

ABSTRACT

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THE IMPLEMENTATION OF DISTRIBUTED LEADERSHIP IN THE PRACTICE OF THE PROFESSIONAL LEARNING COMMUNITY: A CASE STUDY AT XYZ SENIOR HIGH SCHOOL IN JAVA AND SUMATRA

(xv + 133 pages; 3 figures; 25 tables; 18 appendices)

One of the challenges faced by the teachers in the 21st century is the ability to collaborate. Collaboration between teachers can help and assist teachers to develop skills in teaching. To meet this need, a distributed leadership (DL) model is needed to carry out teacher professional development in collaboration through the professional learning community (PLC). There are difficulties in implementing PLC because schools have different contexts. The aims of this research is to know the actions of school leaders to overcome the problems of teacher's collaboration skill, obstacles by implementing PLC, DL implementation, and handling problems in PLC implementation. The research design used is a case study qualitative research. Data were collected by interviews with PIC and members of PLC, questionnaires, observations, and documentation. Data analysis was carried out with the stages of data condensation, data display, drawing conclusion, and verification. The results show that school leaders improve teacher's collaboration skill through PLC. The practice of PLC is based on sharing a common vision and mission, building teacher professional, enriching knowledge, and complement each other. The obstacles of PLC are that spontaneous collaboration is still limited, leading to different understandings between teachers, the differences in school contexts, and the lack of unity among members. The implementation by providing opportunities for teachers to collaborate. The school leader provides support in the practice of PLC through the provision of a special schedule to discuss equalizing perceptions among teachers.

Keywords : distributed leadership dan professional learning community

References : 61 (1997 – 2021)

ABSTRAK

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IMPLEMENTASI *DISTRIBUTED LEADERSHIP* DALAM PELAKSANAAN *PROFESSIONAL LEARNING COMMUNITY*: SEBUAH STUDI KASUS PADA SMA XYZ DI WILAYAH JAWA DAN SUMATERA
(xv + 133 halaman: 3 gambar; 25 tabel; 18 lampiran)

Salah satu tantangan dan kebutuhan yang dihadapi guru pada abad ke-21 ini adalah kemampuan untuk berkolaborasi. Kolaborasi antar guru dapat menolong dan membantu guru untuk mengembangkan kemampuan di dalam mengajar. Untuk memenuhi kebutuhan ini, maka diperlukan model kepemimpinan *distributed leadership* (DL) untuk melakukan pengembangan profesional guru dengan kolaborasi melalui *professional learning community* (PLC). Dalam pelaksanaan PLC terdapat kesulitan karena sekolah memiliki konteks yang berbeda-beda. Penelitian ini bertujuan untuk mengetahui tindakan pemimpin sekolah mengatasi permasalahan keterampilan kolaborasi guru, hambatan PLC, implementasi DL, dan penanganan permasalahan dalam pelaksanaan PLC. Desain penelitian yang digunakan adalah penelitian kualitatif studi kasus. Data dikumpulkan melalui wawancara PIC dan anggota PLC, angket, observasi, dan studi dokumentasi. Analisis data dilakukan dengan tahapan kondensasi data, penyajian data, penarikan kesimpulan, dan verifikasi. Hasil penelitian menunjukkan bahwa pemimpin meningkatkan keterampilan kolaborasi guru melalui pelaksanaan PLC yang didasari dengan berbagi visi dan misi bersama, membangun profesional guru, memperkaya pengetahuan, dan saling melengkapi. Hambatan pelaksanaan PLC adalah kolaborasi spontan masih terbatas, menimbulkan pemahaman yang berbeda antara guru, perbedaan konteks sekolah, dan masih belum terlihat kesatuan antar anggota. Implementasi DL yakni memberikan kesempatan kepada guru untuk berkolaborasi. Pemimpin sekolah memberikan dukungan dalam pelaksanaan PLC melalui pengadaan jadwal khusus untuk berdiskusi menyamakan persepsi antar guru.

Kata kunci : *distributed leadership* dan *professional learning community*

Referensi : 61 (1997 – 2021)