

# MODEL OF PERFORMANCE EVALUATION OF VOCATIONAL HIGH SCHOOL PRINCIPALS IN INDONESIA AND MALAYSIA: COMPARATIVE STUDY

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## ABSTRACT

The vocational high school principal is a determining factor for the progress or failure of a school so that the principal's performance in carrying out basic tasks and functions must be optimal. Therefore, to find out whether the principal has worked optimally or not, it is necessary to conduct an evaluation of the principal's performance every year. This study compares the performance appraisal model of vocational school principals in Indonesia and Malaysia. The research method uses a qualitative approach with comparative study design. The strategy to be used is embedded research. The steps are: 1) collection of resources through multi techniques); 2) reducing data with the aim of simplifying and categorizing data; 3) present data in the form of qualitative descriptions; 4) draw conclusions and 5) compile research reports and formulate comparative research findings.

The results show that: (1) In Indonesia, the evaluation is conducted by the School Supervisor and team from the Education Office of Special Regions of Yogyakarta (equal to province) once a year. The instrument is stipulated by the central government. Questionnaire is used for collecting data from teachers, administration staff, school board members, and students. It is completed with interview, environment observations to find innovation made by principals, and study documentation to find student performance or achievement, including the relationship with business and industrial field.; (2) In Malaysia, the current evaluation of vocational high school principal is a part of school performance evaluation. This evaluation is known as "*Standar Kualiti Pendidikan Malaysia*". The main standard related with principal performance is Standard 1 *Kepemimpinan* (Leadership). The evaluators assess the real condition based on the evidences of each aspects and indicators, and the score are uploaded with evidence documents.; (3) The performance evaluation in Indonesia seems still separated from school performance evaluation or accreditation. Although each evaluation scheme has its own format and purposes, the implementation could be made in such a concurrent time. Meanwhile in Malaysia, the principal performance is likely one of evaluated aspects in the school performance evaluation (SKPM), especially Standard 1 *Kepemimpinan* (leadership) and Standard 2 *Pengurusan Organisasi* (organization management).

Kata Kunci: *principal, vocational high school, performance evaluation*