

ABSTRAK

Penelitian ini berjudul **IMPLEMENTASI SUPERVISI AKADEMIK PENILIK PADA KINERJA MENGAJAR GURU PAUD (Studi Pada Dabin III PAUD Kecamatan Kesugihan Kabupaten Cilacap)**, Miftah Isnaeni Fajrin, NIM. **82362425034**. Penelitian ini bertujuan untuk menganalisis dan mendeskripsikan implementasi supervisi akademik oleh penilik pada kinerja mengajar guru PAUD di Dabin III Kecamatan Kesugihan, Kabupaten Cilacap. Fokus utama penelitian ini mencakup empat aspek utama implementasi supervisi, yaitu perencanaan, pelaksanaan, evaluasi, dan tindak lanjut. Metode penelitian yang digunakan adalah deskriptif dengan rancangan studi kasus. Data dikumpulkan melalui teknik observasi, wawancara mendalam, dan studi dokumentasi terhadap informan yang meliputi kepala sekolah, guru, dan koordinator wilayah kecamatan yang dipilih secara purposif. Teknik analisis data yang digunakan meliputi reduksi data, penyajian data, dan penarikan kesimpulan. Hasil penelitian menunjukkan bahwa: (1) Perencanaan supervisi akademik telah disusun dengan cukup baik melalui dokumen perencanaan, penentuan instrumen, jadwal, dan koordinasi awal dengan pihak sekolah. (2) Pelaksanaan supervisi dilakukan melalui teknik individual (observasi kelas) dan teknik kelompok (diskusi atau rapat) dengan pendekatan yang persuasif dan dialogis. (3) Evaluasi supervisi mencakup evaluasi proses dan hasil untuk mengukur dampak pembinaan terhadap peningkatan kemampuan mengajar guru. (4) Tindak lanjut dilakukan melalui pemberian umpan balik konstruktif dan motivasi guna memperbaiki kualitas pembelajaran. Secara umum, implementasi supervisi akademik penilik telah berjalan sesuai prinsip manajemen supervisi dan berdampak positif terhadap peningkatan kinerja mengajar guru PAUD, meskipun masih terkendala oleh keterbatasan jumlah penilik dan waktu pelaksanaan.

Kata Kunci: *Implementasi, Supervisi Akademik, Penilik, Kinerja Mengajar Guru PAUD.*

ABSTRACT

*This research is entitled: **IMPLEMENTATION OF SUPERVISOR ACADEMIC SUPERVISION ON TEACHING PERFORMANCE OF EARLY CHILDHOOD EDUCATION (PAUD) TEACHERS (A Study at Dabin III PAUD, Kesugihan District, Cilacap Regency), Miftah Isnaeni Fajrin, NIM. 82362425034.** This study aims to analyze and describe the implementation of academic supervision by supervisors on the teaching performance of PAUD teachers at Dabin III, Kesugihan District, Cilacap Regency. The main focus of this research covers four key aspects of supervision implementation: planning, implementation, evaluation, and follow-up. The research method used is descriptive with a case study design. Data were collected through observation, in-depth interviews, and documentation studies with informants including school principals, teachers, and sub-district regional coordinators selected purposively. The data analysis techniques involved data reduction, data display, and conclusion drawing. The results of the study indicate that: (1) Academic supervision planning has been well-prepared through planning documents, instrument determination, scheduling, and initial coordination with the schools. (2) The implementation of supervision is carried out through individual techniques (classroom observation) and group techniques (discussions or meetings) using a persuasive and dialogic approach. (3) Supervision evaluation includes process and outcome evaluation to measure the impact of coaching on improving teachers' teaching abilities. (4) Follow-up is conducted by providing constructive feedback and motivation to improve learning quality. In general, the implementation of academic supervision by supervisors has been carried out according to supervision management principles and has a positive impact on increasing PAUD teachers' teaching performance, although it is still constrained by the limited number of supervisors and implementation time.*

Keywords: *Implementation, Academic Supervision, Supervisor, PAUD Teacher Teaching Performance.*