



*The 1st Multi-Disciplinary International conference University Of Asahan2019
Thema: The Role of Science in Development in the Era of Industrial Revolution
4.0 based on Local Wisdom." in Sabty Garden Hotel-Kisaran North Sumatra,
March 23rd, 2019*

ANALYSIS OF THE IMPLEMENTATION OF EDUCATION SUPERVISION AT PABA BINJAI VOCATIONAL HIGH SCHOOL

Rahmadani

*Postgraduate Faculty of Educational Administration, State University of Medan,
Indonesia*

Email: rahmadanin4@gmail.com

Abstract

The purpose of this study was to know the mechanism for the implementation of education supervision in the Binjai PABA Vocational High School. This study used a qualitative approach. The technique of collecting data through interview methods. The technique of analyzing data with tape is usually processed first before it is ready to be used through recording, typing, editing, or transcribing. The subject of the research was the principal and one of the teachers at PABA Binjai Vocational High School. The results showed that schools' supervision is going well with the provision of supervision \pm 3 times a year and continuing to carry out evaluations to teachers, especially productive teachers, namely agricultural vocational school teachers. Supervision is carried out impromptly so the teacher has no preparation at all, this is better than there is preparation and can see how high the quality of the teacher in teaching. Not only that, the supervised teacher also said that with the supervisor he felt help because he could improve the quality of his teaching

Keywords: *Education Supervision, Teacher, Vocational High School*



A. Introduction

Supervision competency which practice make the principal as the supervisor of education to carry out academic supervision in order to improve teacher professionalism. According to Piet A. Sahertian (2000: 19), supervision is an effort to provide services for teachers both individually and in groups as an effort to improve teaching. Academic supervision is carried out in order to improve teacher professionalism, which means that academic supervision is carried out with the aim of repairing and improving teacher duties during learning. The success of the principal as a supervisor can be demonstrate by the increase in teacher performance characterized by awareness and skills in carrying out tasks responsibly (Nurjannah, 2010 : 10). Teachers when carrying out basic tasks sometimes find problems and difficulties in the learning process, therefore academic supervision by the principal can be a solution to overcome the problems and difficulties faced by the teacher during learning.

Principals through academic supervision can provide assistance to overcome obstacles or difficulties experienced by teachers. In addition, principals and teachers will be able to work together to find teaching methods and find appropriate teaching material references. Regarding the implementation supervision of education by the principal, the researcher carried out observations in September of 2018 at the PABA Binjai Vocational School agriculture concentration. This observation was carried out to find out things related to the Learning Implementation Plan (RPP) by the teacher and the implementation of educational supervision by the principal. This observation was carried out because it was related to the many problems regarding supervision of education carried out by both the school principal and supervisors, plus the ineffectiveness of the supervision implementation path that gave rise to various existing problems.

B. Method

This research was conducted at PABA Binjai Vocational School, Jl. Padang Sidempuan No.8, Rambung Baru, South Binjai, Binjai City. This research was implemented on September 26, 2018. In this study, the



researcher determined as an informant was the Principal as supervisor and supervised Teacher. This study uses the interview method. The interview guide contains open questions to be submitted to research informants, and this is in the form of an interview instrument. In addition, it also uses documentation studies in which the PABA Binjai Vocational School has observation sheet document of educational supervision which will be compared with the assessment sheet that is commonly used for supervision. This study uses qualitative data analysis in the form of research results in the form of translation.

C. Research Finding

The description of the interview results obtained is from the first informant Mr. Syahriandi Akbari Siregar, M.Pd, namely the implementation of learning programs, the supervision of the PinjA Binjai Vocational School has been running accordingly plus the assistance or guidance provided to supervised teachers and is expected to improve quality of teacher teaching. Whereas the second informant was Ms. Ramaidah, S, Pd as a supervised teacher, if she had been supervised by the sudden head of the school and education office of the city of Binjai and the supervisor who supervised was at the back of seeing the teacher teaching. In accordance with the results of interviews and documentation studies (instruments) there are a number of things that researchers found, namely :

1. Arrangement of lesson schedule compiled by the curriculum field as well as schedules that do not collide. After that, the school principal crossed the check again
2. Preparation and implementation of learning programs compiled by teachers are appropriate, because RPP are collected early in learning and principals continue to monitor them according to the material taught by teachers with lesson plans.
3. Implementation of supervision which according to researchers is in accordance with the rules in which there are 3 processes, namely planning, implementation and ending. The supervisor sits at the back
4. Using academic supervision



5. Who carries out supervision of the principal, representative and supervisor
6. Supervision is carried out 3 times a year, the most supervised is the productive teacher.
7. Instruments made by the principal himself.
8. There is a follow up, but it is carried out when the year-end meeting is not held after supervision
9. Supervision is carried out 10-15 minutes
10. The supervisor (headmaster) does not have much free time to supervise
11. In contrast to the principal, supervisors who are supervisors immediately provide follow-up after supervision
12. Teachers who are lacking in using learning media
13. When compared to the instrument (attachment) made by the school and commonly used there are several different things, namely as follows:
 - a. From the scoring system, PABA Binjai Vocational School uses instruments Yes and No, while general uses good scoring, needs to be corrected and none
 - b. Vocational work assessment indicators start from the aspects of planning, implementation, process, evaluation and work discipline, different from the general ones assessing the preparation and learning activities (introduction, main activities, closing).

D. Discussion

The same research related to the implementation of supervision that was carried out by Muhammad Imran with the title "Report the Implementation of Academic Supervision in Junior High School 1 Bola (2016)" said that academic supervision can improve learning processes and outcomes that support supportive and supportive learning that can support expected goals . Furthermore, the research carried out by Waskitho Asmara Adi et al. with the title "Implementation of School Principal Academic Supervision in Salatiga 2 Public Middle School (2017)" the results of the study were supervised on developing syllabus sources, preparing lesson plans, and compiling KKM documents agreed to finish



with a 100% percentage and formulation of SK-KD indicators according to large demands Request approval resolution. Another study conducted by Suraiya et al. with the title "Implementation of Academic Supervision by Principals in Increasing Teacher Professional Competence in Elementari School Lam State Ura Simpang Tiga District of Aceh Besar District (2016)" where the results of this study say that the implementation of academic supervision in Lam Ura Public Elementary School begins with socialization for teachers and conduct a pre-observation meeting. supervision activities are carried out by providing guidance and direction on the implementation of learning, organizing learning and learning through meetings, discussions, individual meetings and classroom observations.

The principal records all teacher activities in learning on the instrument sheet for implementing classroom observations as input and assessment for guidance in improving professional teachers. From the 3 further studies can be done about supervising education or academic supervision to have a good school run, plus school principals often see firsthand how to improve their teacher's performance in teaching. Of course with the presence of supervision this improves the performance of teachers who are supported. When compared, the beginning of the study has different data collection techniques, such as questionnaires, observation, interviews, and documentation studies. While research only uses interviews and documentation studies.

E. Conclusion

From the research that has been done, the researcher concludes that supervision is an important component in improving the quality of teachers, especially in education. PABA Binjai Vocational School which has 3 majors has carried out this matter which is carried out by the headmaster himself as a supervisor. The implementation of supervision uses the instruments made and the appropriate stages, from the planning process, to the final stage. The supervisor sat behind while watching the teacher teach. The result is that school supervision is going well with the provision of supervision \pm 3 times a year and continuing to carry out



evaluations to teachers, especially productive teachers, namely agricultural vocational school teachers. Supervision is carried out impromptly so the teacher has no preparation at all, this is better than there is preparation and can see how high the quality of the teacher is in teaching. Not only that, the supervised teacher also said that with the supervisor he felt helped because he could improve the quality of his teaching. Research that is closely related to this research, said the same thing that the supervision of each school runs as desired and with supervision can improve teacher performance which will also have an impact on professionalism in teaching.

Bibliography

- <http://muhammad-imran-tira.blogspot.com/2017/01/ojl-2017-laporan-pelaksanaan-supervisi.html>
- Ngalim, Purwanto. 2000. *Administrasi dan Supervisi Pendidikan*. Bandung : PT Remaja
- Nurjanah. (2010). Pengaruh Profesionalisme Guru Terhadap Prestasi Siswa Pada Mata Pelajaran Qur'an Hadits Di Madrasah Ibtidaiyah Se Kecamatan Gemuh Kabupaten Kendal. Semarang (ID) : Institut Agama Islam Negeri Walisongo
- Piet, Sahertian. 2000. *Konsep Dasar & Teknik Supervisi Pendidikan*. Jakarta : Rineka Cipta
- Suraiya et al. (2016). Implementation of Academic Supervision by Principals in Increasing Teacher Professional Competence in Elementari School Lam State Ura Simpang Tiga District of Aceh Besar District. *Jurnal Administrasi Pendidikan*, 4 (1), 148-157
- Waskitho Asmara Adi et al. 2017. Implementation of School Principal Academic Supervision in Salatiga 2 Public Middle School, (Online), <https://www.researchgate.net/publication/321491787>, diakses 9 Maret 2019).