

ABSTRAK

Penelitian ini bertujuan **menganalisis** bentuk manajemen pendampingan pengawas sekolah dalam meningkatkan kompetensi profesional dan kinerja kepala sekolah pada Program Gerakan Tujuh Kebiasaan Anak Indonesia Hebat (G7KAIH), mengidentifikasi faktor pendukung dan penghambat pelaksanaannya, serta mengkaji kontribusi manajemen pendampingan terhadap peningkatan kompetensi profesional dan kinerja kepala sekolah. Penelitian menggunakan pendekatan kualitatif dengan metode deskriptif. Data diperoleh melalui wawancara mendalam, observasi, dan studi dokumentasi terhadap pengawas sekolah dan kepala sekolah yang terlibat dalam implementasi Program G7KAIH. Analisis data dilakukan melalui reduksi data, penyajian data, dan penarikan kesimpulan, sedangkan keabsahan data dijamin melalui triangulasi sumber dan teknik.

Hasil penelitian menunjukkan bahwa manajemen pendampingan pengawas sekolah dilaksanakan secara sistematis melalui tahapan perencanaan, pelaksanaan, evaluasi, dan tindak lanjut yang mengintegrasikan coaching, mentoring, workshop, komunitas praktisi, observasi, dan pendampingan berbasis teknologi digital sesuai kebutuhan kepala sekolah. Keberhasilan pendampingan didukung oleh komitmen kepala sekolah, kolaborasi guru, dukungan pengawas, partisipasi orang tua dan komite sekolah, pemanfaatan data, serta teknologi digital, sedangkan hambatan utama meliputi miskonsepsi terhadap program, tingginya beban administrasi kepala sekolah, keterbatasan sarana prasarana, rendahnya keterlibatan sebagian orang tua, dan kesiapan sumber daya manusia. Penelitian ini menemukan bahwa manajemen pendampingan yang dilaksanakan secara terencana, diferensiatif, kolaboratif, adaptif, dan berkelanjutan berkontribusi terhadap peningkatan kompetensi profesional dan kinerja kepala sekolah melalui penguatan tata kelola program, peningkatan kualitas supervisi akademik, pengembangan budaya sekolah yang positif, meningkatnya partisipasi warga sekolah, serta penguatan implementasi Program G7KAIH. Temuan tersebut menghasilkan suatu model konseptual Manajemen Pendampingan Berbasis *Continuous Improvement* sebagai strategi peningkatan kompetensi profesional dan kinerja kepala sekolah.

Kata kunci: manajemen pendampingan; pengawas sekolah; kompetensi profesional kepala sekolah; kinerja kepala sekolah; Gerakan Tujuh Kebiasaan Anak Indonesia Hebat (G7KAIH).

ABSTRACT

*This study aims to **examine** the management of school supervisors' mentoring in enhancing principals' professional competence and performance within the Seven Habits of Great Indonesian Children Movement (G7KAIH), to identify the supporting and inhibiting factors affecting its implementation, and to explore its contribution to improving principals' professional competence and performance. A qualitative descriptive approach was employed. Data were collected through in-depth interviews, observations, and document analysis involving school supervisors and principals participating in the G7KAIH Program. Data were analyzed through data reduction, data display, and conclusion drawing, while trustworthiness was ensured through source and methodological triangulation.*

The findings reveal that supervisory mentoring management was implemented systematically through four interconnected stages: planning, implementation, evaluation, and follow-up. The mentoring process integrated coaching, mentoring, workshops, classroom observations, Professional Learning Communities (PLCs), and technology-assisted mentoring tailored to principals' needs. Its effectiveness was supported by principals' commitment, teachers' collaboration, supervisors' support, parental and school committee participation, data-informed decision making, and digital technology utilization. Meanwhile, the main challenges included misconceptions regarding the program, principals' administrative workload, limited infrastructure, insufficient parental involvement, and varying levels of human resource readiness. The study further found that planned, differentiated, collaborative, adaptive, and sustainable mentoring management contributed to strengthening principals' professional competence and performance by improving program governance, enhancing academic supervision, fostering a positive school culture, increasing stakeholder engagement, and reinforcing the implementation of the G7KAIH Program. These findings propose a conceptual model of Continuous Improvement Mentoring Management as a strategic framework for strengthening principals' professional competence and performance.

Keywords: *mentoring management; school supervisors; principals' professional competence; principal performance; Seven Habits of Great Indonesian Children Movement (G7KAIH).*