

ABSTRACT

The purpose of this study was to examine principals perceptions of sustainable leadership at the middle school level and was to examine principals perceptions of present succession-planning practices.

Using Quantitative Methods Research Methodology would provide informed descriptive to the research questions. Methods employed in data collection were: development of a survey instrument and implementation of the survey. The research was carried out in Banjar, West Java. A total of 43 principals from all middle school level participated in the survey.

Findings of this study suggested that principals value collaboration, shared leadership and alignment of school, division, and provincial goals. Principals believed teachers need more professional development in the area of data management, updated criteria for formal leadership positions need to be established and communicated, principals could benefit by formal mentorship, principals want more input regarding what professional development they will be offered and steps could be taken to encourage principals to remain in their position as principals.

Due to the small size of the sample the findings of this study need to be interpreted with caution. However, 38 school involved in the study can be guided by the findings of this study, as they work to strengthen sustainable leadership and to provide supportive succession-planning practices. This study can also serve as a guide for future research in the area of sustainable leadership and/or succession planning. This future research may include further refinement of the survey instrument.

Keyword

Principals, sustainable leadership, succession-planning practices

INTISARI

Penelitian ini bertujuan untuk menggambarkan persepsi kepala sekolah terhadap *sustainable leadership* dan praktek perencanaan suksesi di lingkungan Dinas Pendidikan Kota Banjar.

Metode riset kuantitatif dan analisis deskriptif digunakan untuk menjawab pertanyaan penelitian. Survey dilakukan dengan mengumpulkan data riset dan penyebaran instrumen penelitian yang berbentuk kuesioner. Survey dilakukan di lingkungan Dinas Pendidikan Kota Banjar, Jawa Barat. Jumlah responden kepala sekolah tingkat pendidikan menengah yang berpartisipasi sebanyak 43 orang.

Hasil temuan penelitian menyarankan kepala sekolah untuk meningkatkan kolaborasi dan melakukan distribusi kepemimpinan di semua tingkat. Kepala sekolah percaya bahwa sekolah membutuhkan data manajemen yang lengkap bagi pengembangan profesionalisme guru, kriteria posisi jabatan kepala sekolah harus dikomunikasikan dengan jelas dan harus senantiasa dikembangkan, kepala sekolah harus mendapat manfaat dari program pendidikan dan pengembangan, kepala sekolah mendapat masukan kerja melalui pengembangan profesional yang didapatnya sehingga berguna untuk memperkaya posisi kepala sekolah tersebut.

Dikarenakan kecilnya jumlah sampel dalam penelitian ini, analisis dan interpretasi harus dilakukan secara hati-hati. Bagaimanapun, ke tiga puluh delapan sekolah yang terlibat harus dapat memandu hasil temuan dan menggambarkan pekerjaan kepala sekolah dalam menggunakan aspek *sustainable leadership* dan menggambarkan pula praktek perencanaan suksesi disekolah tersebut. Adapun saran bagi penelitian selanjutnya dibutuhkan perbaikan pada instrumen survey.

Keyword

Kepala sekolah, sustainable leadership, praktek perencanaan suksesi