

## **ABSTRACT**

**AFRIZEN. 8146132031. *Improved Performance of Principal Academic Supervision Through Managerial Supervising of Supervisors with Monitoring and Evaluation Methods at SMK Kota Binjai. Thesis. Postgraduate Program, State University of Medan. 2016.***

*The objective of this school action research was to determine the improved performance principal of carrying out academic supervision through managerial supervising of supervisor with monitoring and evaluation methods at SMK Kota Binjai. The subject of this research are five principals of SMK at Kota Binjai namely SMK PABA Binjai, SMK YPIS Maju Binjai, SMK Swakarya Binjai, SMK Budi Utomo Binjai dan SMK Taman Siswa Binjai. The subject was determined purposively. The research instrument to improve the ability of principals to carry out academic supervision using of 21 guidelines list observation. This research using school action research with two cycle. Results of the study is the assessment of the performance of school principals in implementing the academic supervision of the teacher. In prasiklus, the performance of the principal in carrying out academic supervision is still low at 35.24%, after the action on the first cycle occurred increased to 64.76%, but do not meet the criteria of 80% is expected, after efforts to improve managerial supervision and monitoring methods evaluation in the second cycle, then an increase became 87.62% in both categories. In the second cycle of all respondents (principals) have met the success criteria that have been set that is > 80%. Based on the results of action in the first cycle and the second cycle can be concluded that the performance of the principal in carrying out academic supervision can be improved through managerial supervision of supervisor with the methods of monitoring and evaluation at SMK Binjai. Application of managerial supervision through monitoring and evaluation methods can assist in the preparation of the principal tasks of planning, implementation, and follow up the academic supervision of teachers in order to improve the professionalism of teachers in schools cultivated. Principals are expected to increase and develop its performance in implementing the academic supervision both in the preparation of planning, implementation, and follow up the academic supervision of teachers in order to improve the professionalism of teachers in schools cultivated. Based on the results of actions research at cycle 1 and cycle 2 can be concluded that the performance of principals in carrying out academic supervision can be improved through managerial supervising of supervisor with monitoring and evaluation methods at SMK at Kota Binjai.*

*Key words : Performance Principal, Supervision, Monitoring and Evaluation.*

## ABSTRAK

**AFRIZEN. 8146132031. Peningkatan Kinerja Kepala Sekolah Dalam Melaksanakan Supervisi Akademik Melalui Supervisi Manajerial Pengawas Sekolah Metode Monitoring dan Evaluasi di Kota Binjai. Tesis. Program Pascasarjana Universitas Negeri Medan, 2016.**

Tujuan penelitian tindakan sekolah ini adalah: untuk mengetahui peningkatan kinerja kepala sekolah dalam melaksanakan supervisi akademik melalui supervisi manajerial pengawas sekolah dengan metode monitoring dan evaluasi di SMK Kota Binjai. Subjek penelitian ini adalah kepala sekolah di SMK Kota Binjai berjumlah 5 orang kepala sekolah, yaitu SMK PABA Binjai, SMK YPIS Maju Binjai, SMK Swakarya Binjai, SMK Budi Utomo Binjai dan SMK Taman Siswa Binjai. Subjek ditentukan dengan cara *purposive*. Instrumen penelitian untuk meningkatkan kinerja kepala sekolah dalam melaksanakan supervisi akademik digunakan lembar observasi dengan jumlah butir sebanyak 21. Penelitian ini menggunakan penelitian tindakan sekolah dengan dua siklus. Hasil penelitian adalah penilaian kinerja kepala sekolah dalam melaksanakan supervisi akademik terhadap guru. Pada prasiklus, kinerja kepala sekolah dalam melaksanakan supervisi akademik masih rendah yaitu 35,24%, setelah dilakukan tindakan pada siklus I terjadi peningkatan menjadi 64,76%, tetapi belum memenuhi kriteria 80% yang diharapkan, setelah dilakukan upaya perbaikan supervisi manajerial metode monitoring dan evaluasi pada siklus II, maka terjadi peningkatan menjadi 87,62% dengan kategori baik. Pada siklus II seluruh responden (kepala sekolah) telah memenuhi kriteria keberhasilan yang telah ditetapkan yaitu > 80%. Berdasarkan hasil penelitian tindakan pada siklus I dan siklus II dapat disimpulkan bahwa kinerja kepala sekolah dalam melaksanakan supervisi akademik dapat ditingkatkan melalui supervisi manajerial pengawas sekolah dengan metode monitoring dan evaluasi di SMK Kota Binjai. Penerapan supervisi manajerial melalui metode monitoring dan evaluasi dapat membantu tugas kepala sekolah dalam penyusunan perencanaan, pelaksanaan, dan tindak lanjut supervisi akademik terhadap guru dalam rangka peningkatan profesionalisme guru di sekolah yang dibinanya. Kepala sekolah diharapkan agar meningkatkan dan mengembangkan kinerjanya dalam melaksanakan supervisi akademik baik dalam penyusunan perencanaan, pelaksanaan, dan tindak lanjut supervisi akademik terhadap guru dalam rangka peningkatan profesionalisme guru di sekolah yang dibinanya.

Kata Kunci: Kinerja Kepala Sekolah, Supervisi, Monitoring dan Evaluasi.