

## ABSTRAK

Penelitian ini berjudul **IMPLEMENTASI KOMPETENSI SUPERVISI AKADEMIK PENILIK DALAM MENINGKATKAN KINERJA MENGAJAR GURU (Studi Pada Dabin II PAUD Kecamatan Jeruklegi Kabupaten Cilacap), Siti Nurhajah, NIM. 82362223027**. Penelitian ini dilatarbelakangi bahwa guru merupakan salah satu kunci utama suksesnya penyelenggaraan pendidikan. Oleh karena itu, guru dituntut mampu melaksanakan proses belajar mengajar dengan baik. Untuk mencapai proses dan hasil pendidikan yang berkualitas perlu di dukung oleh kinerja mengajar guru yang baik. Hal tersebut tidak terlepas dari implementasi kompetensi supervisi akademik penilik terhadap guru binaannya melalui pemantauan, penilaian, pembimbingan, pembinaan dalam penyusunan rencana, pelaksanaan, penilaian dan perbaikan program pembelajaran yang dilaksanakan oleh guru. Tujuan penelitian adalah untuk menganalisis dan mendeskripsikan tentang: 1) Implementasi kompetensi supervisi akademik penilik ditinjau dari aspek perencanaan dalam meningkatkan kinerja mengajar guru; 2) Implementasi kompetensi supervisi akademik penilik ditinjau dari aspek pelaksanaan dalam meningkatkan kinerja mengajar guru; 3) Implementasi kompetensi supervisi akademik penilik ditinjau dari aspek evaluasi dalam meningkatkan kinerja mengajar guru. Metode penelitian yang digunakan dalam penyusunan tesis ini adalah *deskriptif* dengan pendekatan kualitatif. Teknik pengumpulan data dilakukan melalui wawancara, observasi, dan studi dokumentasi. Adapun informan pada penelitian ini meliputi guru, kepala sekolah, penilik, dan Koordinator Wilayah Bidang Pendidikan. Hasil penelitian menunjukkan bahwa: 1). Implementasi kompetensi supervisi akademik penilik ditinjau dari aspek perencanaan dalam meningkatkan kinerja mengajar guru sudah terlaksana cukup baik. Namun demikian, ada aspek yang lemah yaitu kompetensi supervisi akademik penilik terhadap guru binaan belum optimal. 2) Implementasi kompetensi supervisi akademik penilik ditinjau dari aspek pelaksanaan dalam meningkatkan kinerja mengajar guru sudah terlaksana cukup baik. Namun demikian, ada aspek yang lemah yaitu masih rendahnya motivasi guru untuk disupervisi. 3) Implementasi kompetensi supervisi akademik penilik ditinjau dari aspek evaluasi dalam meningkatkan kinerja mengajar guru sudah terlaksana cukup baik. Namun demikian, ada aspek yang lemah yaitu evaluasi proses supervisi akademik belum sepenuhnya ditindaklanjuti oleh penilik.

Kata Kunci: *Kompetensi Supervisi Akademik, Penilik, Kinerja Mengajar Guru*

## ABSTRACT

*This research is entitled **IMPLEMENTATION OF OWNERS' ACADEMIC SUPERVISION COMPETENCIES IN IMPROVING TEACHERS' TEACHING PERFORMANCE** (Study at Dabin II PAUD Jeruklegi District, Cilacap Regency), Siti Nurhajah, NIM. 82362223027. This research is motivated by the fact that teachers are one of the main keys to the success of providing education. Therefore, teachers are required to be able to carry out the teaching and learning process well. To achieve quality educational processes and results, it needs to be supported by good teacher teaching performance. This is inseparable from the implementation of the supervisor's academic supervision competence towards the teachers trained by him through monitoring, assessment, guidance, coaching in the preparation of plans, implementation, assessment and improvement of learning programs implemented by teachers. The aim of the research is to analyze and describe: 1) Implementation of supervisor academic supervision competencies in terms of planning aspects in improving teacher teaching performance; 2) Implementation of supervisor academic supervision competencies in terms of the implementation aspect in improving teacher teaching performance; 3) Implementation of supervisor academic supervision competencies in terms of evaluation aspects in improving teacher teaching performance. The research method used in preparing this thesis is descriptive with a qualitative approach. Data collection techniques were carried out through interviews, observation and documentation studies. The informants in this research included teachers, school principals, supervisors, and Regional Education Coordinators. The results of the research show that: 1) The implementation of supervisor academic supervision competencies in terms of planning aspects in improving teacher teaching performance has been carried out quite well. However, there is a weak aspect, namely the competence of supervisors' academic supervision of trained teachers is not optimal. 2) The implementation of the supervisor's academic supervision competency in terms of the implementation aspect in improving the teacher's teaching performance has been carried out quite well. However, there is a weak aspect, namely the low motivation of teachers to be supervised. 3) The implementation of the supervisor's academic supervision competency in terms of the evaluation aspect in improving teacher teaching performance has been carried out quite well. However, there is a weak aspect, namely that the evaluation of the academic supervision process has not been fully followed up by supervisors.*

*Keywords: Competence of Academic Supervision, Inspectors, Teacher Teaching Performance*