

# The School Principals' Competences When They Back to Work After the Strengthening Training

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## ABSTRACT

**Abstract:** This study is to examine: (1) principals' competences prior to the strengthening training; (2) principals' competences after the strengthening training; (3) the competences gain between prior and after the strengthening training. The method used in this study was the concurrent embedded "QUAN+qual" mixed methods. The participants of this research were 8 high-school principals and 12 special school principals, that back to work after the training in Yogyakarta Special Region, Indonesia. The quantitative instrument used in this research was the Needs Assessment of Professional Development questionnaire made by the Indonesian institute of school principal development and empowerment (LPPKS). This measures personality, managerial, entrepreneurial, supervision, and social competences. In addition, the qualitative part was implemented through semi-structured interviews. The data analysis was conducted through descriptive statistic mean score and comparative mean score, and completed with the qualitative data analysis through the interactive model from Miles & Huberman: data collecting, data reduction, data display, and conclusion drawing/verification. The results show that (1) the principals' competences before the training is high (83.78); (2) the principals' competences after the training is high (84.62); (3) the gain of the principal's competences after the training is develop 0.84 points or 1% from the prior condition.

Kata Kunci: *competence, school principal, training, strengthening training*