

ABSTRAK

Penelitian ini berjudul **PENGEMBANGAN SIKAP PROFESIONAL PENILIK DI ERA DIGITAL (Studi Kasus Dabin I Paud Kecamatan Adipala Kabupaten Cilacap)**, Naryati Retno Utami, NIM. 82362425035. Penelitian ini dilatarbelakangi bahwa Pendidikan Anak Usia Dini (PAUD) memiliki peran krusial dalam membentuk sumber daya manusia berkualitas melalui supervisi pendidikan yang efektif. Penilik, sebagai supervisor utama, memegang peranan strategis dalam membina guru dan kepala satuan PAUD. Namun, transformasi digital menciptakan tantangan baru untuk menggeser paradigma pengawasan konvensional menuju pendampingan berbasis teknologi. Penelitian ini bertujuan menganalisis dan mendeskripsikan pengembangan sikap profesional penilik di era digital, strategi pengembangannya, implikasinya terhadap kinerja mengajar guru, serta hambatan dan upaya penanggulangannya. Metode penelitian yang digunakan adalah deskriptif dengan pendekatan kualitatif. Data dikumpulkan melalui wawancara, observasi, dan studi dokumentasi. Informan penelitian meliputi penilik, kepala sekolah, guru, dan Koordinator Wilayah Kecamatan. Hasil penelitian menunjukkan bahwa pengembangan sikap profesional penilik di era digital di Dabin I PAUD Kecamatan Adipala Kabupaten Cilacap telah berjalan, namun masih terdapat kesenjangan kompetensi akibat resistensi teknologi dan kurangnya literasi digital. Model atau strategi pengembangan serta implikasinya terhadap peningkatan kinerja mengajar guru PAUD sudah terlaksana dengan cukup baik. Hambatan utama yang ditemukan meliputi laju perubahan teknologi yang melampaui adaptasi SDM, kesenjangan infrastruktur digital antarlembaga yang heterogen, resistensi pola pikir, serta risiko distorsi komunikasi dan berkurangnya kedekatan emosional akibat digitalisasi birokrasi yang masif. Upaya untuk mengatasi hambatan tersebut dilakukan melalui efisiensi digital dengan pendekatan humanis, optimalisasi sistem pendukung melalui tutor sebaya dan Pusat Kegiatan Guru (PKG), serta pemanfaatan dasbor monitoring terpadu untuk efisiensi koordinasi.

Kata Kunci: *Pengembangan, Profesional Penilik, Era Digital*

ABSTRACT

This research is entitled DEVELOPING PROFESSIONAL ATTITUDES OF SUPERVISORS IN THE DIGITAL ERA (Case Study of Dabin I Paud, Adipala District, Cilacap Regency), Naryati Retno Utami, NIM. 82362425035. This research is motivated by the fact that Early Childhood Education (PAUD) has a crucial role in shaping quality human resources through effective educational supervision. Supervisors, as the main supervisors, play a strategic role in developing teachers and heads of PAUD units. However, digital transformation creates new challenges to shift the conventional supervision paradigm towards technology-based mentoring. This research aims to analyze and describe the development of professional attitudes of supervisors in the digital era, their development strategies, their implications for teacher teaching performance, as well as obstacles and efforts to overcome them. The research method used is descriptive with a qualitative approach. Data were collected through interviews, observations, and documentation studies. Research informants include supervisors, principals, teachers, and District Area Coordinators. The results of the study indicate that the development of professional attitudes of supervisors in the digital era at Dabin I PAUD, Adipala District, Cilacap Regency has been ongoing, but there are still competency gaps due to technological resistance and a lack of digital literacy. The development model or strategy and its implications for improving the teaching performance of PAUD teachers have been implemented quite well. The main obstacles found include the rate of technological change that exceeds human resource adaptation, the gap in digital infrastructure between heterogeneous institutions, mindset resistance, and the risk of communication distortion and reduced emotional closeness due to massive bureaucratic digitization. Efforts to overcome these obstacles are carried out through digital efficiency with a humanistic approach, optimization of support systems through peer tutors and the Teacher Activity Center (PKG), and the use of an integrated monitoring dashboard for coordination efficiency.

Keywords: Development, Professional Supervisor, Digital Era

