



IMPLEMENTATION OF ACADEMIC SUPERVISION IN 13TH STATE PRIVATE HIGH SCHOOL TANJUNG BALAI CITY

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ABSTRACT

Keywords

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This research is to describe the Implementation of Academic Supervision at State Junior High School 13 Tanjungbalai City which aims to reveal that the Planning for Academic Supervision at State Junior High School 13 Tanjungbalai City, Implementation of the Academic Supervision Program at State Junior High School 13 Tanjungbalai City, Evaluation of Academic Supervision at State Junior High School 13 Tanjungbalai City. This research uses a qualitative type of research with a phenomenological approach, using data collection techniques in the form of observation, interviews and documentation studies. The results of this research reveal three findings, namely that the Academic Supervision Planning at State Junior High School 13 Tanjungbalai City has been structured correctly in accordance with existing provisions. The implementation of the Academic Supervision Program at State Junior High School 13 Tanjungbalai City is not yet optimal due to inadequate facilities and infrastructure. Evaluation of Academic Supervision at State Junior High School 13 Tanjungbalai City has been carried out in accordance with existing procedures. From the explanation above, it can be concluded that the implementation of academic supervision must have a work program, carry out supervision in every program implementation up to evaluation, namely measuring and assessing the results of the performance that has been carried out.

Introduction

Indonesia, which provides education, certainly has its own philosophy and ideology in developing the world of education. In general, the micro goal of national education is to form an autonomous educational organization, so that it is able to innovate in education. However, currently national education is faced with various problems, one of which is teacher professionalism. Technological progress and development in the era of globalization and information has spurred the Indonesian nation to create quality human resources. Quality human resources have a very important role in carrying out development in all fields, so that it is hoped that the Indonesian nation will be able to achieve excellence in producing quality works and be able to compete with other nations.

In an effort to improve human resources, the world of education has a very important role, especially in preparing the new generation who are capable of becoming successors and implementers of development in all fields. The quality of education that can be achieved if all educational components can run according to their roles.

Every educational program requires supervision or supervision, both from the principal, teachers, staff and students themselves. Starting from the Elementary School/State Ibtidaiyah Madrasah level, First Level Secondary School/Tsanawiyah Madrasah, Public High School/Madrasah Aliyah, Universities both at private status and state status to decide various problems that occur in the madrasah. A school is a formal educational institution that organizes teaching and learning process activities as an effort to achieve educational goals. The person responsible for the teaching and learning process in the classroom is the teacher, because it is the teacher who directly provides guidance and training to students.

Islamic education sees that education is the basis and cornerstone of life in all aspects. Whether it is related to world affairs or matters of the afterlife. In the context of Islamic education, it is very content and directly related to the commandment of learning, as Allah has stated His words in Surah al-Alaq verses 1-5, which means:

“Read with (mentioning) the name of your God who created. He created man from a clot of blood. Read it, and your Lord is the Most Gracious. Who teaches (humans) through kalam. He taught man what he did not know.”

The verse above shows the command to read. Reading is part of an educational element that is very urgent in the realm of education. This verse also contains the command that education should be the benchmark for every human being who will become a quality human being in terms of world affairs, including worship, work, social and economic status. And in the context of human life, it is closely related to education in its various dynamic forms. In the Big Indonesian Dictionary, the word education comes from the word didik, which means maintaining and providing training in morals and intelligence.

So, the word education can be interpreted as the process of changing the attitudes and behavior of a person or group of people in an effort to mature humans through teaching and training. Supervision or control is a part of educational activities which is intended to provide direction or assistance so that the learning process that takes place in an organization or educational institution can run well and achieve the desired goals.

To create a quality educational organization or institution, whether seen from the leadership of the school principal, teachers who teach, administrative employees who carry out administrative duties, students who study, or other components who participate in supporting the implementation of the learning process in an organization or educational institution, then educational supervision is a necessity.

Based on this, the school is an organizational institution which regulates the learning process activities and it is illustrated that the process of implementing education in the school is a maturation process involving the school principal and educational supervisor.

Minister of National Education Regulation Number 12 of 2007 concerning school supervision standards contains standards for the qualifications and competence of school supervisors. Qualification standards explain the academic and non-academic requirements for being appointed as a school supervisor. Competency standards contain a set of abilities that school supervisors must possess and master to be able to carry out their main tasks, functions and responsibilities.

With experience and knowledge that is superior to other colleagues, the Education Supervisor has the ability to implement management functions, starting from planning, organizing, supervising and assessing. Management or school management is no different from management principles in general, namely starting from planning, realizing the planning and

carrying out regular evaluations of what has been implemented, whether it is in accordance with the plans that have been set.

School supervision is professional educational staff who function as an implementing element of educational supervision which includes academic supervision and managerial supervision. As intended

In the Minister of National Education Regulation number 13 of 2007 concerning school/madrasah principal standards, it is emphasized that the competency dimension. What a school/madrasah principal must have is dimensions personality, managerial, entrepreneurial, supervisory and social competencies. As well as the role and duties of the school principal are contained in the Minister of Education Regulations and RI Culture no. 6 of 2018 concerning the assignment of teachers as School Principals which states that the school principal's workload is entirely to carry out the main managerial tasks, entrepreneurship development, and supervision of teachers and education staff. In this case, academic supervision will be discussed.

As educational staff, teachers need the help of supervisors. Teachers are school personnel who are faced with various things where they cannot solve the problem thoroughly without getting help from other parties, especially from supervisors. Teachers are always faced with situations that change all the time, such as the curriculum, community demands, meeting their living needs, and so on. The most difficult thing teachers face is dealing with changes in society's demands, namely demands for change that are quite rapid from society so that they require changes to the curriculum. In this situation, sometimes teachers are not ready to face someone without help from other parties.

Basically, a leader or principal must carry out their functions to develop teacher professionalism. The leadership function is to determine goals, explain, implement, choose the right method, provide and stimulate members to work.

In order to improve the quality of education, there must be education that has experts or professional teachers. In other words, so that education has more use value and useful results and is expected to be able to answer educational problems, teachers still need guidance and direction from the school principal as the leader and person in charge.

In a group of organizational institutions, it is very necessary to have a leader who is considered capable of managing, protecting and being responsible for the group.

The aim of academic supervision is to maintain and encourage the implementation of teaching and learning activities in schools to run smoothly and successfully in accordance with applicable laws and regulations. This supervision is a professional supervision activity that focuses on observing academic problems, namely those that are directly within the scope of learning activities carried out by teachers helping students while they are in the learning process.

In an effort to achieve this goal, teachers certainly have a set of abilities that are prepared through educational programs so that they are able to become professional teachers in carrying out their duties. Teachers cannot be separated from difficulties in achieving the goals set by schools and institutions above them, especially making learning plans, how the teaching and learning process uses a competency-based curriculum, and how to activate students in each lesson.

Therefore, the presence of supervisors is highly expected by teachers in order to help and guide teachers towards achieving improvements in the quality of learning for subject teachers, especially in schools under the auspices of the Ministry of Religion or schools under the auspices of the Education Service. Supervision in order to identify and correct various weaknesses that have been carried out to achieve the objectives of activities that have been planned and determined effectively and efficiently.

Research Methods

The research used to examine the Implementation of Academic Supervision at State Junior High School 13 Tanjungbalai City is of a qualitative type. The reason the researcher used a qualitative method with a phenomenological approach was because the researcher wanted to directly explore the phenomenon of community behavior being studied naturally regarding matters related to the Implementation of Academic Supervision at State Junior High School 13, Tanjungbalai City.

According to Sugiyono, qualitative methods are often called naturalistic research methods because the research is carried out in natural conditions, also called ethnographic methods, because initially this method was used more for research in the field of cultural anthropology, called qualitative methods, because the data collected and the analysis is more detailed. qualitative in nature (Sugiyono, 2015: 13).

Qualitative research can be used to view data through in-depth observation of the environment, interacting with implementation in the field so that information is obtained from primary sources and can be more convincing. Natural objects are objects that develop as they are, are not manipulated by researchers and the presence of researchers does not influence the dynamics of the object.

Diligence in observation is very vital in searching for information consistently regarding interpretation in various ways related to a constant analysis process. The researcher will review and re-examine the data related to the focus of the research problem so that the data can truly be understood and not the truth is doubtful.

Results and Discussion

Based on the results of research in the field, the implementation of academic supervision carried out by school supervisors for teachers and students at State Junior High School 13 Tanjungbalai City in the classroom learning process was good, but the implementation was not optimal.

Academic Supervision Planning at State Junior High School 13 Tanjungbalai City

Based on the findings above, it can be seen that the Academic Supervision Planning at State Junior High School 13 Tanjungbalai City has been structured correctly in accordance with existing provisions. Actually, the planning or things that must be prepared before carrying out learning include several components including the curriculum, syllabus, annual program and semester program, as well as the Teaching Program Plan (RPP).

The principal as an administrator has a close relationship with various administrative management activities in the form of recording, preparation and documentation of all school programs specifically, head schools need to have the ability to manage the curriculum, manage archival administration and financial administration. These activities are necessary carried out effectively and efficiently in order to support productivity school.

For this reason, the school principal must be able to coordinate carrying out school administration and creating an orderly administration, smoothly and on time. Curriculum planning will later be analyzed and translated into annual and semester programs, syllabus for each subject, up to the preparation of a Teaching Program Plan (RPP) which must be prepared by each subject teacher as a guide for teaching. The planning for academic supervision carried out by the Principal is to create objectives for academic supervision, then socialize them to the point of making a supervision schedule.

According to Sutopo, planning is a whole program of thinking and careful determination of things that will be done in the future in order to achieve predetermined goals (Abdullah, 2011: 16). Planning is basically based on two things, namely, making conscious choices

regarding concrete goals to be achieved within a certain period of time based on the values of the community concerned, and choosing between efficient and rational alternative ways to achieve the goals. which covers a certain period of time and for the selection of these methods, criteria measures must also be selected first.

Based on the opinion above, it can be understood that planning is determining what steps will be taken, how to do them, when and who will do them so that the previously set goals can be achieved effectively and efficiently.

As stated by Samuel regarding Supervision Planning, it is as follows: Common sense tells us that we do our best work when we know what we are trying to accomplish. The supervisor's job includes determining the department's goals and the ways to meet them. This is the function of planning. Sometimes a supervisor has a substantial say in determining the goals of their selves, while another supervisor must focus on how to achieve goals set by higher-level managers (Certo, 2015: 7).

Common sense dictates that when we do our best work we know what we are achieving. The supervisor's work includes determining departmental goals and ways to meet them. This is the planning function. Sometimes a supervisor has considerable authority in setting their own goals, while other supervisors must focus on how to achieve the goals set by higher level managers.

In line with this, the Al-Qur'an also explains planning in Al-Hasyr: 18, as follows:

يَا أَيُّهَا الَّذِينَ آمَنُوا اتَّقُوا اللَّهَ وَلْتَنْظُرْ نَفْسٌ مَّا قَدَّمَتْ لِغَدٍ وَاتَّقُوا اللَّهَ إِنَّ اللَّهَ خَبِيرٌ بِمَا تَعْمَلُونَ

Meaning: O you who believe, fear Allah and do Every person pays attention to what he has done for tomorrow (the afterlife); and fear Allah, indeed Allah knows best what you do (Kemenag, 2005: 437).

The explanation of the verse above is "O you who believe, fear Allah" that is, fear Allah and be afraid of His punishment by fulfilling His commands and avoiding His prohibitions, "And let everyone pay attention to what he has done for the day. tomorrow (afterlife)" term, everyone should think about what wrong deeds he did on the Day of Judgment.

"And fear Allah" which is to strengthen and explain the position of piety which is Allah's command, then "Indeed, Allah knows what you do" namely Allah knows what you do down to the slightest (Syihab. 2002: 129-130).

From the opinion above, it can be concluded that if we want to do a job, we should be required to pay more attention to what we are going to do or we should be required to make a plan in advance so that the goals we want run effectively and efficiently.

In line with that, the hadith of the Prophet also explained planning as follows:

إن الله كتب الحسنات والسيئات ثم بين ذلك فمن هم بحسنة فلم يعملها كتب الله له عنده حسنة كاملة فإن هو هم بها فعملها كتب الله له عنده عش حسنة إلى سبع مائة ضعف إلى أضعاف كثيرة ومن هم بسيئة فلم يعملها كتب الله له عنده حسنة كاملة فإن هو هم بها فعملها كتبها الله له سيئة واحدة

Meaning: Allah SWT writes the good and bad things that His servants do, whoever plans to do good, but does not carry it out, then it is still written as a perfect good deed for him by Allah SWT. But whoever really does good and carries it out, Allah will write 10 good deeds and 700 things. On the other hand, whoever plans to do something bad, but does not carry it out, then he is written as doing perfect good, and if he plans to do something bad and does it, then he is written as having done something bad.

From the above hadith it can be concluded that every good plan and doing it and not doing it will get a reward, conversely, every plan which is not good and he doesn't do it will be counted as a reward but if he does it then it will be counted as a bad thing.

Implementation of the Academic Supervision Program at State Junior High School 13 Tanjungbalai City

In the implementation of Academic Supervision at State Junior High School 13, Tanjungbalai City, it has been carried out in accordance with procedures. The implementation of Academic Supervision is carried out for teachers to help teachers increase their potential and to assist teachers in dealing with problems that occur in the teaching and learning process. The steps taken start with providing an opportunity for all teachers at State Middle School 13 Tanjungbalai City who feel they have a problem to consult or simply provide a report. and school personnel in general to be given support and encouragement to always improve their competence in carrying out their duties.

Apart from providing guidance in the form of forums or meetings, the Principal also provides opportunities for teachers who feel they have problems to take part in Subject Teacher Conferences (MGMP) with the aim of reflecting on the extent to which the teacher concerned has carried out his obligations as a teacher, especially in managing learning in the classroom, with this reflection the teachers concerned can exchange ideas, provide input and suggestions to fellow teachers who teach the same subject. Based on information from the school principal, this reflection activity is held at least once a semester.

However, due to inadequate facilities and infrastructure, the implementation of supervision is hampered, apart from that, because the principal's schedule is too busy, the implementation of academic supervision is not in accordance with the predetermined schedule.

In line with this, the Al-Qur'an also explains implementation, namely in Surah Al-Kahf: 2, as follows:

قِيَمًا لِّيُنذِرَ بَأْسًا شَدِيدًا مِّنْ لَّدُنْهُ وَيُبَشِّرَ الْمُؤْمِنِينَ الَّذِينَ يَعْمَلُونَ الصَّالِحَاتِ أَنَّ لَهُمْ أَجْرًا حَسَنًا

Meaning: As straight guidance, to warn of a very painful torment from Allah and to give good news to those who believe, who do righteous deeds, that they will receive good retribution (Kemenag, 2005: 234).

The explanation of the verse above, namely "Straight guidance" is the Al-Qur'an. "To warn of a very painful torment from Allah". The reason this verse was revealed was to "warn" the fear of the evil that was to come. As for the nature of shadid/pain, and not just by the word punishment, and not only that but from the side of Allah. The punishment given is adjusted to the perpetrator and object. If punishment comes from Allah, then there is no power that can defeat it and no one can avoid it "And give good news to those who believe". The good news here is giving a good reward, because the good reward is from the most noble and most majestic (Allah Swt) (Sya'rawi, 2008: 333-334).

From the explanation above, it can be concluded that if we carry out an activity strictly according to the existing provisions then we will also receive a good reward and vice versa, if we do something that is not appropriate then we will receive a reward for our actions. The hadith also explains implementation, namely as it means: Rasulullah SAW said: Whoever shows kindness, he will receive a reward equal to the reward of the person who does the kindness. (H.R. Muslim).

The meaning of this hadith is that (1) an organization must have someone in charge of directing it (2) The reward for those who direct goodness is the same as the implementer of that goodness (3) The above hadith motivates us to always direct each other (Thariq: 2008: 765).

From the meaning of the hadith above, it can be concluded that whoever directs the organization must be in charge, namely in charge of directing. And whoever directs a good deed will be rewarded with the reward of the person who does that good deed.

The daily supervision activities carried out by the school principal include checking what is the responsibility of a teacher, namely preparing learning implementation plans (RPP), syllabus, teacher work agenda (morning until after school), and filling in learning boundaries according to indicators.

In the quarterly schedule, supervisors carry out a program, namely guidance for teachers, namely the Subject Teachers' Conference (MGMP) to discuss future programs that will be implemented, new material and regarding the curriculum.

In the implementation of academic supervision at State Junior High School 13, Tanjungbalai City, there are problems and obstacles in carrying out the academic supervision program itself, namely that the academic supervision schedule is not in accordance with the plans that have been made, this also occurs due to inadequate infrastructure so that in implementation not according to the existing schedule.

Evaluation of Academic Supervision at State Junior High School 13 Tanjungbalai City

The evaluation of academic supervision at State Junior High School 13 Tanjungbalai City carried out by the principal has been carried out in accordance with existing procedures. This evaluation aims to find out whether the teacher has implemented the learning process well.

From the explanation above, it can be concluded that evaluation is a very important thing to do because by conducting an evaluation we can find out the results of the performance we carry out and can increase the potential we have so that the learning objectives are conveyed to students effectively and efficiently.

According to Ralph Tyler, evaluation is a process of collecting data to determine to what extent, in what terms, and how educational goals are achieved. If not, why not, and what is the cause?

In learning that occurs at school, especially in the classroom, the teacher is the party most responsible for the results. Thus, teachers should be equipped with evaluation as a science that supports their duties, namely evaluating student learning outcomes.

In this case, the teacher is tasked with measuring whether students have mastered the knowledge learned by students under the guidance of the teacher in accordance with the objectives formulated.

From the explanation above, it can be concluded that evaluation is a very important thing to do because by conducting an evaluation we can find out the results of the performance we carry out and can increase the potential we have so that the learning objectives are conveyed to students effectively and efficiently.

In line with this, the Al-Qur'an also explains evaluation in Surah Az-zalzalah: 7-8, as follows:

فَمَنْ يَعْمَلْ مِثْقَالَ ذَرَّةٍ خَيْرًا يَرَهُ وَمَنْ يَعْمَلْ مِثْقَالَ ذَرَّةٍ شَرًّا يَرَهُ

Meaning: Whoever does good deeds as heavy as dzarrah, surely He is will see (reply). And whoever commits a crime as big as dzarrah, surely He will see (retribution) for it too.

The explanation of the verse above is that whoever does good deeds as heavy as a grain of dust, then he will find in his deeds sheet on the Day of Resurrection, and he will receive His reward. "Zarah is the smallest ant" Ibn Abbas said that if you put your palm on the ground and then lift it, then every object that sticks to it from the dust is called zarah. and whoever commits a crime even as heavy as zarah, surely he will see (retribution) for it too.

From the explanation of the verse above, it can be concluded that for all the actions we do, whether big or small, we will definitely receive a reward. If we are good at doing something, we will receive a good reward, and vice versa, if we commit a crime, we will also receive the reward. .

To clarify the opinion above, the hadith also contains the following evaluation:

حدثنا محمد بن عبد الله بن نمير، حدثنا أبي، حدثنا عبد الله، عن نافع، عن أبي عمر قال، عرضني رسول الله صلى الله عليه وسلم يوم أحد في القتال، وأنا ابن أربع عشرة، فأم يجوني. وعرضني يوم الخندق، وأنا بن خمس عشرة سنة، فأجزاني.

Meaning: telling Muhammad ibn 'Abdullah ibn Numair, telling us my father, telling us 'Abdullah, from Nafi', from ibn Imar said, "Rasulullah SAW tested my ability to fight on the day of the battle of Uhud, when I was fourteen years old, then he didn't allow me, and he tested me again on the day of the khandaq war when I was fifteen years old, then he allowed me. (H.R. Muslim).

Thus, the evaluation applied during the time of the Prophet Muhammad. is directly seeing the behavior of friends, listening to friends reading verses from the Koran, without using notebooks as they do now. If it has not reached the size that Rasulullah SAW expected. provide emphasis and add material in the form of advice, directions, and so on (Albani, 2008: 25).

From the explanation above, it can be concluded that the evaluation during the time of Rosulullah Saw., was very good because he saw it directly and directly guided him to improve the abilities of his friends.

Conclusion

Based on research findings and discussion of research results regarding the implementation of academic supervision at State Junior High School 13 Tanjungbalai City, it can be concluded that it has been going well, which is in accordance with the program that has been implemented by the school principal.

In detail, as a conclusion from the Implementation of Academic Supervision at State Junior High School 13 Tanjungbalai City, the Planning for Academic Supervision at State Junior High School 13 Tanjungbalai City has been well structured in accordance with existing provisions, as for the supervision carried out by the school principal, namely setting objectives that from the supervision then socializes the policy to teachers and creates a supervision schedule.

The implementation of Academic Supervision at State Junior High School 13 Tanjungbalai City carried out by the Principal is good. The activities carried out are, first, checking the learning tools made by the teacher, namely. Based on document data, the teachers at Tanjungbalai City 13th State Junior High School have made preparations before learning, such as taking part in analyzing the curriculum to then be translated into a syllabus, making a Teaching Program Plan (RPP). as a reference or guide for teachers in teaching, so that in preparing teaching preparations teachers are given freedom in preparing teaching preparations including in selecting learning subject matter, determining learning resources, using teaching methods, and assessment. This policy allows for differences in learning units prepared by each teacher for one subject.

If all the components required for learning are available and approved by the principal, then the learning implementation process is ready to be carried out, then the principal conducts a class review to assess the teacher in the classroom during the learning process. There are several components that are supervised by the principal during the learning process in the classroom, starting from opening the lesson to closing the lesson, delivering material to students, using and utilizing learning media, the learning methods used, and how to provide reinforcement to students. But because of the facilities and inadequate infrastructure so that the implementation of supervision is hampered, apart from that because the principal's schedule is too busy so that the implementation of academic supervision is not in accordance with the predetermined schedule.

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