

## ABSTRAK

**Karyawan Keliat, 8156132076. Optimasi Kompetensi Supervisi Akademik Pengawas Sekolah SMA di Kabupaten Karo Melalui Pelatihan dengan *Critical Events Model (CEM)*. Tesis. Medan, Administrasi Pendidikan Konsentrasi Kepengawasan, Program Pasca Sarjana Universitas Negeri Medan, 2017.**

Penelitian ini bertujuan mengetahui keadaan nyata persoalan kompetensi supervisi akademik di Kabupaten Karo; faktor pendukung serta faktor penghambat optimalnya kompetensi supervisi akademik; solusi agar kompetensi supervisi akademik pengawas sekolah dapat optimal serta dapat meningkatkan mutu pendidikan. Penelitian ini merupakan penelitian tindakan sekolah. Penelitian dilakukan di Kabupaten Karo dengan waktu 3 bulan. Subyek penelitian adalah pengawas sekolah SMA di Kabupaten Karo. Data dikumpulkan dengan wawancara, observasi dan dokumentasi. Analisis data menggunakan analisis model interaktif. Hasil temuan penelitian menunjukkan bahwa: keadaan kompetensi supervisi akademik di Kabupaten Karo masih bernilai rendah; faktor-faktor pendukung pengawasan adalah kepala sekolah dan guru memiliki kualifikasi pendidikan sarjana (S1) kependidikan, guru memiliki wadah organisasi MGMP, adanya produk hukum yang menaungi pengawas; faktor-faktor penghambat pengawasan adalah budaya sekolah yang masih kurang terbuka menerima kritikan, budaya masyarakat yang masih kental dengan persaudaraan, guru tidak menjadikan pengawas sebagai mitra, karena kondisi geografis, serta latar belakang pendidikan pengawas; solusi dari keadaan tersebut dilakukan pelatihan menggunakan *Critical Events Model (CEM)* yang berhasil mengoptimalkan kompetensi supervisi akademik pengawas sekolah SMA di Kabupaten Karo. Temuan penelitian ini diharapkan dapat berguna bagi pengawas sekolah, dan warga sekolah untuk bekerjasama meningkatkan mutu pendidikan di Kabupaten Karo.

**Kata kunci: Optimasi, Kompetensi Pengawas, Supervisi Akademik, *Critical Events Model (CEM)***

## ABSTRACT

**Karyawan Keliat, 8156132076. Optimization of Academic Supervision Competence of High School Supervisor in Karo Regency with Critical Events Model (CEM). A Thesis, Education Administration, Supervisory Study Program, Postgraduate Program of State University of Medan, 2017**

*The purpose of this research is to know: the real condition of academic supervision competency problems in Karo Regency; supporting factors and the optimal obstacle factors of academic supervision competence; the solution for the school supervisor's academic supervision competence can be optimal so as to improve the quality of education. This study is a school action research. The research was conducted in Karo Regency for three months. The subjects of the study were Senior High School supervisors in Karo Regency. The data is collected by interview, observation and documentation. Data analysis used is interactive model analysis. The findings of the research indicate that: the competence of academic supervision in Karo Regency is still low; supervisory support factors are principals and teachers have undergraduate education qualifications, teachers have an MGMP organizational setting, the existence of a legal product that oversees the supervisor; the inhibiting factors of supervision are the school culture that is still less open to criticism, the society culture is still strong with the brotherhood, the teachers do not make the supervisor as a partner, because of geographical conditions, as well as supervisory educational background; the solution is to do the training by using critical events model (CEM) that successfully optimize the competence of academic supervision of high school supervisor in Karo Regency. The findings of this study are expected to be useful for school supervisors, and school citizens to work together to improve the quality of education in Karo Regency.*

**Keywords: Optimization, Supervisor Competence, Academic Supervision, Critical Events Model (CEM)**