

ABSTRAK

SITI FATIMAH, 200211030066, “Manajemen Pengembangan Profesionalisme Guru (Studi Multi Kasus Di SMA Global Islamic Boarding School Kabupaten Barito Kuala Dan SMAN Banua Kalsel Bilingual Boarding School Kabupaten Banjar)”. Pembimbing 1: Dr. Ahmad Salabi, M.Pd. Pembimbing II: Dr. Adi Anshari, M.Pd.I. pada Pascasarjana UIN Antasari Banjarmasin (2024)

Kata kunci: Manajemen Pengembangan, Profesionalisme Guru.

Guru sebagai pendidik yang profesional dituntut untuk selalu mempertahankan dan mengembangkan keprofesionalannya yaitu melalui kegiatan pengembangan profesionalisme guru. Namun dalam prosesnya, upaya pengembangan diri guru masih belum membuahkan hasil. Melihat pentingnya pengembangan profesionalisme guru tersebut, maka perlu kiranya pengelolaan yang tepat dalam pengembangan profesionalisme guru, agar guru dapat meningkatkan kompetensi, kinerja, dan keprofesionalannya.

Tujuan penelitian ini adalah untuk menganalisis manajemen pengembangan profesionalisme guru di SMA Global Islamic Boarding School Kabupaten Barito Kuala dan SMAN Banua Kalsel Bilingual Boarding School Kabupaten Banjar. Fokus penelitian ini adalah perencanaan, pengorganisasian, pelaksanaan, dan pengawasan pengembangan profesionalisme guru.

Jenis penelitian ini adalah penelitian lapangan dengan menggunakan pendekatan kualitatif dalam konsep studi multi kasus. Objek penelitian ini adalah manajemen pengembangan profesionalisme guru di SMA Global Islamic Boarding School Kabupaten Barito Kuala dan SMAN Banua Kalsel Bilingual Boarding School Kabupaten Banjar, dengan subjek penelitian adalah Kepala Sekolah dan Guru. Teknik pengumpulan data melalui observasi, dokumentasi dan wawancara. Analisis data yang digunakan dengan cara mereduksi data, menyajikan data hingga pada tahap kesimpulan.

Hasil penelitian ini menunjukkan bahwa Perencanaan pengembangan profesionalisme guru pada SMA Global Islamic Boarding School Barito Kuala mengacu pada kebijakan pendidikan yang telah ditetapkan. Pengorganisasian dilakukan melalui proses: membuat struktur organisasi, pembagian tugas dan menetapkan wewenang. Pelaksanaan diimplementasikan dalam beberapa bentuk kegiatan yaitu internal dan eksternal. Pengawasan dilakukan melalui tahap: Standar pengawasan, mengukur pelaksanaan pekerjaan, melaksanakan perbaikan bila dalam pelaksanaannya terjadi penyimpangan dan perlu ada perbaikan. Perencanaan program pengembangan profesionalisme guru pada SMAN Banua Kalsel mengacu pada visi misi dan tujuan sekolah. Pengorganisasian dilakukan melalui proses: membuat struktur organisasi, pembagian tugas dan menetapkan wewenang. Pelaksanaan diimplementasikan dalam beberapa bentuk kegiatan yaitu internal dan eksternal. Pengawasan dilakukan melalui tahap: Standar pengawasan, mengukur pelaksanaan pekerjaan, melaksanakan perbaikan bila dalam pelaksanaannya terjadi penyimpangan dan perlu ada perbaikan.

ABSTRACT

SITI FATIMAH, 200211030066, "Management of Teacher Professionalism Development (Multi Case Study at SMA Global Islamic Boarding School Barito Kuala Regency and SMAN Banua South Kalimantan Bilingual Boarding School Banjar Regency)". Supervisor 1: Dr. Ahmad Salabi, M.Pd. Supervisor II: Dr. Adi Anshari, M.Pd.I., at Postgraduate Program at UIN Antasari Banjarmasin (2024)

Keywords: Development Management, Teacher Professionalism.

Teachers as professional educators are required to always maintain and develop their professionalism, namely through teacher professional development activities. However, in the process, efforts to develop teachers' self-development have not yet yielded results. Seeing the importance of developing teacher professionalism, it is necessary to have proper management in developing teacher professionalism, so that teachers can improve their competence, performance, and professionalism.

The objective of this research is to analysis the teacher professionalism development management at SMA Global Islamic Boarding School Barito Kuala Regency and SMAN Banua South Kalimantan Bilingual Boarding School Banjar Regency. The focus of this research are planning, organizing, actuating, and controlling of teacher professionalism development.

This type of research is field research using a qualitative approach in the concept of a multi-case study. The object of this research is the management of teacher professionalism development at SMA Global Islamic Boarding School Barito Kuala Regency and SMAN Banua South Kalimantan Bilingual Boarding School Banjar Regency, with research subjects being school principals and teachers. Data collection techniques through observation, documentation and interviews. Data analysis is used by reducing data, presenting data to the conclusion stage.

The results of this study indicate that the planning of teacher professional development at SMA Global Islamic Boarding School Barito Kuala refers to the established education policy. Organization is carried out through the process of: creating an organizational structure, dividing tasks and determining authority. Implementation is implemented in several forms of activities, namely internal and external. Supervision is carried out through the stages: Supervision standards, measuring the implementation of work, implementing improvements if there are deviations in its implementation and improvements are needed. The planning of teacher professional development programs at SMAN Banua Kalsel refers to the vision, mission and goals of the school. Organization is carried out through the process of: creating an organizational structure, dividing tasks and determining authority. Implementation is implemented in several forms of activities, namely internal and external. Supervision is carried out through the stages: Supervision standards, measuring the implementation of work, implementing improvements if there are deviations in its implementation and improvements are needed.