

## ABSTRAK

**AGUSSALIM. Studi Evaluasi Kinerja Pengawas dalam Mengimplementasikan Fungsi Pengawasan Akademik di Sekolah Menengah Atas Kabupaten Aceh Utara. Tesis. Medan: Program Pasca Sarjana Universitas Negeri Medan, 2017.**

Tujuan penelitian ini untuk mengevaluasi kinerja pengawas sekolah menengah atas Kabupaten Aceh Utara dalam mengimplementasikan: (1) penyusunan program pengawasan akademik; (2) pelaksanaan program pengawasan akademik; (3) evaluasi hasil pelaksanaan program pengawasan akademik; (4) pembimbingan dan pelatihan profesional guru. Penelitian ini menggunakan metode *Discrepancy Evaluation Model* (DEM) dengan pendekatan deskriptif kualitatif. Subyek penelitian berjumlah 11 orang terdiri dari tiga orang pengawas, satu orang koordinator pengawas, satu orang kepala dinas pendidikan, tiga orang kepala sekolah, dan tiga orang guru. Teknik pengumpulan data berupa wawancara, observasi, dan studi dokumentasi. Analisis data dilakukan dengan *Discrepancy Evaluation Model* yaitu melihat kesenjangan atau ketidaksesuaian antara data yang diperoleh dengan standar yang telah ditentukan. Hasil penelitian menyimpulkan bahwa (1) kinerja pengawas dalam mengimplementasikan penyusunan program pengawasan akademik belum sepenuhnya sesuai standar dengan prestasi kerja satu orang pengawas atau 33 persen memperoleh nilai A (amat baik) dan dua orang pengawas atau 66,67 persen memperoleh nilai C (cukup); (2) kinerja pengawas dalam mengimplementasikan pelaksanaan program pengawasan akademik belum sesuai standar dengan prestasi kerja dua orang pengawas atau 66,67 persen memperoleh nilai E (kurang) dan satu orang pengawas atau 33,33 persen memperoleh nilai C (cukup); (3) kinerja pengawas dalam mengimplementasikan evaluasi hasil pelaksanaan program pengawasan akademik belum sesuai standar dengan prestasi kerja tiga orang pengawas atau 100 persen mendapat nilai E (kurang); dan (4) kinerja pengawas dalam mengimplementasikan pembimbingan dan pelatihan profesional guru belum sesuai standar dengan prestasi kerja tiga orang pengawas atau 100 persen mendapat nilai E (kurang).

Kata Kunci: Kinerja Pengawas, Pengawasan Akademik, Sekolah Menengah Atas.

## ABSTRACT

**AGUSSALIM.** *Study of Performance Evaluation of Supervisors in Implementing the Function of Academic Supervision in Senior High School For North Aceh District. Thesis. Medan: Study Program of Postgraduate Education, State University of Medan, 2017.*

The purpose of this study is to evaluate the performance of supervisors at high schools in North Aceh District in implementing: (1) preparation of academic supervision programs; (2) implementation of the academic supervision program; (3) evaluation of the results of the implementation of the academic supervision program; (4) teacher professional coaching and training. This research uses Discrepancy Evaluation Model (DEM) method with qualitative descriptive approach. The research subjects were 11 people consisting of three supervisors, one supervisor coordinator, one head of education office, three principals, and three teachers. Techniques of collecting data in the form of interviews, observation, and study documentation. Data analysis is done by Discrepancy Evaluation Model that is to see the gap or non-conformity between the data obtained with predetermined standard. The result of the research concludes that (1) the supervisor's performance in implementing the academic supervision program has not been fully complied with the standard with the performance of one supervisor or 33 percent getting A (very good) and two supervisors or 66.67 percent get C (enough) ; (2) the supervisor's performance in implementing the implementation of the academic supervision program has not been in accordance with the standard with the performance of two supervisors or 66.67 percent get E (less) and one supervisor or 33.33 percent get C (enough); (3) the performance of supervisor in implementing evaluation of the result of the implementation of the academic supervision program has not been in accordance with the standard with the performance of three supervisors or 100 percent got the value of E (less); and (4) the performance of supervisors in implementing teacher training and professional training has not been in accordance with the standards with the performance of three supervisors or 100 percent got E (less).

**Keywords:** *Supervisor Performance, Academic Supervision, Senior High School*