

## Madrasah Effort In Improving The Quality Of Teacher Work On Covid 19 Pandemic At Madrasah Aliyah Of Besitang

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**Abstract:** This study describes the efforts of the head of the madrasa in maintaining the quality of teacher work during the covid-19 pandemic at the private preparatory madrasah aliyah in Besitang. The purpose of this research is to educate teachers always to evaluate the quality of teacher work so that the quality of work remains optimal in the mass of the covid 19 outbreak. This type of qualitative research seeks to explain social phenomena developing in the current mass. The data collection techniques he did were observation and unstructured interviews, then the data were analyzed objectively and then described scientifically by following the procedures for writing scientific papers using digital technology; give the task to the teacher to deliver material to students following the government's instructions. The principal of the madrasa conducts periodic supervision by monitoring learning activities online and the list of student assessments following student competence. The head of the madrasa seeks to improve coordination with parents of students related to the implementation of student learning activities while at home. The head of the madrasa continues to conduct Training for madrasa teachers so that madrasa teachers understand the procedures for making lesson plans and learning models by utilizing digital technology

**Keywords:** Madrasa Efforts, Improving, Covid-19 Pandemic

### Introduction

In covid 19 pandemic that is attacking the world, especially the Indonesian state is very influential on human survival, especially in the world of education; in this case, the principal madrasah plays an important role in maintaining the continuity of education, starting from coaching on teacher performance. Therefore, teachers, in this case, have an important role in

improving the quality of their work with all methods in carrying out their responsibilities as driving figures in the world of education. Therefore, the head of the madrasa must consider the teacher's performance so that the teacher's performance is derived from the word job performance or actual performance. Work achievement or actual achievement achieved by someone. (eliwatis & sabarullah, 2021)

Performance is the result of work in quality and quantity achieved by an employee or teacher in carrying out his duties following the responsibilities given to him. According to nawawi, teacher performance appraisal is an attempt to identify, measure, assess, or manage the work carried out by workers in their environment or organization. To achieve optimal teaching goals, a teacher must master the ability (competence) both theoretically and practically. The teacher is a profession that is not just a job, but a special job that creates the nation's next generation with the main personality because the teacher's job is to convey subject matter and educate students' character. So the teacher's task is very noble, namely educating the public from ignorance of insight and behavior. (Parlindungan, 2020)

Quality education can be seen from the quality of its human resources, especially its teachers. Teachers are educators required to improve the quality of professionalism in carrying out various main tasks that must be carried out, for example, educating students, teaching various things to students, guiding students in the learning process, assessing, Training, and directing students, to evaluating students at various levels. Education. One of a teacher's duties that needs to be understood is being a school principal. In the law on the national education system number 20 of 2003, chapter ix article 35 paragraph 1, there are eight components of the national education standard: content, process, competency of graduates, education personnel, facilities and infrastructure, management, financing, and assessment of education. Education is part of the activities of social and national life. Therefore, educational activities are the embodiment of the ideals of the nation. Thus, national education activities need to be organized and managed so that national education as an organization can become a means to realize national ideals. (Hakim, 2022) these components must be improved in a planned and periodic manner so that there are fundamental changes. Therefore, to achieve these eight components of national education, the quality of the learning process in schools is a determinant. Learning in schools will be successful if the principal manages and leads the school well. The principal's ability to manage and lead the school is shown by the leadership he has to make the school a place for effective and efficient learning. (Wahyana, 2018)

Students are the subject and object of educational activities in teaching and learning activities. Therefore, the meaning of the teaching process is

students' learning activities in achieving a teaching goal. Teaching goals will be achieved if students actively try to achieve them. The activity of students is not only required from a physical point of view but also a psychological perspective. If only physically active and mentally inactive, then the purpose of learning has not been achieved. (Nurhayati & Oktavia, 2022) This is tantamount to students not learning because they do not feel a change in themselves. Learning is essentially a "change" that occurs in a person after carrying out learning activities. There are two impacts on the continuity of education caused by the covid-19 pandemic. (Jafar, 2019a) the first is the short-term impact many families feel in Indonesia in urban and rural areas. In Indonesia, many families are not familiar with doing school at home. Homeschooling for Indonesian families is a big surprise, especially for the productivity of parents who are usually busy with their work outside the home. Likewise, with the psychological problems of students who are accustomed to learning face-to-face with their teachers. All elements of education in social life are "exposed" to illness due to covid-19. (Kurtubi, 2022) the implementation of teaching takes place online. This process runs on a scale that has never been measured and tested because it has never happened before. In this learning process, the learning time is also limited to one hour lesson, only 23 minutes or 30 minutes, but the school also does not force its students to choose offline learning because some students are still doing online learning, so the percentage of those who are learning is approximately 50%. (Alviona, 2019)

### **Method**

this research is qualitative research, which is social research that fundamentally relies on human observations in its area and relates to these people trying to reveal the facts / actual phenomena that occur in the field. It is said that because this type of research has characteristics such as an actual setting, the researcher is the key instrument, the data is descriptive, emphasizes the process, the data analysis is inductive, and the meaning of each event is an essential concern in qualitative research. (Jafar, 2022a) it is said to be facts because it follows what is happening in the field. The research objective is to describe social events by revealing factual events in the field and revealing hidden values in this study located in the state preparation madrasah aliyah, besitang district. Data collection techniques are through observation and unstructured interviews. (Nurullah, 2022) The resource persons for this research are the head of the madrasa aliyah, teachers, and administrative staff, who are more sensitive to descriptive information and try to maintain the integrity of the object under study. Approach. Based on the above, this research approach is descriptive-analytical. The descriptive analytical approach aims to describe and systematically describe the facts or characteristics of a particular population or field factually and accurately. This approach also aims to obtain an in-depth

description of speech, writing, and observable behavior from an individual or community group, or organization in a particular setting studied from a comprehensive perspective. (la'ali nur aida, dewi maryam, fia fabiola, 2020)

## **Literature Review**

### **Definition Of Quality Improvement**

Quality improvement is an effort of actions and activities carried out efficiently to obtain good results for increasing one's status in an organization in the career path determined by the organization concerned. Law no. 18 of 2002 defines quality improvement as a scientific and technological activity that utilizes proven scientific principles and theories to improve functions and benefits, apply existing science and technology, and generate new knowledge. Meanwhile, according to seals & Richey, quality improvement means the process of translating or elaborating design specifications into the form of physical features. Based on some of these opinions, it can be seen that quality improvement is an activity related to science to describe or develop a concept, human, or technology to increase the benefits, effectiveness, and efficiency of an activity carried out. Concerning the world of education, the quality improvement process is very important to improve the quality of services and learning. So it requires an increase in quality and Training to upgrade abilities to carry out the work optimally. (Riskia, 2022)

### **On-The-Job Training**

On-The-Job Training is a widely used technique or method. This method does not require classes or is artificial in its implementation, and tends to go directly to the field and does not take a long time so that employees will have greater motivation in understanding the skills and knowledge needed to be given. In the on-the-job training process, much of its success depends on the instructor's skills. Therefore, the education personnel unit is responsible for providing adequate Training for employees.(Jafar, 2019b)

## **Result and Discussion**

### **The Principal's Strategy In Maintaining The Quality Of Teacher Performance**

The principal of the madrasa must improve teacher performance, which in turn has an impact on the performance of the organization in the madrasa. The following are the steps of other participants, and if the experience follows the objectives of the madrasa, the teacher can take the experience and apply it in the madrasa. Training to support teachers in completing their assignments. Madrasas send teachers to training activities, or madrasas can organize their Training for teachers. Motivational seminars.(Santoso et al., 2022) Teachers are sent to attend seminars that can increase teacher performance or increase teacher motivation, such as the emotional and spiritual quotient (ESQ) seminar. Conducting Training for teachers in making lesson plans and learning models in

the era of the covid-19 pandemic. (Samsurrijal, 2022) As top managers in madrasahs, Madrasah principals must be able to improve and develop teacher performance through various efforts and strategies, including teacher training. Madrasah principals must be able to plan and implement teacher development programs in madrasahs to improve teacher performance. In improving teachers' performance, the head of the madrasa always supervises the form of observations in the learning process so that the head of the madrasa can provide input, criticism, suggestions, and motivation for teachers regarding the low enthusiasm and passion of teachers in working. In addition, the principal of the madrasah also gives the teacher the task of making an assessment text. Assigning teachers to maintain communication with students, parents, and guardians of students in the learning process and be open. (Jafar, 2022b) The task of the head of the madrasa is to create conditions and a good working climate, including in the learning process, so that all related aspects, including teachers, are motivated and easier in the learning process, teacher performance in the covid-19 pandemic era is determined by the strategy of the head of the madrasah, the head of the madrasa also assigns teachers to deliver essential learning materials with the conditions during the covid 19 period according to the curriculum. Essential material is fundamental, important, and basic and occasionally needs to be understood and mastered by students. (eliwatis & sabarullah, 2021)

### **Utilization Of Digital Technology As A Medium Of Teaching And Learning**

The covid 19 outbreak requires teachers to master the use of digital technology in order to improve and maintain the quality of their work so that learning and teaching activities can run optimally, so like it or not and like it or not, they have to learn and be ready to teach remotely using technology. Each school prepares distance learning tools and systems and provides technical guidance and Training for teachers to use modern technology in learning to improve the quality of students in primary schools. The obstacles teachers face are the additional cost of purchasing internet quotas, the teacher's lack of understanding of information technology and the internet, and the absence of an adequate network connection to the internet. Social distancing and physical distancing policies to minimize the spread of covid-19 encourage all elements of education to activate classes even though schools are closed. Closing schools is the most effective mitigation measure to minimize the spread of the epidemic in children. The solution is to enforce learning at home by utilizing various supporting facilities. During the covid-19 pandemic, learning at home or online is a solution to continue the rest of the semester. (Baihaqi, 2022)

Performance is a translation of English, work performance, or job performance. Performance in Indonesian is also called work performance. So,

performance is interpreted as an expression of ability based on the ability of knowledge, attitudes, skills, and motivation to produce something. It can be said that performance can be interpreted as the action of a person or teacher based on each individual, as seen from his knowledge and behavior. What he has produced and the desire to do something, performance or performance is the result of work produced by individuals or groups of people or organizations following each other's responsibilities. in order to achieve a goal of the organization concerned legally, free of law, and following applicable regulations. Individual performance is the basis of organizational performance, and optimizing each individual's performance relates to individual behavior. The results achieved by a teacher in madrasahs are following their responsibilities in achieving the goals that have been achieved, which are seen from the ability of knowledge; during the covid-19 pandemic, it is very necessary to provide support for teachers to improve teacher performance, organizational support includes training equipment provided, knowing the level of expectations and the state of a productive team, in this case, the head of the madrasah who seeks to provide internet quotas to support online learning in the era of the covid 19 pandemic. (hidayati et al., 2019)

### **The Challenge Of Teacher Performance In The Mass Of The Covid-19 Pandemic**

In the current covid-19 pandemic conditions, teachers need to be empowered by madrasah principals to develop existing competencies; this greatly supports the implementation of student and teacher progress in teaching and learning activities in the era of the covid 19 pandemic so that separate challenges arise from teachers in the teaching process as for the challenge of teacher performance in the era of the covid 19 pandemic is literacy and science and technology mastery competence, madrasah policies that apply online learning require skills in the field of science and technology. The lack of teachers' ability to science and technology will affect the learning process, and this is a challenge for teachers in the teaching process because they are required to master science and technology. Competence in classroom management skills, classroom skills, and the use of media is currently needed, and as a challenge for teachers in implementing online learning, previously, teachers could manage classes freely and be creative in the classroom directly. Communication and social competence, the existence of online learning will certainly require teachers to be more communicative with their students because teachers cannot monitor their students directly in the learning process. in this case, the toughest challenge for the teacher is to invite parents to guide their children in the learning process because it is done online. (hafizah, 2020)

## Conclusion

in school-based management, there is a madrasa leader who is the main subject and plays an important role in the progress of the madrasa. Whether or not the practice of education management is called good depends on how the madrasa is dealing with the problems it faces. In madrasas, madrasa-based management is led directly by the madrasa head, which is the main component in improving quality. The head of the madrasa is the top manager in educational institutions, and in carrying out his duties, he must master the qualities of good leadership so that he can carry out his duties effectively and efficiently. The duties of the madrasa principal are very broad and have many fields, not only limited to the smooth process of teaching and learning activities but also involve all aspects of education and learning support facilities.

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