

## TABLE OF CONTENT

**COVER PAGE**

**PERNYATAAN KEASLIAN KARYA TUGAS AKHIR**

**PERSETUJUAN DOSEN PEMBIMBING TUGAS AKHIR**

**PERSETUJUAN TIM PENGUJI TUGAS AKHIR**

<b>ABSTRAK</b> .....	<b>v</b>
<b>ABSTRACT</b> .....	<b>vi</b>
<b>FOREWORD</b> .....	<b>vii</b>
<b>TABLE OF CONTENT</b> .....	<b>ix</b>
<b>LIST OF FIGURES</b> .....	<b>xiv</b>
<b>LIST OF TABLES</b> .....	<b>xv</b>
<b>APPENDIX</b> .....	<b>xvi</b>
<b>CHAPTER 1 INTRODUCTION</b> .....	<b>1</b>
1.1. Background .....	1
1.2. Problems Identification .....	6
1.3. Scope and Limitations .....	6
1.4. Research Questions .....	8
1.5. Purpose of the Study.....	9
1.6. Contribution of the Study .....	9
1.7. Writing Systematic .....	10
<b>CHAPTER 2 LITERATURE REVIEW</b> .....	<b>12</b>
2.1. Restorative Justice .....	12
2.1.1. History .....	13
2.1.2. Theory .....	15
2.1.3. Misconceptions .....	16

2.1.4.	Restorative Justice in Education .....	17
2.1.5.	Circle Meetings .....	18
2.2.	Servant Leadership .....	20
2.2.1.	Teachers as Servant Leaders .....	22
2.3.	Relation Between “Restorative Justice” and “Servant Leadership” .....	22
<b>CHAPTER 3 CHRISTIAN PERSPECTIVE .....</b>		<b>24</b>
3.1.	Restorative Justice .....	24
3.1.1.	Shalom .....	24
3.1.2.	God’s Saving Justice .....	25
3.1.3.	Grand narrative.....	25
3.1.4.	Biblical Justice .....	26
3.2.	Servant Leadership .....	26
<b>CHAPTER 4 RESEARCH METHOD.....</b>		<b>30</b>
4.1.	Research Design .....	30
4.1.1.	ADDIE Instructional Design.....	30
4.2.	Setting of Research.....	31
4.3.	ADDIE Procedures .....	31
4.3.1.	Analysis.....	32
4.3.1.1.	Perform a Need Analysis .....	32
4.3.1.2.	Determine Instructional Goals .....	33
4.3.1.3.	Analyze Learners .....	33
4.3.1.4.	Audit Available Resources .....	34
4.3.1.5.	Recommend Potential Delivery System .....	34
4.3.2.	Design .....	34
4.3.2.1.	Conduct a Task Inventory.....	34
4.3.2.2.	Compose performance objectives.....	35

4.3.2.3.	Generate Testing Items .....	35
4.3.3.	Development .....	35
4.3.3.1.	Generate Content .....	35
4.3.3.2.	Select or Develop Supporting Media.....	35
4.3.3.3.	Conduct Formative Revisions.....	36
4.3.3.3.1.	Expert Review.....	36
4.3.3.3.2.	Pilot Test.....	36
4.3.3.4.	Training Module .....	37
<b>CHAPTER 5 RESULTS AND ANALYSIS .....</b>		<b>39</b>
5.1.	Analysis Phase.....	38
5.1.1.	Actual Performance.....	38
5.1.1.1.	Familiar with the Concept of Restorative Justice .....	38
5.1.1.2.	Restorative Justice in Education .....	41
5.1.1.3.	Restorative Justice in Biblical Perspective .....	43
5.1.1.4.	Familiar with the Concept of Servant Leadership .....	44
5.1.1.5.	Teachers as Servant Leaders.....	45
5.1.1.6.	Wilkes' 7 Principles of Servant Leader .....	46
5.1.1.7.	Circle Meeting .....	51
5.1.2.	Desired Performance.....	54
5.1.2.1.	Familiar with the Concept of Restorative Justice .....	54
5.1.2.2.	Restorative Justice in Education.....	54
5.1.2.3.	Restorative justice in Biblical Perspective.....	55
5.1.2.4.	Familiar with the concept of servant leadership .....	55
5.1.2.5.	Teachers as Servant Leaders.....	56
5.1.2.6.	Wilkes' 7 Principles of Servant Leader .....	57
5.1.2.7.	Circle Meeting .....	57

5.1.3.	Primary Cause .....	58
5.1.4.	Purpose Statement.....	60
5.1.5.	Determine Instructional Goals .....	60
5.1.6.	Learner Analysis .....	61
5.1.6.1.	Primary Learners Group .....	61
5.1.6.2.	General Characteristics .....	61
5.1.6.3.	Number of Learners .....	62
5.1.6.4.	Location of Learners .....	62
5.1.6.5.	Experience Levels.....	62
5.1.6.6.	Learners Attitudes.....	62
5.1.6.7.	Skills That Impact Potential to Succeed in The Learning Environment.....	62
5.1.7.	Identify Require Resources .....	63
5.1.8.	Determine Potential Delivery System.....	64
5.2.	Design Phase .....	65
5.2.1.	Task Inventory and Performance Objectives .....	65
5.2.2.	Testing Strategies .....	67
5.3.	Development Phase .....	67
5.3.1.	Learning Resources .....	67
5.3.1.1.	Title of the Training Module .....	67
5.3.1.2.	Syllabus.....	68
5.3.1.2.1.	Section 1: Pretest. ....	68
5.3.1.2.2.	Section 2: Introduction to restorative justice .....	68
5.3.1.2.3.	Section 3: Introduction to servant leadership .....	68
5.3.1.2.4.	Section 4: Implementation of restorative justice and servant leadership at school.....	68

5.3.1.2.5. Section 5: Posttest.....	69
5.3.1.3. Activities.....	69
5.3.1.4. Testing Items.....	69
5.3.1.5. Media.....	71
5.3.2. Validate the Learning Resources.....	71
5.3.2.1. Expert Review.....	71
5.3.2.2. Pilot Training.....	72
5.3.2.2.1. Content Knowledge.....	73
5.3.2.2.2. Familiarity.....	76
5.3.2.2.3. Learning Objectives.....	78
5.3.2.2.4. Training Module Evaluation.....	79
5.3.2.3. Revisions.....	82
5.4. Limitation of the Study.....	82
<b>CHAPTER 6 CONCLUSIONS AND SUGGESTIONS.....</b>	<b>87</b>
6.1. Conclusions.....	84
6.2. Suggestions.....	85
<b>REFERENCES.....</b>	<b>87</b>
<b>APPENDIX</b>	

## LIST OF FIGURES

Figure 2.1 Restorative Justice in Education Framework .....	17
Figure 4.1 The ADDIE concept .....	30
Figure 4.2 Common instructional design procedures organized by ADDIE .....	31
Figure 5.1 Training module rating .....	81



## LIST OF TABLES

Table 3.1 Comparison between Spears’ 10 characteristics and Wilkes’ 7 principles of servant leadership.....	28
Table 5.1 Familiar with the concept of restorative justice .....	39
Table 5.2 Restorative justice in education .....	42
Table 5.3 Restorative justice in Biblical Perspective.....	43
Table 5.4 Familiar with the concept of servant leadership .....	44
Table 5.5 Teachers as servant leaders .....	46
Table 5.6 Wilkes’ 7 principles of servant leader.....	47
Table 5.7 Circle Meeting.....	52
Table 5.8 Familiar with the concept of restorative justice:.....	54
Table 5.9 Restorative Justice in Education .....	55
Table 5.10 Restorative justice in Biblical Perspective.....	55
Table 5.11 Familiar with the concept of servant leadership .....	55
Table 5.12 Teachers as Servant Leaders .....	56
Table 5.13 Wilkes’ 7 Principles of Servant Leader .....	57
Table 5.14 Circle Meeting.....	57
Table 5.15 Performance Assessment Chart .....	59
Table 5.16 Resource Audit.....	63
Table 5.17 The comparisons between the 2 options of the potential delivery system.....	65
Table 5.18 Task Inventory and Performance Objectives .....	66
Table 5.19 Results of Pretest 1 and Posttest 1 for restorative justice .....	73
Table 5.20 Results of Pretest 1 and Posttest 1 for Servant Leadership.....	74
Table 5.21 Results of Pretest 1 and Posttest 1 for the Implementation .....	75
Table 5.22 Results of Pretest 2 and Posttest 2 – familiarity.....	77
Table 5.23 Results of Pretest 2 and Posttest 2 – the importance .....	78
Table 5.24 Quiz 2 Scores for each Participant.....	79
Table 5.25 Training Module Evaluation .....	80
Table 5.26 Responses on Q16 and Q17 of the Training Evaluation.....	81

## **APPENDIX**

### **APPENDIX A QUESTIONNAIRE**

A-1 List of Instruments Validators .....	A-1
A-2 Expert Validation Sheet .....	A-2
A-3 Online Questionnaire.....	A-18

### **APPENDIX B FOCUS GROUP DISCUSSION**

B-1 List of Instruments Validators .....	B-1
B-2 Expert Validation Sheet.....	B-2
B-3 Participant Information Sheet.....	B-10
B-4 Online Focus Group Discussion Guidelines.....	B-12
B-5 Consent Forms.....	B-13
B-6 Transcripts .....	B-19

### **APPENDIX C EXPERT REVIEW**

C-1 List of Expert Reviewers .....	C-1
C-2 Expert Evaluation Sheet .....	C-2

### **APPENDIX D PILOT TRAINING**

D-1 List of Pilot Training Participants .....	D-1
D-2 Participant Information Sheet.....	D-2
D-3 Consent Form .....	D-4
D-4 Quiz 2 Responses .....	D-9

### **APPENDIX E TRAINING MODULE**

E-1 URL of Training Module.....	E-1
E-2 Training Module .....	E-2
E-3 Reading Materials .....	E-63
E-4 Quizzes .....	E-86

### **APPENDIX F OTHERS**

F-1 Schedule of Research Activities .....	F-1
F-2 Similarity Test Result .....	F-2
F-3 Research Permit .....	F-5
F-4 Biography.....	F-6