

ABSTRACT

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THE ROLE OF QUALITY ACADEMIC SUPERVISION OF CHRISTIAN SCHOOL PRINCIPALS IN EFFORTS TO IMPROVE THE WORK ETHIC OF RECIPROCATION TEACHERS: A CASE STUDY AT SLH GUNUNGSITOLI

(xvii + 179 pages; 4 figures, 35 tables; 27 appendixes)

Christian school principals must be able to conduct supervision that shapes the work ethics of teachers through academic supervision activities. The leadership role of the school principals in enhancing the work ethics of teachers through academic supervision is crucial. Recognizing the importance of the school principal's role in shaping the work ethics of teachers through academic supervision, it is necessary to explain how the quality of academic supervision by the Christian school principal contributes to improving the work ethics of reciprocation teachers at SLH Gunungsitoli. This study utilizes a qualitative research method with a case study strategy. The research subjects were selected using purposive sampling method. The data needed was collected through interviews, questionnaires, and document studies. The validity of the data was ensured through the triangulation process. The data analysis involved a few steps namely: data reduction, data presentation, and drawing conclusions. Based on the research findings, it was found that the school principal faced internal, external, and school sistem/cultural constraints resulting in low quality academic supervision. Low quality academic supervision impacts teacher work ethics, teaching quality, spiritual growth of teachers, teacher and graduate profile achievements, as well as school vision-mission achievements. The improvement measures implemented by the school principal include academic supervision planning programs, implementation of academic supervision, evaluation, and follow-up actions based on academic supervision results.

Keywords: quality of academic supervision of school principals, work ethic of reciprocation teachers.

References: 98 (1995-2023)

ABSTRAK

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PERAN KUALITAS SUPERVISI AKADEMIK KEPALA SEKOLAH KRISTEN DALAM USAHA MENINGKATKAN ETOS KERJA GURU IKATAN DINAS: SEBUAH STUDI KASUS DI SLH GUNUNGSITOLI

(xvii + 179 halaman; 4 gambar, 35 tabel; 27 lampiran)

Kepala sekolah Kristen harus mampu melakukan pengawasan untuk membentuk etos kerja guru melalui kegiatan supervisi akademik. Peran kepemimpinan kepala sekolah dalam meningkatkan etos kerja guru melalui supervisi akademik sangat diperlukan. Melihat pentingnya peran kepala sekolah dalam membentuk etos kerja guru melalui supervisi akademik, maka perlu dijelaskan bagaimana kualitas supervisi akademik kepala sekolah Kristen dalam usaha meningkatkan etos kerja guru ikatan dinas di SLH Gunungsitoli. Penelitian ini menggunakan metode penelitian kualitatif dengan strategi studi kasus. Subjek penelitian ini ditentukan dengan menggunakan metode *purposive sampling*. Data yang dibutuhkan dikumpulkan melalui proses wawancara, kuesioner dan studi dokumentasi. Keabsahan data dilakukan dengan proses triangulasi sumber. Analisis data dilakukan dengan tahapan reduksi data, penyajian data, dan penarikan kesimpulan. Berdasarkan hasil penelitian, ditemukan bahwa kepala sekolah memiliki kendala internal, eksternal, sistem/budaya sekolah yang menyebabkan kualitas supervisi akademik rendah. Kualitas supervisi akademik rendah berdampak terhadap etos kerja guru, kualitas pembelajaran, pertumbuhan spiritualitas guru, pencapaian profil guru dan lulusan, serta pencapaian visi-misi sekolah. Langkah-langkah perbaikan yang telah dilakukan kepala sekolah meliputi program perencanaan supervisi akademik, pelaksanaan supervisi akademik, evaluasi dan tindak lanjut hasil supervisi akademik.

Kata kunci: kualitas supervisi akademik kepala sekolah, etos kerja guru ikatan dinas
Referensi: 98 (1995-2023)