

ABSTRAK

Pengembangan Strategi Inovatif Kepala Sekolah Dalam Upaya Meningkatkan Kinerja Guru. (Studi Kasus di SD Negeri Kalikudi 01 Kecamatan Adipala Kabupaten Cilacap)

Hamidah. NIM. 2125250098. Penelitian ini berfokus pada kajian tentang pengembangan strategi inovatif kepala sekolah dalam upaya meningkatkan kinerja guru, khususnya pada SD Negeri Kalikudi 01 Kecamatan Adipala Kabupaten Cilacap. Sesuai dengan fokus kajian maka penelitian ini bertujuan untuk mengkaji tentang rasionalisasi dibutuhkanannya strategi, strategi yang diterapkan, keberhasilan strategi dan pengembangan strategi strategi inovatif kepala sekolah dalam upaya meningkatkan kinerja guru. Melalui metode deskriptif analitik dan pendekatan kualitatif, maka penelitian ini menghasilkan kesimpulan : (1). Secara rasionalisasi dibutuhkanannya strategi inovasi kepala sekolah dalam meningkatkan kinerja guru, Hal tersebut didasarkan pada pertimbangan berikut: Identifikasi kebutuhan, tantangan, tantangan atas perkembangan ilmu pengetahuan dan teknologi, dan Dibutuhkan formula, penerapan, pengendalian dan evaluasi strategi inovasi kepala sekolah dalam meningkatkan kinerja guru yang harus terus dikembangkan: (2). Strategi inovasi yang dilakukan kepala sekolah untuk peningkatan kinerja guru, diantaranya: strategi inovasi komunitas belajar (kombel) intra-sekolah, Strategi inovasi pelatihan berbasis output (*project-based training*), strategi inovasi pemanfaatan platform dan teknologi digital, strategi inovasi sistem penghargaan non-moneter, strategi inovasi pembelajaran dan kurikulum, strategi inovasi pengembangan kompetensi guru, dan strategi inovasi pembaruan manajemen dan fasilitas; (3). Beberapa aspek yang menjadi faktor pendukung keberhasilan inovasi kepala sekolah dalam meningkatkan kinerja guru, diantaranya: kepemimpinan kuat, kerjasama tim, pemanfaatan data, alokasi sumber daya, evaluasi berkala; (4). Model pengembangan strategi inovatif kepala sekolah adalah kerangka kerja sistematis untuk meningkatkan kualitas mengajar pendidik. Ini berfokus pada pendekatan berbasis data, kolaborasi, dan pembinaan untuk mencapai tujuan pendidikan, berfokus pada penilaian kinerja berbasis teknologi, dan pembinaan profesional berkelanjutan, penciptaan budaya kerja komunikatif, kolaboratif, dan penggunaan pendekatan berbasis data melalui kegiatan observasi. Adapun model strategi inovatif kepala sekolah yang paling efektif dalam meningkatkan kinerja guru, terdiri dari 5 komponen, yakni : supervisi klinis dan akademik berkelanjutan; komunitas belajar (pusat pelatihan berbasis sekolah); manajemen berbasis data (*eviden based*); pemberian *reward* dan motivasi eksternal; dan digitalisasi manajemen pembelajaran.

Kata Kunci : Strategi Inovatif, Inovatif Kepala Sekolah, Kinerja Guru

ABSTRACT

Development of Innovative Strategies by School Principals to Improve Teacher Performance. (Case Study at Kalikudi 01 Public Elementary School, Adipala District, Cilacap Regency)

Hamidah. Student ID. 2125250098. This research focuses on the development of innovative strategies by school principals to improve teacher performance, specifically at Kalikudi 01 Public Elementary School, Adipala District, Cilacap Regency. In accordance with the study's focus, this research aims to examine the rationale for the need for strategies, the strategies implemented, the success of these strategies, and the development of innovative strategies by school principals in improving teacher performance. Using descriptive analytical methods and a qualitative approach, this research produces the following conclusions: (1) The rationale for the need for innovative strategies by school principals to improve teacher performance is based on the following considerations: identification of needs, challenges, challenges arising from developments in science and technology, and the need for formulation, implementation, control, and evaluation of innovative strategies by school principals to improve teacher performance, which must be continuously developed; (2) The innovation strategies implemented by school principals to improve teacher performance include: Intra-school learning community (Kombel) innovation strategy, output-based training innovation strategy (project-based training), digital platform and technology utilization innovation strategy, non-monetary reward system innovation strategy, learning and curriculum innovation strategy, teacher competency development innovation strategy, and management and facility renewal innovation strategy; (3). Several aspects that support the success of school principal innovation in improving teacher performance include: strong leadership, teamwork, data utilization, resource allocation, and periodic evaluation; (4). The principal's innovative strategy development model is a systematic framework for improving the quality of educator teaching. It focuses on a data-driven approach, collaboration, and coaching to achieve educational goals, technology-based performance assessment and ongoing professional development, the creation of a communicative and collaborative work culture, and the use of a data-driven approach through observational activities. The most effective principal innovative strategy model for improving teacher performance consists of five components: ongoing clinical and academic supervision; learning communities (school-based training centers); data-driven management (evidence-based); external rewards and motivation; and digitalization of learning management.

Keywords: Innovative Strategy, Principal Innovation, Teacher Performance