

## **ABSTRACT**

*Elementary school teachers in South Jakarta are considered unable to perform their tasks optimally, due to their low competences and performances. The evidences are as follows: many teachers have not completed their undergraduate degrees (S1), the average scores of students from all subjects in the national examination are only below 70 and plenty of students are repeating grades, and many students are dropping out of school.*

*Therefore, this study will examine how to empower Elementary School Teachers in South Jakarta, using qualitative methods from data collected through interviews and observation of the key informants, and literature study.*

*The research showed that: Empowerment of Elementary School Teachers in South Jakarta is on the agenda of local government for regional development. Teacher empowerment has been conducted through eight aspects which are: provide the capability, smoothness, consultation, cooperation, guidance, support, carrying out managerial functions, and conduct cultural change in accordance with the capacity of the school. Empowering teachers with 8 aspects done by principals who are still relatively young were quite successful, but when the empowerment are done by relatively older school principals, it has not been as successful due to lack of capacity to adequately performs the principal duties the way it should be. In those cases empowerment through the guidance cannot be done routinely, also those principals cannot perform the managerial function well, especially in creating programs to empower teachers to be more creative and innovative, and programs are also not varied nor breakthrough in realizing the empowerment. Weak management skills possessed by principals are impacting the speed of cultural changes both in behavior and organizational systems.*

*The new finding of this study is that successful empowerment is determined by the capacity of the person providing empowerment, effectiveness of the programs, and targeted as well as sustained, sufficient budget, commitment from the person receiving the empowerment to make changes.*