

ABSTRACT

Thesis, EFENDI SIPAYUNG (2011); The Accomplishment of Improving Teacher's Quality Planning of Madrasah. (Case Study at MTs Negeri 2 Medan). The research aims to know the accomplishment of improving teacher's quality planning at MTs 2 Medan. Therefore, this research is done by using qualitative method. To collect the data which is needed in this research is used deep interview technique, observation, and document literary. The data of research is analyzed by the some steps of data reduction, explaining data and taking the conclusion. The accuracy of data is checked by the credibility technique, transparency, dependability, and confirmability.

There are four finding in this research, they are:

The arrangement of improving teacher's quality planning at MTs Negeri 2 Medan is done by agreement which is involved those staff, teachers, committee of Madrasah with the purpose of all personals that have the capability of teaching, commitment and responsibility. The formulation of improving teacher's planning involve MGMP activities.(workshop, training) activity of class supervising, and training of teacher and staff. The accomplishment of teacher's improving program at MTs Negeri 2 Medan involve MGMP program (the Agreement of teachers) by doing workshop and training of teaching capability of teachers to increase professionally to get the effectivity of learning. The accomplishment of class supervision is done to help teachers in finding and solving the learning problem in the class. In the case, class supervision is created by the headmaster by supporting of supervisor, the deputy of headmaster, and the committee of Madrasah. The accomplishment of mental upgrading as one of expedient of improvement of teacher's personality is done by presenting Religious figure, education and scientist mainly to increase the teacher's quality at MTs Negeri 2 Medan. To maximally the reach of increasing quality of teacher that is earned by following BINTAL (Bimbingan Mental) at every one month which cover many level of education. The school has already done the corporation to those teachers, school committee, government office, religious Departement of North Sumatera to arrange and doing those education program and the increasing of teacher's quality

ABSTRAK

Tesis, EFENDI SIPAYUNG (2012); PELAKSANAAN RENCANA PENGEMBANGAN GURU MADRASAH (Studi Kasus di MTs Negeri 2 Medan). Penelitian bertujuan untuk mengetahui pelaksanaan rencana pengembangan guru di MTs Negeri 2 Medan. Karena itu, penelitian ini dilaksanakan dengan menggunakan metode kualitatif. Untuk mengumpulkan data yang diperlukan dalam penelitian ini digunakan teknik wawancara mendalam, observasi dan kajian dokumen. Data penelitian dianalisis dengan langkah-langkah reduksi data, pemaparan data dan penarikan kesimpulan. Keterpercayaan data diperiksa dengan teknik kredibilitas, transperabilitas, dependabilitas, dan konfirmabilitas.

Ada empat temuan dalam penelitian ini, yaitu :

Penyusunan rencana pengembangan guru di MTs Negeri 2 Medan ini dilakukan dengan cara musyawarah yang melibatkan para staff, guru, komite, madrasah dengan tujuan agar personil madrasah memiliki keterampilan mengajar, komitmen tugas dan tanggung jawab. Formulasi rencana pengembangan mutu guru mencakup kegiatan MGMP (workshop, pelatihan), kegiatan supervisi kelas, dan pembinaan mental guru dan pegawai. Pelaksanaan program pengembangan guru MTs Negeri 2 Medan melalui kegiatan MGMP (Musyawarah Guru Mata Pelajaran) melalui workshop dan pelatihan keterampilan mengajar guru untuk meningkatkan profesionalitas dan keterampilan mengajar sehingga tercapai efektivitas pembelajaran. Pelaksanaan supervisi kelas dilaksanakan dalam membantu guru menemukan dan memecahkan masalah pembelajaran di kelas. Dalam hal ini supervisi kelas dilaksanakan oleh kepala sekolah dengan dukungan pengawas, wakil kepala madrasah dan komite madrasah. Pelaksanaan kegiatan pembinaan mental sebagai satu upaya pengembangan kepribadian guru dilaksanakan dengan cara menghadirkan para tokoh keagamaan, pendidikan, dan para cendekiawan terutama upaya peningkatan kualitas guru di MTs Negeri 2 Meda. Memaksimalkan pencapaian peningkatan kualitas guru yang didapatkan guru dengan mengikuti Bimbel (Bimbingan Mental) padasetiap 1 bulan sekali yang meliputi berbagai bidang pendidikan. Sekolah telah melakukan kerjasama dengan guru-guru, komite sekolah, kanwil, Depag SU untuk menyusun dan melaksanakan program-program pendidikan dan peningkatan kualitas guru.