

ABSTRAK

Elin Herlina. 2125250047. Implementasi Supervisi Akademik Kepala Sekolah dalam Meningkatkan Kinerja Mengajar Guru (Studi Kasus di SDN 1 Lumbungsari Korwil Bidang Pendidikan Kecamatan Lumbung Kabupaten Ciamis)”.

Penelitian ini dilatarbelakangi oleh belum optimalnya implementasi supervisi akademik kepala sekolah dalam meningkatkan kinerja mengajar guru di SDN 1 Lumbungsari Kecamatan Lumbung Kabupaten Ciamis. Tujuan penelitian ini adalah untuk mendeskripsikan perencanaan, pelaksanaan, evaluasi, dan tindak lanjut supervisi akademik dalam meningkatkan kinerja mengajar guru. Metode penelitian yang digunakan adalah kualitatif dengan desain studi kasus. Pengumpulan data dilakukan melalui wawancara, observasi, dan dokumentasi, dengan informan yang terdiri dari pengawas sekolah, kepala sekolah, dan guru. Analisis data dilakukan melalui reduksi data, penyajian data, dan penarikan simpulan yang divalidasi dengan triangulasi sumber dan teknik. Hasil penelitian menunjukkan bahwa: (1) Perencanaan supervisi akademik sudah berjalan namun belum optimal; program supervisi sudah disusun secara tertulis tetapi sosialisasi kepada guru masih terbatas, instrumen belum dilengkapi rubrik yang rinci, dan fokus supervisi masih bersifat umum dan seragam. (2) Pelaksanaan supervisi sudah menerapkan prinsip konstruktif dan humanis, namun frekuensinya masih sangat terbatas dan diskusi pasca-observasi berlangsung singkat serta bersifat satu arah. (3) Evaluasi hasil supervisi sudah dilaksanakan setiap akhir semester, namun prosesnya belum sistematis, hasil evaluasi lebih banyak dikomunikasikan secara lisan, dan rekomendasi yang diberikan masih bersifat umum. (4) Tindak lanjut supervisi masih didominasi arahan lisan, monitoring belum terstruktur, dokumentasi sangat terbatas, dan indikator keberhasilan belum ditetapkan secara eksplisit kepada guru.

Kata Kunci: Supervisi Akademik, Kepala Sekolah, Kinerja Mengajar Guru

ABSTRACT

Elin Herlina. 2125250047. Implementation of Principal Academic Supervision in Improving Teacher Teaching Performance (A Case Study at SDN 1 Lumbungsari, Lumbung District, Ciamis Regency).

This research is motivated by the suboptimal implementation of principal academic supervision in improving teacher teaching performance at SDN 1 Lumbungsari, Lumbung District, Ciamis Regency. The purpose of this study is to describe the planning, implementation, evaluation, and follow-up of academic supervision in improving teacher teaching performance. The research method used is qualitative with a case study design. Data were collected through interviews, observation, and documentation, with informants consisting of school supervisors, the principal, and teachers. Data analysis was conducted through data reduction, data presentation, and conclusion drawing, validated by source and technique triangulation. The results indicate that: (1) Academic supervision planning has been carried out but is not yet optimal; the supervision program has been prepared in writing, but socialization to teachers is still limited, instruments lack detailed rubrics, and supervision focus remains general and uniform. (2) Supervision implementation has applied constructive and humanistic principles, but frequency is very limited and post-observation discussions are brief and one-directional. (3) Evaluation of supervision results has been conducted each semester, but the process is not yet systematic, evaluation results are mostly communicated verbally, and recommendations remain general. (4) Follow-up supervision is still dominated by verbal directives, monitoring is unstructured, documentation is very limited, and success indicators have not been explicitly communicated to teachers.

Keywords: Academic Supervision, Principal, Teacher Teaching Performance