

# IMPROVE TEACHER CREATIVITY THROUGH LEADERSHIP AND PRINCIPALS MANAGEMENT

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## ABSTRACT

*The low quality of learning in schools is often associated with teacher creativity. They become the determinant of the success of the learning interaction process because they are considered to have certain competencies and of course master their fields. Even so, the teacher also needs support from the principals through professional leadership and management that encourages the achievement of educational quality. This study aims to examine whether there is influence of principals and management principals of teacher creativity. The results showed the influence of the principal's leadership on teacher creativity by 46.7%, the influence of the principal's management on teacher creativity by 58.9%, and the effect of principals' leadership and management together on teacher creativity by 59%.*

**Keywords:** Teacher Creativity, Leadership, Principal Management

## INTRODUCTION

In recent years, creativity has become a topic of increasing interest in the educational environment. Developing creativity is increasingly seen as an educational necessity because it encourages the performance of individual students and influences their future success (Castillo-Vergara, 2018). The category of teacher creativity according to Gary, namely sensitivity to problems; flexibility in finding alternative solutions to problems; fluency, freedom in thinking and acting; originality and novelty; preparation and development; and redefinition (Timpe, 1992). But lately the creativity of teachers has begun to get a sharp spotlight because it is characterized by the emergence of several phenomena in schools namely: teachers lack enthusiasm in completing their tasks related to learning devices; there are still teachers who do not have a good teaching program; teacher's creativity in choosing learning strategies and methods; and there are still teachers who prioritize their personal interests rather than carrying out their duties as a teacher (Gusman, 2014).

This has to do with the leadership role of the principal. One of the important factors of education management but still less touched in the education development program is the leadership of the principal. No matter how much schooling input is added or improved, the output will still not be optimal, if the principal's leadership factor, which is a very strategic aspect in the teaching and learning process, is not given adequate attention (Ekosiswoyo, 2007). In the view of Wong & Davey (2007) the main challenge of education leadership is how to develop talented people in the organization by creating a positive work climate and providing opportunities for innovation and taking risks to deal with uncertainty in the future (Handoyo, 2011). This study aims to identify the influence of the principal's leadership variables on teacher