



## Principal Decision Making in Planning Policies at SD IT Dhinukum Dzoltan

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### ABSTRACT

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This research aims to determine the principal's decision making in planning policies at Dhinukum Dzoltan Elementary School. This research method uses a qualitative, phenomenological and descriptive approach. In planning policies in a school, a school principal carries out his duties and functions in three stages, namely implementation, supervision and evaluation. Policy planning is a series of processes for preparing decisions regarding what is expected to happen, such as events, circumstances, atmosphere, and so on. The education policy analysis process is carried out comprehensively, including policy formulation, implementation and impact, with a focus on policy implementation. Therefore, in planning policies in schools, it is important to consider the stages of decision making, as well as supporting and inhibiting factors in policy implementation.

*Decision Making, Principals, Planning, Policy*

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## INTRODUCTION

In carrying out and carrying out its role, one of the things the school principal must do is make decisions. Decision making should be carried out through decision making processes and procedures. The failure and success of a school is largely determined by the principal, because the principal is the controller and determines the direction the school will take towards its goals. The decision making made by the school principal as a leader will have a big influence on the continuity of the school.

The principal can find out where the school is in a situation that has the opportunity to progress or is experiencing setbacks. The principal as a leader can determine what steps must be taken to provide direction for the school to develop, and must provide guidance and management of school components both through administration, management and leadership activities which are very dependent on the managerial abilities of a school principal.

The principal as a decision maker will always try to improve the appearance of the school. This can be done through various kinds of ideas and thoughts in the form of new programs as well as studying various problems that are able to anticipate disruptions that arise by paying attention to the situation and decisions taken by the school principal.

The implementation of decision making by the principal depends on the decisions taken, there is absolute decision making directly from the principal which may be related to something that is very important and very necessary for the progress of the school. Sometimes there is also deliberation with all teachers for the sake of school progress. Because teachers are the spearhead of the implementation of education and as executors of regulations or policies made by school principals. Planning is a basic process used to select objectives and determine the scope of their achievement. Policy itself is a series of concepts and principles that serve as guidelines and the basis for plans in carrying out work, leadership and ways of acting.

In planning policies, school principals need to collect data, understand school needs, and involve staff and stakeholders. Situation analysis, financial considerations, and a focus on the school's long-term goals are also important in making policy decisions. Apart from that, transparency and effective communication with all relevant parties can strengthen support for the policies taken. This decision should be based on the school's vision and mission to achieve optimal educational goals.

## **RESEARCH METHOD**

This research is classified as a qualitative research type. This research uses a case study design, where a case study is research that analyzes people, groups or organizations in more depth that is completed within a certain time. The research was conducted at SD IT Dhinukum Dzoltan. The information in this research is the teacher, principal and students. This research was carried out by collecting data through interview techniques, field observation and documentation. Data analysis was carried out in this research using several steps, namely data collection, data reduction, and drawing conclusions.

## **RESULTS AND DISCUSSION**

### **The Influence of Principal Policies on Teaching and Learning Effectiveness**

The principal's decision making in planning policies is a critical aspect of school management. First, school principals need to conduct a thorough analysis of school conditions, including evaluation of student achievement, resource availability, and environmental challenges. With a deep understanding of the school context, school principals can identify urgent needs (Marzano, RJ : 2003).

The decision-making process involves collecting accurate and relevant data. This data can include student test results, attendance rates, and feedback from stakeholders such as teachers, parents, and students.

After the data is collected, the school principal needs to evaluate possible policy options. This involves assessing the positive and negative impacts of each policy under consideration. Stakeholder participation is an important step. Principals must communicate with teachers, parents, students, and school staff to understand their perspectives. References can include guidelines for school community participation and best practices in involving stakeholders (Fullan, M.: 2014).

Principals must make decisions that not only support the school's educational goals, but can also be implemented effectively. This decision needs to be implemented with transparency and accountability.

### **Factor factor influence in taking decision head school**

There are several factors that influence school principals in making decisions, including:

#### 1. Culture organization .

Organizational culture is a set of value systems, beliefs, assumptions or norms that have long been in effect, shared, accepted and held by members of an organization as a guide to behavior that determines how things can be felt and thought about. , and react to diverse environments (Sutrisno, 2010). Organizational culture is the general perception held by organizational members, attitudes, values, norms, beliefs, and behavior patterns (Tan in Indajang, et al., 2020).

Organizational culture is the values, morals, beliefs, rules and habits that influence the behavior of organizational members and are used to adapt to the work environment with the following indicators:

- a. habit the values taught
- b. habits in taking decision
- c. habit For discipline
- d. habit in giving appreciation
- e. habit each other help ( Nurhidayati , 2015).

Organizational culture grows through ideas created by the founder of the organization and then instilled in its members through a learning and experience process (Indajang, et al., 2020).

#### 2. Draft self

Self-concept is a person's assessment or view of himself which influences his behavior, decisions and habits, and becomes a guide in every step and choice with the indicators being:

- a. view self to his physique
- b. view self to psychological

- c. view self to his attitude ( Nurhidayati , 2015).
- d. How head school respond in take decision to violation which carried out by teachers and student

### **How School Principals Respond When Making Decisions Regarding Violations Committed by Teachers and Students**

School principals can handle teachers and students who violate the rules by communicating the problems faced by educators and students. This is reinforced by the results of research (Lee, Cheah; Abdullah, Abdul Gani Kanesan; Ismail, Aziah; Alizydeen, 2011) which explains that school principals always listen to teachers and students regarding the problems they are experiencing. The next step carried out by the school principal is to pay attention to the types of violations committed by educators and students, then look for the causes of these violations.

The principal tries to find the variables that cause students and teachers to commit these violations. Findings in the field show that one of the causes of violations committed by students is identified as financial problems, the absence of parents who pay attention to their children, parents being authoritarian, so that there are still many students who do not study and do the assignments given by teachers at home. (Simuforosa, M. and Rosemary, 2014) in their research explains that what causes student discipline is problems originating from the student's own family environment, so that this influences student behavior at school.

This statement is also strengthened by the results of research (Gutuza, Regis F. and Mapolisa, 2015) which suggests that the causes of student disciplinary at school come from peer pressure, teacher behavior, the elimination of physical punishment, drug abuse, background factors. family, and so on. Apart from that, the cause of violations according to research (Freire, Isabel and Amado, 2009) also occurs because there is a possible relationship between inconsistent disciplinary actions and/or disciplinary actions based on punishment and control and more frequent occurrence of undisciplined behavior in students.

The type of violations committed by teaching staff must also be paid attention to by the school principal and look for the causes of these violations. (Ngwokabuenui, 2015) explains in his research that indiscipline is an unacceptable act of teacher disobedience. An administrator needs to listen and discuss with the teacher concerned about the factors that caused him to commit a violation. Carrying out this discussion will have an impact on teachers who will feel appreciated and receive recognition from the school principal, and this will provoke teachers to be more transparent in explaining the causes of the problems they face.

## CONCLUSION

In operate role as head school , pick up decision become matter crucial influence \_ success And continuity school . Head school works as controller And decider direction development school , as well responsible answer to policy And decision taken . \_ Retrieval process decision This involve various aspect , like analysis situation , understanding to need school , as well involvement staff and stakeholders.

Importance head school in plan policy looks from its influence to effectiveness Study teach . Analysis deep to condition school , evaluation performance students , and availability source Power become step beginning in taking decision . Transparency , stakeholder participation , and evaluation impact policy is factor important in ensure decision taken \_ support objective education school And can implemented in a way effective .

A number of factor influence head school in taking decisions , including culture \_ organization And draft self . Culture organization covers values , beliefs , and forming norms \_ behavior member school . Draft self head school , okay physique nor psychological , too join in influence decision taken . \_ Head school need understand And manage factors This in frame taking the right decision .

In context violations involving teachers and \_ student , head school own role key in handle problem the . Communication open with stakeholders, identify reason violation , and handling in accordance with context individual become strategy important . Understanding to environment family student And pressure Friend peer join in influence behavior students at school . In case violation by the teacher, discussion open For understand factor reason And give confession to the teacher can strengthen connection between head school And staff.

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