

ABSTRACT

Rusmawati. Student ID: 240211030105. Model for Implementing Educational Supervision and Performance Management via the "Ruang GTK" Application: A Multi-Site Study in Junior High Schools (SMP) in Banjar Regency. Supervisor I: Prof. Dr. H. Suriagiri, M.Pd.; Supervisor II: Dr. Riinawati, M.Pd.; Islamic Education Management Master's Program, UIN Antasari Banjarmasin. 2026.

Keywords: educational supervision, performance management, Ruang GTK.

The background of this research is the existence of a digital shift in terms of educational supervision and teacher performance management that utilizes the Ruang GTK application, which requires principals and teachers to adapt to the performance management system based on technology. The purpose of this research is to explain: (1) the implementation model of educational supervision by school principals through the Ruang GTK application, (2) the approach in managing the performance of teachers and education staff in the Ruang GTK application, and (3) the influence and solutions to the implementation of educational supervision and performance management with the Ruang GTK application.

In this research, the approach used is qualitative with a multi-location study design. The research location includes SMP Negeri 1 Martapura, SMP Negeri 1 Gambut, and SMP Negeri 1 Kertak Hanyar in Banjar Regency. Data collection techniques are conducted through interviews, observations, and documentation. Data analysis follows the Miles, Huberman, and Saldaña model that includes data condensation, data presentation, and drawing conclusions. Data validity is checked through triangulation of sources, techniques, and time.

The findings of this research indicate that: (1) The educational supervision models implemented are the clinical supervision model and the collaborative supervision model, comprising the stages of planning, observation, reflection, feedback, and follow-up, facilitated by the Ruang GTK application; (2) The performance management strategy is carried out by utilizing the Education Report, preparing a work plan, strengthening the learning community, providing mentoring, implementing intensive communication, and conducting continuous coaching based on data; and (3) The use of the GTK Room provides positive effects that include increasing the effectiveness of supervision, transparency in performance management, more structured documentation, and the development of teacher professionalism. Obstacles faced include lack of digital literacy, internet network problems, and administrative burden. The implemented solutions include training, mentoring, improving technology infrastructure, and strengthening collaboration between principals, teachers, and supervisors.

The results of this research show a model of educational supervision and performance management based on the GTK Room with the integration of clinical and

collaborative supervision to improve the quality of learning and the professionalism of teachers in SMP Banjar Regency. connectivity, varying levels of digital literacy, time constraints for supervision, and teacher readiness to undergo supervision. Solutions implemented include training, mentoring, the formation of supervision teams, strengthened technical support, and the cultivation of a collaborative culture within the school environment.