

ABSTRAK

Kinerja guru SLB Tunarungu di Kabupaten Deli Serdang masih belum maksimal, dikarenakan pelatihan yang dilakukan belum sesuai kebutuhan guru SLB, sehingga guru tidak dapat merencanakan, melaksanakan, dan mengevaluasi pembelajaran anak didik SLB dengan tepat. Untuk itu dibutuhkan pola pelatihan yang dapat menanamkan kemampuan *mathernal* reflektif yang memiliki nilai-nilai sensitivitas humanis pendidik anak berkebutuhan khusus. Adapun tujuan penelitian untuk menganalisis: (1) Model manajemen pelatihan metode *mathernal* reflektif berbasis sensitivitas humanis yang layak; dan (2) Model manajemen pelatihan metode *mathernal* reflektif berbasis sensitivitas humanis yang efektif digunakan pada guru SLB Tunarungu di Kabupaten Deli Serdang. Penelitian ini dilakukan dengan menggunakan metode *research and development* dengan pendekatan ADDIE. Teknik pengumpulan data menggunakan kuesioner dan observasi. Hasil penelitian menunjukkan: (1) Hasil uji kelayakan model dari pendapat para ahli media, ahli desain, dan ahli bahasa yang memberikan penilaian rata-rata di atas 90% dengan kategori sangat baik; menyimpulkan bahwa model pelatihan *mathernal* reflektif berbasis sensitivitas humanis layak digunakan untuk meningkatkan kinerja guru SLB Tunarungu di Kabupaten Deli Serdang; dan (2) Hasil uji efektivitas model pada uji coba luas terbatas dengan *N-Gain Score* sebesar $g = 0,7284 > 0,7$ dan prosentase 72,84% dengan kategori efektif untuk meningkatkan kinerja guru SLB Tunarungu pada aspek: perencanaan pembelajaran sebesar 70,00%; pelaksanaan pembelajaran sebesar 63,33%; dan evaluasi hasil belajar sebesar 70,00%. Hasil penelitian diharapkan dapat memberikan masukan kepada Pemerintah Dinas Pendidikan Provinsi Sumatera Utara, Pemerintah Kabupaten Deli Serdang, kepala SLB, dan guru-guru anak berkebutuhan khusus menjadikan anak didik sebagai pribadi mandiri dan berpendidikan.

Kata Kunci: Model manajemen pelatihan *mathernal* reflektif, Sensitivitas humanis, Kinerja guru



ABSTRACT

The performance of SLB teachers for the Deaf in Deli Serdang Regency is still not optimal, because the training carried out is not in accordance with the needs of SLB teachers, so teachers cannot plan, implement, and evaluate the learning of SLB students properly. For this reason, a training pattern is needed that can instill reflective mathematical skills that have humanist sensitivity values for educators of children with special needs. The research objectives are to analyze: (1) Practical humanist sensitivity based reflective mathernal training management model; and (2) A reflective mathernal method training management model based on humanist sensitivity that is effectively used for Deaf SLB teachers in Deli Serdang Regency. This research was conducted using the research and development method with the ADDIE approach. Data collection techniques use questionnaires and observation. The results of the research show: (1) Model feasibility test results from the opinions of media experts, design experts and language experts who gave an average rating of above 90% in the very good category; concluded that the humanist sensitivist based reflective mathernal training model is suitable to be used to improve the performance of Deaf SLB teachers in Deli Serdang Regency; and (2) The results of the model effectiveness test in a limited trial with an N-Gain Score of $g = 0.7284 > 0.7$ and a percentage of 72.84% with an effective category for improving the performance of Deaf SLB teachers in the aspect: learning planning of 70 .00%; implementation of learning was 63.33%; and evaluation of learning outcomes of 70.00%. It is hoped that the results of the research can provide input to the North Sumatra Provincial Education Office, Deli Serdang Regency Government, SLB heads, and teachers of children with special needs to make students independent and educated individuals.

Keywords: *Reflective mathernal training management model, humanist sensitivity, teacher performance*

