

ABSTRAK

MUHAMMAD HENDRA, Analisis Kinerja Pengawas Sekolah Menengah Kejuruan dalam Pelaksanaan Program Supervisi Akademik dan Supervisi Manajerial Di Kota Langsa. Tesis. Medan: Program Studi Administrasi Pendidikan Sekolah Pascasarjana, Universitas Negeri Medan, 2017.

Penelitian ini bertujuan untuk menganalisis kinerja pengawas sekolah menengah kejuruan dalam pelaksanaan program supervisi akademik dan supervisi manajerial di Kota Langsa, menggunakan metode deskriptif, dengan pendekatan kualitatif yang menghasilkan data deskriptif berupa kata-kata tulisan atau lisan dan perilaku yang dapat diamati. Tempat penelitian dilaksanakan di Kantor UPTD PPMG Wilayah IV Langsa, dan SMK di Kota Langsa. Subjek penelitian terdiri dari 5 (lima) orang pengawas SMK, 9 (sembilan) orang kepala SMK, 10 (sepuluh) orang guru SMK dan 1 (satu) orang kepala dinas pendidikan. Teknik pengumpulan data dilakukan melalui observasi, wawancara mendalam, dan studi dokumentasi. Menggunakan alat-alat seperti kamera dan buku catatan. Hasil penelitian menunjukkan bahwa terjadi penurunan kinerja pengawas SMK di Kota Langsa dari tahun 2015 sampai dengan tahun 2017 dalam pelaksanaan program supervisi akademik dan supervisi manajerial, sehingga tidak sesuai dengan standar kinerja yang terdapat pada: (1) rubrik instrumen penilaian kinerja pengawas sekolah, (2) peraturan Menteri Pendayagunaan Aparatur Negara dan Reformasi Birokrasi Nomor 21 Tahun 2010, dan (3) buku kerja pengawas sekolah. Perlu perbaikan pada empat komponen tugas pokok pengawas sekolah meliputi: (1) penyusunan program pengawasan, (2) pelaksanaan program pengawasan, (3) evaluasi hasil pelaksanaan program pengawasan, dan (4) pembimbingan dan pelatihan profesional guru/kepala sekolah. Mengacu kepada tiga standar kinerja di atas, maka empat komponen tugas pokok pengawas akan sesuai dengan peraturan yang berlaku, sehingga akan meningkatkan kinerja pengawas SMK di Kota Langsa dalam melaksanakan program supervisi akademik dan supervisi manajerial.

Kata Kunci: *Supervisi Akademik, Supervisi Manajerial, Kinerja Pengawas Sekolah Menengah Kejuruan.*



ABSTRACT

MUHAMMAD HENDRA, *Performance Analysis of Vocational High School Supervisors in the Implementation of Academic Supervision and Managerial Supervision Program in Langsa City.* Thesis. Medan: Study Program of Postgraduate Education Administration, State University of Medan, 2017.

This study aims to analyze the performance of vocational high schools supervisors in the implementation of academic supervision and managerial supervision program in Langsa City, using descriptive method, with qualitative approach which produce descriptive data in the form of written or oral words and observable behavior. The place of research is carried out at the Office of UPTD PPMG Langsa Region IV, and SMK in Langsa City. The subjects consisted of 5 (five) supervisors of SMK, 9 (nine) heads of SMK, 10 (ten) teachers of SMK and 1 (one) head of the education office. Data collection techniques are conducted through observation, in-depth interviews, and documentation studies. Using tools such as cameras and notebooks. The result of the research shows that there is a decrease in the performance of SMK supervisors in Langsa City from 2015 until 2017 in the implementation of the academic supervision and managerial supervision program, so it is not in accordance with the performance standards contained in: (1) rubric of performance assessment instrument of school supervisor, (2)) regulation of the Minister of Administrative Reform and Bureaucratic Reform Number 21 of 2010, and (3) the workbook of school supervisors. Needs improvement on the four main task components of school supervisors include: (1) preparation of supervisory programs, (2) implementation of monitoring programs, (3) evaluation of results of supervisory program implementation, and (4) professional teacher/ headmaster guidance and training. Referring to the above three performance standards, the four main task components of the supervisor will be in accordance with applicable regulations, thereby improving the performance of SMK supervisors in Langsa City in implementing academic supervision and managerial supervision programs.

Keywords: *Academic Supervision, Managerial Supervision, Vocational High School Supervisor Performance.*