# EDUCATIONAL MANAGEMENT IN IMPROVING THE QUALITY OF LEARNING

Okpatrioka [a*], Sopian [a]


[c] *STKIP Arrahmaniyah, Depok, Indonesia*


[*] *Corresponding Author: tryaokpatrya@gmail.com*

**Abstract.** This article aims to examine the application of learning management to improve the quality of education. The focus of this research is the concept of educational management in improving the quality of learning, which is broken down into five sub-focuses: (1) the objectives of R&D research in education, (1) the application of educational management in the school environment, (2) effective educational management to improve teacher performance and improve the quality of learning, (3) the role of educational management in improving the quality of teaching, (4) educational management strategies to improve teacher performance, and (5) supporting factors in improving teacher performance. This research used a qualitative method with a literature review. The results illustrate the need for learning management to improve abilities and skills to support the implementation of a quality education process.

**Keywords**: educational management, teacher performance, learning quality

## I. INTRODUCTION

Quality education is the primary foundation for creating a competent, creative generation ready to face global challenges. One factor influencing the quality of education is effective educational management. Good educational management can optimize existing resources and create an environment that supports optimal teaching processes. In this context, the role of educational management is crucial for improving the quality of teaching in schools. This article will discuss how educational management contributes to improving the quality of teaching and how its implementation can have a positive impact on students and teachers.

In education, the role of teachers is crucial for creating a positive learning environment and raising educational standards. Optimal teacher performance directly impacts student learning outcomes, making it crucial to maintain and improve the quality of their work. However, in reality, teachers face various obstacles in carrying out their responsibilities. Teachers often have to juggle a significant workload. They not only teach students but also complete administrative tasks, design curricula, meet performance evaluation requirements, and engage in extracurricular activities . Excessive workloads can lead to teacher burnout and reduced morale, which can ultimately negatively impact the quality of teaching. Teachers are also frequently confronted with changes in education policies and curricula. Technological developments and societal changes influence teaching methods and student needs. Teachers need to continually update themselves on the latest developments in education and improve their skills and knowledge to remain relevant and effective in the teaching and learning process. However, not all teachers are able to meet these challenges effectively.

Lack of adequate supervision and support for teachers is a barrier to improving their performance. In some situations, teachers may not receive the necessary training, guidance, or feedback that could help them improve the quality of their teaching (Triyono et al. 2019). This lack of supervision and support can hinder teachers' professional development and hinder progress in their performance. By implementing appropriate managerial strategies, such as sound educational planning, continuous professional development, and fair performance evaluation, educational management can play a significant role in improving the quality of learning through enhanced teacher performance .

Research and a thorough understanding of efficient educational management to improve teacher performance are crucial. This article aims to examine concepts, strategies, and best practices in educational management that can enhance teacher performance, with the hope of providing practical guidance and recommendations for implementers and decision-makers in the education sector. Improving teacher performance is directly related to the quality of learning and student outcomes. Teachers who are able to deliver material effectively, apply effective teaching methods, and motivate students can create an ideal learning environment. Therefore, initiatives are needed to develop educational management that can improve teacher performance. Good educational management can help overcome the various challenges teachers face in carrying out their duties. With a structured framework, teachers can obtain guidance that helps them organize their work, plan the learning process, and adapt to changes in policy and curriculum.

Furthermore, good educational management can also provide the support, training, and supervision needed for teachers to continuously develop and improve the quality of their teaching.

Learning management is the process of organizing the planning, organizing, supervising (guiding), and evaluating activities related to student learning, involving various factors, in order to achieve educational goals and improve the quality of education.

Effective educational management can also help build a positive work culture in schools (Kamaludin, Setyaningsih, and Yusuf 2019). Through good communication, collaboration between teachers, and appropriate resource management, educational management can create a supportive work environment for teacher professional development. This can increase teacher morale, job satisfaction, and loyalty to the school, which in turn will positively impact their performance.

Studies on appropriate educational management to improve teacher performance can provide new insights for education policymakers. Data and results from this research can be used to design educational policies and programs that support teacher professional development (Trisnawati, Chiar, and Suib 2016). By understanding best practices in educational management, policymakers can manage resources more efficiently and effectively to improve the overall quality of education.

Therefore, research on appropriate educational management to improve teacher performance has a significant impact on the educational environment. With a deep understanding of appropriate educational management concepts and strategies, a better teaching environment can be created, where teacher performance improves, the quality of learning improves, and overall student learning outcomes are enhanced.

## II. RESEARCH METHODS

This research combines various ideas and thoughts obtained from previous studies using the library research method. Library research encompasses a series of activities related to collecting data from written sources, reading, recording, and processing research materials. By conducting library research, researchers strive to formulate efficient educational management to enhance teacher performance and improve the quality of learning.

Data analysis in this study was conducted through several steps: data reduction, data presentation, and conclusion drawing. The data reduction process focused on the research data and summarized the key points of the study. Data presentation was presented in narrative and explanatory form, while conclusion drawing involved summarizing and summarizing the research findings from the existing data.

## III. RESULTS AND DISCUSSION

*The Role of Educational Management in Improving Teaching Quality*

Relevant and Structured Curriculum Planning One important aspect of educational management is sound and relevant curriculum planning. A clearly structured curriculum will provide the right direction for the teaching process. A curriculum that is regularly updated and adapted to the needs of the workplace and technological developments will improve the quality of teaching. Good educational management ensures that the material taught is always up-to-date and meets established standards.

Effective Human Resource Management: Teachers are a key factor in the teaching process. Educational management plays a role in ensuring that teachers have adequate competencies and continue to develop. Through training and professional development, teachers can improve their teaching skills, keep up with the latest teaching methods, and adapt to the technology used in learning. Furthermore, good human resource management also includes regular teacher performance evaluations to ensure they meet established educational standards.

Utilizing Technology in Teaching Technology is a very useful tool for improving the quality of teaching. Effective educational management will encourage the appropriate use of technology in the teaching and learning process, such as digital-based learning, educational applications, and online learning platforms. By utilizing technology, teaching becomes more engaging and accessible, and can be tailored to students' needs and learning pace. Evaluation and Feedback for Quality Improvement One of the important roles of educational management is to evaluate the ongoing teaching process. Regular evaluations enable schools to identify strengths and weaknesses in teaching. Through constructive feedback, teachers can make improvements and adjustments to the teaching methods used. Furthermore, evaluations also help measure the achievement of educational goals and assess the effectiveness of implemented strategies.

*The Importance of Teacher Performance in Education*

Teacher performance is crucial in education because teachers are key to shaping the quality of learning and student achievement. High-performing teachers can positively impact teaching effectiveness, improve student understanding, and enhance their overall development.

Here are some reasons why teacher performance is a critical factor in achieving good quality education: Direct Impact on Learning: Teachers are the most important factor in students' learning experiences. The quality of teaching and teacher-student interactions have a direct impact on student understanding, motivation, and achievement. Competent teachers with good teaching skills and the ability to create a positive learning environment can improve student understanding and achievement. The Role of Behavioral Models: Teachers are not only educators but also role models for students. Good teacher performance in terms of ethics, integrity, communication, and professionalism can shape students' character and behavior (Rosmawati, Ahyani, and Missriani 2020). Teachers who provide positive role models will help shape a generation with integrity, responsibility, and good moral values. Increasing Student Motivation: Inspirational and motivating teacher performance can increase students' learning

motivation. Teachers who are able to foster interest, arouse enthusiasm, and provide appropriate challenges will make students more enthusiastic and eager to achieve learning goals (Turisia, Suhartono, and Hidayat 2021).

High student motivation positively impacts the quality of learning and their academic achievement. Adapting to Educational Developments: High-performing teachers are able to adapt to changes in the world of education. Technological advancements, curriculum changes, and changes in student needs require teachers who continuously learn and develop themselves. High-performing teachers will stay abreast of the latest developments in education, implement innovative teaching methods, and provide relevant learning experiences (Daga 2021). Effective Learning Facilitators: High-performing teachers are able to act as effective learning facilitators. They can plan structured lessons, select appropriate teaching strategies, utilize a variety of supporting resources, and provide constructive feedback to students. Effective teachers help students develop critical thinking skills, creativity, and social skills essential for facing the challenges of the modern world.

To improve the quality of education, it is crucial to pay serious attention to teacher performance. Through appropriate support, ongoing training, and professional development, teachers can improve their performance to deliver high-quality learning. In this regard, educational management plays a crucial role in providing the framework and support necessary for optimal teacher performance.

*The Relationship Between Educational Management and Teacher Performance*

The relationship between educational management and teacher performance is very close. Effective educational management can provide the framework and support necessary for optimal teacher performance. Here are some ways in which educational management and teacher performance are linked: Effective Planning: Good educational management involves effective planning in organizing objectives, activities, and resources within the learning context (Akilah 2019). Good educational planning helps teachers plan structured lessons, manage time effectively, and determine appropriate strategies. With good planning, teachers can focus their energy and efforts on relevant and effective learning. Professional Development: Effective educational management provides support and professional development opportunities for teachers (Utamy, Ahmad, and Eddy 2020). Through training programs, workshops, and other supporting resources, educational management helps teachers improve their teaching skills, understanding of the curriculum, implementing educational technology, and developing effective evaluation strategies.

This support helps teachers continuously develop and improve the quality of their teaching. Resource Management: Good educational management also involves effective resource management, including physical, financial, and human resources. Teachers who have access to adequate facilities and resources, including teaching materials, technological devices,

and a conducive learning environment, will be able to optimize their performance. Furthermore, effective educational management can help allocate resources effectively, ensure teachers' needs are met, and reduce unnecessary administrative burdens. Evaluation and Feedback: Effective educational management involves objectively evaluating teacher performance and providing constructive feedback. Through quality performance evaluations, teachers can identify their strengths and weaknesses in teaching. Appropriate feedback helps teachers plan for improvement, identify areas for development, and refine their teaching practices. Systematic evaluation can also foster professional growth and teacher accountability.

Through the close link between educational management and teacher performance, schools can create an environment conducive to teacher professional development and improved learning quality. Support, resource management, effective planning, and good performance evaluation are some of the important aspects of educational management that can make a significant contribution to successful teacher performance.

*Educational Management Strategies to Improve Teacher Performance*

There are several strategies in educational management that can be used to improve teacher performance. The following are some strategies that can be implemented: Providing Training and Professional Development: Providing ongoing training and professional development to teachers is an important strategy for improving their performance. Training can include developing teaching skills, understanding the curriculum, implementing educational technology, effective evaluation strategies, and effective communication.

By improving their competencies and skills, teachers will be better prepared to face the demands and changes in the world of education. Developing Collaboration and Sharing Best Practices: Encouraging collaboration among teachers and sharing best practices is an effective strategy for improving teacher performance. Through teamwork, teachers can share experiences, ideas, and successful teaching strategies (Fatmawati 2020). This creates a culture of learning and knowledge exchange among teachers that can collectively improve the quality of learning. Implementing Mentoring and Guidance Models: Providing mentoring and guidance programs for new teachers or those facing specific challenges can help improve their performance (Ulfah and Noviansah 2020). More experienced teachers can mentor new or less experienced teachers, providing support, feedback, and guidance in addressing teaching challenges. Through mentoring and guidance, teachers can receive the support needed to develop their skills and understanding. Encouraging Self-Reflection and Development:

Encouraging teachers to reflect on their teaching practice and engage in self-development is an important strategy. Teachers can reflect on the strengths and weaknesses in their teaching, identify areas for improvement, and plan corrective

actions. By engaging in continuous self-development, teachers can improve the quality of their teaching and performance over time. Building a Positive Work Culture: Building a positive work culture in schools is an important strategy for improving teacher performance. This includes fostering good communication, collaboration, recognizing teacher contributions, and creating a positive learning environment. In a positive work culture, teachers feel supported, valued, and motivated to deliver their best in teaching.

Through the implementation of appropriate educational management strategies, schools can create an environment that supports and facilitates teacher performance improvement. Training, collaboration, mentoring, reflection, and a positive work culture are some strategies that can be used to continuously improve teacher performance.

*Improving Teacher Competence through Educational Management*

Improving teacher competency is a crucial element in educational management to maximize their performance. Here are some methods through which educational management can contribute to improving teacher competency:

Identifying Developmental Needs: With the implementation of sound educational management, schools can evaluate teacher development needs. This process can be carried out through performance assessments, analysis of student achievement data, and feedback from students, colleagues, or supervisors (Muspawi 2021). By understanding specific teacher development needs, schools can design appropriate and tailored training programs.

Providing Training Programs: Efficient educational management includes providing relevant and ongoing training programs for teachers. This training can cover a variety of elements, such as creative teaching methods, effective assessment and evaluation techniques, the use of educational technology, good classroom management, and general professional development. Training programs can be implemented by the school itself or in collaboration with educational institutions or other external partners.

Supporting Collaboration and Knowledge Exchange: Educational management can foster collaboration and knowledge exchange among teachers. This can be done through discussion forums, working groups, or best practice sharing sessions (Irawan 2022). By engaging teachers in collaboration and knowledge exchange, they can learn from each other, share experiences, and adopt best practices in their teaching. Supervision and Constructive Feedback: Educational management allows teachers to provide constructive supervision and feedback. Regular and planned supervision can help identify strengths and weaknesses in teachers' teaching methods. Constructive feedback can be provided to improve teaching practices and foster teachers' professional growth. Encouraging Independent Self-Development: Educational management can encourage teachers to engage in independent

self-development. Teachers can be encouraged to continue learning by reading the latest educational resources, attending seminars or conferences, enrolling in online courses, or joining relevant professional communities. By encouraging independent self-development, teachers can continuously improve their competencies.

Through educational management that supports teacher competency development, schools can improve the quality of teaching and overall teacher performance. By providing relevant training programs, encouraging collaboration, providing constructive supervision and feedback, and encouraging independent self-development, teachers can improve their competency and deliver better learning to students.

*Supporting Factors in Improving Teacher Performance*

There are a number of elements that can significantly contribute to improving teacher performance. Here are some of the elements that can help improve teacher performance:

Good Leadership: Effective leadership in educational institutions plays a significant role in improving teacher performance (Alhabsyi, Pettalongi, and Wandi 2022). A principal or leader who is inspiring, has a clear vision, and is able to provide appropriate guidance can motivate and guide teachers. Good leadership also includes the ability to create a positive work culture, encourage collaboration, support teacher professional development, and provide constructive supervision and feedback.

Support and Resources: Teachers require adequate administrative support and resources to function effectively. This includes access to adequate facilities, appropriate teaching materials, necessary educational technology, and a supportive learning environment. Sufficient resources and effective administrative support can help teachers focus on their teaching tasks without unnecessary distractions (Rafiuddin 2023).

Continuous Professional Improvement: Teachers need opportunities to continuously develop their skills through professional improvement programs. These can take the form of training, workshops, seminars, or courses relevant to their teaching field (Pratama and Lestari 2020). This support for professional improvement helps teachers build their skills and knowledge, learn about best practices, and adopt innovative teaching methods.

Collaboration and Information Exchange: Collaboration and information exchange between teachers are crucial for improving their performance. Teachers can learn from each other through sharing best practices, discussions, and teamwork. Collaboration and information exchange can open up opportunities to implement best practices, share experiences, and develop new ideas in teaching.

Positive Work Environment: A positive work environment in schools can provide support and motivation for teachers. A positive work environment includes effective communication, collaboration, mutual respect, and cooperation. Teachers will feel supported, inspired, and motivated to give

their best in teaching in a conducive atmosphere.

Implementing Educational Management in the School Context

Implementing educational management in schools includes the application of appropriate concepts, strategies, and managerial practices to achieve educational goals and improve teacher performance and the quality of the learning process. The following are some important considerations in implementing educational management in schools:

School Leadership: Effective leadership in schools plays a crucial role in the implementation of educational management. A principal who has a clear vision, provides appropriate guidance, and is committed to improving the quality of education can create an environment that supports the development of teachers and students (Wibawani, Wiyono, and Benty 2019). Solid leadership also involves the ability to build strong teams, manage change, and provide positive supervision and feedback.

Effective Educational Planning: Proper planning is an essential foundation for educational management. Schools must develop a strategic educational plan that includes a clear vision, mission, and objectives. The planning process should involve identifying student needs, determining an appropriate curriculum, allocating resources, and developing an efficient schedule (Turmidzi 2022). With thorough planning, schools can ensure the effective achievement of educational goals.

Developing Training and Professional Development Programs: Implementing educational management also includes providing training and development programs for teachers. These programs can take the form of workshops, seminars, workshops, or other periodic training. Training should be tailored to teacher needs and encompass the development of teaching skills, the use of educational technology, classroom management, assessment, and evaluation. Continuous professional development helps teachers improve their competencies and adopt best practices in the teaching process.

Resource Management: Effective educational management is also linked to sound resource management. This includes the management of physical, financial, and human resources. Schools must allocate resources wisely, identify needs and priorities, and ensure efficient and transparent use. Good resource management includes budget planning, facility maintenance, procurement of teaching materials, and efficient staff management (Faqrurrowzi and Hidayati 2023).

Teacher Performance and Learning Evaluation: Teacher performance evaluation is a crucial element in educational management. Schools need to implement an objective and fair teacher performance evaluation system. This evaluation process should include classroom observations, analysis of student learning outcomes, and constructive feedback. Furthermore, learning evaluation is also crucial to ensure the achievement of learning objectives. Data from these evaluations can be used to plan improvements, provide support, and encourage professional development for teachers.

Communication and Stakeholder Engagement: Effective implementation of educational management requires effective communication with all stakeholders, including teachers, students, parents, and the community. Honest, open, and regular communication helps build trust, resolve issues, and involve all parties in important decision-making. Stakeholder engagement is also crucial for fostering support, participation, and a better understanding of the school's educational goals.

By implementing educational management effectively in the school context, schools can create an environment conducive to optimal teacher performance and improve the quality of learning. Through strong leadership, sound educational planning, relevant training programs, effective resource management, performance evaluation, and effective communication, schools can better achieve their educational goals.

*Leadership in Educational Management*

Leadership in educational management plays a crucial role in creating a successful educational environment. Effective leadership influences teacher performance, student motivation, and overall learning outcomes. Here are some important aspects of leadership in educational management: Vision and Mission: Leadership in educational management begins with having a clear vision and mission. The principal or educational leader must have an inspiring vision of the desired direction for the school or educational institution (Manora 2019). This vision must be understood and accepted by all staff and the school community. A clear educational mission will provide clear direction for decision-making and designing appropriate educational strategies. Inspiration and Motivation: Effective leadership in educational management involves the ability to inspire and motivate staff, including teachers, to achieve established educational goals. Effective leaders are able to boost morale, increase motivation, and create a positive learning environment. They set an example and motivate staff to work hard toward shared goals.

Team Building and Collaboration: Leadership in educational management involves the ability to build strong teams and encourage collaboration among staff. Leaders must be able to identify individual strengths within the team and allocate roles accordingly. They must also facilitate open communication, mutual support, and mutual learning among staff. Strong collaboration fosters cooperation, creativity, and collaborative problem-solving. Change and Innovation: Leaders in educational management must be ready to embrace change and encourage innovation in the learning process. They must have the courage to try new approaches, new technologies, and innovative teaching methods. Leaders must also be able to manage change wisely and communicate the need for and benefits of change to staff. Innovative leaders can foster continuous development and ensure the sustainability and relevance of education. Supervision and Feedback: Leaders in

educational management engage in effective supervision and provide constructive feedback to staff, including teachers. Good supervision involves classroom observation, analysis of student learning outcomes, and objective performance measurement. Leaders provide constructive feedback to staff to help them improve their performance.

Timely and relevant feedback helps staff develop and improve. Sustainability and Professional Development: Leaders in educational management must be committed to professional development and sustainability. They must provide support, training, and professional development opportunities for staff, including teachers. Leaders must also identify and implement policies and programs that support the ongoing development of staff. Through effective leadership, educational management can provide clear direction, motivation, and the support needed by educational staff to achieve higher educational goals. Leadership that is inspirational, motivational, collaborative, adaptive, and focused on professional development are some of the important aspects of leadership in the context of educational management.

*Essential Elements of Educational Management*

Educational management is a process encompassing planning, organizing, directing, and supervising the management of educational institutions. The goal of educational management is to create an environment that supports the teaching and learning process and improves the quality of education provided.

Some important elements in educational management include:

1. Planning: The educational management process begins with structured and sound planning. In this regard, it is important to develop strategic plans, operational plans, and tactical plans to achieve the desired educational goals.
2. Organizing: After planning, the next step is organizing. In this context, educational institutions need to ensure the optimal and efficient utilization of existing resources. This includes establishing institutional governance, organizational structure, and human resource management.
3. Directing: After organizing, the next step is providing direction. In this regard, educational institutions must ensure that all teachers and staff receive clear and consistent instructions to achieve established educational goals.
4. Controlling: Finally, a crucial step in educational management is controlling. In this context, educational institutions must ensure that the teaching and learning process proceeds according to the established plan, and conduct evaluations and corrective actions when necessary.

*Effective Educational Planning*

Effective educational planning is a crucial step in educational management to achieve desired educational goals. Here are some aspects that need to be considered in effective educational planning: Vision, Mission, and Goals: Good educational planning begins with establishing a clear vision, mission, and goals for the educational institution. A vision is a picture of the desired future, a mission is a statement of the educational institution's reason for existence, and goals are concrete achievements to be achieved. A clear vision, mission, and goals provide direction and focus in educational planning. Needs Analysis: Effective educational planning involves a comprehensive needs analysis. This analysis involves gathering data on the current state of education, student profiles, learning needs, and challenges faced.

With a good understanding of student needs and environmental conditions, planning can be tailored to address specific needs and achieve desired outcomes. Curriculum Determination: Educational planning includes determining a curriculum that aligns with educational goals and needs. The curriculum should include a clear learning map, encompassing objectives, competencies, learning materials, teaching methods, and assessments. A relevant and comprehensive curriculum will help guide effective teaching and learning.

Scheduling: Effective educational planning involves good scheduling. Proper scheduling takes into account efficient time allocation for each educational component, such as learning, evaluation, extracurricular activities, and breaks. A good schedule helps ensure that the time allocated for each activity is appropriate and provides a structured learning environment. Resource Allocation: Good educational planning involves the efficient and effective allocation of resources. This includes human resources, physical resources, and financial resources. Resources must be allocated carefully to support the implementation of the curriculum, teaching, and other supporting activities. Appropriate resource allocation helps create an optimal learning environment. Evaluation and Assessment: Effective educational planning includes regular evaluation and assessment. Evaluation is used to monitor progress, measure the achievement of goals, and identify needs for improvement. Evaluation can involve student assessments, teacher performance assessments, and program evaluations (Syaifudin and Widiastuti 2015). With good evaluation, plans can be adjusted and updated based on the evaluation results.

Effective educational planning provides a solid foundation for the successful implementation of educational programs. With a clear vision, a comprehensive needs analysis, an appropriate curriculum, sound scheduling, efficient resource allocation, and regular evaluation, educational planning can help achieve desired educational goals.

*Developing Training and Professional Development Programs*

Developing training and professional development programs is a crucial element in educational management to improve the quality of teacher performance. Here are some things to consider when designing an efficient training and professional development program:

Identifying Development Needs: The first step in creating a training and professional development program is determining what teachers need to develop (Maulida 2022). This

process can be accomplished by assessing performance, analyzing student learning outcomes, obtaining feedback from students or colleagues, and examining trends in the education sector. By more accurately identifying teacher development needs, training programs can be tailored to meet those needs.

Prioritize Topics and Skills: After determining development needs, the next step is to select the topics and skills to be included in the training program. This can include developing teaching skills, implementing educational technology, classroom management, effective assessment and evaluation, leadership, and interpersonal skills (Buchari 2018). Prioritizing will help focus on the most important areas for improvement. Relevant Program Design: Training and professional development programs must be carefully designed to ensure relevance to teacher development needs. Programs can include a variety of teaching methods, such as workshops, seminars, workshops, online training, or a combination of these approaches. Programs can also include mentoring, coaching, or self-paced self-development programs

It is important to involve experienced and expert education practitioners in designing programs that are appropriate to the needs and context of education. Qualified Facilitators and Program Managers: Having qualified facilitators or program managers in implementing training and professional development programs is crucial (Pratama and Lestari 2020). Facilitators must have knowledge and expertise in the topics covered and the ability to deliver the material effectively. They must also be able to encourage active participation, facilitate discussions, and provide feedback to participants. Program Evaluation and Update: Evaluation of training and professional development programs is a crucial step in ensuring the effectiveness and relevance of the program. Evaluation can involve participant assessments, classroom observations, analysis of teacher performance before and after the program, and feedback from participants and facilitators. Evaluation results are used to update and improve the program to suit teacher development needs. Continuity and Sustainability: Teacher professional development must be ongoing and continuous. Training and development programs should be part of the school's work culture and provided regularly. Continuity and continuity in professional development helps teachers stay relevant to the latest developments in education and continuously improve the quality of their teaching.

Through the development of effective training and professional development programs, teachers can continuously improve their skills, knowledge, and the quality of their teaching. By identifying development needs, prioritizing topics and skills, designing relevant programs, engaging qualified facilitators, conducting regular program evaluations, and ensuring continuity in professional development, schools can create an environment that supports teacher growth and improves teacher performance.

*Resource Management in the Context of Education*

Resource management in education involves the proper and efficient use of all available resources to achieve educational goals. Here are some things to consider when managing educational resources:

Physical Resources: Physical resources include facilities such as buildings, classrooms, libraries, laboratories, sports equipment, and other facilities. Physical resource management encompasses their maintenance, repair, and efficient use. Proper planning and management of these facilities can ensure a safe, comfortable, and student-centered learning environment.

Financial Resources: Managing financial resources in the education sector includes the effective use and allocation of the budget. This involves managing revenues and expenditures, as well as preparing an appropriate budget. Good financial administration ensures transparency, accountability, and the efficient use of funds to support various educational programs and activities.

Human Resources: Human resources include teachers, administrative staff, principals, and other educational personnel. Human resource management includes recruitment, selection, placement, training, development, and supervision of staff. Good human resource management helps ensure appropriate staff placement, enhances their skills and knowledge, and provides the necessary support and feedback to improve performance.

Curriculum and Learning Resources: Curriculum and learning resource management includes the development, selection, and assessment of relevant learning materials, textbooks, software, and educational technology. This management must ensure that learning resources are available, align with curriculum needs, and support effective learning processes.

Supplementary Resources: In addition to core resources, the management of supplementary resources, such as support from parents, the community, and external partners, must also be considered. Building partnerships with parents and the community can help secure support, assistance, and additional resources that can enhance students' learning experiences. Managing relationships with external partners, such as educational institutions, research institutions, or corporations, can provide significant benefits to schools.

Data and Information Management: Appropriate, organized, and integrated data and information management is also crucial in educational management. The use of appropriate information technology can support efficient data collection, analysis, and reporting. Well-managed data and information can provide valuable insights for educational decision-making.

Through sound resource management, schools can optimize the use of available resources and achieve educational goals more effectively. Proper management of physical, financial, human, curriculum, and supplementary resources will create a conducive learning environment, increase resource

efficiency, and provide a quality educational experience for students.

*Teacher Performance Evaluation in Educational Management*

Teacher performance evaluation is a crucial element in educational management, ensuring the quality of teaching and improving teacher performance. The teacher performance evaluation process can be conducted using various structured methods. Here are some things to consider when evaluating teacher performance in the context of educational management:

Establishing Evaluation Criteria: When evaluating teacher performance, it is crucial to have clear and measurable criteria. These criteria should cover vital elements of teaching, such as academic ability, teaching skills, interaction with students, classroom management, assessment and feedback, collaboration with fellow teachers, and professional development (Muspawi 2021). Establishing appropriate criteria helps ensure that the evaluation is conducted with objectivity and fairness.

Observasi Kelas: Melakukan pengamatan langsung di kelas memberikan pemahaman mengenai praktik mengajar guru. Observasi dapat dilakukan oleh kepala sekolah, koordinator, atau pengawas pendidikan yang kompeten. Aktivitas pengamatan dapat dilakukan secara terjadwal maupun mendadak, serta dapat menggunakan alat evaluasi yang telah ditentukan sebelumnya (Minsih, Rusnilawati, dan Mujahid 2019). Proses observasi harus dijalankan dengan objektif dan memberikan umpan balik yang bermanfaat bagi guru untuk perbaikan di masa mendatang.

Data Collection: Data collection is a crucial step in assessing teacher performance. Data can be obtained through various methods, such as classroom observations, performance evaluations, analysis of student learning outcomes, feedback from students and colleagues, and teaching portfolios. Comprehensive data collection provides a comprehensive picture of teacher performance and provides a solid basis for evaluation.

Classroom Observations: Conducting direct classroom observations provides insight into teacher teaching practices. Observations can be conducted by the principal, coordinator, or competent education supervisor. Observations can be scheduled or unannounced and can use predetermined evaluation tools (Minsih, Rusnilawati, and Mujahid 2019). The observation process must be conducted objectively and provide teachers with useful feedback for future improvement.

Student Learning Outcome Analysis: Student learning outcomes are an important indicator in teacher performance evaluation. Student learning outcome data can be used to monitor student progress, measure achievement of learning objectives, and evaluate the impact of a teacher's instruction. Student learning outcome analysis can involve the use of tests, exams, projects, and other assignments. This data can be used as a reference in teacher performance evaluation. Constructive Feedback: Constructive feedback is an important part of teacher

performance evaluation. Feedback provided to teachers should be specific, clear, and focused on improvement. Feedback can involve individual discussions with teachers, team meetings, or coaching sessions. Effective feedback helps teachers identify strengths and weaknesses in their teaching and provides guidance for professional development. Development Planning: Teacher performance evaluations should result in effective development plans.

Evaluation results should be used to plan training and professional development programs that align with teacher development needs and goals. The development plan should include concrete actions, necessary resources, and an implementation schedule. Continuous Evaluation Process: Teacher performance evaluation should be conducted on an ongoing and scheduled basis. Evaluations should not be a one-time event but should be part of an ongoing educational management cycle. Periodic evaluations allow for monitoring of teacher performance over time and provide opportunities for teachers to demonstrate growth and improvement in their teaching.

Through comprehensive and planned teacher performance evaluations, educational management can identify strengths and weaknesses in teaching, provide constructive feedback, and plan for necessary development. Effective evaluations provide a better understanding of teacher performance, facilitate professional growth, and improve the overall quality of teaching.

*Approaches and Methods for Implementing Educational Management*

Approaches and methods for implementing educational management can vary, depending on the context and educational goals being achieved. Below are some common approaches and methods used in implementing educational management:

Participatory Approach: This approach involves the active involvement and collaboration of all stakeholders in education, including teachers, students, parents, and the community (Margiati and Puspaningtyas 2021). This approach encourages open dialogue, collaboration in problem-solving, and shared decision-making. The involvement of all stakeholders allows for a deeper understanding of needs, aspirations, and challenges, thereby strengthening everyone's commitment and participation in improving education.

Evidence-Based Approach: This approach to educational management utilizes robust data and facts as the basis for decision-making. It includes data collection and analysis, including student learning outcomes, teacher assessments, and other relevant data. The collected evidence and data are used to identify needs, assess progress, and inform necessary improvements. An evidence-based approach ensures that decisions and actions are based on objective and accountable information.

Sustainable Approach: This approach to educational management emphasizes the importance of sustainability and continuity in educational improvement. It requires long-term planning and a focus on the long-term process, not just short-

OPEN ACCESS

term results. Incremental and sustained changes can help build a culture of continuous improvement and professional development.

Collaborative Approach: This approach involves close cooperation and participation from all parties involved in education. This approach encourages collaboration between teachers, school staff, principals, parents, the community, and other external partners. This collaboration allows for the sharing of knowledge, resources, and experiences that can improve the overall quality of teaching and learning.

Goal-Oriented Approach: This approach to educational management emphasizes the importance of setting clear goals and using indicators to measure the achievement of those goals. This approach ensures that all actions and decisions are linked to predetermined goals. Through continuous measurement and monitoring, this approach allows for continuous adjustment and improvement.

Team-Based Approach: This approach involves collaboration and cooperation between the education management team, principal, coordinator, and other education staff. This approach facilitates the exchange of ideas, joint planning, and coordinated action. The team works together to design and implement strategies, ensure ongoing monitoring, and provide support and guidance to teachers.

The approach and methods for implementing effective education management will vary depending on the specific needs and educational context. It is important to select and adapt the approach that best suits the goals and challenges faced by the educational institution.

*The Impact of Improving Teacher Performance on Learning*

Improved teacher performance has a significant impact on student learning. The following are some of the main effects of improved teacher performance on learning:

Improved Teaching Quality: Better teacher performance demonstrates their enhanced skills and knowledge in planning, delivering, and assessing learning. Effective teachers can create a learning environment that motivates and challenges students. High-quality teaching supports student engagement, deepens their understanding, and helps them achieve learning objectives.

Improving Academic Achievement: Professional and qualified teachers have a positive influence on student academic achievement. With appropriate teaching methods, teachers can guide students in understanding material, hone critical thinking skills, and strengthen conceptual mastery. Therefore, improved teacher performance contributes to improved student learning outcomes and academic achievement.

Student Motivation and Engagement: Good teachers can create a positive and motivating learning environment. They utilize a variety of teaching strategies, apply approaches relevant to students, and provide constructive feedback. High-performing teachers are able to spark student motivation to learn, encourage active engagement, and foster student interest and participation in the learning process.

Improving Life Skills: In addition to promoting academic achievement, effective teachers also support students in developing essential life skills. They foster critical thinking, effective communication, collaboration, independence, and problem-solving skills. Good teacher performance equips students to face life beyond school and achieve success in their future careers.

Improving Student Confidence and Motivation: Caring and dedicated teachers play a crucial role in building student confidence and motivation. By providing support, recognition, and positive feedback, teachers can help students overcome fear and doubt, and build confidence in their abilities. Motivated students tend to have a positive outlook on learning, actively participate, and strive for higher achievement.

Improving a Positive School Climate: Improving teacher performance also impacts the overall atmosphere of a school. High-performing teachers serve as positive and inspiring role models for students. They contribute to creating an inclusive, supportive, and collaborative learning culture within the school. In this way, improving teacher performance contributes to a positive school climate, where students feel safe, supported, and motivated to learn.

Improving teacher performance has a broad impact on student learning. Highly qualified and accomplished teachers help improve the quality of teaching, academic outcomes, motivation to learn, life skills, and create a positive school climate. Therefore, investing in teacher development and performance improvement is vital to achieving quality education.

## III. CONCLUSION

Effective educational management has a significant positive impact on student learning. In the context of this study, sound strategies and implementation to improve teacher performance help improve teaching quality, student learning outcomes, student motivation, life skills, and the overall school climate. In the implementation process, various approaches used, such as participatory, evidence-based, sustainable, collaborative, goal-oriented, and team-based approaches, play a crucial role in achieving success. While this study provides valuable insights into the importance of effective educational management in improving teacher performance and student learning, there are several limitations that warrant consideration. First, this study focused on aspects of educational management related to teacher performance, and therefore may not encompass all aspects of educational management. Second, the case studies used may not be representative of the full diversity of schools and educational contexts. Third, further attention is needed to consider external factors that may influence the implementation of educational management, such as government policies, social changes, and economic factors. Finally, the results of this study may be limited to a specific geographic and cultural context, requiring special care in generalizing the findings to different contexts. Educational management plays a crucial role in improving the quality of teaching in schools. With careful planning, effective resource management, provision of supporting facilities, and the use of technology, educational management can create an environment conducive to quality teaching. Efficient budget management and regular evaluations also play a crucial role in ensuring that educational goals are achieved. Therefore, the implementation of sound educational management will contribute significantly to improving the quality of teaching, which will ultimately have a positive impact on student development and the progress of the education system as a whole.

## REFERENCES

[1] Alhabsyi, Firdiansyah, Sagaf S. Pettalongi, and Wandi Wandi. 2022. "The Role of Principal Leadership in Improving Teacher Performance." Journal of Educational Management Integration 1(1):11-19.

[2] Akilah, Fahmiah. 2019. "Human Resource Planning Management in Education: Manifestation and Implementation." Didaktika 11(1):81. DOI: 10.30863/didaktika.v11i1.156.

[3] Buchari, Agustini. 2018. "The Role of Teachers in Learning Management." Iqra' Scientific Journal 12(2):106.

DOI: 10.30984/jii.v12i2.897.

[4] Daga, Agustinus Tanggu. 2021. "The Meaning of Independent Learning and Strengthening the Role of Teachers in Elementary Schools."

Jurnal Educatio FKIP UNMA 7(3):1075–90. DOI: 10.31949/educatio.v7i3.1279.

[5] Faqrurrowzi, Lendra, and Taufika Hidayati. 2023. "Implementation of Educational Financial Management, Between Transparency and Efficiency." Serunai: Scientific Journal of Educational Sciences 9(1):88–96.

[6] Fatmawati, Erna. 2020. "Correlation of Work Culture and Teamwork on Teacher Performance at State Senior High Schools in Pinang Raya District, North Bengkulu." Educational Manager: Scientific Journal of Educational Management, Postgraduate Program 14(2):20–26. DOI: 10.33369/mapen.v14i2.11377.

[7] Irawan, Dede. 2022. "Experiences of Teacher Strategies Used in Teaching Reading Comprehension at Private Vocational High Schools in Indramayu." Edu Cendikia: Scientific Journal of Education 1(3):178–

DOI: 10.47709/educendikia.v1i3.1312.

[8] Kamaludin, Kamaludin, Sri Setyaningsih, and Adie E. Yusuf. 2019. "Improving the effectiveness of teacher learning management through developing work culture and organizational commitment." Journal of Educational Management 7(1):731–39. DOI: 10.33751/jmp.v7i1.958.

[9] Manora, Hecksa. 2019. "The role of school principals in improving the quality of education." Edification Journal 1(1):119–25. DOI: 10.37092/ej.v1i1.88.

[10] Maulida, Utami. 2022. "Development of teaching modules based on the independent curriculum." Tarbawi: Journal of Islamic Thought and Education, 5(2).

[11] Minsih, Minsih, Rusnilawati, Rusnilawati, and Imam Mujahid. 2019. "principal leadership in building quality schools in elementary schools." Elementary education profession 1(1):29–40. Doi: 10.23917/ppd.v1i1.8467.

[12] Muspawi, Mohamad. 2021. "Strategies for Improving Teacher Performance." Scientific Journal of Batanghari Jambi University 21(1):101. Doi: 10.33087/jiubj.v21i1.1265.

[13] Rafiuddin, Ach. 2023. "Teacher Creativity in Developing Islamic Religious Education Teaching Materials at Madrasah Aliyah Miftahut Thullab Gedangan Kedungdung Sampang Madura." Abilah: Journal of Social Community 8(1).

[14] Rosmawati, Rosmawati, Nur Ahyani, and Missriani Missriani. 2020. "The Influence of Teacher Discipline and Professionalism on Teacher Performance." Journal of Education Research 1(3):200–205. Doi: 10.37985/jer.v1i3.22.

[15] Syaifudin, Ahmad, and Sri Widiastuti. 2015. "Evaluation of inclusive education for children with special needs (ABK) in Central Java Province." Journal of Educational Research 32(2).

[16] Trisnawati, Endang, H. M. Chiar, and H.J. Masluyah Suib. 2016. "Implementation of local government policies in an effort to improve the educational qualifications of teachers in Sambas Regency." Equatorial Journal of Education and Learning (JPPK)

5(11).

[17] Triyono, Triyono, Rahmi Dwi Febriani, Hafiz Hidayat, and Besti Nora Dwi Putri. 2019. "Training in the use of information technology for guidance and counseling teachers." Wahana Dedication: Journal of PKM Educational Sciences 2(1):71. DOI: 10.31851/dedikasi.v2i1.2829

[18] Turisia, Anita, Suhartono Suhartono, and Rais Hidayat. 2021. "The Influence of Principal Management and Teacher Performance on Student Learning Interest in Elementary Schools." Edukatif: Journal of Educational Sciences 3(4):1985–96. Doi: 10.31004/edukatif.v3i4.1044.

[19] Turmidzi, Imam. 2022. "Implementation of Strategic Planning in Improving the Quality of Madrasah Education." Tarbawi: Journal of Islamic Thought and Education 5(2).

[20] Ulfah, Maria, and Ahmad Noviansah. 2020. "Coaching Supervision: Improving Teacher Teaching Performance." 2(2).

[21] Wibawani, Dian Tri, Bambang Budi Wiyono, and Djum Djum Noor Benty. 2019. "Visionary leadership of school principals as leaders of change in improving the quality of education." Journal of educational administration and management 2(4):181–87. Doi: 10.17977/um027v2i42019p181.