

Manajemen Pembinaan Pengawas Sekolah Dasar
(Studi Kasus pada Dinas Pendidikan Kota Banda Aceh)

ABSTRAK

Penelitian tentang manajemen pembinaan pengawas Sekolah Dasar (SD) ini untuk mengetahui bagaimanakah pola pembinaan yang dilakukan oleh Dinas Pendidikan kota Banda Aceh terhadap pengawas SD. Fokus penelitian pada proses perencanaan, pelaksanaan, dan penilaian pembinaan. Pendekatan naturalistik-kualitatif digunakan dalam penelitian ini, dengan alat pengumpul data wawancara, observasi, dan studi dokumentasi. Hasil penelitian adalah 1) Perencanaan pembinaan pengawas SD sudah dilakukan, namun masih kurang detail untuk pembinaan pengawas satuan pendidikan, analisis kebutuhan hanya pada aspek kuantitatif. 2) Pelaksanaan pembinaan pengawas pendidikan masih kurang efektif, hal itu disebabkan oleh beberapa faktor, yaitu faktor personal yang melakukan pembinaan, pengorganisasian program, keterlibatan *stakeholder*, serta teknik yang digunakan dalam membina pengawas. 3) Penilaian pengembangan pengawas pendidikan masih kurang efektif, penyebabnya antara lain, hanya menerima laporan dari pengawas, tidak menggunakan standar kinerja pengawas, usaha tindak lanjut kurang sistematis. Rekomendasi dari penelitian ini adalah: 1) Pembinaan pengawas pendidikan perlu diawali dengan perencanaan untuk melakukan kajian terhadap kebutuhan pengawas SD melalui perencanaan yang rasional. 2) Pelaksanaan pembinaan terhadap pengawas SD hendaknya melibatkan *stakeholders* dalam suatu koordinasi yang sinergi untuk meningkatkan kinerja pengawas. 3) Untuk mengetahui hasil pembinaan yang telah dilakukan terhadap pengawas perlu dilakukan penilaian tentang keberhasilan pembinaannya dan untuk pengembangan karir pengawas.



Management of Primary School Supervisors Monitoring
(Case Study on Ministry of Education of Banda Aceh)

ABSTRACT

This study of monitoring management of primary school teachers aimed to identify the patterns of the methods utilized by the Ministry of Education of Banda Aceh in assisting the primary school supervisors. The focuses of the study are on the planning, the application and the evaluation of the assisting process itself. Naturalistic – qualitative approach was used in the study using the instruments of interview tools, observations and a study of documentation. The results were 1) The planning of the assisting process for the primary school supervisors had been completed yet lack of details for the supervisors supervision especially for the education unit, the analysis for the necessity of it was only based on the quantitative aspect. 2) The application of the assisting process for the education supervisors was still yet to be effective which was due to several factors i.e. factor regarding the person who conducted the assisting, the program organization, the involving of the stakeholder as well as the techniques used in supervising the supervisors. 3) The evaluation on the improvement of the education supervisors was still yet to be effective, the causes being e.g. the mere acceptance of the supervisor's reports without having any standardized performance of the supervisors thus a less systematic follow up events. Recommendations concluded from this study are: 1) the assisting of the education supervisors need to be started with rational planning of re-examination upon the needs of the supervisors for primary school supervisors. 2) The application of the assisting process for the primary school supervisors should involve the stakeholders in a synergic coordination to improve the performance of the supervisors. 3) In order to identify the results yielded from the assisting process, evaluation of the success of it need to be conducted upon the supervisors which was aimed for the career improvement of the supervisors.

