

KERANGKA KERJA PENGEMBANGAN KAPASITAS GURU BIMBINGAN  
DAN KONSELING BERBASIS KECAKAPAN KEPEMIMPINAN  
DALAM KONTEKS ETNISITAS DI ACEH

DISERTASI

Diajukan untuk memenuhi sebagian syarat memperoleh gelar  
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UNIVERSITAS PENDIDIKAN INDONESIA  
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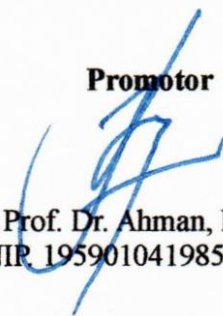
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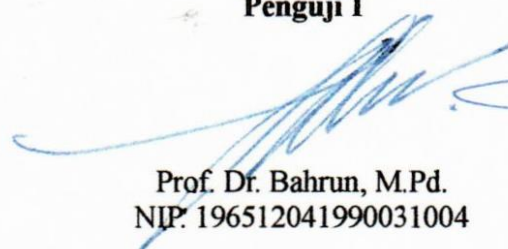
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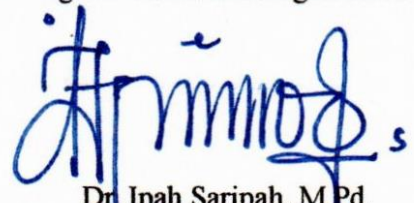
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## ABSTRAK

Yulizar. 2024. Kerangka Kerja Pengembangan Kapasitas Guru Bimbingan dan Konseling Berbasis Kecakapan Kepemimpinan dalam Konteks Etnisitas di Aceh. Disertasi. Dibimbing oleh: Prof. Dr. Ahman, M.Pd. (Promotor), Prof. Dr. Juntika, M.Pd. (Ko-Promotor), dan Dr. Ipah Saripah, M.Pd. (Anggota Promotor).

Penelitian ini bertujuan menghasilkan kerangka kerja pengembangan kapasitas guru bimbingan dan konseling dalam konteks etnisitas di Aceh. Penelitian ini menggunakan desain penelitian dan pengembangan (*Research and Development* atau R&D) dengan delapan tahapan. Kerangka kerja pengembangan kapasitas guru bimbingan dan konseling berbasis kecakapan kepemimpinan dikembangkan berdasarkan pada landasan filosofi pragmatisme dengan pendekatan konstruktivisme yang menjadi basis pendekatan dalam pelatihan kepemimpinan. Kerangka kerja pengembangan kapasitas guru bimbingan dan konseling berbasis kecakapan kepemimpinan diimplementasikan dalam sepuluh sesi intervensi (dalam waktu 1x50 menit). Kerangka kerja pengembangan kapasitas guru bimbingan dan konseling mengintegrasikan tahapan pengembangan kecakapan kepemimpinan guru bimbingan dan konseling dengan delapan sesi pengembangan kapasitas guru, yang berisi 10 aspek yaitu landasan filosofis, rasional, deskripsi kebutuhan, makna pengembangan kapasitas, tujuan, sasaran, mekanisme pelaksanaan, peran konselor, tahapan, evaluasi, dan indikator keberhasilan. Hasil penelitian menunjukkan efek intervensi yang signifikan dan positif dalam mengembangkan kecakapan kepemimpinan guru bimbingan dan konseling. Secara keseluruhan, kerangka kerja pengembangan kapasitas guru bimbingan dan konseling berbasis kecakapan kepemimpinan memiliki efek sedang ke besar (*medium to large*) dalam mengembangkan kecakapan kepemimpinan guru bimbingan dan konseling SMA/SMK di Provinsi Aceh. Rekomendasi hasil penelitian ditujukan kepada berbagai pihak, seperti organisasi profesi bimbingan dan konseling, Dinas Pendidikan Provinsi dan/atau Kabupaten/Kota, program studi bimbingan dan konseling, dan peneliti selanjutnya.

**Kata Kunci:** Pengembangan Kapasitas; Etnisitas Aceh; Kecakapan Kepemimpinan

## ABSTRACT

Yulizar. 2024. Leadership Skills-Based Framework on School Counselor Capacity Building in the Ethnicity Context in Aceh. Dissertation. Supervised by: Prof. Dr. Ahman, M.Pd. (Promoter), Prof. Dr. Juntika, M.Pd. (Co-Promoter), and Dr. Ipah Saripah, M.Pd. (Member of Promoter).

This study aims to produce a leadership skills-based framework for building the capacity of school counselors in ethnicity context in Aceh. This research uses research and development design (R & D) with eight stages. The leadership skills-based framework for school counselors capacity building is developed based on the philosophical foundation of pragmatism with a constructivist approach that is the basis for the approach in leadership training. The leadership skills-based framework for school counselor capacity building was implemented in ten intervention sessions (within 1x50 minutes). The school counselor capacity-building framework integrates the stages of school counselor leadership skills development with eight teacher capacity-building sessions, which contain 10 aspects: philosophical foundations, rationals, description of needs, meaning of capacity development, goals, objectives, implementation mechanisms, counselor roles, stages, evaluation, and success indicators. The results showed a significant and positive effect of the intervention in developing the leadership skills of school counselors. Overall, the leadership skills-based framework for school counselor capacity-building has a medium to large effect on developing the leadership skills of high school counselors in Aceh Province. Recommendations of research results are addressed to various parties, such as guidance and counseling professional organizations, Provincial or District/City Education Offices, guidance and counseling study programs, and further researchers.

Keywords: Capacity Building; Ethnicity of Aceh; Leadership Skills

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