

ABSTRAK

Hotnauli Nainggolan, 8136131004, **Implementasi Supervisi Model Klinis Direktif Berbasis Manajemen Pendidikan untuk Meningkatkan Kinerja Guru dalam Pembelajaran Bahasa Indonesia di SMP Negeri Kota Medan.**
Tesis : Pascasarjana Universitas Negeri Medan. 2015.

Tujuan penelitian ini adalah untuk mengetahui Implementasi Supervisi Model Klinis Direktif Berbasis Manajemen Pendidikan dapat Meningkatkan Kinerja Guru dalam Pembelajaran Bahasa Indonesia di SMP Negeri Kota Medan. Penelitian ini berlangsung dari bulan Maret sampai dengan bulan Mei 2015.

Penelitian ini merupakan Penelitian Tindakan Sekolah dengan analisis deskriptif. Penentuan sampel dengan cara purposive sampling, sehingga diperoleh sampel penelitian 15 guru. Teknik pengumpulan data dengan menerapkan supervisi model klinis model direktif berbasis manajemen pendidikan dengan 3 tahap, yaitu tahap pra siklus, siklus I, dan siklus II dengan menggunakan lembar instrumen penilaian kinerja guru terhadap guru-guru oleh pengawas, kepala sekolah dan peneliti.

Hasil penelitian diperoleh beberapa kesimpulan sebagai berikut: (1) pada tahap Prasiklus, skor rata-rata nilai kinerja guru 28.27 yakni sebesar 50.48 %. (2) pada tahap Siklus I, skor rata-rata nilai kinerja guru 39.42 yakni sebesar 70.40 %. (3) pada tahap Siklus II, skor nilai rata-rata kinerja guru 49.36 yakni 88.13 %, dimana pada tahap siklus II (rencana – tindakan – observasi - refleksi) disimpulkan bahwa kemampuan guru dalam menyusun RPP tergolong tinggi, memilih metode yang tepat, dan melengkapi instrument, hasil penilaian tersebut memberikan umpan balik terhadap guru. Tahap refleksi disimpulkan bahwa siklus II sudah tuntas dengan nilai ketuntasan ≥ 80 %.

Dengan demikian, dapat dinyatakan bahwa Implementasi Supervisi Model Klinis Direktif Berbasis Manajemen Pendidikan dapat Meningkatkan Kinerja Guru. Untuk itu disarankan Supervisi Model Klinis Direktif Berbasis Manajemen Pendidikan agar diterapkan untuk meningkatkan kinerja guru yang lebih baik.

Kata Kunci: Supervisi, Model Klinis Direktif, Manajemen Pendidikan, Kinerja.



ABSTRACT

*Hotnauli Nainggolan, 8136131004, **The Implementation of Clinical Directive Supervision Model based on Educational Management to Increase Teachers performance in Indonesian Language Study in Negeri Kota Medan Middle School.***

Thesis : Postgraduate Study The University of Medan. 2015.

The purpose of this research is to know the Implementation of Clinical Directive Supervision Model based on Educational Management to Increase Teachers performance in Indonesian Language Study in Negeri Kota Medan Middle School. This research took place from March until May 2015.

This research is a School-based Action Research with descriptive analysis. Data taking is done with purposive sampling, where the total sample of 15 teachers is obtained. The data taking technique used by implementing clinical directive supervision model based on education management is done in 3 stages, which are Pre cycle, cycle I, and cycle II stage with the usage of teachers' performance instrument sheets which are given to teachers' supervisors, school principal and researcher.

From this research result, concluded that: (1) At the Pre cycle stage, the average teachers performance score is 28.27, which is 50.48%. (2) At the Cycle I stage, the average teachers performance score is 39.42, which is 70.40%. (3) At the Cycle II stage, the average teachers performance score is 49.36, which is 88.13%, where in this cycle (Planning – Action – Observation – Reflection) concluded that teacher performance in arranging RRP is rather high, where the right method is chosen, and instrument is being fulfilled, the result gave feedback to the teacher. In the reflection process, concluded that in Cycle II has been completed with a score of > 80%.

Therefore, we can conclude that the Implementation of Clinical Directive Supervision Model based on Educational Management can Increase Teachers performance. It is advised that clinical directive supervision model based on educational management to be implemented to improve better teachers' performance.

Keyword: Supervision, Clinical Directive Model, Management Education, Performance.