MODEL KEPEMIMPINAN PENGAJARAN PENGETUA DAN KOMPETENSI PENGAJARAN GURU

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Abstract: This study was conducted to develop a model of principal's instructional leadership and teaching competency. Research respondents were 481 teachers from 55 secondary day schools in Terengganu. The modified Principal Instructional Management Rating Skill (PIMRS) and Malaysian Teacher Standard (SGM) were applied as research instruments. Data were analyzed using structural equation modeling (SEM) by AMOS 18. The study successfully developed a relationship model between instructional leadership and teaching competency ($\chi2=12.495$, $\chi2df=1.562$, $p = 0.130$, Bootstrap $= 0.164$). The findings also show construct of define school goals (0.81), curriculum and instructional management (0.92) and promote teaching and learning climate (0.92) are significant dimensions in instructional leadership. The findings also show construct of interaction with pupils (0.88), teaching strategy (0.89) and class control (0.88) are significant dimensions in teaching competency. Furthermore, the result also found that instructional leadership was a significant predictor of teaching competency (CR=7.635,0.349, p = 0.00).

Kata kunci: kepemimpinan pengajaran, kompetensi pengajaran

LATAR BELAKANG

Malaysia telah meletakkan hala tuju negara yang jelas melalui Wawasan 2020 yang dilancarkan oleh mantan Perdana Menteri, Tun Dr Mahathir Mohamad pada tahun 1991 (Unit Perancang Ekonomi, 2012). Melalui gagasan ini, Malaysia berhasrat mencapai taraf negara maju yang seimbang dalam aspek ekonomi, sosial dan teknologi. Hasrat tersebut digariskan dalam sembilan cabaran Wawasan 2020 yang menjadi agenda utama pembangunan nasional.

Cita-cita untuk mencapai hasrat negara bangsa seperti yang termaktub dalam gagasan 2020 tersebut akan dapat dicapai apabila negara berjaya melahirkan modal insan yang cemerlang dan berkualiti. Modal insan yang cemerlang akan menjadi aset utama untuk memacu negara ke arah mencapai tahap negara maju dan berpendapatan tinggi (Muhyiddin, 2011; Najib, 2011). Modal insan yang berkualiti ini dapat dilahirkan melalui program pendidikan yang mampan dan berkualiti (Hishammuddin, 2007; Muhyiddin, 2011).

Elemen utama yang menyumbang terhadap kejayaan program pembangunan manusia ke arah melahirkan modal insan yang berguna ialah sekolah (Muhyiddin, 2011). Ini kerana sekolah merupakan organisasi formal pertama yang dipertanggungjawabkan oleh kerajaan untuk membentuk keperibadian jasmani, emosi, rohani dan intelek murid. Tanggungjawab ini terkandung dalam Falsafah Pendidikan Nasional (FPN) yang menjadi dasar dan halatuju pendidikan negara (Kementerian Pengajian Tinggi, 2012). Sekolah yang berkesan akan melahirkan murid yang seimbang dalam pelbagai aspek sekaligus menjadi warganegara yang berkualiti dan berguna kepada negara (Najib, 2011).

Selain faktor insan, keberkesanan sekolah banyak ditentukan oleh faktor kepemimpinan pengetua atau guru besar. Penyelidik-penyelidik yang membuat kajian tentang sekolah berkesan dalam tempoh lebih tiga dekad telah merumuskan bahawa pemimpin sekolah yang efektif merupakan faktor utama yang menentukan kejayaan sesebuah sekolah (Glanz, 2006; Hong & Loeb, 2010; Hoy & Hoy, 2006; Leithwood, 2005; Marzano, Waters, & McNulty, 2005; Mohd Suhaimi & Zaidatol Akmaliah, 2007). Dalam masa yang sama, kajian-kajian pendidikan juga telah membuktikan bahawa elemen terpenting yang akan menentukan sama ada seseorang pemimpin sekolah tersebut dikategorikan sebagai efektif atau sebaliknya diukur kepada kemampuan mereka melaksanakan tugas sebagai pemimpin pengajaran (Buckner, 2011; Fullan, 2002; Leithwood & Levin, 2010; Hallinger, 2008, 2011; Ishak, 2004). Dengan kata lain, pengetua yang efektif dan berupaya membawa kejayaan kepada sesebuah sekolah mesti memberi

Model Kepemimpinan Pengajaran Pengetua Dan Kompetensi

Joacim Rocklöv

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Whispering the Secrets of Language: An Psychological Quest through **Model Kepemimpinan Pengajaran Pengetua Dan Kompetensi**

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