DAFTAR PUSTAKA

- Abdullah, A.G.K., Ling, Y.L., Sufi, S.B., Principal Transformational Leadership and Teachers Motivation. Asian Education Studies, Vol. 3, No. 1; 2018 ISSN 2424-8487; E-ISSN 2424-9033, 36-42
- Alhendal, D, Alshatti, S.A, Alnwaiem, A. Teacher Academics Optimism and Effective Teaching Learning Environment at Kuwaiti Primary School. *Educational Science Journal*, 25(1), 2017.
- Anderson, M. Transformational Leadership in Education: A Review of Existing Literature. International Social Science Review, 93 (1), 2017
- Andriani, S, Kesumawati, N., Kristiawan, M. The Influence of The Transformational Leadership and Work Motivation on Teachers Performance. *International Journal* of Scientific & Technology Research. 7(7), July 2018. 19-29
- Antonio, S. TX. & Chirichello, V. Building Capacity for Change: Transformational Leadership for School Principals Presented at the 12th International Congress for School Effectiveness and Improvement, January 34, 1999.
- Alammar, L. The Effective School: The Role of the Leaders in School Effectiveness. Educational Research and Reviews, 10 (6), 2015, 695-721
- Alvarez, A.L. Influence of School Culture on Teacher Motivation in Selected International Schools in Bangkok, Thailand. *Journal of Education Graduate Studies Research*, 9(3), March, 2019
- Argyris, C. (1990). Integrating the Individual and the Organization. 1 st Edition. Routledge. New York.
- Arman, R., Wardi, Y & Evanita. The Effect of Transformational Leadership and Motivation on Employee Performance. Advances in Economics, Business and Management Research, volume 64, 2018.
- Arikunto, S. (2010). Manajemen Penelitian. Rineka Cipta. Jakarta
- Arokiasamy, A.R.A. The Influence of Transformational Leadership and School Culture on Organizational Health of Secondary School Teachers in Malaysia: An Empirical Study. Saudi Journal of Business and Management Studies, Vol-2, Iss-5B (May, 2017):600-613
- Asian Development Bank (2015). Reviews of National Policies for Education : Education in Indonesia Rising to the Challenge. Publishing, Paris. http://dx.doi.org/10.1787/9789264230750-en
- Asgari, A. Teachers' Academic Optimism: Confirming a New Construct. International Journal of Scientific Management and Development, Vol.2 (5), May. 2014, 105-109
- Atkinson, T.N, Pilgreen, T. Adopting the Transformational Leadership Perspective in a Complex Research Environment. *Research Management Review*, Volume 18, Number 1, 2011
- Aulia, F. Hubungan Optimisme dan Prestasi Akademik : Sebuah Meta Analisis. Seminar 2nd Psychology & Humanity, Psychology Forum UMM, 19 – 20 Februari 2016

- Bakhtiar, A.M. Curriculum Development of Environmental Education Based on Local Wisdom at Elementary. *International Journal of Learning, Teaching and Educational Research*. Vol. 15, No. 3, March 2016, 20-28
- Balaji, M & Vekat R. Krishnan. Impact of Transformational Leadership on Empowerment: Mediating Role of Social Identity. *International Journal on Leadership*. Volume 2 Issue 1 April 2014
- Balkar, B. Defining an empowering school culture (ESC): Teacher perceptions. *Issues in Educational Research*, 25(3), 2015, 205-224.
- Balitbang. (2014). Data Kualifikasi Sekolah. Dinas Pendidikan Kota Medan, tahun 2013/2014. Diknas Kota Medan.
- Bandura, A. Self-efficacy: toward a unifying theory of behavioral change. *Journal Psychological review*, 84(2), 1977, 191-211.
- Bass, B.M. From transactional to transformational leadership: Learning to share the vision. *Organizational Dynamics*, Vol 18 Issue 3 (1990), 19-31
- Bass, B.M. (2005). Leadership and Performance Beyond Expectation. New York: Free Press.
- Bass, B.M & Avalio, B.J. (1997). Multifactor Leadership Questionnaire Report. California: Mind Garden.
- Bass, B.M., Avolio, B.J. (1994). Improving Organizational Effectiveness through Transformational Leadership. Sage Publication.
- Bass, BM, Avolio, B.J. Transformational Leadership And Organizational Culture. International Journal of Public Administration, 1994. Volume 17, Issue 3, 1-14.
- Bass, B.M & Riggio, R.E. (2006). Transformasional Leadership. The United State of America. Lawrence Erlbaum Associates, Inc.
- Bedi, A., and Garg, A. The effectiveness of private versus public schools: the case of Indonesia. *Journal of Development Economics*, 61(2), 2000, 463-94
- Bennett, O. (2015). Culture of Optimism. Palgrave Macmillan, London.
- Bjekic, D., Vucetic, M., & Zlatic, L. Teacher Work Motivation Context of In-Service Education Changes. Elsevier: *Procedia-Social and Behaviour Science*. 116, 2014.
- Block, P.(1987). The Empowered manager, San Fransisco, CA: Jossey-Bass.
- Bolkan, S & Goodboy, A.K. Transformational Leadership in the Classroom: Fostering Student Learning, Student Participation, and Teacher Credibility. *Journal of Instructional Psychology*, 2005, Vol. 36, No. 4
- Bush, T dan Coleman, M. (2012). Manajemen Mutu Pendidikan: Kepemimpinan Dalam Pendidikan. IrchiSod. Jogyakarta.

- Byrk, A.S., Sebring, P.B., Allensworth, E., Luppscu., S., dan Easton, J.Q. (2010). Organizing Schools for Improvement: Lessons from Chicago, Chicago University of Chicago Press.
- Calik, T., Nagihan, T. The Relationship Between School Effectiveness and Enabling School Structure and Academic Optimism According to the Middle School Teachers Perceptions. *Kastamonu Education Journal*, 27(4), 2019. 1472-1482
- Cave, A., Mulloy, M. How Do Cognitive and Motivational Factors Influence Teachers' Degree of Program Implementation?: A Qualitative Examination of Teacher Perspectives. *National Forum of Educational Administration and Supervision Journal*, Volume 27, Number 4, 2010, 1-26
- Chamberline, L.J, & Sommerville, J. Teaching as Instructional Leadership. *American* Secondary Education, Vol. 19, No. 3 (1991), 13-17
- Chang, I, H. A study of relationship between distributed leadership, teacher academic optimism and student achievement in Taiwanese elementary schools. *School Leadership and Managament*, Vol 31, No.5, (2011). 491-515.
- Chang, E. C. (1996). Cultural differences in optimism, pessimism, and coping: Predictors of subsequent adjustment in Asian American and Caucasian American college students. *Journal of Counseling Psychology*, 43(1), 113–123
- Chen, S.S. (2014). The Effects of Transformational Lederships of Principals on Student Academic Achievement. Disertation, California State University, Stanislaus.
- Cheng, Y.C. (1993). Conceptualization and Measurement of School Effectiveness; an Organization Perspective. Atlanta, AERA
- Chisman, F. P., and J. A. Crandall. (2007). Passing the torch: Strategies for innovation in community college ESL. New York: Council for Advancement of Adult Literacy.
- Chun, C, J.M. Meta-analysis of Transformational School Leadership Effects on School Outcomes in Taiwan and the USA, Asia Pacific Education Review. 2007, Vol. 8, No.2, 166-177.
- Clapper, T.C. Creating The Safe Learning Empironment. *Pailal Newsletter Journal*, Vol 3, Issue 2, July 2010, 1-6
- Clutterbuck, D. (2003). The Power of Empowerment: Menggali dan Meningkatkan Potensi Karyawan Anda. PT Buana Ilmu Populer. Jakarta.
- Coleman, J,S. (1996). Equality of Educational Opportunity. Washington, DC: US Government Printing Office.
- Conger, J.A. and Kanungo, R.N. The Empowerment Process: Integrating Theory and Practice. *Journal Academy of Management Review*, Vol 13 No 3, July 1988. 471-482
- Cowley, S. (2010). Panduan Manajemen Perilaku Siswa. Erlangga. Jakarta

- Creemers, B.PM, & Kyriakides, L. (2008). The Dynamics of Educational Effectiveness. Routledge : London and New York.
- Creswell, J.W. (2014). Research Design : Pendekatan Kualitatif, Kuantitatif dan Mixed. Pustakan Pelajar: Jogjakarta
- Dahlan, M.S. (2009). Statistik untuk Kedokteran dan Kesehatan : Deskriptif, Bivariat dan Multivariat, dilengkapi Aplikasi dengan Menggunakan SPSS. Jakarta: Salemba Medika.
- Danielson, Charlotte. (2006). Teacher Leadership that Strengthens Professional Practice. Association for Supervision and Curriculum Developmen. North Beauregard Street, Alexandria.
- Daryanto. (2015). Mengelola Budaya dan Iklim Sekolah. Gava Media. Yogyakarta. 2015.
- David, J., Wilson, S, M. Principals' Efforts to Empower Teachers: Effects on Teacher Motivation and Job Satisfaction and Stress. Journal The Clearing House: A Journal of Educational Strategies, Issues and Ideas, Volume 73, Issue 6, 2000, 349-359
- Day, C, Gu, Q, Sammons, P. The Impact of Leadership on Student Outcomes: How Successful School Leaders Use Transformational and Instructional Strategies to Make a Difference. *Educational Administration Quarterly*, Vol 52, Issue 2 (2016), 221-258
- Depdiknas. (2008). Manajemen Berbasis Sekolah : Panduan Monitoring dan Evaluasi. Jakarta, Depdiknas.
- Devintasari, F.D. (2016). Pengaruh Gaya Kepemimpinan Transformasional dan Transakasional Terhadap Kinerja Karyawan Dengan Quality Work Lif Sebagai Variabel Moderasi. *Jurnal Profita*, Vol 5, No 4, 2017
- Devis, C.M, Peterson, E.R, Sibley, C.E, & Rosenthal, R. A teacher expectation intervention: Modelling the practices of high expectation teachers. *Contemporary Educational Psychology*. Volume 40, January 2015, 72-85
- Davies, C.M. Teacher Expectations and Perceptions of Student Attributes: Is There a Relationship?. *British Journal of Educational Psychology*, 80(2010), 121-135
- Desimone, L, & Garet, M.S. Best Practices in Teachers' Professional Development in the United States. *Psychology, Society, and Education,* 2015. Vol. 7(3), 252-263
- Dizgah, M.R, Chegini, M.G, Farahbod. F, & Kordabadi, S.S. Employee Empowerment and Organizational Effectiveness in the Executive Organizations. *Journal of Basic* and Applied Scientific Research, 1(9) 2011, 973-980
- Dumay, X., & Galand, B. The multilevel impact of transformational leadership on teacher commitment: Cognitive and motivational pathways. January 2011, British Educational Research Journal, 38(5), 1-27

- Duan, X, Du, X, & Yu, K. School Culture and School Effectiveness: The Mediating Effect of Teachers' Job Satisfaction, *International Journal of Learning, Teaching and Educational Research* Vol. 17, No. 5, 2018, 15-25
- Donkor, A.K & Lai, A.M. The Effects of Motivation on Teacher Performance in the Kaladan Circuit of Education in the Tamale Metropolis. *International Journal of Education and Evaluation*, Vol. 3 No. 9, 2017
- Edmonds, R. Effective Schools for the Urban Poor. *Journal Educational Leadership*. Vol 37. 1979
- Ewell, P. T., Lisensky, R. P. (1988). Assessing Institutional Effectiveness: Redirecting the Self-Study Process. Washington, DC: Consortium for the Advancement of Private Higher Education.
- Farnsworth, D, Clark, J.L, Hall, J, Johnson, S, Wysocki, A, & Kepner, K. (2019). Transformational Leadership: The Transformation of Managers and Associates. Ifas Extention, University of Florida.
- Firestone, W. A. & Pennell, J. R. (1993). Commitment, working conditions and differential incentive policies, *Review of Educational Research*, 63 (4), 489–525
- Fook, C.Y & Sidhu, G,K. Leadership Characteristics of An Excellent Principal in Malaysia. *International Education Studies*. Vol 2 No 4, 2009, 106-116
- Forsyth, P.B, Adams, C.M, Hoy, W.K. (2011). Collective Trust: Why Schools Can't Improve Without It. Teacher College Press. Teacher College Columbia University
- Friedman, A.A. Beyond Mediocrity: transformational leadership within a transactional framework. *International Journal of Leaderships in Education*, Volume 7, Issue 3, 2004.
- Ghavifekr, S., Athirah, W.R. Teaching and Learning with Technology: Effectiveness of ICT Integration in Schools. *International Journal of Research in Education and Science (IJRES)*, 1(2), 2015, 175-191
- Geijsel, F., Sleegers, P., Leithwood, K., & Jantzi, D. Transformational leadership effects on teachers' commitment and effort toward school reform. *Journal of Educational Administration*, 41(3), 2020, 228-256
- Giles, C., Johnson, L., Brooks, S., Jcobson, S. Building Bridges, Building Community: Transformational Leadership in a Challenging Urban Context. *Journal of School Leadership*. Volume:15 Issue: 5, 2005
- Good, T.L, Wiley, C.R.H, and Florez, I.R. (2004). Effective Teaching: An Emerging Synthetsi.. International Handbook of Research on Teachers and Teaching
- Goddard, R. Hoy, W. & Woolfolk-Hoy. A Collective efficacy beliefs: theoretical developments, empirical evidence, and future directions. *Educational Researcher*, 33(3), 2004, 3-13

- Graves, L.M., Sarkis, J, & Zhu, Q. How transformational leadership and employee motivation combine to predict employee proenvironmental behaviors in China. *Journal of Environmental Psychology*. 35 (2013) 81-91
- Green, D.A. Teachers', Parents', and Students' Perception of Effective Sshool Characteristics Of Two Texas Urban Exaemplary Open-Enrollment Charter Schools. Dissertation, Texas A&M University. 2005
- Gunawan. The Influence of Transformational Leadership, School Culture and Work Motivation on School Effectiveness in Junior High School in Medan, *Budapest International Journal*, Vo 2 No 3, 2020. 211-221
- Gurlay, K., Peter, G.B., Collins, L., Fifolt, M. Mission, vision, values, and goals: An exploration of key organizational statements and daily practice in schools. *Journal* of Educational Change, 16(2), 2014, 1-18
- Hallinger, P., Heck, R.H. Collaborative Leadership and School Improvement: Understanding the Impact on School Capacity and Student Learning. *Journal Education and Learning*, Vol 25, June, 2011, 69-486
- Hallinger, P., Heck, R.H. Leadership for Learning: Does Collaborative Leadership Make a Difference in School Improvement. *Educational Managemen Administrtion and Leadership Journal*, 38 (6). 2010, 665-678
- Hanushek, E.A. The Economics of Schooling Production and Efficiency in Public Schools. In Journal of Economics Literature, 24, 1986. 1141-1177
- Harisson, C, & Killion, J. Ten Roles for Teacher Leaders. *Journal Educational Leadership*, Vol 65, No 1, September, 2007, 74-77
- Hartono. (2008). Analisis Data Statistik dan Penelitian: Menggunakan SPSS. Pustaka Pelajar. Jakarta.
- Hasan, A.R & Hynds, A. Cultural Influence on Teacher Motivation–A Country Study of Maldives. *International Journal of Social Science and Humanity*, Vol. 4, No. 1, January 2014
- Hasibuan, S,P. (2009). Organisasi dan Motivasi. Bumi Aksara. Jakarta.
- Hawley, WD., Rollie, D.L. (2007). The Keys To Effective School : Educational Reform As Continuous Improvement. Corwin Press. Thausand Oaks, CA.
- Herminanto & Winarno. (2011), Ilmu Sosial dan Budaya Dasar. Jakarta: Bumi Aksara.
- Hinde, E.R. School Culture and Change: An Examination of the Effects of School Culture on the Process of Change. *Journal Essays in Education*, Vol 11, December 2004. 1-14
- Hirsch, E., Emerick, S., Church, K., & Fuller, E. (2006). Teacher working conditions are student learning conditions: A report on the 2006 North Carolina teacher working conditions survey. Retrieved from Center for Teaching Quality website: http://www.teachingquality.org.

- Hollenstein, L., Affolter, B, Bruhwiller, C. Impacts of teachers' expectation on student achievement under control for teachers' professional knowledge. Call paper, Conference EARLI, Agaustus, 2017
- Hoy, W.K. Organizational Climate and Culture: A Conceptual Analysis of the School Workplace. *Journal of Educational and Psychological Consutation*, 1(2), 1990. 149-168
- Hoy, W. K., & Sabo, D. J. (1998). Quality middle schools: Open and healthy. Thousand Oaks, CA: Corwin Press
- Hoy, W.K dan Miskel, C.G. (2014). Administrasi Pendidikan: Teori, Riset dan Praktik. Pustaka Pelajar. Jogjakarta.
- Hoy, W. K., Sweetland, S. R., & Smith, P. A. (2002). A Test of A Model of School Achievement in Rural Schools: The Significance of Collective Efficacy. Greenwich, CT: Information Age Publishing.
- Hoy, W. K., & Tschannen-Moran, M. (2003). The conceptualization and measurement of faculty trust in schools: The Omnibus T-Scale. Greenwich, CT: Information Age.
- Hoy, W.K., Tarter, J., & Woolfolk, A. Academic Optimism of School: A Force for Student Achievement. American Educational Research Journal, Vol 43 (3), 2006, 412-425
- Humphreys, J.H. (2001). Transformational and Transactional Leader Behavior. Journal of Management Research. New Mexico: New Mexico University
- Hutabarat, W., Situmorang, M., Pangaribuan, P. Effect of Organizational Culture, Organizational Structure, and Work Motivation on Job Satisfaction of Senior High School Teachers in Medan, Indonesia. *International Journal of Sciences: Basic and Applied Research, Vol 16 No 1*, 2014. p 261-275
- Indra, R., Kustati, M., Siregar, A., Warnis, Nelmawarni, Yunisrina., & Yusuf, Q. The Effect of Principals' Leadership towards Effective Learning at an Indonesian Secondary School. *European Journal of Educational Research*, Vol 9, Issue 3 (July 2020), 1063-1074
- Ivancevich, J.M., Konopaske, R., Matteson, M.T. (2007). Perilaku dan Manajemen Organisasi. Edisi Ketujuh. Jilid Satu. Erlangga. Jakarta.
- Jacobs, J.E. (1992). Developmental Perspectives on Motivation. University of Nebraska Press
- James, Estelle, King, E, & Suryahadi, A. Finance, management and costs of public and private schools in Indonesia. *Economics of Education Review* 15(4). 1996. 387-398
- Johnston, O, Wildy, H, & Shand, J. A Decade of Teacher Expectations Research 2008– 2018: Historical Foundations, New Developments, and Future Pathways, *Australian Journal of Education*, Vol 63 (1), 2019. 44-73
- Jung, D, Yammarino, F.J, Lee, J.K. Moderating role of subordinates' attitudes on transformational leadership and effectiveness: A multi-cultural and multi-level perspective, *The Leadership Quarterly*, Volume 20, Issue 4, August 2009, 586-603

- Jung, I.D., & Avolio, J. B. (1999). Effects of Leadership Style and Follower's Cultural Orientation on Performance in Group and Individual Task Conditions. Academy of Management Journal, 42(2), 208-218.
- Kark, R., Shamir, B., & Chen, G. (2003). Two Faces of Transformational Leadership: Empowerment and Dependency. *Journal of Applied Psychology*, 88 (2), 246-255.
- Kanesan, A.G., Almadhoun, T.Z., & Ling, Y.L. Organizational Empowerment and Commitment: The Mediating Effect of Psychological Empowerment. Asian Journal of Social Sciences, Arts and Humanities, 3(2), 2015, 1-7
- Kensler, L.A.W., Mitchell, R., Moran, M.T. Examining the Effects of Instructional Leadership on School Academic Press and Student Achievement. *Journal of School Leadership* 25(2) March 2015, 223-251
- Khasawneh, S., Omari, A., & Abu-Tineh, M.A. (2012). The Relationship between Transformational leadership and Organizational Commitment: The Case for Vocational Teachers in Jordan. *Educational Management Administration & Leadership*, 40 (4), 494-508
- Kinicki, A, dan Kreigner, R. (2003). Perilaku Organisasi. Salemba Empat Jakarta.
- Kouni, Z., Marios Koutsoukos, Dimitra Panta. Connection of Teachers' Organizational Commitment and Transformational Leadership. A Case Study from Greece, 2016, *International Journal of Learning, Teaching and Educational Research*. Vol 17 No 6. 2016, 12-23
- Krug, M. T. (2015). Academic Optimism, Organizational Citizenship Behavior, Principal Support: An Examination of Factors Effecting Teacher Agency in Elementary Schools. Dissertation presented at the School of Education. Virginia: The College of William and Mary.
- Koh, W.L, Steers, R.M., Terbong, J.R. The Effects of Transformational Leadership on Teacher Attitudes and Student Performance in Singapore. *Journal Of* Organizational Behavior, Vol 16 (4), 1995.
- Komariah, A., Triatna, C. (2010). Visioner Leadership: Menuju Sekolah Efektif. Bumi Aksara. Jakarta.
- Kotherja, M.O., Kotjerja, M. Teacher Motivation: A Factor for Classroom Effectiveness and School Improvement. *Journal of Educational and Social Research*, Vol. 2 (5) March 2012, 61-79
- Kustigian, B.M. (2013). Mission Driven Educational Leadership--Does It Matter? Examining The Correlations Between District Mission and Student Achievement. Dissertation, University of Massachusetts Amherst, https://scholarworks.umass.edu/open_access_dissertations
- Kutsyuruba, B., Klinger, D.A., & Hussain, A. Relationships Among School Climate, Schoolsafety, and Student Achievement and Well-Being: A Review of the Literature. *Review of Education*, Vol. 3, No. 2, June 2015, 103–135
- Kusnadi. Konsep Dasar dan Strategi Penjaminan Mutu Pendidikan: Sebagai Review Kebijakan Mutu Pendidikan. *Indonesian Journal of Education Management and Administration Review*, Vol 1 No 2, 2017, 108-118
- Ladkin, D. (2010). Rethinking Leadership : A New Look at Old Leadership Question. The United States of America. Edward Elgar Publishing Inc.

- Laurmpass, S and Dakoupolou, A. Educational Leaders and Teachers' Motivation for Engagement in Innovative Programmes. The Case of Greece. Elsevier: *Procedia -Social and Behavioral Sciences*, 116 (2014), 3359 – 3364
- Lee, J.A.B. (2001). The Empowerment Approach to Social Work Practice. Columbia University Press. New York.
- Lee, J,A.B., & Shutte, V. Personal and Social Contextual Factor in K-12 Performance: A Integrative Perspective on Student Learning. *Journal Education Psychologist*, 45, 2010, 185-202
- Lee, V. E., & Smith, J. B. Social Support and Achievement for Young Adolescents in Chicago: The role of school academic press. *American Educational Research Journal*, 36, 1999, 907–945.
- Lee, Y.D. Principals" Transformation Leadership and Teachers' Work Motivation : Evidence From Elementary Schools in Taiwan. *The International Journal of Organizational Innovation* Volume 11 Number 3, January 2019, 41-55
- Leithwood, K. (1993). Contributions of Transformational Leadership To School Restructuring. Centre for Leadership Development The Ontario Institute for Studies in Education
- Leithwood, K. & Jantzi, D. Transformational School Leadership for Large Scale Reform: Effects on Students, Teachers and Their Classroom Practices. *Journal School Effectiveness and School Improvement*, 17 (2), 2006, 201-228
- Leithwood, K. A., Jantzi, D., & Steinbach, R. (1999). Changing leadership for changing times. Buckingham, UK: Open University Press.
- Levine, D.U and Lezotte, L.W. (1990). Unussualy Effective Schools: A Review and Analysis of Research and Practice. Madison, Winconsin: National Centre for Effective School Research and Development.
- Lezotte, L.W. Effective School: Fast, Present, and Future. *Journal Effective School*. Vol 10 No 1, 2011, 1-20.
- Lezotte, K.M. & Snyder, K.M. (2011). What Effective Schools Do: Re-Envisioning the Correlates, Bloomington, IN : Solution Tree Press
- Lord, R. G., & Brown, D.J. (2001). Leadership, values, and subordinate self-concepts. *The Leadership Quarterly*, 12(2),133-152.
- Louis, R. and Milles, M.B. Mustering the Will and Skill for Change. *Organizational Change*, Vol 2, May 1990.
- Louis, K. (2006). Changing the Culture of Schools: Professional Community, Organizational Learning, and Trust. *Journal of School Leadership*, 16(1), 477-487
- Lut, D, Lazoc, A. (2020) The Impact of Transfirmational Leadership on Organization Effectiveness, ReserchGite.
- Makmur, S. (2005). Pemberdayaan Sumber Daya Manusia dan Efektivitas Organisasi. Rajawali Pers. Jakarta.
- Makvandia, A, Naderia, F., Makvandia, B., Pashaa, R & Ehteshamzadeha, F. Academic Optimism and Organizational Citizenship Behaviour Amongst Secondary School Teachers. *International Jurnal of Emotion Education*. Volume 10, Number 1, April 2018, 164 – 166.

- Mala, D., Ceresnik, M. The Evaluation of the Course Description Quality By Student of The Psychology Teaching Training Prgramme Academice Journal. Procedia -Social and Behavioral Sciences, 174 (2015) 3525-3530
- Malakholunthu, S., & Shamsudin, F. Challenges in School-Based Management: Case of A 'Cluster School' in Malaysia. *Procedia-Social and Behavioral Sciences*, Volume 15, 2011, 1488-149
- Maniam, I.D., Pihie, Z,A,L., & Basri, R.B. The Mediating Effect of Teachers' Empowerment on Transformational Leadership and School Effectiveness. *International Journal of Humanities Social Sciences and Education (IJHSSE)*, Volume 4, Issue 10, October 2017, 63-69.
- Manzor, Q.A. Impact of Employees Motivation on Organizational Effectiveness. *European Journal of Business and Management*. Vol. 3, No. 3, 2012. p 241-252
- Marks, H.M., Louis, K.S. Teacher Empowerment and the Capacity for Organizational Learning. *Educational Administration Quarterly* Vol. 35, (December 1999), 707-750
- Maris, I.S, Komariah, A & Abubakar. Kepemimpinan Transformasional Kepala Sekolah, Kinerja Guru dan Mutu Sekolah. Jurnal Manajemen Pendidikan, Vol XXIII, No 2, 2016, 176-187
- Maruyama, G, M (1998). Basic of Structural Equation Modeling. USA : Sage Publications.Inc
- Masi, R.J & Cooke, R.A. Effect Transformasional Leadership On Subordinate Motivation, Empowering, Norms, and Organizational Productivity. *The International Journal of Organizational Analysis*, Vol 8 No 1, 2000, 16-47.
- Maslow, A. H. (2019). A Theory of Human Motivation : A Psychological Research that Helped Change the Field for Good. General Press. New Delhi.
- Maslowski, R. A Review of Inventories for Diagnosing School Culture. Journal of Educational Administration, Vol 44 Issue 1, 2006, 1-35.
- Maxwell, L.E. A Safe and Welcoming School : What Students, Teachers and Parents Thing. Journal of Architectural and Planning Research. Vol. 17, No. 4 (2000), 271-282
- Meyer, J. P., Becker, T. E. & Vandenberghe, C. (2004). Employee commitment and motivation : A Conceptual and Integrative Model. *Journal of Applied Psychology*, 89 (6), 991–1007
- McGuigan. L, Hoy, W.K. Principal Leadership: Creating a Culture of Academic Optimism to Improve Achievement for All Students. *Journal Leadership and Policy in Schools*, 5 (2006), 203–229
- McKinnon, P.J. (2012). Academic Optimism of Schools and Student Achievement. Dissertation, Georgia Southern University.
- Menon, S.T. Employee Empowerment: An Integrative Psychological Approach. *Applied Psychology And International Review*, 50 (1), 2001, 153-180

- Mir Kamali, S. M., Sani, F., Elami, F., & Yosbashi, A. R. (2015). The Study of the Role of Optimistic Culture in Empowering the Structure of Elementary Schools in Tehran. *Journal of Leadership and Management Education*, 3, 50-62.
- Mishrah, R.D. Employee Empowerment and Organizational Effectiveness In The Organizations. *International Journal of Scientific Research in Management and Business Administration*, Vol. (1), Issue (1), June 2019
- Mitchell, R.M., and Tarter, C.T. A Path Analysis of the Effects of Principal Professional Orientation towards Leadership, Professional Teacher Behavior, and School Academic Optimism on School Reading Achievement. *Societies*, Vol 6, No 5, 2016. 2-11
- Moekijat. (2002). Dasar-Dasar Motivasi. Pioneer Jaya. Bandung.
- Moorhead, G., Griffin, R.W. (2013). Perilaku Organisasi: Manajemen SDM dan Organisasi. Salemba Empat. Jakarta.
- Mott, P.E. (1979). The Characteristics of Effective Organizations. New York. Herper & Row.
- Muijs, D., & Reynolds, D. (2008). Efective Teaching: Teori dan Aplikasi. Pustaka Pelajar. Yogyakarta.
- Mulford, B. (2003). School Leader: Challenging Roles and Impact on Teacher and School Effectiveness. April, 2003. OECD Papper. University of Tasmania.
- Mullins, L.J. (2005). Management and Organisational Behavior, Seven Edition. Essex: Pearson Education Limited.
- Mulyasa, H.E. (2009). Manajemen Berbasis Sekolah: Konsep, Strategi dan Implementasi. Bumi Akasara, Bandung.
- Mulyasa, H.E. (2012). Manajemen dan Kepemimpinan Kepala Sekolah. Bumi Aksara. Jakarta
- Mulyadi & Setiawan, J. (1999). Dampak Budaya Perusahaan terhadap Kinerja. Prenhallindo,Jakarta.
- Muranda, A.Z, Ncube. A.C, Mapolisa, T, & Tshabalala, T. The Impact of Teacher Motivation on Teacher Effectiveness in Bubi District of Zimbabwe. *British Journal* of Education, Society & Behavioural Science. 7(3), 2015, 202-210
- Murphy, J. F., Weil, M., Hallinger, P., & Mitman, A. (1982). Academic press: Translating high expectations into school policies and classroom practices. Educational Leadership, December.
- Murray, A. Empowering Teachers trough Professional Development. English Teaching Forum. *ERIC Published*, Vol 48 No 1, 2010, 2-11
- Musa, K. Study of Transformational Leadership in Malaysia Changing Education Environment : A Case of High Performing Schools. Management Research Journal, 2 (1), 2013, 69-79

Nawawi. H. (2017) Kepemimpinan Mengefektifkan Organisasi. UGM Press. Bandung.

- Nelson, L.M. The (2012). Relationship Between Academic Optimism and Academic Achievement in Middle Schools in Mississippi. Dissertation, University of Southern Mississippi.
- Newtrom, D. (2007). Organinizational Behavior: Human Behavior at Work. McGraw Hill. New York.
- Noe, R. A., Hollenbeck, J.R., Gerhart, B., Wright, P.M. (2014). Manajemen Sumber Daya Manusia: Mencapai Keunggulan Bersaing. Salemba Empat. Jakarta.
- Northouse, P. G. (2013). Kepemimpinan: Teori dan Praktik. PT. Indeks. Jakarta.
- Nurkholis, (2007). Manajemen Berbasis Sekolah, Teori, Model dan Aplikasi, Jakarta: PT. Gramedia
- Nurkholis, & Silsworo, D. School Effectiveness Policy in the Context of Education Decentralization. *Journal of Education and Learning (EduLearn)*, Vol.12, No.2, May 2018. 244~252
- Nyakundi, E.N., Raburu, P.A., Okwara, M.O. Influence of Teacher Motivation to Academic Performance of Pupils in Primary Schools in Kenya. *International Journal of Applied Psychology*, Vol 9 No 2, 2019, 121-134
- OECD. (2010). Development Co-Operation Report. Organization for Economic Cooperation and Development, January 2010
- Octaviana, M, Silalahi, D.K. Kepemimpinan Transformasional Kepaka Sekolah. A Journal of Language, Literature, Culture, and Education Polyglot, Vol. 12 No. 1 January 2016
- Oktaviani, M.A, Notobroto, H.B. (2014). Perbandingan Tingkat Konsistensi Normalitas Distribusi Metode Kolmogorov-Smirnov, Lilliefors, Shapiro-Wilk, dan Skewness-Kurtosis. Jurnal Biometrika dan Kependudukan, Vol. 3, No. 2 Desember 2014, 127–135
- Ogawa, R.T., Bossert, S.T. Leadership as an Organizational Quality. Sage Journal. May, 1995.
- Ololube, N.P. (2006). Teachers Job Satisfaction and Motivation for School Effectiveness: An Assessment. *Frontline Learning Research Journal, Vol 3 No 3, September* 2006, 1-20
- Orabi, T.G.A. The Impact of Transformational Leadership Style on Organizational Performance: Evidence from Jordan. *International Journal of Human Resource Studies*, Vol 6, No 2, 2016, 90-102
- Ozaralli, N. Effects of transformational leadership on empowerment and team effectiveness. *Leadership & Organization Development Journal* 24(6), 2003, 335-344
- Owens, R.G. (1987). Organizational Behavior In Education. Thir Edition New Jersey Englewood. Chiffs: Prentice-Hall, Inc.

- Paolucci, N, Dimas, I.D, Zappalà, S, Lourenço, P.R, & Rebelo, T. Transformational Leadership and Team Effectiveness: The Mediating Role of Affective Team Commitment. *Journal of Work and Organizational Psychology*. 2018, Vol. 34 (3) 135-144
- Peterson, K.D. Enhancing School Culture: Reculturing Schools. Journal of Staf Development. Vol.23, No 3. 2002, 1-4
- Peterson, K.D & Deal T.E. How Leaders Influence the Culture of Schools. *Journal Educational Leadership*, Volume 56, Number 1. September 1998, 20-28
- Prameswari, S.J, & Budiyanto, C. The Development of the Effective Learning Environment by Creating an Effective Teaching in the Classroom. *Indonesian Journal of Informatics Education*, Vol 1, Issue 1, 2017, 1-10
- Pretz, B. The Impact of a Positive Environment and Shared Leadership to Empower Collegial School Culture. Dissertation, University of Arkansas, December 2017.
- Purnamasari, A.V. Transformational Leadership Impact on Teachers' Organizational Commitment. Jurnal Pengembangan Pendidikan, Vol. 6, No. 2,2009, 148-155
- Purwanto, Ngalim. (2008). Administrasi dan Supervisi Pendidikan, PT Remaja Rosdakarya, Bandung
- Purwana, D. The Effect of Transformational Leadership, Academic Culture and Organizational Health on Managerial Effectiveness: A Study of An Indonesian Public Higher Education Institution. *Review of Integrative Business and Economics Research*, Vol. 4, no. 4, pp.367-380, October 2015
- Putri, A.D.K, & Imaniyati, N. Pengembangan profesi guru dalam meningkatkan kinerja guru. *Jurnal Pendidikan Manajemen Perkantoran*, Vol. 2 No. 2, Juli 2017, 202-211
- Quinn, R.W., Quinn, R.E. (2009). Lift: Becoming a Positive Force in Any Situation. San Franscisco. Bernett- Koehler.
- Reksohadiprodjo, S., & Handoko,T.H. (1999). Organisasi Perusahaan: Teori, Struktur dan Perilaku, BPFE.
- Reynolds, B.R. (2013) The Impact of Transformational Leadership, Experiential Learning, and Reflective Journaling on the Conservation Ethic of Tertiary-Level Non-Science Majors. Theses, University of Tennessee at Chattanooga.

Riduwan (2009). Skala Pengukuran Variabel-Variabel Penelitian. Alfabeta : Bandung

- Riduwan dan Kuncoro, E.A. (2011). Cara Menggunakan Dan Memakai Path Analysis. Alfabeta. Bandung.
- Richards, J., Gallo, P., & Renandya, W. (2001). Exploring Teachers' Beliefs and the Processes Change. *The PAC-Journal*, 1(1), 41-62.
- Rivai, V, Murni, S. Education Management : Analisis, Teori dan Praktik. Rajawali Pers. Jakarta
- Robbins, S.P. (2008). Perilaku Organsasi. Salemba Empat. Jakarta.

Robbins, S.P. (1999). Teori Organisasi: Struktur, Desain dan Aplikasi. Arcan. Yogyakarta.

- Rohmah, L. Kepemimpinan Kepala Sekolah Dalam Manajemen Berbasis Sekolah. *Jurnal Al Hidayah*, Vol 6 No 1, Juni 2014.
- Sadker, D.M, Zittleman, K. (2018). Teachers, Schools and Society: A Brief Introduction to Education. McGraw Hill. London-New York
- Safari, M., Solemaini, N. The Relationship Between Teachers' Academic Optimism Culture and Student Achievement in Junior High Schools in Tehran, *Journal of Education Experience*, Vol 2, Issue 2 (1), 2009, 43-58
- Safer, N & Fleischman, S. How Student Progress Monitoring Improves Instruction, *Educational Leadership*, Vol 62 No 5, February 2005, 81-83
- Sagala, Syaiful. (2009). Kemampuan profesional guru dan tenaga kependidikan: pemberdayaan guru, tenaga kependidikan, dan masyarakat dalam manajemen sekolah. Bandung : Alfabeta.
- Sagala, Syaiful. (2018). Pendekatan dan Model Kepemimpinan. Prenada Media Group. Jakarta.
- Sagala, Syaiful. (2017). Human Capitol : Membangun Modal Sumber Daya Manusia Berkarakter Unggul Melalui Pendidikan Berkualitas. Kencana, Jakarta.
- Sagala, Syaiful. (2009). Kemampuan Profesional Guru dan Tenaga Kependidikan. Alfabeta: Bandung.
- Sammons, P., Hilman, J., & Mortimore, P.(1995). Key Characteristics of Effective Schools: A review of school effectiveness research. OFSTED. University of London.
- Sammons, P, Bakkum, L. Effective Schools, Equity and Teacher Effectiveness: A Review To The Literature. Journal Profesorado, Vol 15, No 3 (2011), 9-26
- Santrock, B.F. (2011). Educational Psychology. Fifth Edition. University of Texas at Dallas.
- Sanusi, A. (1998). Sistem Manajemen Pendidikan Indonesia. Bandung: PPS IKIP Bandung.
- Salabi, A. Analisis Proses Internal Keefektifan Organisasi Madrasah Aliyah Negeri di Provinsi Kalimantan Selatan. *Jurnal Kependidikan*, Vol 44 No 2, Nopember 2014, 117-126
- Saragi, A.S. Pngaruh Budaya Sekolah, Kepuasan Kerja dan Motivasi Kerja Terhadap Kinerja Guru SMA Negeri di Kota Binjai. *Jurnal Pendidikan dan Kepengawasan*, Vol 2 No. 2 Oktober 2014
- Saremi, H and Nejad, B.M. Impact of organizational culture on Employees Empowerment. *Journal Human Resource Management*. 65 (2013) 19821-19829
- Sedarmayanti. (2010:285). Manajemen Sumber Daya Manusia: Reformasi Birokrasi dan Pegawai Negeri Sipil. Reflika Aditama. Bandung.

- Seligman, M. (2002). Handbook of Positive Psychology: Positive Psychology, Positive Prevention, and Positive Therapy: Chapter 1. New York, NY. Oxford University
- Setiani, A. Pengaruh Keterlibatan Kerja dan Komitmen Organisasi terhadap Kinerja Wartawan Umum Harian Suara Merdeka. Diakses pada 20 oktober 2012
- Setiawan, B,A,. Muhith, A. (2013). Transformasional Leadership: Ilustrasi di Bidang Organisasi Pendidikan. Rajawali Pers. Jakarta
- Seitz, S.R., Owen, B.P. Transformable? A Multi-Dimensional Exploration of Transformational Leadership and Follower Implicit Person Theories, *European Journal of Work and Organizational Psichology*, Vol 29, 2020
- Setwong, R., Prasertcharoensuk, T. The Influence of Instructional Leadership of School Administrators on School Effectiveness. *Procedia : Social and Behavior Science*, 106 (2013), 2859-2865
- Scheerens, J. (2003). Peningkatan Mutu Pendidikan. Logos : Wacana Ilmu dan Pemikiran. Jakarta.
- Scheerens, J., & Bosker, R. J. (1997). The Foundations of Educational Effectiveness. Oxford, UK: Pergamon.
- Schemerhorn, J.R., Hunt, J.G., Osborn, R.N. (2002:147). Organizational Behavior, Seven Edition. Phoenix : John Wiley & Sons.
- Schwartz, H & Davis, S.M. Matching Corporate Culture and Business Strategy. Jurnal Organisational Dynamics, Vol. 10 No. 1, 1981, 32-35.
- Shamir, B., Zakay, E., Breinin, E., Popper, M. (1998). Correlates of Charismatic Leadership Behavior in Military Units: Subordinates' Attitudes, Unit Characteristics, and Superior's Appraisals of Leadership Performance. Academy of Management Journal, 41(4), 387-409
- Shava, G.N. Principal Leadership and School Performance: Intergrating Instructional and Transformational Leadership in South African Schools Context. *International Journal of Education and Learning*, Vol 3, No 1, 2020
- Shelnutt, S.K,J. Teacher Motivation in Selected High and Low Achieving Elementary School. Dissertation, Athen, Georgia, 2003.
- Short, P. M., & Rinehart, J. S. School Participant Empowerment Scale: Assessment of Level of Empowerment Within the School Environment. *Educational and Psychological Measurement*, 52 (4), 1992. 932-951.
- Short, P.M., Greer, J.T., Melvin, W.M. Creating Empowered School: Lessons in Change. Journal of Educational Administration, Vol 32 Issue 4. 1994, 38-52
- Shouse, R. C. Academic Press and Sense of Community: Conflict and Congruence in American High Schools. *Research in Sociology of Education and Socialization*, 11, 1996, 173–202.
- Sillin, H., Mulford, B. (2007). International Handbook of School Effectiveness and Improvement: Leadership and School Effectiveness and Improvement. Publisher: Dordrecht, The Netherlands: Springer.

- Sinay, E., and Ryan, T.G. (2016). Academic Optimism (Fact Sheet 2). Toronto, Ontario, Canada: Toronto District School Board
- Siswanto, E., Hidayati, D. Management Indicators of Good Insfrastructure Fasilities to Improve School Quality, *International Journal on Education, Management and Innovation*, Vol.1, No.1, January 2018, 69-81
- Skaalvik, E.M, and Skaalvik, S. Dimensions of Teacher Self-Efficacy and Relations With Strain Factors, Perceived Collective Teacher Efficacy, and Teacher Burnout. *Journal of Educational Psychology*, Vol. 99, No. 3, 2007, 611–625
- Smith, P. & Hoy, W. Academic Optimism and Student Achievement in Urban Elementary Schools. *Journal of Educational Administration*, 3 (23), 2007
- Snell, S., & Bohlander, G. (2010). Principles of Human Resources Management. Australia: South-Western.
- Snock, E.N & Genevarius. The Effects of School Facilities on Internal Efficiency: The Case of Selected Bilingual Secondary Schools in Yaounde Centre. World Journal of Research and Review, Volume-4, Issue-4, April 2017, 41-48
- Slater, R.O. dan Teddlie, C. Toward a Theory of School Effectiveness and Leadership. Journal School Effectiveness and School Improvement, 3(4), 1992. 9-21
- Spreitzer, G.M. Spychological Empowerment in the Workplace: Dimensions, Measurement, and Validation. Academy of Management Journal. Vol 38 No 5. 1995, 1442-1465.
- Starratt, R.J. (2007). Menghadirkan Pemimpin Visioner: Kiat Menegaskan Peran Sekolah. Yogyakarta: Kanisius.
- Steward, A.M. (1998). Empowering People Pemberdayaan Sumber Daya Manusia. Kanisius: Jogjakarta
- Steers, R,M. (1995). Efektivitas Organisasi. Erlangga, Jakarta.
- Sudjana. (2002). Metode Statistika. Tarsito. Bandung
- Sugiyono.(2008). Metode Penelitian Pendidikan : Pendekatan Kuantitatif, Kualitatif dan R&D. Alfabeta. Bandung.
- Sumardi, & Wibowo, P. (2018). The effect of Compensation, Empowerment, Competency and Job Satisfaction Toward Performance of Lecture in Wiralodra Universiti of Indramayu. *International Journal of Scientific Research and Management* (IJSRM), (06) 05, 317-334
- Sun, L.Y., Zhang, Z., Qi, J., & Chen, Z,X. Empowerment and Creativity: A Cross-Level Investigation. *The Leadership Quarterly*, Vol 23, 2012, 55-65.
- Supardi. (2013). Sekolah Efektif: Konsep Dasar dan Praktik. RajaGrafindo Persada. Jakarta.

- Suryani, A. Home-School Interaction: Remodelling a Framework of Parents-Teachers Relationship for Supporting Students' Learning. Jurnal Sosial Humaniora 6(1), June 2013, DOI: 10.12962/j24433527.v6i1.607
- Susnadati. (2007). Faktor-Faktor Determinan Keefektifan Organisasi SMA Negeri di Semarang pada Era Desentralisasi Pendidikan. Thesis, Universitas Negeri Semarang-Indonesia.
- Suwatno., Priansa, D.J. (2011). Manajemen Sumber Daya Manusia: dalam Organisasi Publik dan Bisnis. Bandung: Alfabeta.
- Tahsildari, H, Hashim, M.T, Wan, WN. The Influence of Transformational Leadership on Organizational Effectiveness through Employees' Innovative Behaviour, *Journal of Economics and Sustainable Development*, Vol.5, No.24, 2014, 225-236
- Tarter, C.J & Hoy, K.W. A System Approach to Quality in Elementary School: A Theoretical and Empirical Analysis. *Journal of Education Administratioon*. Vol 42. 2004, 54-59
- Taylor, B.M, Pearson, P.D, Clark, K, & Walpole, S. Effective Schools/Accomplished Teachers. The Reading Teacher, Vol. 53, No. 2 October 1999, 156-159
- The Asean Parent Indonesian. Daftar SMP Terbaik se-Indonesia Versi Kemendikbud. https://id.theasianparent.com/smp-terbaik-di-indonesia-versi-kemendikbud2015/3/. Diunggah 15 Mei 2016
- Thomas, K.W & Velthose, B.A. Cognitif Elements of Empowerment: An "Interpretative" Model of Intrinsic Task Motivation. *Academy of Management Review*, 15 (4). 1990. p 666-681.
- Toor, S.F. Optimism and Achievement: A Domain Specific and Within Construct Investigation. Dissertations. Knoxville: University of Tennessee. 2009.
- Tukkarahman, M. Education, Teaching and School as A Social Organization. *Prosedia-Sosial and Behavior Science*, Vol 186, 13 May 2015, 381-387
- Tutar, H., Altinoz. M., Cakiroglu, D. The Effects of Employee Empowerment on Achievement Motivation and the Contextual Performance of Employees. *African Journal of Business Management* Vol. 5(15), 4 August, 2011, 6318-6329,
- Ucar, R, & Ipek, C. The Relationship Between High School Teachers' Perceptions of Organizational Culture and Motivation. *Journal of Education and Training Studies*, May 2019, 7(7):102
- Uline, C.L., Miller, D.N; Moran, M.T. Schools Effectiveness: The Underlying Dimensions. Educational Administration Quarterly, Vol 34 No 4, October 1998.
- Uno, H. B. (2011). Teori Motivasi dan Pengukurannya: Analisis Di Bidang Pendidikan. Jakarta. Bumi Aksara.
- Usman, H. (2009). Manajemen: Teori, Praktik dan Riset Pendidikan. Bumi Aksara. Jakarta.

- Vandewaetere, M. Effective Use of E-Tools In Education: The Importance Of Quality. Innovative Infotechnologies For Science, Bussiness and Education, Vol. 2 (3) 2008, 1-11
- Vogt, J.F., Murrell, K.L. (1990). Empowerment in Organizations, San Diego, C.A : Pfeiffer & Company.
- Wagner, C. (2012). Academic Optimism of Virginia High School Teachers: its Relationship to Organizational Citizenship Behaviors and Student Achievement. Dissertation for the Degree of Doctor of Education. Virginia: The College of William and Mary.
- Wahlstrom, K. & Louis, K. (2008). How Teachers Experience Principal Leadership: The Roles of Professional Community, Trust, Efficacy, and Shared Responsibility. *Educational Administration Quarterly*, 44(4), 458-495
- Wahono, M dan Priyanto, S. Implementasi Budaya Sekolah Sebagai Wahana Pengembangan Karakter Pada Siswa. Jurnal Integralistik, No.2/Th. XXVIII/2017, Juli-Desember 2017, 140-147
- Wall, R., and Rinehart, J. S. School Based Decision Making and the Empowerment of Secondry School Teachers. *Journal of School Leadership*, 8, 1998, 49-64
- Wang, G, Oh, I.S, Courtright1, S.H & Colbert, A.E. Transformational Leadership and Performance Across Criteria and Levels: A Meta-Analytic Review of 25 Years of Research. *Group & Organization Management* 36(2), 2011, 223–270
- Warsono. Guru : Antara Pendidik, Profesional dan Aktor Sosial. *The Journal of Society and Media*, 2017, Vol. 1(1), 1-10
- Wasserman, Ben-eli, Yehoshua, Gal. Relationship between the Principal's Leadership Style and Teacher Motivation. *International Journal of Learning, Teaching and Educational Research* Vol. 15, No. 10, pp. 180-192, September 2016
- Weick, K., Sutcliffe, K., Obstfeld, D. On High-Performance Organizations: Organisasi Berkinerja Tinggi. Publisher: PT Elex Media Komputindo.
- Werf, G.A.D., Creemers, B.P.M., Jong, R.D., & Klaver, E. Evaluation of School Improvement through an Educational Effectiveness Model: The Case of Indonesia's PEQIP Project. *Comparative Education Review*. 44 (3) August 2000. 12-29
- Widiyanti, E., Murwati, & Raharjo, T.J. The Influence of Principal Leadership, School Culture through Motivation on Junior High School Teacher Performance. *Educational Management*, 7(1) (2018), 11-16
- Wiley, S.D. Contextual Effects on Student Achievement: School Leadership and Professional Community. *Journal of Educational Change*. Vol 2, Issue 1, February 2001, 1-32.
- Willower, D,J & Smith, J.P. Organizational Culture in Schools: Myth and Creation. *The High School Journal*. Vol. 70, No. 2 (Dec., 1986 Jan., 1987), 87-94

- Witte, J.F., Walsh, D.J. A Systematic Test of the Effective Schools Model. *Educational Evaluation and Policy Analysis*. June 1, 1990, 34-45
- Woodsmall, S. & Antoine, N. Transformational leadership and effective teaching: A comparison. (2014, April). Presentation at The International Academy of Business And Public Administration Disciplines (IABPAD) Spring conference. Dallas, TX.
- Wolters, C. & Daugherty, S. (2007). Goal Structures and Teachers' Sense of Efficacy: Their Relation and Association to Teaching Experience and Academic Level. *Journal of Educational Psychology*, 99 (1) 181-193.
- Wu, J.H, Hoy, W.K, Tarter, C.J. Enabling School Structure, Collective Responsibility, And A Culture of Academic Aptimism : Toward a Robust Model of School Performance in Taiwan. *Journal of Educational Administration*, Volume 51, Issue 2, 2013
- Wu, Jason. Academic optimism and collective responsibility : An organizational model of the dynamic of the student achievement. *Journal Asia Pasific Education Review*, 14: 2013, 419-433.
- Wu, J.H, & Lin, Y. A multilevel analysis of teacher and school academic optimism in Taiwan elementary schools, *Asia Pacific Education Review*. 19 (2017) 53-62
- Yaakop, M.F, Musa, M.R, Habibi, A & Othman, R. Strategic Management and Strategic Planning in School : It Is Worth For Teacher. Academy of Strategic Management Journal, 18 (3), January 2019, 1-6
- Yammarino, F.J, & Dubinsky, A.J. Transformational Leadership Theory : Using Level of Analysis to Determine Boundary Conditions. *Personneil Psychology*, 47 (4), 1995. 781-881
- Yost, D.S, Vogel, R, Rosembert, M.D. Transitioning from Teacher to Instructional Leader. *Middle School Journal*, 1 (3), Jan 2009
- Yusparizal. (2017). Enam Langkah Praktis dalam Upaya Pemberdayaan Guru, Universitas Islam Negeri Sultan Syarif Kasim Riau.
- Yulk, G. An evaluation of conceptual weaknesses in transformational and charismatic leadership theories. *The Leadership Quarterly*, Vol 10, Issue 2, 1999, 285-308.
- Yusoff, S.A & Nor, A. Hubungan Budaya Optimis Akademik Guru Besar Dengan Kualiti Guru Sekolah Rendah di Daerah Kuala Langkat. *Selangor Humaniora Review*, December 2018
- Yulk, G. (2011). Kepemimpinan Dalam Organisasi. PT. Indeks. Jakarta.
- Yukl, G & Becker, W.S. Effective Empowerment in Organizations. Organization Management Journal, 2006 Vol. 3, No. 3, 210-231
- Zalbardast, M.A, Gholami, K., Nemati, S.. The effects of principals' distributed leadership, teachers'. *International Journal of Learning, Teaching and Educational Research* Vol. 19, No. 10, October 2020, 19-31