



INNOVATION IN EDUCATION

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Abstract:

This research was carried out to remember the importance of education in Islamic boarding schools in increasing Islamic boarding school innovation so that education in Islamic boarding schools is more active and implemented. By creating a professional educational atmosphere, new innovations are needed in education or ideas to achieve future educational targets existing Islamic boarding schools today, as well as being high quality Islamic boarding schools. By creating a professional working atmosphere, innovation is needed in the form of changing ideas or thoughts to achieve the future targets of the madrasah, as well as becoming a quality institution led by it. The head of the Islamic boarding school in managing his leadership includes providing direction and encouragement to his subordinates to carry out their duties and responsibilities. The aim of this research is to find out new innovations. The aim of this research is to find out the innovation of the head of the boarding school in improving the performance of administrators at the Ar-Rofi'iyah Islamic boarding school and to find out how the management performs after making innovations at the Zainul Hasan Genggong Islamic boarding school.

Keywords: *Inovasi dalam Pendidikan di Pondok pesantren Ar-Rofi'iyah.*

INTRODUCTION

The head of a professional Islamic boarding school in his duties has good competence in support the process of realizing work results that can help smoothness at a good level bad institution. This is in determining whether the management can work according to the concept and the targets that are planned, then development and supervision are necessary carried out as best as possible and sustainably. Problems currently faced by Islamic boarding schools, namely still prioritizing the recruitment of management staff. With certain benchmarks in covering Islamic boarding schools in educating students. Even though innovation is being carried out The head of the Islamic boarding school greatly influences the performance of subordinates, the performance of administrators can be influenced by various factors, including factors that are self-inflicted in the form of low levels of related factors work motivation, knowledge and insight. It can also come from colleagues, leaders and Likewise with environmental factors in Islamic boarding schools (Muspawi, 2021). If the head of the Islamic boarding school is in Managing education is able to improve teacher work output, which will further increase also the results of the teacher's work in educating to carry out his duties. A good Islamic boarding school head can emulate the Prophet's leadership qualities and personality Muhammad SAW has been an example of the companions of the Prophet, who always mingled with each other anybody. Every leader will always use (power) to coordinate human resources (Herawati, 2021). In the leadership pattern there is an interaction process between the Prophets Muhammad SAW with his people. In the word of Allah in Surah An-Nahl verse 125.

The verse above explains about leaders that a leader must always create a

dialogue atmosphere by exchanging ideas with the people he leads in a good way. A dialogical atmosphere will easily grow with democratic leadership by connecting interests and goals by working together to achieve a goal, accepting all criticism and suggestions from other people. That is the attitude that the Prophet Muhammad SAW always carried out.

An Islamic boarding school leader or head of Islamic boarding school must have a high leadership spirit so that he can have an influence in guiding and directing the process of carrying out a leader's mandate towards his duties. An Islamic boarding school head must be able to provide a safe and comfortable work environment for his subordinates. So that a subordinate can carry out tasks with enthusiasm in order to achieve a goal and improve the quality of the Islamic boarding school. Based on the results of the explanation above, it is the head of the madrasah who can have an impact on the work atmosphere.

In an Islamic boarding school institution, the head of the Islamic boarding school is a motorbike driving and determining direction and policy, the head of the Islamic boarding school has duties and authority leading and coaching subordinates in terms of analyzing the reasons why a subordinate is not has poor performance. In this effort, the head of the Islamic boarding school has a duty as a leader who must shape and strive for better management performance and optimal, so that the abilities possessed by the management can be optimized for achieve the expected goals.

Based on scientific discipline considering the very importance of innovation Islamic boarding school in improving the performance of other administrators, a head will be really needed Islamic boarding school in managing and organizing its subordinates so that good performance is carried out and regular. With the success of the innovation of the head of the Islamic boarding school, the vision, mission and goals of education in Islamic boarding schools can be planned and achieved. So we can see, with these problems will greatly influence teacher performance and educational goals in an Islamic boarding school.

RESEARCH METHODS

In this research method, the researcher uses qualitative research, qualitative research is research that interprets or interprets the actions or behavior of people or substances teaching staff in madrasas/Islamic boarding schools using observation, interview and techniques documentation where the procedure is in the form of a description of several informants who have been observed and data collected in the form of observation, interviews and documentation (Ustadzah. Afifatun Nailah and other administrators).

As for obtaining data through observation and documentation, the researcher becomes The instrument in this research is a comprehensive interview according to the existing circumstances madrasah, researchers provide freedom and encourage subjects to speak widely and in-depth, of course the researcher hopes to get primary and secondary data. Activity observations in the Islamic boarding school head's innovation program in the form of supervision and data completeness checklists santri which is concerned with the innovation of the head of the Islamic boarding school in improving performance manager/subordinate.

The final procedure is taken for documentation in this process methods or techniques used in collecting structural documentation data organization at the Ar-Rofi'iyah Islamic boarding school, Islamic boarding school head program, preparation meeting curriculum, communication and information between the head of the Islamic boarding school and his subordinates. In Documenting this needs to look like a magazine or program supporting notes innovation activities of Islamic boarding school heads in improving the performance of administrators/subordinates.

Qualitative data analysis is research that provides meaning or interpretation actions or behavior of people or substances of teaching staff in madrasas using observation techniques, interviews, and documentation. Data from the field and other materials so that you can make it easier and easier to understand the findings obtained

from the field. In the process researcher data analysis using data reduction, data display and Conclusion Drawing and Verification (conclusion drawing/verifying) (Kurniadi Dardius, 2011). According to Lexy J Moelong, data analysis is a form that is carried out using collect data from the field, combine the findings, synthesize the data, discover new ideas, discover what is important and what to learn, and decide what can be told and explore what is obtained from the field to other people. (Ustadzah. Afifatun Nailah, 2023).

The validity of the data uses triangulation techniques that can be used in checking validity and to compare with previous research. In The triangulation technique that is often used is checking from several sources others, research uses source triangulation research and checks the results reality from the field. The information obtained requires a lot of time and tools are in qualitative research. (Prof. D. Sugiyono, 2013).

RESULTS AND DISCUSSION

1) *Madrasah Principal Innovation in Improving Teacher Performance.* Innovation is a new idea or concept that can solve a problem changing a problem faced by the emergence of new insights. Something new It can be an invention that takes the form of problem solving or meaningful discovery observation or discovery of something whose point of truth has not yet been discovered. For used for purposes that are expected to include those relating to the section education. As the innovation process progresses, management functions are needed, namely Planning, Organizing, Actuating, Supervising (Controlling) (2020).

The head of an Islamic boarding school is a teacher who leads a related institution on the success of Islamic boarding schools to support the future, the good and bad of the institution Islamic boarding schools depend on their leadership pattern, therefore the head of the Islamic boarding school must creating administrators to improve the performance of administrators as a means of determining Islamic boarding school success. This is in accordance with Nash Al-Qur'an An-Nisa Verse 58.

The highest position in the position is the head of the Islamic boarding school. A performance and aspect Leadership is the main factor in achieving a progress value from Islamic boarding schools. Therefore a modern education and the most strategic position in Achieving the vision, mission and goals lies in the leadership pattern of the Islamic boarding school head.

By remembering the importance of a leader in an Islamic boarding school institution. Resulting in changes in a society that hit, including a multidimensional crisis in Indonesia influences the performance of an ideal leader or head of Islamic boarding school who is truly responsible for all his duties and obligations. Leadership is a major factor in supporting success and victory in something organization. Great wins will be created with the cooperation of a group of people While we can get small wins by ourselves, we can get small wins in one groups are a condition for achieving organizational goals (Ghufron, 2020). Here are some tasks leadership of the head of Islamic boarding school as manager, supervisor, administrator, educator, innovator and become a motivator in Islamic boarding schools and educational institutions.

Apart from the leadership of the head of the Islamic boarding school, the performance of the management is also needed. Performance is an achievement so we can conclude the definition of teacher/administrator performance is the results of achieving the performance of a management within the institution. Or Islamic boarding school organizations based on authority and responsibility in order to achieve the vision, mission and goals of the lodge Islamic boarding schools, in Islamic boarding schools the main task of management is to provide learning to all students. Apart from that, the main task of a manager cannot be separated from activities guidance and counseling services where teachers must take a more advanced approach towards students and can attract their sympathy in order to foster enthusiasm and The student's goals are under the auspices of the institution. In the innovation process, the head of the target madrasah The main thing involves the Islamic boarding school committee,

the structural staff who supervise the development Guidance supervisors are supervisors who have been assigned to existing Islamic boarding school institutions at the Ar-Rofi'iyah Islamic boarding school to work together to coordinate for smooth running laws that have been established by the caretaker and the honorary council.

2) *Madrasah Head Innovation in Improving Management Performance in the institution boarding school at the Ar-Rofi'iyah Islamic boarding school.* To improve Islamic boarding school institutions into good and realizable performance One of the things that good graduate students need is innovation by the head of the Islamic boarding school in improving it management performance. It will be very important for the leadership of the Islamic boarding school head to carry out this empowerment of educational staff. In practice, the head of the Islamic boarding school is a job the weight determines extra abilities.

In this innovation process, the Head of the Ar-Rofi'iyah Islamic boarding school carried out innovation, before implementing the program that has been planned by the head of the Islamic boarding school. Head Islamic boarding schools here provide teaching staff, equipment and equipment that covers a wide range of areas increasing teacher performance. The head of the Islamic boarding school carries out the innovation process in stages the first installment of supervision, Supervision covers education, namely teacher development. As mandated by law, you are required to be an employee professional educators, but the problem is that there are still many teachers who are not yet capable to become professional educators, one example is that there are still many teachers who cannot yet become professional educators, one example is still there Many teachers have not been able to regularly administer documents necessary to carry out the process of duties as a teacher.

CONCLUSION

From the results of the discussion, researchers concluded that at the Ar-Rofi'iyah Islamic Boarding School Near here. Islamic boarding school leaders in supporting the improvement of first management performance carry out supervision accompanied by the leadership of the management, hold meetings or be called Working meetings and checking the completeness of management and student data are held once a month one complete checklist. Islamic boarding school leaders will always supervise and control its implementation carried out by management. If there is a problem, it will be handled by the Islamic boarding school leadership summons to students and student guardians in the form of guidance that prevents or problems that will later be provided with solutions and input by the Islamic boarding school leadership regarding these problems That.

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