

# Kinerja organisasi kepengawasan sekolah di daerah terpencil, tertinggal, dan terdepan di Kabupaten Aceh Timur = The performance of school supervision organization in the rural remote and isolated region in East Aceh Regency

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## Abstrak

Kinerja organisasi kepengawasan sekolah di daerah terpencil, tertinggal, dan terdepan di Kabupaten Aceh Timur memiliki tantangan berupa kondisi geografis dan kondisi lain seperti: jumlah pengawas sekolah yang kurang, kualifikasi pengawas yang masih rendah, serta komposisi pengawas yang belum ideal.

Penelitian ini dilaksanakan untuk menganalisis seperti apa kinerja organisasi kepengawasan sekolah di Kabupaten Aceh Timur pada saat ini serta Mendeskripsikan faktor-faktor apa yang mempengaruhi kinerja organisasi kepengawasan sekolah di Kabupaten Aceh Timur agar menghasilkan sistem pengawasan yang efektif. Glickman (1985) menyebutkan bahwa kemampuan yang harus dimiliki oleh pengawas sekolah dalam melaksanakan tugas kepengawasan ada tiga, yaitu: knowledge, interpersonal skill, dan technical skill. Pengukuran kinerja organisasi dapat dilakukan dengan menggunakan 7S McKinsey Framework yang mempunyai tujuh variabel/faktor yaitu: share value, strategy, structure, system, skill, staff, dan style of leadership.

Pendekatan yang digunakan dalam penelitian ini adalah pendekatan kualitatif. Pengambilan data dilakukan menggunakan metode wawancara, observasi dan studi dokumen. Informan dalam penelitian ini adalah: Kepala Bidang Pendidikan Menengah, Korwas dan Pengawas sekolah menengah Dinas pendidikan Kabupaten Aceh Timur, Kepala SMP dan SMA, guru, serta Kepala Lembaga Penjaminan Mutu Pendidikan (LPMP) Propinsi Aceh. Pengambilan data dilakukan selama 5 bulan, yaitu mulai bulan Februari sampai dengan Juni 2013.

Kesimpulan dari hasil penelitian adalah "Kinerja organisasi kepengawasan sekolah di Kabupaten Aceh Timur belum berjalan secara baik". Faktor-faktor yang mempengaruhi kinerja organisasi kepengawasan sekolah di Kabupaten Aceh Timur agar menghasilkan sistem pengawasan yang efektif ada lima hal, yaitu berhubungan dengan faktor Staff, Skill, System, Strategi, Dukungan lembaga lain yaitu LPMP.

.....The performance of school supervision organization in the rural, remote and isolated regions in East Aceh regency faces many problems and constraints such as the geographic condition and other condition such as insufficient number of the school supervisors, low qualification and competence of the school supervisors and the composition of the school supervisors that is still not ideal.

The research was conducted to analyze the performance of the school supervision organization in East Aceh regency at the present and to describe the factors influenced the works of school supervision organization in East Aceh in order to produce an effective supervision system. Glickman (1985) said that there are three competences that school supervisors should possess in conducting their supervision duty, they are: knowledge, interpersonal skill, and technical skill. The measurement of the organization performance can be done by using 7S McKinsey Framework which has seven variables/factors, they are: share value, strategy, structure, system, skill, staff, and style of leadership.

The approach that was used in this research is qualitative approach. The data collection was done through

interview, observation and document study. The informen in this research were: The Head of Higher Education Department, School Supervisors Coordinator and Higher School Supervisors within the Educational office of East Aceh, the principal of SMP (Junior High School) and SMA (Senior High School), teachers, and the head of LPMP (Education Quality Guarantee Institution) of Aceh province. The data collection was done within five months, starting from February to June 2013.

The conclusion of the research is "The performance of the School Supervision Organization in East Aceh regency was still not run well". There are five factors influenced the works of school supervision organization in East Aceh in order to produce an effective supervision system, they are five factors related to Staff , Skill, System, Strategy, and another factor is support from LPMP (Education Quality Guarantee Institution).