# ABSTRAK

Aini, Zahratul. 2026. *Strategi kepemimpinan madrasah dalam meningkatkan prestasi madrasah di MI Al-Urwatul wutsqo jombang*. Skripsi. Management Pendidikan islam. Institute agama Islam Jombang. Siti Zuliani, S.Pd.I,M.Pd.

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**Kata Kunci:** Kepemimpinan Perempuan, Gaya Delegatif-Partisipatif, Prestasi Madrasah, Pendekatan Humanis.

Penelitian ini di latarbelakangi oleh kepemimpinan perempuan yang dituntut untuk adaftif dalam mengoptimalkan potensi SDM guru sekaligus mengatasi hambatan ekonomi dan GAP edukasi wali murid demi meningkatkan prestasi. Tujuan penelitian ini untuk menganalisis dan mendeskripsikan strategi, gaya, serta faktor pendukung dan penghambat kepemimpinan perempuan kepala madrasah dalam meningkatkan prestasi di MI Al-Urwatul Wutsqo Jombang. Metode penelitian yang digunakan adalah pendekatan kualitatif dengan desain study kasus, teknik pengumpulan data menggunakan wawancara, observasi, dan dokumentasi, uji keabsahan data menggunakan perpanjang pengmatan, triangulasi,dan memperbanyak refrensi. Hasil penelitian menunjukkan tiga temuan utama, 1. Strategi kepemimpinan yang diterapkan berbasis pada pendekatan humanis-kolaboratif yang mengintegrasikan keteladanan langsung dengan tata kelola berbasis data. Langkah taktis yang diambil meliputi intervensi akademik intensif (penambahan jam belajar dan bimbingan privat), optimalisasi kreativitas guru berkualifikasi S2 melalui inovasi "pojok baca", serta perluasan kemitraan strategis (MOU) dan sinergi dengan wali murid, 2. Gaya kepemimpinan kepala madrasah berpusat pada model delegatif-partisipatif yang inklusif dan jauh dari kesan otoriter. Pimpinan menerapkan prinsip *leading by example* serta membangun budaya komunikasi yang demokratis dan transparan, sehingga setiap keputusan diambil secara kolektif berdasarkan evaluasi riil di lapangan, 3. Faktor pendukung utama mencakup gaya kepemimpinan yang profesional, koordinasi yang solid dengan pihak yayasan, serta tingginya kualitas sdm pengajar. Sementara itu, faktor penghambat terdiri atas hambatan struktural dan kultural, adanya kesenjangan (*gap*) edukasi antara guru dan orang tua, serta tantangan menjaga kontinuitas karakter siswa dari lingkungan non-pesantren. Secara keseluruhan, kemampuan manajerial kepala madrasah yang adaptif dan solutif terbukti mampu menavigasi keterbatasan tersebut guna mewujudkan capaian prestasi madrasah secara solid dan berkelanjutan.

# ABSTRACK

Aini, Zahratul. 2026. *Madrasah Leadership Strategy in Improving Madrasah Achievement at MI Al-Urwatul Wutsqo Jombang*. Undergraduate Thesis. Islamic Education Management. Islamic Institute of Jombang. Advisor. Siti Zuliani, S.Pd.I, M.Pd..

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Keywords: Female Leadership, Delegative-Participatory Style, Madrasah Achievement, Humanistic Approach.

This research is motivated by the demand for women's leadership to be adaptive in optimizing the potential of teacher human resources while simultaneously overcoming economic obstacles and the educational gap of parents in order to improve achievement. The purpose of this study is to analyze and describe the strategies, styles, and supporting and inhibiting factors of female madrasah principals' leadership in improving achievement at MI Al-Urwatul Wutsqo Jombang. The research method used is a qualitative approach with a case study design, data collection techniques using interviews, observation, and documentation, data validity testing using extended observation, triangulation, and increasing references. The results of the study show three main findings, 1. The leadership strategy implemented is based on a humanist-collaborative approach that integrates direct role models with data-based governance. Tactical steps taken include intensive academic interventions (additional study hours and private tutoring), optimizing the creativity of postgraduate teachers through the innovation of "reading corners", as well as expanding strategic partnerships (MOUs) and synergy with parents, 2. The leadership style of madrasah principals is centered on an inclusive delegative-participatory model and is far from authoritarian. The leadership applies the principle of leading by example and builds a democratic and transparent communication culture, so that every decision is taken collectively based on real evaluations in the field, 3. The main supporting factors include a professional leadership style, solid coordination with the foundation, and the high quality of teaching human resources. Meanwhile, inhibiting factors consist of structural and cultural barriers, such as the economic conditions of lower-middle class parents, and the challenge of maintaining the continuity of character of students from non-Islamic boarding school environments. Overall, the adaptive and solution-oriented managerial abilities of the madrasah principal have proven to be able to navigate these limitations in order to realize solid and sustainable madrasah achievements.