

ABSTRAK

SERIANI. Implementasi Kebijakan Standar Kompetensi Guru SMA Negeri Di Kota Medan. Tesis. Medan: Program Pascasarjana Universitas Negeri Medan, 2015.

Penelitian ini bertujuan untuk mengetahui implementasi kebijakan standar kompetensi guru SMA Negeri di kota Medan, melalui (1) mendeskripsikan faktor komunikasi dalam implementasi kebijakan standar kompetensi guru SMA Negeri di kota Medan, (2) mendeskripsikan faktor sumber daya dalam implementasi kebijakan standar kompetensi guru SMA Negeri di kota Medan, (3) mendeskripsikan faktor disposisi dalam implementasi kebijakan standar kompetensi guru SMA Negeri di kota Medan, (4) mendeskripsikan faktor struktur birokrasi dalam implementasi kebijakan standar kompetensi guru SMA Negeri di kota Medan. Penelitian ini menggunakan metode deskriptif dengan pendekatan kualitatif. Responden terdiri dari pihak Dinas Pendidikan kota Medan, Pengawas SMA kota Medan, Kepala SMA Negeri di kota Medan, dan guru SMA Negeri di kota Medan. Pengumpulan data melalui wawancara, observasi dan studi dokumentasi. Teknik analisis data menggunakan analisis kualitatif yang mengacu kepada pendapat Miles dan Huberman. Hasil penelitian menunjukkan bahwa faktor komunikasi, sumberdaya, disposisi dan struktur birokrasi mempengaruhi implementasi kebijakan standar kompetensi guru SMA Negeri di kota Medan. Pada faktor komunikasi, sosialisasi kebijakan standar kompetensi guru tidak dilaksanakan secara rutin dan berkelanjutan. Selanjutnya pada faktor sumber daya ketersediaan sarana dan prasarana yang dimiliki dalam pelaksanaan standar kompetensi guru belum memadai. Kemudian pada faktor disposisi, para pelaksana kebijakan memiliki sikap atau perspektif yang mendukung kebijakan. Pada faktor struktur birokrasi, SOP yang digunakan hanya mengacu pada Permendiknas No. 16 Tahun 2007 karena dalam hal ini belum ada Peraturan Daerah terkait standar kompetensi guru.

ABSTRACT

SERIANI. The Policy Implementation of Competency Standards of The State Senior High School Teachers In the City of Medan. Tesis: Graduate Program, State University Of Medan, 2015.

The aim of this study was to determine the policy implementation standard competence of SMA teachers in the city of Medan by (1) describing the communication factor in the policy implementation of competency standards of the state Senior high schools teachers in the city of Medan, (2) describing the resource factor in the policy implementation of competency standards of the state Senior high schools teachers in the city of Medan, (3) describing the disposition factor in the policy implementation of competency standards of the state Senior high schools teachers in the city of Medan, (4) describing the bureaucratic structure factor in the policy implementation of competency standards of the state Senior high schools teachers in the city of Medan. This research uses descriptive method with qualitative approach. Respondents consisted of the Education Office of Medan, the Supervisor of senior high school, the headmaster of State Senior High School in the city of Medan, and the teachers of the state senior high school in the city of Medan. Collecting data through interviews, observations and documentation studies. The data were analyzed using qualitative analysis refers to the opinion of Miles and Huberman. The results of this research showed that the factor of communication, resources, disposition and bureaucratic structure affecting the policy implementation of competency standards of the state senior high school teachers in the city of Medan. In the communication factor, policy dissemination teacher competency standards are not carried out routinely and continuously. Furthermore, the factor of resources availability of facilities and infrastructure owned in the implementation of teacher competency standards have been inadequate. Later on disposition factors, the policy implementers have an attitude or perspective that supports the policy. In the bureaucratic structure factor, which is used SOP refers to Decree No. 16 of 2007 because in this case there is no Local Regulations related to teacher competency standards.