

ABSTRAK

Fani Febriyanti. NIM. 2125250070. Efektivitas Pengelolaan Supervisi Akademik Berbasis *Coaching* dalam Meningkatkan Kinerja Guru (Studi Kasus pada SDN 7 Panjalu dan SDN 2 Bahara Kecamatan Panjalu Kabupaten Ciamis).

Penelitian ini dilatarbelakangi oleh belum optimalnya supervisi akademik berbasis *coaching* dalam meningkatkan kinerja guru di SDN 7 Panjalu dan SDN 2 Bahara, dimana capaian supervisi baru mencapai 79–80% dari target 100% dan rata-rata nilai PKG masih berada pada kategori cukup. Tujuan penelitian ini adalah untuk menganalisis efektivitas pengelolaan supervisi akademik berbasis *coaching* yang mencakup perencanaan, pelaksanaan, evaluasi, dan tindak lanjut dalam meningkatkan kinerja guru di kedua sekolah. Metode yang digunakan adalah deskriptif kualitatif dengan desain studi kasus melalui teknik observasi, wawancara, dan dokumentasi. Hasil penelitian menunjukkan bahwa: (1) Perencanaan efektivitas pengelolaan supervisi akademik berbasis *coaching* di SDN 7 Panjalu masih bersifat konvensional, belum memuat tujuan spesifik per guru, dan belum melibatkan guru secara bermakna, sedangkan SDN 2 Bahara lebih sistematis dan berbasis kebutuhan individual guru. (2) Pelaksanaan efektivitas pengelolaan supervisi akademik berbasis *coaching* di SDN 7 Panjalu belum optimal; umpan balik masih searah dan pertanyaan reflektif belum konsisten, sedangkan SDN 2 Bahara melaksanakan supervisi lebih terstruktur dengan pendekatan *coaching* yang autentik. (3) Evaluasi efektivitas pengelolaan supervisi akademik berbasis *coaching* di SDN 7 Panjalu masih informal dan belum melibatkan guru secara aktif, sedangkan SDN 2 Bahara memanfaatkan hasil evaluasi secara komprehensif untuk perbaikan berkelanjutan. (4) Tindak lanjut efektivitas pengelolaan supervisi akademik berbasis *coaching* di SDN 7 Panjalu belum sistematis dan belum menjangkau semua guru secara merata, sedangkan SDN 2 Bahara menjalankan tindak lanjut secara terjadwal dan terstruktur sehingga berdampak lebih optimal terhadap peningkatan kinerja guru.

Kata Kunci: Efektivitas, Pengelolaan, Supervisi Akademik Berbasis *Coaching*, Kinerja Guru

ABSTRACT

Fani Febriyanti. NIM. 2125250070. *The Effectiveness of Coaching-Based Academic Supervision Management in Improving Teacher Performance (A Case Study at SDN 7 Panjalu and SDN 2 Bahara, Panjalu District, Ciamis Regency).*

This research is motivated by the suboptimal implementation of coaching-based academic supervision in improving teacher performance at SDN 7 Panjalu and SDN 2 Bahara, where supervision achievement only reached 79–80% of the 100% target and the average PKG score remained in the sufficient category. The purpose of this study is to analyze the effectiveness of coaching-based academic supervision management encompassing planning, implementation, evaluation, and follow-up in improving teacher performance at both schools. The method used is descriptive qualitative with a case study design through observation, interview, and documentation techniques. The results indicate that: (1) Planning effectiveness of coaching-based academic supervision management at SDN 7 Panjalu remains conventional, lacks specific objectives per teacher, and has not meaningfully involved teachers in planning, while SDN 2 Bahara demonstrates more systematic planning based on individual teacher needs. (2) Implementation effectiveness of coaching-based academic supervision management at SDN 7 Panjalu is not yet optimal; feedback remains one-directional and reflective questioning is not consistently applied, while SDN 2 Bahara implements supervision more structurally with an authentic coaching approach. (3) Evaluation effectiveness of coaching-based academic supervision management at SDN 7 Panjalu remains informal and lacks active teacher involvement, while SDN 2 Bahara utilizes evaluation results comprehensively for continuous improvement. (4) Follow-up effectiveness of coaching-based academic supervision management at SDN 7 Panjalu is unsystematic and has not reached all teachers consistently, while SDN 2 Bahara implements follow-up in a scheduled and structured manner resulting in more optimal improvement in teacher performance.

Keywords: *Effectiveness, Management, Coaching-Based Academic Supervision Teacher Performance*