations but is not accepted by all elements in the institution The curriculum and teaching and learning process are the third variables that influence the quality of the institution . Education . This variable is the variable that is closest to and most determines the quality of education . The quality of the curriculum and teaching and learning activities have a reciprocal relationship with the reality of the institution. education In addition , it is also influenced by internal institutional factors . Internal factors are the institutional aspects of the institution , such as organizational structure, how educators are selected , and so on . These internal factors will influence the institution's perspectives and experiences . Furthermore, the institution's perspectives and experiences will also be influenced by external factors .

b. Organizing Business for Excelency

This theory was developed by Andrew Tani (2004) which emphasizes the existence of the system an organization that is able to clearly formulate a vision, mission and strategy to achieve optimal goals. This theory explains that improving the quality of an institution education begins and begins with the formulation of the institution's vision This vision formulation contains the quality of the institution The education expected in the future. Vision, as a picture of the future, can be described in a more concrete form in the form of a mission. This is a statement that states what will be done to make the future vision a reality. The concept of mission has two aspects: abstract and concrete . Mission contains the abstract aspect in the form of the need for leadership. Leadership is something that is invisible. Leadership that lives in institutions. Education will give birth to institutional culture . The form and nature of institutional culture are greatly influenced by leadership in the institution . So leadership and institutional culture Education is the abstract side of the mission concept. Therefore, Strategy is the determination of a long-term goal of an institution and the activities that must be carried out to achieve that goal, accompanied by the allocation of existing resources so that the goal can be realized effectively and efficiently. The determination of goals and activities carried out starts from the current conditions that exist and the conditions that will be achieved in the future as goals. There are three strategic plans related to management madrasah teacher performance in increase quality Islamic education is a strategy that emphasizes results (the

output oriented strategy), a strategy that emphasizes the process (the process oriented strategy), and comprehensive strategy (the comprehensive strategy). A strategy that emphasizes results is top- down , where the results to be achieved, both in quantity and quality, are determined from above, by the central government , provincial governments , or district/city governments. In Indonesia today, the results to be achieved have been formulated in Graduate Competency Standards and Basic Competency Standards. To achieve the standards that have been set, the government will also set various other standards, such as process standards, management standards, facility standards, and teacher staff standards .

This strategy that emphasizes results will be very effective because its targets are clear and general, so that if followed with good guidelines, control and organization, and policies that provide encouragement and threats to those who deviate, this strategy will be very efficient . However, in Behind the goodness, this strategy also has a weakness, namely that there will be an increasingly large gap between institutions. advanced education and institutions backward education . Educational institutions that are ready to achieve the desired results will easily achieve them, on the other hand educational. Unprepared education is difficult to achieve the desired results and unhealthy efforts will emerge . A strategy that emphasizes the process of emerging, growing and developing and being driven from the bottom, namely institutions. own education . the above strategy is very much determined by the initiative and capabilities of the institution . Because the institution ... education having a very decisive role and also taking the initiative, then the spirit and strength of the institution will emerge education according to the conditions of each institution . A movement to strengthen oneself through cooperation between Institutions will emerge, followed by the emergence of various innovations and creations from below. However, this strategy has the weakness of inconsistent institutional direction and quality , making it difficult to assess and improve quality nationally. Similarly, if there are two opposing opinions, a third opinion will emerge, a combination of them. among others. Likewise, in relation to strategy, strategy emerges management madrasah teacher performance in increase quality Islamic education , the third is a combination of two existing strategies. This strategy is called a comprehensive strategy (the comprehensive strategy).

This strategy outlines the results that the institution will achieve Education is determined nationally, embodied in national standards. To achieve this, various standards related to outcomes are also established to guarantee that results will be achieved. This has resulted in process standards, management standards , curriculum content standards, infrastructure standards , and so on. Behind the standards that have been determined from above, the institution Education has great power and authority to manage in order to achieve the above standards of results. Based on this strategy, it is estimated that various innovations in activities will emerge from educational institutions. education . In fact, it is not impossible that there will be diversity in the management of educational institutions . In this way, local conditions and needs are accommodated with a comprehensive strategy. The goals are national, but the means to achieve them are tailored to local conditions. The strategy for improving the quality of educational institutions Education in Indonesia tends towards this third strategy, as can be shown by the existence of various national standards which serve as a reference for educational institutions. Education . Each strategy contains activities that must be implemented to achieve predetermined goals. These activities essentially mobilize all components of the institution. education that leads to improving quality education .

Quality Of Education

Quality in context education is draft multidimensional which signifies degrees superiority in the educational process . This is covers quality results of the educational process and characteristics system guarantee quality . In the Big Indonesian Dictionary (KBBI), quality is related with Good bad something object ; level ; or degrees for example cleverness , intelligence and so on . By general quality or quality is description and characteristics comprehensive from goods or services that demonstrate his abilities in satisfying expected needs or implied . Quality contains meaning degree (level) of excellence something product (result work / effort Good in the form of goods and services , both tangible as well as intangible ones . Demand Sallis (2003) stated that that quality is absolute and relative concepts . Absolute quality is quality that has idealism high and standard height that must be filled with characteristic product high prestige . While quality relatively is A tools that have been established and must fulfil standards that have been made . Based on conception base from meaning quality , then quality Islamic education is description and characteristics comprehensive service service education both internally and externally external which shows his abilities satisfying expected needs or implied includes input, process, and output of education . In context quality Islamic education , in essence objective institution education is For create and maintain customer satisfaction and in satisfaction customer determined by the stakeholders of the institution education said .

Therefore that is only with understanding the process and satisfaction customer so institution can realize and appreciate quality . All business or activity management quality Islamic education must directed at a objective main , namely satisfaction customers , what to do management No There is its use when No give birth to satisfaction Customers . In the context of education, the concept of quality includes educational input , process, and output (Ministry of National Education, 2001). input is everything that must be available because it is needed for the process to take place. Something in question is resources and software as well as expectations as a guide for the process. Resource input includes human resources (madrasah principal ,

teachers including guidance teachers, employees and students) and other resources (equipment, supplies, money, materials and so on). Software input includes the madrasah organizational structure , laws and regulations, job descriptions, plans and programs. Input expectations are in the form of vision, mission, goals and targets that the madrasah wants to achieve. Input readiness is very necessary for the process to run well. Therefore, low input quality can be measured by the level of input readiness . The higher the level of input readiness , the higher the quality of the input . The educational process is the transformation of something into something else. Anything that influences the process is called input , while the result of the process is called output . In micro-scale education (Madrasah), the processes in question are decision-making, institutional management, program management, teaching and learning, and monitoring and evaluation. The teaching and learning process is given the highest level of importance compared to other processes. A process is said to be of high quality if the coordination , harmonization and integration of inputs are... Madrasah (teachers, students, curriculum, money, equipment, etc.) is carried out harmoniously, so that it can create a pleasant learning situation. (enjoyable learning) , able to encourage motivation and interest in learning and truly able to empower students. The word empowering contains the meaning that students do not just master the knowledge taught by their teachers, but the knowledge has also become the content of the students' conscience, internalized, practiced in everyday life and more importantly, the students are able to learn how to learn (able to develop themselves). output is school performance. Madrasah performance is the achievement of the madrasa resulting from the madrasah's processes/behaviors .

Madrasah performance can be measured by its quality, effectiveness, productivity, efficiency , innovation, quality of work life, and work morale. Specifically, it relates to the quality of output . madrasah , can be seen from performance academic and non- academic achievements of madrasas. Educational outcomes are considered high-quality if they are able to produce academic and extracurricular excellence in students who graduate from a particular level of education. Academic excellence is demonstrated by the grades achieved by students. Extracurricular excellence is demonstrated by the various types of skills acquired by students. educated during the extracurricular program. The strategies implemented that is For reach the success of the madrasah. According to School Management Guide , success school measured from level satisfaction customer both internal and external external . Schools/Madrasahs are said to succeed If capable give service The same or exceed hope customers .

Viewed from type its customers , schools it is said succeed If : 1. Student satisfied with service school . For example , satisfied with lessons learned , satisfied with teacher treatment and leadership , and satisfied with facilities provided school . In essence , students enjoy situation school . 2.Parent satisfied with service to his son and service to parents . For example , satisfied Because accept periodic reports on development student and school programs 3. Party user . Recipient graduates (college high , industry , and society) satisfied Because accept graduate of with appropriate quality with hope 4. Teachers and employees satisfied with service school . For example , in distribution obligation work , relationships between teachers / employees / leaders , honorarium / salary , and so on . For realize success said , there is a number of things to do paid attention to by the madrasah manager , namely : 1. Try satisfying student with complete facility learn , improve professionalism of teachers/ ustadz , conditioning environment conducive learning , providing guarantee a sense of security , comfort and peace , as well as present situation entertaining learning 2. Try satisfying employee with method increase well-being , care , and relationships harmonious with they , make it easier improvement career they , and increasingly empowering potential they through various training , workshops , national seminars , international seminars , training , upgrading , symposiums, panel discussions , courses , and so on 3. Try convincing parent student that his sons and daughters guaranteed its security , capability his intellect , his personality , his faith , and his morals through various guidance programs implemented by the madrasah. Besides that , also trying involving parent For detect development children and types of guidance programs 4. Try prove ability student and the alumni who reliable to users graduate of Good more institutions above , college high , industry , and country 5. Try realize a truly Islamic, intelligent madrasa environment graceful , beautiful and charming to public wide . Improvement quality education is One step beginning important things to do carried out by the madrasah. Improvement quality must done in a way comprehensive with utilize and empower all aspect source existing resources in the madrasah. Basic strategies For increase quality education in a way sustainable that is through improvement all over object cultivation in education , starting from improvement power educators and education , participants education , curriculum , learning process , facilities infrastructure education , finance and relationships with public .

CONCLUSIONS

Effectiveness policy is size success something regulation or government programs in reach goals that have been set and completed problems in society. Meanwhile, management is the entire process consisting of from planning , organizing , implementing and supervising to carry out a job through other people carried out by two or more people to achieve a common goal that has been determined or decided beforehand. From various findings that have been presented previously can concluded as following :

First , the strategy improvement madrasah teacher performance in increase quality education Islam is implemented through : 1) Improvement quality activity Study teaching in class and implementation supervision is carried out optimally . 2). Development professionalism sustainable (PKB), 3). Utilization Educational technology . 4). Strengthening motivation and well-

being . 5). Evaluation and action continued . 6). MGMP, 7) Improvement ability , 8) Improvement skills , 9) Improvement attitude self and 10) Teacher certification . Second , Management model improvement madrasah teacher performance through The Spiritual Motivation in The Learning Organization, based on assumptions condition factual in MAN Banyumas , then the model that the author put forward contain thinking hypothetical about implementation management improvement madrasah teacher performance through learning organization expected more effective , efficient and productive . It is said effective if show something size level suitability between results achieved as expected as moreover previously implemented . Efficient , shows something size level ability systems and utilization all over source Power optimally in the management process improvement teacher performance , for reach optimal results according to with predetermined goals .

Productivity show Power results every coaching program management improvement teacher performance . Steps taken for management improvement effective , efficient and productive teacher performance as following : First , determination standard performance of madrasah teachers , second , do screening , third , set issue strategic and make planning . Fourth , implementation coaching through learning organization with six discipline (The Sixh Discipline) , Fifth , evaluate results coaching in management improvement teacher performance in increase quality education . Besides that, the teacher must implement optimally four teacher competencies to realize their professional performance, namely pedagogical competence , personality competence, professional competence and social competence.

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