



# EFFECTIVENESS OF IMPLEMENTING ACADEMIC SUPERVISION IN IMPROVING TEACHER PERFORMANCE IN SMK NEGERI 5 PADANG

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## ABSTRACT

Education has an important role in a nation. One of the functions of education is to build character in order to educate the nation's life. The realization of the value of education cannot be obtained instantly, it takes a long and sustainable time to obtain the value of education itself. One way to get educational values is at school. Through education in schools, every individual gains knowledge so that they have good thinking skills in solving problems and following the changing times that are increasingly sophisticated. The quality of education can increase because of the teachers. Professional and competent teachers will certainly provide good quality education. However, in reality, many teachers experience difficulties when teaching, such as the curriculum changing frequently, facilities and infrastructure are inadequate. Based on the description above, the researcher aims to see whether the supervision activities run well and optimally. The results of the teacher's work assessment in processing and developing a framework in order to achieve educational goals in schools. The approach in this study is a qualitative approach with descriptive methods through interviews, observation, and triangulation analysis. The results showed that academic supervision had a positive impact on the quality and quality of education. Especially for teachers who get coaching and training. Supervision activities are carried out in the following ways: observation before supervision activities, seeing firsthand the learning process, revising the results of supervision, and field supervision. An assessment is carried out to see how far the learning objectives have been achieved. Academic supervision activities can certainly improve the ability of teachers to be more professional.

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## 1. Introduction

Education has an important role for a nation. One of the functions of education is to build character in order to educate the nation's life. The realization of the value of education cannot be obtained instantly, it takes a long and sustainable time to obtain the value of education itself [1]. One way to obtain educational values is through school. Through education in schools, every individual gains knowledge so that they have good thinking skills in solving a problem and following the changing times that are increasingly sophisticated [2].

According to Law No. 20 of 2003 Education is a planned activity in the teaching and learning process between teachers and students, teachers are expected to be able to shape the character of students such as strong spiritual strength, self-control, good character, noble character, and skills that are useful for themselves, for society, and for the state.

The quality of education can increase because of the teachers. Professional and competent teachers will certainly provide good quality education. The teacher is an important aspect of learning, the ability of the



teacher will have an impact on the quality of the students. Teachers should have four competencies, namely pedagogic, professional, personality and social competencies, this indicates that the teacher is a professional [3]. However, in reality teachers experience many difficulties when teaching such as the curriculum changes frequently, facilities and infrastructure are not feasible [4]. According to the government, it has indicated that teachers have these competencies through education and training. Continuous training hones the ability of teachers to continue to develop [5]. Incompetent teachers will certainly make the atmosphere when learning feels boring and the learning outcomes themselves are less than optimal. This occurs due to the negligence of the principal as a supervisor for the teacher in the learning process [6]. The supervisor is in charge of visiting the class, checking the teacher's preparation for teaching and commenting on the teaching materials that have been made by the teacher [7].

In schools, supervision activities are carried out by supervisors, also known as supervisors. Supervision will determine the conditions that ensure the achievement of the goals of education itself. This activity is carried out to monitor teacher activities in preparing teaching materials, varied teaching methods, evaluate and help teachers implement the curriculum according to the needs and potential of students [8]. Supervisors have main tasks that must be carried out in order to foster and assess teachers such as fostering school facilities, school coconut work, the quality of teachers and school staff, evaluating and carrying out school programs and their development, evaluating the process and results of school development programs [9].

The problem above, the researcher aims to see whether the supervision activities are running well and optimally. To see the extent of the success of a teacher in the learning process. The results of the teacher's work assessment in processing and developing a framework in order to achieve educational goals in schools.

## 2. Methods

This study used descriptive qualitative method. Descriptive research, not only explains the conditions, but also explains the conditions in the development stage. The research method refers to the description of existing events, which are still connected from the past to the present, which is also called descriptive research [10].

The research was conducted at SMK Negeri 5 Padang, the principal and furu will be the research subjects. Subjects are expected to be able to provide valid data about academic supervision activities carried out by supervisors to improve teacher quality. The research instrument aims to answer problems regarding academic supervision at SMK Negeri 5 Padang. The author is the main instrument in qualitative research, then after the author's focus is clear, the author hopes to fulfill the data and compare it with data obtained from interviews, observations and literature studies.

The validity of a study is carried out by using a credibility test to obtain valid data. According to [11] valid data was carried out by long observation, persistence during research, data triangulation, discussion with colleagues, analysis of negative cases related to research data and *member check*. Data collection was taken from *primary* and *secondary sources*. After data collection, data analysis is carried out including data reduction, data presentation and conclusion drawing [12].

## 3. Results And Discussion

### 3.1 Results

Academic supervision programs include annual programs (protas), semester programs (promes). The involvement of senior teachers and supervisors in making supervision programs is expected to be able to provide instructions and directions so that supervision activities can run optimally. This program discusses the problems faced by teachers in the previous supervision and analysis of the school environment which is included in the Academic Supervision Plan (RKA) program.

The problem when supervision activities are carried out is the teacher's unpreparedness in preparing the planning and learning process. This is certainly a major factor in the performance of a teacher. This supervision activity is an effort made by supervisors for teachers in order to improve teacher quality. This supervision activity is to provide direction, guidance, guidance and training so that the teacher can develop programs and prepare for teaching. The implementation of this supervision activity is carried out in three ways, namely observation before academic supervision activities, seeing directly the learning process and revising the results of supervision and field supervision. Assessment is carried out to see how far the learning objectives have been achieved.



The application of goals/indicators in the learning process is one of the assessment factors in supervision activities. This assessment covers the cognitive, affective and psychomotor domains of students. Supervision activities carried out by the principal are evaluating teacher assignments, evaluating documents that have been given by the teacher and providing direction and input if errors occur that are not in accordance with the desired results.

Challenges and problems during academic supervision activities carried out by school principals to improve the quality of teacher performance, namely the short time when evaluating supervision activities. It is certainly difficult for the principal to address the shortcomings of teacher performance, therefore the principal asks for the help of senior teachers for the implementation of supervision activities so that all teachers receive direction to improve their performance.

### 3.2 Discussion

The supervision program is used to achieve what the school has set such as vision and mission. To achieve this vision, schools should pay attention to the times and future challenges that continue to develop. Mission is applied to realize the vision itself. In other words, the mission is a form of service or action to realize what is stated in the vision. According to [13] the mission of the school is to optimize the learning process, so that students can grow their potential, instill religious values in order to have good attitudes and character in acting. Teachers are the main factor in education because they are responsible for all learning processes. The success of today's young generation depends on the teacher at school, many problems will be faced in the future, so teachers must provide good examples for their students.

The ability of a teacher can be assessed from his work in planning learning such as the use of teaching materials, media used and devices that support learning activities. Then in carrying out learning, namely how a teacher can apply what he has planned in previous learning activities. The last task of a teacher is to assess and evaluate the learning that he has done.

The main purpose of supervision activities is to improve the quality of teachers during the learning process. The supervisor's task is not only to recognize the characteristics of the teacher, but to analyze and know the needs of students during the learning process such as good facilities and infrastructure, a comfortable learning atmosphere and others.

The principal as a supervisor, must pay attention to the quality of teachers, not only through supervision. Principals are expected to be able to provide creative ideas and services that can improve the quality of learning. principals should provide guidance to teachers how to use strategies and models in learning, and curriculum development. The impact of implementing academic supervision by the principal can improve the quality of education for teachers. The importance of this supervision will improve the ability of teachers to be more professional. Academic supervision is not assessing the work of teachers but helping teachers to develop their potential.

## 4. Conclusion

Academic supervision has a positive impact on the quality and quality of education. Especially for teachers who get coaching and training. Supervision activities are carried out through the following stages, namely observation before supervision activities, seeing directly the learning process and revising the results of supervision and field supervision. Assessment is carried out to see how far the learning objectives have been achieved. Academic supervision activities can certainly improve teacher professionalism.

During the supervision activities there were obstacles encountered such as the unpreparedness of the teacher in preparing the planning and learning process. the efforts made by the supervisor for the teacher are given direction, fostered, guided and given training so that the teacher develops programs and prepares himself when teaching.

### Suggestion

Teachers should prepare themselves when there is supervision at school. The principal as a supervisor must continue to supervise the work of the teacher even though there is no supervision activity. Teachers must be more creative in learning, make the learning atmosphere not boring so that quality learning is achieved.

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