

ABSTRAK

Ahmad Fadilla Nurarafa. NIM 220101050459. Strategi Manajerial Kepala Sekolah dalam Pengembangan Kompetensi Guru dalam Pemanfaatan Artificial Intelligence (AI) (Studi Kasus pada SMAN 7 Banjarmasin). Pembimbing Dr. Adi Ansari, S.Pd.,M.Pd.I Program Studi Manajemen Pendidikan Islam, Fakultas Tarbiyah dan Keguruan UIN Antasari Banjarmasin. 2026.

Kata Kunci : Strategi Manajerial, Kepala Sekolah, Kompetensi Guru, Artificial Intelligence (AI), Manajemen Pendidikan Islam.

Pengembangan kompetensi guru dalam pemanfaatan Artificial Intelligence (AI) merupakan salah satu tuntutan penting dalam menghadapi era digital pada dunia pendidikan. Kepala sekolah sebagai pemimpin lembaga pendidikan memiliki peran strategis dalam merancang, mengimplementasikan, dan mengevaluasi program pengembangan kompetensi guru. SMAN 7 Banjarmasin sebagai salah satu lembaga pendidikan telah melakukan berbagai upaya dalam mengintegrasikan teknologi, khususnya AI, dalam proses pembelajaran. Penelitian ini bertujuan untuk mendeskripsikan dan menganalisis strategi manajerial kepala sekolah dalam pengembangan kompetensi guru dalam pemanfaatan Artificial Intelligence (AI) di SMAN 7 Banjarmasin.

Penelitian ini menggunakan pendekatan kualitatif dengan jenis penelitian deskriptif. Teknik pengumpulan data dilakukan melalui wawancara mendalam, observasi, dan dokumentasi. Informan penelitian terdiri atas kepala sekolah, wakil kepala sekolah, dan guru yang dipilih menggunakan teknik purposive sampling berdasarkan keterlibatan langsung dalam pengembangan kompetensi guru dan pemanfaatan teknologi AI.

Hasil penelitian menunjukkan bahwa strategi manajerial kepala sekolah dalam pengembangan kompetensi guru dilakukan melalui beberapa tahapan, yaitu perencanaan, pelaksanaan, dan evaluasi program. Pada tahap perencanaan, kepala sekolah melakukan analisis kebutuhan dan merancang program pelatihan berbasis teknologi. Pada tahap pelaksanaan, dilakukan kegiatan seperti workshop, pelatihan, serta pendampingan dalam penggunaan AI pada pembelajaran. Pada tahap evaluasi, dilakukan monitoring dan penilaian terhadap efektivitas program yang telah dilaksanakan. Pemanfaatan AI oleh guru memberikan dampak positif terhadap peningkatan kualitas pembelajaran, kreativitas guru, serta efisiensi dalam penyusunan materi ajar. Namun, masih terdapat kendala seperti keterbatasan pemahaman teknologi, fasilitas pendukung, serta kesiapan guru dalam mengadopsi AI. Secara keseluruhan, strategi manajerial kepala sekolah dalam pengembangan kompetensi guru dalam pemanfaatan AI di SMAN 7 Banjarmasin telah berjalan dengan baik, namun masih memerlukan penguatan berkelanjutan dalam aspek pelatihan dan pendampingan.

ABSTRAK

Ahmad Fadilla Nurarafa. *Student ID Number: 220101050459. Managerial Strategies of the Principal in Developing Teachers' Competence in the Utilization of Artificial Intelligence (AI) (A Case Study at SMAN 7 Banjarmasin). Supervisor: Dr. Adi Ansari, S.Pd.,M.Pd.I Islamic Education Management Study Program, Faculty of Tarbiyah and Teacher Training, UIN Antasari Banjarmasin. 2026.*

Keywords : *Managerial Strategy, Principal, Teacher Competence, Artificial Intelligence (AI), Islamic Education Management.*

The development of teachers' competence in utilizing Artificial Intelligence (AI) has become an essential demand in the digital era of education. The principal, as the leader of an educational institution, plays a strategic role in planning, implementing, and evaluating programs aimed at improving teachers' competencies. SMAN 7 Banjarmasin, as one of the educational institutions, has made various efforts to integrate technology, particularly AI, into the teaching and learning process. This study aims to describe and analyze the managerial strategies of the principal in developing teachers' competence in the utilization of Artificial Intelligence (AI) at SMAN 7 Banjarmasin.

This research employed a qualitative approach with a descriptive research design. Data were collected through in-depth interviews, observations, and documentation. The research informants consisted of the principal, vice principal, and teachers selected using purposive sampling based on their direct involvement in teacher competency development and the utilization of AI technology.

The findings indicate that the principal's managerial strategies in developing teachers' competence are carried out through several stages, namely planning, implementation, and evaluation. In the planning stage, the principal conducts a needs analysis and designs technology-based training programs. In the implementation stage, activities such as workshops, training sessions, and mentoring in the use of AI in learning are conducted. In the evaluation stage, monitoring and assessment of program effectiveness are carried out. The utilization of AI by teachers has a positive impact on improving the quality of learning, enhancing teacher creativity, and increasing efficiency in preparing teaching materials. However, several challenges remain, such as limited technological understanding, inadequate supporting facilities, and teachers' readiness to adopt AI. Overall, the principal's managerial strategies in developing teachers' competence in utilizing AI at SMAN 7 Banjarmasin have been well implemented, although further strengthening is needed in terms of continuous training and mentoring.