PENGELOLAAN GURU BERBASIS KINERJA DI SEKOLAH LABORATORIUM (*LABSCHOOL*) UNIVERSITAS PENDIDIKAN INDONESIA

DISERTASI

Diajukan untuk memenuhi sebagian dari syarat memperoleh gelar
Doktor pada Program Studi Administrasi Pendidikan

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Pengelolaan Guru Berbasis Kinerja di Sekolah Laboratorium (*Labschool*) Universitas Pendidikan Indonesia

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ABSTRAK

Pengelolaan Guru Berbasis Kinerja di Sekolah Laboratorium (*Labschool*) Universitas Pendidikan Indonesia

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Penelitian ini bertujuan mendeskripsikan dan menganalisis pengelolaan guru berorientasi pada peningkatan kualitas kinerja serta mengembangkan model hipotetik agar penerapan pengelolaan guru menjadi lebih efektif. Metode yang digunakan adalah kualitatif. Data diperoleh melalui pedoman kaji dokumen, pedoman wawancara, pedoman observasi dan *self assessment*. Pengolahan dan analisis data dilakukan melalui langkah-langkah: kategorisasi, verifikasi, validasi data, member check, deskripsi hasil penelitian, serta analisis induktif dan pembahasan. Hasil penelitian menunjukkan bahwa *Labschool* berstatus unsur penunjang akademik UPI yang memiliki fungsi sebgai tempat dalam mengembangkan inovasi pendidikan, praktek pengelolaan pendidikan, dan model pembelajaran, serta melaksankan pengabdian pada masyarakat, *Labschool* berada pada pengelolaan sekolah satu atap (*one roof school management system*) dan system pembagian kewenangan dan tanggung jawab antara UPI dengan Dinas Pendidikan (*share authority and responsibility*) ; status guru *Labschool* terdiri atas guru PNS Dpk dan Guru Tetap BPS ; Analisis kebutuhan guru didasarkan pada kompetensi, beban mengajar, jumlah existing, program lembaga, ; rekrutmen dan distribusi guru dilakukan setiap saat berdasarkan kebutuhan sesuai dengan pedoman BPS, ; guru menunjukkan kinerja yang baik mulai dari persiapan, pelaksanaan dan evaluasi pembelajaran tetapi belum ditemukan data hasil inovasi dan uji coba serta pengembangan model dan metode pembelajaran ; Pembinaan dan pengembangan dilakukan oleh UPI, BPS, dan sekolah ; Pengembangan karir guru PNS DPK mengikuti peraturan pemerintah, sedangkan guru GT BPS pengembangan jenjang karir belum efektif; pembayaran gaji guru didasarkan pada jumlah beban mengajar, kualifikasi pendidikan, dan masa kerja, ; bagi guru GT BPS program perlindungan dan program pensiun guru GT BPS belum efektif dilaksanakan.

Keyword : Sistem pengelolaan sekolah satu atap, pengelolaan sekolah dengan system pembagian kewenangan dan tanggung jawab, kinerja guru.

ABSTRACT

Performance based management of teachers of Laboratory school Indonesia University of Education

By : Yudi Ekka Suryapriadi

This study aims to describe and analyze teacher management which is oriented towards improving the quality of performance and developing a hypothetical model so that the application of teacher management becomes more effective. This research used qualitative method. Data obtained through document review guidelines, interview guidelines, observation guidelines and self assessment. Data processing and analysis is done through the steps: categorization, verification, data validation, member check, description of research results, as well as inductive analysis and discussion. The results showed that Lab school has the status of Universitas Pendidikan Indonesia academic supporting element that has a function as a place in developing educational innovations, educational management practices, and learning models, as well as carrying out community service. Lab school is in the management of a one-roof school management system and a system of division of authority and responsibilities between Unversitas Pendidikan Indonesia and the Department of Education. Lab school teacher status consists of seconded civil servant teachers and School Management Agency (BPS) Permanent Teachers. Analysis of teacher needs is based on competence, teaching load, number of existing, and institutional programs. Teacher recruitment and distribution is done at any time based on needs according to the guidelines of the School Management Agency teachers show good performance starting from the preparation, implementation and evaluation of learning but found no results of innovation and trials and the development of learning models and methods. Guidance and development is carried out by Universitas Pendidikan Indonesia, School Management Agency, and school. Career development of seconded civil servant teachers follows government regulations, whereas School Management Agency Permanent teachers don't develop career paths; Payment of teacher salaries is based on the amount of teaching load, educational qualifications, and years of service. For School Management Agency Permanent teachers there is no protection program and no pension program.

Keyword : One roof school management system, share authority and responsibility school management system, teacher performance.

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