

ABSTRAK

Nama : Aziz Muhsin NIM : 82324425037 Kreativitas guru merupakan salah satu faktor penting dalam meningkatkan kualitas pembelajaran dan mutu pendidikan. Namun, perkembangan teknologi, perubahan kurikulum, serta tuntutan pembelajaran abad ke-21 menuntut guru untuk terus berinovasi. Dalam kondisi tersebut, kepala madrasah memiliki peran strategis sebagai inovator yang mampu mendorong, membina, dan memfasilitasi peningkatan kreativitas guru. Penelitian ini bertujuan untuk menjawab empat pertanyaan penelitian, yaitu: (1) bagaimana peran kepala madrasah sebagai inovator dalam meningkatkan kreativitas guru, (2) bagaimana strategi kepala madrasah sebagai inovator dalam meningkatkan kreativitas guru, (3) apa faktor pendukung dan penghambat kepala madrasah sebagai inovator, dan (4) bagaimana dampak kepala madrasah sebagai inovator terhadap kreativitas guru. Teknik pengumpulan data dilakukan melalui observasi, wawancara, dan dokumentasi. Analisis data dilakukan melalui reduksi data, penyajian data, dan penarikan kesimpulan. Hasil penelitian menunjukkan bahwa kepala madrasah berperan sebagai inovator melalui pelatihan, supervisi akademik, pemberian motivasi, serta penciptaan budaya kerja kolaboratif yang mampu meningkatkan kreativitas guru. Strategi yang dilakukan meliputi pelaksanaan pelatihan, workshop, kegiatan Kelompok Kerja Guru (KKG), pemanfaatan teknologi pembelajaran, dan pemberian penghargaan kepada guru yang inovatif. Faktor pendukung terlaksananya inovasi meliputi dukungan guru, budaya sekolah yang kondusif, kerja sama masyarakat, serta kepemimpinan kepala madrasah yang komunikatif. Faktor penghambat tersebut meliputi keterbatasan sarana prasarana, kemampuan teknologi guru yang belum merata, keterbatasan dana sekolah, dan beban administrasi guru. Peran kepala madrasah sebagai inovator memberikan dampak positif terhadap kreativitas guru, terutama dalam penggunaan metode pembelajaran inovatif, pengembangan media pembelajaran kreatif, dan pemanfaatan teknologi dalam proses pembelajaran.

Kata Kunci: Kepala Madrasah, Inovator, Kreativitas Guru, Kepemimpinan Pendidikan.

ABSTRACT

Name: Aziz Muhsin NIM: 82324425037 Teacher creativity is one of the key factors in improving the quality of learning and educational outcomes. However, technological advancements, curriculum changes, and the demands of 21st-century learning require teachers to continuously innovate. In this context, school principals play a strategic role as innovators who encourage, guide, and facilitate the improvement of teacher creativity. This study aimed to answer four research questions: (1) How do principals perform their role as innovators in enhancing teacher creativity? (2) What strategies do principals employ as innovators to improve teacher creativity? (3) What are the supporting and inhibiting factors affecting principals in carrying out their role as innovators? and (4) What is the impact of principals' innovative leadership on teacher creativity? This research employed a qualitative approach using a descriptive method. Data were collected through observations, interviews, and documentation. The data were analyzed through data reduction, data display, and conclusion drawing. The findings revealed that principals play their role as innovators through training programs, academic supervision, motivation, and the establishment of a collaborative work culture, all of which contribute to enhancing teacher creativity. The strategies implemented include training sessions, workshops, Teacher Working Group (KKG) activities, the utilization of educational technology, and the provision of rewards for innovative teachers. Supporting factors include teacher commitment, a conducive school culture, community cooperation, and communicative leadership. Meanwhile, inhibiting factors include limited facilities and infrastructure, unequal technological competencies among teachers, limited school funding, and teachers' administrative workload. The principals' role as innovators has a positive impact on teacher creativity, particularly in the use of innovative teaching methods, the development of creative instructional media, and the integration of technology into the teaching and learning process.

Keywords: Principal, Innovator, Teacher Creativity, Educational Leadership