

## **Supervisor's Performance Evaluation of Elementary School in Improving Education Quality In Dukun District**

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### **Abstract**

The supervisory factor of educational institutions is also of equal importance to note. Planning will not work well without the supervision function being implemented. In the education system the supervisory function is very important; the supervisor is one of the parties responsible for improving the quality of education. The purpose of this study: 1. to know the performance of the supervisors. 2. as basic tasks and functions of elementary school supervisors in improving the quality of education in the District of Dukun. 3. to know the factors that influence the performance of supervisors seen from the main tasks and functions of elementary school supervisors in improving the quality of education in the District of Dukun. 4. The research method used in this study is qualitative research, 5. The results of the study expected the performance of elementary school supervisors to improve the quality of education in the District of Dukun.

**Keywords:** *evaluation of, supervisor's, elementary school.*

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### **Background**

Educational institutions are places where the teaching and learning process takes place. The activities of this teaching and learning process in order to run smoothly must be managed in such a way, run by people who have the skills that are experts in their fields as well as those who have work performances.

In addition to those who are competent in the field of facilities and infrastructure availability, it also determines the quality of education. The supervision factor of educational institutions is also important to note.

Planning will not work well without the supervision function being implemented. In the education system, the supervisory function is very important, the supervisor is one of the parties responsible for improving the quality of education.

Human resources in educational institutions such as school supervisors are an inseparable part of members of the organization, community members, and citizens of the Republic of Indonesia. The movement is always based on a thought process that is carried out consciously and planned so that the activities to be carried out can contribute to the results in accordance with the original expectations. However, it was also realized

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that the implementation of these activities was not a few problems, obstacles and challenges faced and needed attention to analysis ways of thinking and ways of solving it.

In modern society like today, especially globalization, all apparatus are required to be able to face increasingly competitive competition, both at home and abroad. One way to anticipate this increasingly competitive competition is through a comprehensive improvement in the quality of human resources. According to Siagian, 21st century human resources were marked by "One aspect of life, that has come to the surface today with an echo that is stronger than the past, is the improvement of the quality of life of humanity". The quality of life basically leads to the recognition of human dignity. The supervisors need to get the spotlight, because the quality of education problems lately has become a problem, where as in Dukun District, the quality of education in elementary schools has decreased.

Conduct guidance on curriculum development, technical personnel, use of educational facilities, cooperative relations between schools and business, industry, and school committees. Monitor the implementation of semester exams, school final exams and National final exams. Conduct School Accreditation Assessment, Carry out analysis of student learning / guidance and take into account how many factors of Education resources include the correlation of the ability of the teacher and learning outcomes.

The above vision and mission are a special vision and mission for supervisors in the field of supervision, both elementary, junior and senior high school / vocational level. This study focuses on elementary school because it is the foundation of children's education. Elementary School (SD) is part of basic education which is an educational institution in order to realize education programs. This shows that through elementary school, education begins and achieves quality of human beings. According to Minister of Education Decree No. 118 of 1996 concerning supervisory functional positions and credit figures, joint decision of Minister of Education and Culture No. 0342 / O / 1996 and Head of State Civil Service Administration No. 38 of 1996 concerning Implementation Guidelines Supervisory Functional Position and Minister of Education and Culture Decree Number 020 / U / 1998 concerning Technical Guidance for the Implementation of School Supervisor Functional Position and Credit Number, PP No. 19/2005 concerning National Education Standards can be stated about the duties and responsibilities of education unit supervisors as follows: (1) supervise the implementation of education in schools in accordance with assignments in kindergarten, elementary school, junior high school, and senior high school, (2) improve the quality of teaching and learning process / guidance and learning achievement / student guidance in order to achieve educational goals. The first tasks and responsibilities refer to managerial supervision while the second main task refers to academic supervision. Managerial supervision basically provides guidance, assessment and assistance / guidance starting from program plans, processes, to results, while guidance and assistance are given to school principals and all school staff to improve school performance.

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But the reality is in the District Education Office of Dukun District: 1. Supervisors do not foster in terms of the principal's knowledge in elementary school administration 2. Supervisors rarely make monthly work reports to the Head of the Education Office, so the difficulty in making decisions is related to the achievement of the vision and mission of basic education (no observation intentionally) 3. Educational background and professional abilities are very heterogeneous. From the 5 supervisors, we found that 1 person graduated from D2, 3 people graduated from S1, and 1 person graduated from S2. This study focused on employee performance in order to improve the quality of education in Elementary Schools. That reason is what makes the writer interested in researching about it in a study entitled: " Supervisor's Performance Evaluation Of Elementary School In Improving Education Quality in Dukun District".

### **Research Methodology**

Qualitative research is a research method that is used to examine the condition of natural objects. Qualitative research does not use the term population, but by Spradley it is called a "social situation" which consists of three elements, namely: place, actor, and activity which interact synergistically. The social situation can be at home with family and activities, or people on the corner of the street who are chatting, or at work, in the city, village or region of a country. This social situation, can be expressed as a research object that wants to know "what's happening" in it. In the social situation of the object of this study the researcher can observe the activities in depth.

#### 1. Place and Time of the Research

This Research took place in Education Office (Disdikbud) in Dukun District for 3 months

#### 2. Subjects and Objects of the Research

Subjects in this study were elementary school supervisors in the Dukun district, while the object of research is the performance of supervisors in carrying out supervision which consists of monitoring, supervision, assessment, coaching activities and reporting.

#### 3. Population and Sample

The population in this study were all elementary school supervisors in Dukun district numbering 5 people. The author does not specify the sample because it can conduct research on the entire population

#### 4. Data Collection Techniques

Data collection techniques used in this study include by using: interviews and collecting documentation

#### 5. Data Analysis Techniques

Data analysis in this study used qualitative approach which is carried out from the beginning until throughout the research process. This research is in accordance with the objectives expected to emerge theoretical implications in the form of propositions as a result of field data analysis and later will be useful as an enrichment of formal theory. To support this, the author used data analysis techniques developed by Miles

& Huberman (1992), through three procedures, namely: data presentation, construction data, and draw conclusions / verification.

### **Findings and Discussion**

#### 1. Vision and mission

Based on the ordinance act No. 20 of 2003 concerning the, National Education System,

##### a. Vision:

"Realizing a good quality education, competitiveness, and able to build people who are faithful, devoted, and noble, who master science and technology."

##### b. Mission:

"Realizing a good quality apparatus of educators, education personnel, and institutions professional to build faithful believers and noble

#### 2. Tasks and Functions.

##### a. Task

Carry out the authority in the field of education in formulating policies, coordinating, fostering, and controlling education programs and education personnel and other tasks.

##### b. Function

Formulate policies in the field of education, Guidance and control of pre-school and post-school education.

### **Conclusion**

The performance of elementary school supervisors in this good category means that elementary school supervisors in carrying out their supervision have carried out their main tasks and functions well, where the development of the academic field is better than the managerial field.

### **Suggestions**

Support function as supervisors by using information from supervision as one of the materials to make decisions in order to improve the quality of education in the future.

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