

ABSTRACT

SYNERGY OF SUPERVISORS AND HEADMASTERS IN THE EFFORTS TO IMPROVE PAI TEACHERS' PERFORMANCE AT JUNIOR HIGH SCHOOLS IN PANGGANG DISTRICT GUNUNGKIDUL

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Supervisor and headmaster have the same duties, namely conducting academic supervision to teachers. Such supervision will generate a better result if the two parties have synergy. This research aimed at knowing the synergy between the supervisors and headmasters in the efforts to improve the performance of PAI teachers at Junior High School (SMP) in Panggang District Gunungkidul.

This was a qualitative research. This was conducted at the office of Pokjawas PAI Gunungkidul and SMP in Panggang District, including SMPN 1 Panggang, SMPN 2 Panggang, and SMPN 3 Panggang which took place in three months, starting from January to March 2017. The informants of this research were the PAI supervisors who supervised in Panggang District, the headmasters and PAI teachers at SMPN 1 Panggang, SMPN 2 Panggang, and SMPN 3 Panggang. The data were obtained through interviews, observation, and documentation. The data validity test consisted of credibility and conformability tests. The credibility test was done by doing deeper observation, improved thoroughness, and triangulation of both source and technique. Meanwhile, the conformability test was done by confirming the interview results which had been computer-typed to the informants who were interviewed. The data analysis was conducted by using interactive model, whose steps were data collection, data condensation, data display, and conclusion drawing.

The results showed that the synergy between the supervisors and headmasters in their efforts to improve the performance of PAI teachers at SMP in Panggang District has run well. The synergy between the supervisors and headmasters can be seen from the cooperation and coordination in training through MGMP PAI SMP Panggang District, academic supervision, and sharing of information regarding the performance of PAI teachers.

Keywords: synergy, supervisors, headmasters, performance of PAI teachers

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TRANSLATOR STATEMENT

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ABSTRAK

SINERGI PENGAWAS DAN KEPALA SEKOLAH DALAM UPAYA MENINGKATKAN KINERJA GURU PAI SMP DI KECAMATAN PANGGANG GUNUNGGIDUL

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Pengawas dan kepala sekolah memiliki tugas yang sama, yaitu melakukan supervisi akademik terhadap guru. Supervisi tersebut akan menghasilkan sesuatu yang lebih baik jika ada sinergi antara keduanya. Penelitian ini bertujuan untuk mengetahui sinergi pengawas dan kepala sekolah dalam upaya meningkatkan kinerja guru PAI SMP di kecamatan Panggang Gunungkidul.

Jenis penelitian ini adalah penelitian kualitatif. Penelitian ini dilakukan di kantor Pokjawas PAI Gunungkidul dan SMP di kecamatan Panggang, meliputi SMPN 1 Panggang, SMPN 2 Panggang, dan SMPN 3 Panggang dengan waktu penelitian selama tiga bulan, sejak Januari sampai dengan Maret tahun 2017. Informan dalam penelitian ini adalah pengawas PAI yang membina di kecamatan Panggang, kepala sekolah dan guru PAI SMPN 1 Panggang, SMPN 2 Panggang, dan SMPN 3 Panggang. Data penelitian diperoleh melalui wawancara, observasi dan dokumentasi. Uji keabsahan data terdiri dari uji kredibilitas dan uji konfirmabilitas. Uji kredibilitas data dengan melakukan perpanjangan pengamatan, peningkatan ketekunan, dan triangulasi sumber maupun teknik. Sedangkan uji konfirmabilitas data dengan cara mengkonfirmasi hasil wawancara yang sudah diketik rapi kepada informan yang diwawancarai. Analisis data dengan teknik analisis model interaktif, dengan langkah pengumpulan data, kondensasi data, penyajian data, dan penarikan kesimpulan.

Hasil dari penelitian ini menunjukkan bahwa sinergi antara pengawas dan kepala sekolah dalam upaya meningkatkan kinerja guru PAI SMP di kecamatan Panggang sudah berjalan dengan baik. Sinergi antara pengawas dan kepala sekolah dapat dilihat dari kerjasama dan koordinasi dalam pembinaan melalui MGMP PAI SMP kecamatan Panggang, supervisi akademik, dan saling berbagi informasi mengenai kinerja guru PAI.

Kata kunci: *sinergi, pengawas, kepala sekolah, kinerja guru PAI*