

ABSTRAK

Rika Rinzani, (2026) “Evaluasi Kompetensi Manajerial Kepala Sekolah Untuk Meningkatkan Kompetensi Profesional Guru (Studi Kasus di Gugus 3 Kecamatan Cikatomas Kabupaten Tasikmalaya)”. Tesis. Program Studi Magister Administrasi Pendidikan, Fakultas Keguruan dan Ilmu Pendidikan, Universitas Galuh.

Kepala sekolah memegang peranan vital sebagai manajer pendidikan yang bertanggung jawab terhadap peningkatan kualitas sekolah. Salah satu indikator keberhasilan manajemen sekolah tercermin dari kompetensi profesional guru. Namun, realitas di lapangan menunjukkan masih adanya kesenjangan antara harapan dan kenyataan terkait penerapan kompetensi manajerial kepala sekolah yang berdampak langsung pada pengembangan profesionalitas guru di Gugus 3 Kecamatan Cikatomas. Penelitian ini bertujuan untuk mengevaluasi implementasi kompetensi manajerial kepala sekolah serta menganalisis strategi yang efektif dalam upaya meningkatkan kompetensi profesional guru.

Metode Penelitian: Penelitian ini menggunakan pendekatan kualitatif dengan metode studi kasus. Pengumpulan data dilakukan melalui observasi, wawancara mendalam, dan studi dokumentasi. Informan penelitian terdiri dari kepala sekolah, guru, dan pengawas sekolah di lingkungan Gugus 3 Kecamatan Cikatomas. Analisis data dilakukan melalui tahapan reduksi data, penyajian data, dan penarikan kesimpulan, serta dilakukan uji keabsahan data melalui triangulasi.

Hasil Penelitian: Hasil penelitian menunjukkan bahwa: (1) Implementasi kompetensi manajerial kepala sekolah sudah berjalan cukup baik, namun masih terdapat aspek yang perlu ditingkatkan, khususnya dalam perencanaan program pengembangan guru dan pengelolaan sumber daya; (2) Faktor pendukung utama adalah dukungan kebijakan dinas dan komitmen guru, sedangkan faktor penghambat meliputi keterbatasan waktu dan beban administrasi; (3) Strategi yang efektif untuk meningkatkan kompetensi profesional guru dilakukan melalui supervisi akademik yang berkelanjutan, fasilitasi kegiatan KKG, serta pemberian motivasi dan penghargaan. Evaluasi ini membuktikan bahwa kompetensi manajerial kepala sekolah memiliki korelasi positif yang signifikan terhadap peningkatan kompetensi profesional guru.

Kesimpulan: Kompetensi manajerial kepala sekolah merupakan variabel kunci dalam meningkatkan kualitas profesionalisme guru. Oleh karena itu, diperlukan penguatan kapasitas manajemen kepala sekolah agar mampu merencanakan, mengorganisasikan, menggerakkan, dan mengendalikan seluruh potensi sekolah secara optimal demi terwujudnya tujuan pendidikan yang berkualitas.

Kata Kunci: *Evaluasi, Kompetensi Manajerial, Kepala Sekolah, Kompetensi Profesional Guru.*

ABSTRACT

Rika Rinzani. (2026) “Evaluation of the Principal’s Managerial Competence to Improve Teachers’ Professional Competence (Case Study in Cluster 3, Cikatomas District, Tasikmalaya Regency) Master’s Thesis. Graduate Program in Educational Administration, Faculty of Teacher Training and Education, Universitas Galuh.

The principal plays a vital role as an education manager responsible for improving school quality. One indicator of successful school management is reflected in the teachers' professional competence. However, the reality in the field shows that there is still a gap between expectations and reality regarding the implementation of the principal's managerial competence, which directly impacts the development of teacher professionalism in Cluster 3, Cikatomas District. This study aims to evaluate the implementation of managerial competence and analyse effective strategies to enhance teachers' professional competence.

This research employs a qualitative approach with a case study method. Data were collected through observation, in-depth interviews, and documentation studies. The informants consisted of principals, teachers, and school supervisors within Cluster 3, Cikatomas District. Data analysis was carried out through data reduction, data presentation, and conclusion drawing, while data validity was tested using triangulation techniques.

The findings indicate that: (1) The implementation of the principal's managerial competence has been running fairly well, yet several aspects require improvement, particularly in planning teacher development programs and resource management; (2) Supporting factors include policy support from the education office and teacher commitment, while inhibiting factors consist of time constraints and administrative burdens; (3) Effective strategies to improve professional competence are implemented through continuous academic supervision, facilitation of Subject Teacher Consultation (MGMP) and Teacher Working Group (KKG) activities, as well as providing motivation and appreciation. This evaluation confirms that managerial competence has a significant positive correlation with the improvement of teachers' professional competence.

The principal's managerial competence is a key variable in enhancing the quality of teacher professionalism. Therefore, it is necessary to strengthen the management capacity of principals to enable them to plan, organize, lead, and control all school potentials optimally in order to achieve quality educational goals.

Keywords: *Evaluation, Managerial Competence, School Principal, Teachers’ Professional Competence.*