

ABSTRAK

Penelitian ini berjudul **OPTIMALISASI KINERJA PENILIK MELALUI PERENCANAAN BERBASIS DATA SEBAGAI DASAR PENGUATAN MUTU PENDAMPINGAN BAGI GURU PAUD (Studi Kasus Di Dabin 2 Kecamatan Maos Kabupaten Cilacap)**, Asih Marwati, NIM. 82362425021. Penelitian ini dilatarbelakangi bahwa pendidikan merupakan fondasi utama pembangunan peradaban bangsa yang memerlukan perencanaan terarah demi mencapai Standar Nasional Pendidikan. Penilik memiliki peran strategis dalam menjamin mutu pendidikan nonformal melalui pengendalian mutu dan evaluasi dampak pada satuan PAUD. Penelitian ini bertujuan untuk menganalisis dan mendeskripsikan implementasi perencanaan berbasis data (PBD) oleh penilik, kinerja penilik dalam melaksanakan tugas pokok dan fungsi, model optimalisasi kinerja penilik, serta hambatan dan upaya yang dilakukan. Metode penelitian yang digunakan adalah deskriptif dengan pendekatan kualitatif. Pengumpulan data dilakukan melalui wawancara, observasi, dan studi dokumentasi. Informan penelitian meliputi penilik, kepala sekolah, guru, dan Koordinator Wilayah Kecamatan. Hasil penelitian menunjukkan bahwa implementasi PBD oleh penilik sebagai dasar penguatan mutu pendampingan bagi guru PAUD di Dabin 2 Kecamatan Maos Kabupaten Cilacap sudah dilaksanakan dengan cukup baik. Kinerja penilik serta model optimalisasi kinerjanya juga dinilai sudah cukup baik. Namun, ketidakseimbangan rasio (satu penilik membina lebih dari sepuluh lembaga) dan rendahnya frekuensi kunjungan menyebabkan pendampingan belum optimal. Hambatan utama yang dihadapi meliputi resistensi psikologis dan budaya kerja, kesenjangan literasi digital, serta kendala teknis dan infrastruktur. Upaya untuk mengatasi hambatan tersebut dilakukan melalui simplifikasi data dan bahasa, penerapan strategi pendampingan asimetris dan zonasi, optimalisasi Komunitas Belajar (Kombel) dan tutor sebaya, serta penggunaan pendekatan persuasif dan apresiatif.

Kata Kunci: *Kinerja Penilik, Perencanaan Berbasis Data, Mutu Pendampingan*

ABSTRACT

This research is entitled OPTIMIZATION OF SUPERVISOR PERFORMANCE THROUGH DATA-BASED PLANNING AS A BASIS FOR STRENGTHENING THE QUALITY OF MENTORING FOR EARLY CHILDHOOD TEACHERS (Case Study in Dabin 2, Maos District, Cilacap Regency), Asih Marwati, NIM. 82362425021. This research is motivated by the fact that education is the main foundation for the development of national civilization that requires directed planning to achieve National Education Standards. Supervisors have a strategic role in ensuring the quality of non-formal education through quality control and impact evaluation on PAUD units. This study aims to analyze and describe the implementation of data-based planning (PBD) by supervisors, supervisor performance in carrying out main tasks and functions, supervisor performance optimization models, as well as obstacles and efforts made. The research method used is descriptive with a qualitative approach. Data collection was carried out through interviews, observations, and documentation studies. Research informants included supervisors, principals, teachers, and District Area Coordinators. The results of the study indicate that the implementation of PBD by supervisors as a basis for strengthening the quality of mentoring for PAUD teachers in Dabin 2, Maos District, Cilacap Regency has been carried out quite well. The performance of supervisors and their performance optimization model are also considered quite good. However, an imbalance in the ratio (one supervisor supervises more than ten institutions) and low frequency of visits have resulted in less than optimal mentoring. The main obstacles faced include psychological resistance and work culture, the digital literacy gap, and technical and infrastructure constraints. Efforts to overcome these obstacles are carried out through data and language simplification, the implementation of asymmetric and zoning mentoring strategies, optimization of Learning Communities (Kombel) and peer tutors, and the use of persuasive and appreciative approaches.

Keywords: Supervisor Performance, Data-Based Planning, Mentoring Quality