

ABSTRAK

SURYANI BARUS. Kinerja Kepala Sekolah Sebagai Manajer dalam Peningkatan Mutu Pendidikan SD Negeri No. 060926 Kecamatan Medan Amplas. Tesis. Medan: Program Pascasarjana Universitas Negeri Medan, Juni, 2006.

Masalah yang dianalisis dalam penelitian ini ada 4 yakni: 1) bagaimana kinerja kepala sekolah sebagai manajer dalam meningkatkan mutu pendidikan di SD Negeri 060926 Kecamatan melon Amplas, 2) bagaimana kepala sekolah meningkatkan kinerja dalam penyelenggaraan pendidikan, 3) bagaimana kepala sekolah dapat mengarahkan setiap pelaksanaan pendidikan di sekolah dengan menerapkan manajemen kinerja dan 4) bagaimanakah kepala sekolah dapat mengawasi proses pelaksanaan pembelajaran dengan menerapkan manajemen kinerja menuju peningkatan mutu pendidikan?

Tujuan Penelitian ini adalah untuk mengetahui Kinerja kepala sekolah sebagai manajer meningkatkan mutu pendidikan di SD Negeri 060926 Kecamatan Melon Amplas, yang berkenaan dengan: manajemen kinerja, peningkatan kinerja, mengarahkan pelaksanaan pendidikan dan pengawasan proses pelaksanaan pembelajaran dengan menerapkan manajemen kinerja.

Penelitian ini menggunakan metode kualitatif. Informannya adalah kepala sekolah sebagai *key informan* (informan kunci), guru kelas, guru bidang studi, dan siswa. Jumlah informan dapat berkembang sesuai kebutuhan penelitian.

Pengumpulan data diperoleh melalui beberapa teknik, yaitu: observasi partisipan, wawancara dan pengkajian dokumen. Pngujian keabsahan data dilakukan dengan teknik triangulasi, perpanjangan waktu observasi, wawancara, *cross chek data*, diskusi dengan teman sejawat dan didukung oleh kecukupan referensi.

Berdasarkan hasil observasi dan wawancara, penelitian ini menemukan beberapa hal, yaitu: Kinerja kepala sekolah sebagai manajer dalam meningkatkan mutu pendidikan di SD Negeri 060926 Kecamatan Melon Amplas rendah, karna itu mutu pendidikannya pun rendah pula. Hal itu disebabkan berbagai faktor di antaranya: masa kerja baru 6 bulan dan warisan kinerja kepala sekolah yang lama kurang dapat baik.

Dengan demikian penelitian ini menyarankan beberapa hal, yaitu:

1. Meningkatkan kinerja dalam memimpin sekolah, dengan menerapkan prinsip dan unsur-unsur manajemen modern
2. Membenahi sekaligus dan melengkapi *hard ware* dan *soft ware* yang belum ada di sekolah, seperti PKS, tenaga administrasi, perpustakaan, komputer atau mesin tik, dan lain-lain sesuai dana dan kebutuhan utama sekolah
3. Menterjemahkan tujuan pendidikan nasional kepada tujuan operasional
4. Menjalin kerjasama baik dengan para guru maupun dengan masyarakat luas.

ABSTRACT

SURYANI BARUS, *Performance of the Principal As Manager For Improvement of Education Quality at SD Negeri No 060926 of Medan Amplas Subregency, a Thesis, Medan : Magister Study Program of Universitas Negeri Medan, June 2006.*

The problem analyzed in the percent study included 4 aspects; 1) How performance as manager of the Principal as manager for improvement of education quality at SD Negeri 060926 of Medan Amplas Subregency, 2) How did the Principal improve his performance for implementation of education, 3) how could the Principal direct any implementation of education at the school by implementing performance management and 4) how could the Principal control the implementation of teaching process by implementing performance management for improvement of education quality ?.

The objective of the study is to know performance management of the Principal in improving the education quality at SD. Negeri No. 060926 of Medan Amplas Sub regency concerning to performance management performance improvement direction of education implementation and implementation of performance management and even control of teaching process by implementing performance management.

The study used qualitative method using orientation, exploration and checking processes. The study applied circulation process in which the one stage to another is mutually related. The informen for the study included Principal as key informen, teachers of classroom, teachers of study program, and students. The total informen may be extended as require by study.

The data for the study was collected through several methods; observation, participation, interview, and assessment of document. The validity test of data was carried out using a triangulation method by using sources of information, methods and other theories in spite of those used, extension of observation time, interview, and cross check of data, peer discussion supported by sufficiency of references.

Based on the results of observation, it can be concluded that the performance of Principal in improving the education quality at SD Negeri No. 060926 of Medan Amplas sub regency was less maximal and relatively lower of the quality. It as caused by several factor such as; shorter service of duty namely 6 months and inheritance of the performance of the former Principal that was less cooperative.

Thus, the study suggests several things as below,

1. That in order to improve performance of leadership, the Principal may implement principles and elements of modern Management for improvement of education that the managed and keep his professionalism
2. That the Principal concern whilst supplying the hardware and software which are still not existed at the school such as RKS administrative employees, library, computer or typing writer, etc according to the availability of pound and the main requirements of the school.
3. That the Principal interpret the national education objectives into operational (institutional) ones.
4. That the Principal may make a more extensive cooperation with society in spite of cooperation with teachers.