

ABSTRAK

Penelitian ini bertujuan untuk mengetahui upaya yang dilakukan kepala sekolah untuk meningkatkan kinerja guru, menggambarkan kinerja guru, serta memahami faktor-faktor yang mendukung dan menghambat kepala sekolah dalam menjalankan peran tersebut. Penelitian ini menggunakan pendekatan kualitatif deskriptif dengan teknik pengumpulan data melalui observasi, wawancara mendalam, dan dokumentasi. Subjek penelitian adalah kepala sekolah dan guru di SMP Negeri 2 Muaro Jambi. Hasil penelitian menunjukkan bahwa kepala sekolah berperan aktif dalam meningkatkan kinerja guru melalui berbagai upaya seperti pembinaan kemampuan guru dalam proses pembelajaran, meningkatkan disiplin guru, meningkatkan motivasi guru, meningkatkan komitmen guru, penghargaan dan pengakuan terhadap inovasi guru, kolaborasi antara guru senior dan junior, membangun komunitas belajar (kombel), pelatihan dan workshop secara berkala serta kolaborasi dengan pihak luar. Kinerja guru secara umum telah mencerminkan profesionalisme, yang tampak dari kemampuan menyusun perencanaan pembelajaran yang sistematis, pelaksanaan pembelajaran aktif dan variatif, serta evaluasi berkelanjutan. Faktor pendukung keberhasilan mencakup pembinaan dan pelatihan berkala, motivasi dan penghargaan, kolaborasi antara guru junior dan senior serta komunikasi yang terbuka dan jelas. Sementara faktor penghambat keberhasilan mencakup tantangan dari guru senior yang kurang menguasai teknologi, keterbatasan sarana dan prasarana serta tantangan dari lingkungan sekolah. Meskipun demikian, kepala sekolah terus berupaya mengatasi hambatan tersebut dengan pendekatan strategis dan kolaboratif.

Kata Kunci: Kinerja Guru, Upaya Kepala Sekolah

ABSTRACT

This study aims to identify the efforts made by the principal to improve teacher performance, describe teacher performance, and understand the supporting and inhibiting factors faced by the principal in carrying out this role. This research uses a descriptive qualitative approach with data collection techniques including observation, in-depth interviews, and documentation. The research subjects are the principal and teachers at SMP Negeri 2 Muaro Jambi. The results show that the principal actively contributes to improving teacher performance through various efforts, such as developing teachers' instructional skills, enhancing teacher discipline, increasing motivation and commitment, recognizing and rewarding innovation, fostering collaboration between senior and junior teachers, building learning communities, conducting regular training and workshops, and collaborating with external parties. Overall, teacher performance reflects professionalism, as seen in their ability to systematically plan lessons, implement active and varied teaching methods, and conduct continuous evaluations. Supporting factors for success include regular coaching and training, motivation and rewards, collaboration between junior and senior teachers, and open and clear communication. On the other hand, hindering factors include challenges faced by senior teachers in adapting to technology, limited facilities and infrastructure, and environmental challenges within the school. Nonetheless, the principal continues to address these obstacles through strategic and collaborative approaches.

Keywords: Teacher Performance, Principal's Efforts