

## ABSTRAK

SHERLY. NIM. 8196114013. Model Pengembangan Keprofesian Berkelanjutan Guru Melalui Manajemen Pelatihan Berbasis Kompetensi Untuk Meningkatkan Mutu Pendidikan SMP Kota Pematangsiantar. Disertasi. Medan: Program Studi S3 Manajemen Pendidikan Pascasarjana Universitas Negeri Medan.

Tujuan penelitian ini untuk: (1) mengetahui desain model pengembangan keprofesian berkelanjutan guru melalui manajemen pelatihan berbasis kompetensi untuk meningkatkan mutu pendidikan SMP Kota Pematangsiantar; (2) mengetahui efektivitas model pengembangan keprofesian berkelanjutan guru melalui manajemen pelatihan berbasis kompetensi untuk meningkatkan mutu pendidikan SMP Kota Pematangsiantar. Penelitian ini merupakan penelitian pengembangan dengan model ADDIE. Subjek populasi penelitian ini adalah keseluruhan guru SMP Kota Pematangsiantar dan subjek sampel penelitian ini adalah guru SMP Kota Pematangsiantar yang sedang mengusulkan kenaikan pangkat TMT April 2022 dan guru penggerak yang berjumlah 80 orang. Teknik pengumpulan data dilakukan dengan observasi, wawancara, dokumentasi, kuesioner dan tes. Sebelum instrumen digunakan, terlebih dahulu divalidasi oleh pakar untuk mendapatkan kelayakan penggunaan. Uji coba dilakukan sebanyak 2 kali yaitu uji coba terbatas dan uji coba luas. Hasil penelitian yaitu: (1) model pengembangan keprofesian berkelanjutan guru melalui manajemen pelatihan berbasis kompetensi untuk meningkatkan mutu pendidikan SMP Kota Pematangsiantar memiliki keunggulan yaitu langkah-langkah pengembangan keprofesian berkelanjutan guru meliputi analisis, desain dan pengembangan, implementasi dan evaluasi, dapat meningkatkan kompetensi guru dan profesionalisme guru, dikembangkan dengan melibatkan unsur seperti dinas pendidikan, pengawas sekolah, kepala sekolah, guru dan perguruan tinggi, dapat memotivasi guru menjadi pelajar sepanjang hayat dan tingkat kesalahan yang minimal. Hasil uji kelayakan diperoleh nilai 98% (ahli materi), 95% (ahli media) dan 95% (pengguna) dengan kategori sangat layak; (2) nilai *N-Gain Score* diperoleh nilai  $g\ 0,79 > 0,7$  (uji coba terbatas) dan  $g\ 0,82 > 0,7$  (uji coba luas), hasil uji Wilcoxon diperoleh nilai Asymp.Sig. (2-tailed) bernilai  $0,000 < 0,05$  (uji coba terbatas dan uji coba luas), produk yang dihasilkan 93,33% (uji coba terbatas) dan 84% (uji coba luas) dengan kategori efektif. Efektivitas manajemen pelatihan memperoleh nilai rata-rata 94% dengan kategori sangat baik, penilaian program pelatihan memperoleh nilai rata-rata 92% dengan kategori sangat baik, efektivitas model memperoleh nilai 90% dengan kategori sangat baik artinya model pengembangan keprofesian berkelanjutan guru melalui manajemen pelatihan berbasis kompetensi efektif meningkatkan mutu pendidikan SMP Kota Pematangsiantar.

**Kata Kunci:** Pengembangan Keprofesian Berkelanjutan, Pelatihan Berbasis Kompetensi, Mutu Pendidikan

## ABSTRACT

SHERLY. NIM. 8196114013. Model for the Continual Professional Development of Teachers Through the Management of Competency-Based Training, Improving the Quality of Education for Junior High Schools in Pematangsiantar City. Dissertation. Medan: Doctoral Degree Management Postgradutae Education program at the State University of Medan. The purpose of this study is to (1) determine the design model for the continuous professional development of teachers through the management of competency-based training, improving the quality of education for junior high schools in Pematangsiantar City; and (2) determine the effectiveness of the model for the continuous professional development of teachers through the management of competency-based training, improving the quality of education for junior high schools in Pematangsiantar City. This research is development research with a model of ADDIE. The subjects of the study population are the entire junior high school teachers in Pematangsiantar City, and the subjects of the study sample are the junior high school teachers in Pematangsiantar City who are proposing promotion starting in April 2022 and booster teachers, which is about 80 people. The technique of data collection is done by observation, interview, documentation, questionnaire, and test. Before the instruments are used, the teachers must be validated by experts to determine the feasibility of their use. The tests were done twice, which limited testing to extensive trials. The study's findings, namely: (1) a model for the continuous professional development of teachers through the management of competency-based training, improving the quality of education for junior high schools in Pematangsiantar City, have the advantage of measuring continuous professional development of teachers and incorporating elements such as the department of education, the superintendent of schools, principals, teachers, and universities, to be able to motivates teachers to be lifelong learners and minimal error rates. The results of the feasibility test obtained the values of 98% (matter experts), 95% (expert media) and 95% (users) with the category of very decent; (2) the value of the N-Gain Score obtained a value of  $g\ 0,79 > 0,7$  (trial limited) and  $g\ 0,82 > 0,7$  (test area). The results of the Wilcoxon test obtained the value of Asymp.Sig. (2-tailed) value of  $0,000 < 0,05$  (trial limited and extensive trials), the resulting product 93,33% (trial limited) and 84% (test area) with the effective category. The effectiveness of management training, obtaining an average value of 94% with a very good category, the assessment of the training program, obtaining an average value of 92% with a very good category, and the effectiveness of the model, obtaining a value of 90% with a very good category, means that the continuous professional development of teachers through the management of competency-based training is effective in improving the quality of education for junior high schools in Pematangsiantar City.

**Keywords:** Continuous Professional Development, Competency-Based Training, and the Quality of Education