

ABSTRAK

Rina Rahmawati Hidayat. 82362425054. Pengembangan Strategi Supervisi Akademik Kepala Sekolah dalam Meningkatkan Kompetensi Profesional Guru (Studi Kasus di SD Negeri Gugus 3 Kecamatan Cipaku Kabupaten Ciamis).

Penelitian ini dilatarbelakangi oleh belum optimalnya supervisi akademik kepala sekolah dan kompetensi profesional guru di SDN 4 Selamanik dan SDN 4 Mekarsari Kecamatan Cipaku Kabupaten Ciamis. Tujuan penelitian ini adalah untuk mendeskripsikan pengembangan strategi supervisi akademik kepala sekolah ditinjau dari aspek perencanaan, pelaksanaan, evaluasi, dan tindak lanjut. Metode yang digunakan adalah deskriptif kualitatif dengan pendekatan studi kasus. Teknik pengumpulan data dilakukan melalui observasi, wawancara semiterstruktur, dan dokumentasi, serta triangulasi sebagai teknik keabsahan data. Informan penelitian meliputi pengawas sekolah, kepala sekolah, dan guru kelas. Teknik analisis data meliputi reduksi data, penyajian data, dan penarikan simpulan. Hasil penelitian menunjukkan bahwa: (1) perencanaan sudah diupayakan melalui identifikasi kebutuhan guru, perumusan tujuan, penyusunan jadwal dan teknik, serta sosialisasi program, namun masih bersifat informal dan belum berbasis pemetaan kebutuhan individual yang terstandar; (2) pelaksanaan sudah berjalan melalui kunjungan kelas, penggunaan teknik supervisi, komunikasi dengan guru, dan pendokumentasian temuan, namun pendekatan masih cenderung formal, teknik belum bervariasi, dan komunikasi masih bersifat satu arah; (3) evaluasi sudah dilakukan melalui analisis data observasi, pertemuan balikan, penggunaan instrumen, dan penilaian efektivitas, namun analisis masih bersifat deskriptif umum, instrumen belum diadaptasi sesuai Kurikulum Merdeka, dan pertemuan balikan tidak konsisten; (4) tindak lanjut sudah diupayakan melalui pemberian umpan balik, program pembinaan, pemantauan perkembangan, dan penyusunan rencana, namun masih bersifat umum tanpa program *coaching* dan *mentoring* individual yang terstruktur.

Kata Kunci: Supervisi Akademik Kepala Sekolah, Kompetensi Profesional Guru

ABSTRACT

Rina Rahmawati Hidayat. 82362425054. *Development of Principal Academic Supervision Strategies in Improving Teacher Professional Competence (A Case Study at Public Elementary School Cluster 3, Cipaku District, Ciamis Regency).*

This research is motivated by the suboptimal academic supervision by school principals and the suboptimal professional competence of teachers at SDN 4 Selamanik and SDN 4 Mekarsari, Cipaku District, Ciamis Regency. The purpose of this study is to describe the development of principal academic supervision strategies across four aspects: planning, implementation, evaluation, and follow-up. The method used is descriptive qualitative with a case study approach. Data were collected through observation, semi-structured interviews, and documentation, with triangulation as a validity technique. Informants included school supervisors, principals, and classroom teachers. Data analysis comprised data reduction, data presentation, and conclusion drawing. The results show that: (1) planning has been attempted through needs identification, goal formulation, scheduling and technique selection, and program socialization, but remains informal and lacks standardized individual-needs mapping; (2) implementation is underway through class visits, supervision techniques, teacher communication, and finding documentation, but the approach remains formal, techniques lack variety, and communication is predominantly one-directional; (3) evaluation has been conducted through observation data analysis, feedback meetings, instrument use, and effectiveness assessment, but analysis remains broadly descriptive, instruments are not yet adapted to the Merdeka Curriculum, and feedback meetings are inconsistent; (4) follow-up has been attempted through feedback provision, coaching programs, progress monitoring, and plan formulation, but remains general without structured individual coaching or mentoring programs at both schools.

Keywords: *Principal Academic Supervision, Teacher Professional Competence*