

## Supervisory Strategy of Inner Madrasah Aliyah Education Improving the Professionalism of Madrasah Heads

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### ABSTRACT

Education is one of the efforts to improve human quality. One of the elements that make education more quality, is human resources, namely teachers, principle of madrasah, educators and education staff, namely teachers, other educators, madrasah principle, and madrasah supervisors. To improve the professionalism of teachers and madrasah principals, supervisory guidance is needed as a coach. In carrying out their supervisory duties, madrasah supervisors need strategies that will be used in carrying out their supervisory duties. Data collection in this study used in-depth interviews, observation, and documentation techniques. Data analysis was carried out in two stages, namely single site data analysis and cross site data analysis. Data analysis techniques through data reduction, data presentation, and drawing conclusions. The technique for checking the validity of the data is through credibility, transferability, dependability, and confirmability. The results of this study indicate that: 1) The planning strategy of madrasah supervisors consists of: (a) Forming a teamwork to formulate a supervisory program. (b) Planning the program according to the needs of the madrasa principal based on the previous year's evaluation and carried out collaboratively. (2) Implementation strategy of madrasah supervisors, namely: (a) Carrying out periodical coaching and mentoring at least 3 times a year, namely at the beginning of the year, in the middle and at the end of the year. (b) Carry out monitoring of 8 SNPs and supervision and to the head of the madrasa in accordance with the planning schedule, 3) The supervisor's evaluation strategy, namely: (a) Carrying out a coaching evaluation and analyzing the results after providing guidance to the head of the madrasa. (b) Evaluation and analysis of monitoring results is carried out by the development supervisor in collaboration with other supervisors. The formal finding of this research is the Periodic Collaborative Madrasah Supervisory Strategy.

## INTRODUCTION

In the process of education supervision or supervision is an integral part of efforts to improve learning achievement and quality of madrasahs, Sahertian emphasized that educational supervision or supervision is nothing but an effort to provide services to education stakeholders, especially to teachers, as well as head of madrasahs both individually and in groups in an effort to improve the quality of the process and learning outcomes. (Sahertian Piet A, 2018) Burhanuddin clarified the nature of educational supervision, in substance, all supervisory assistance efforts to education stakeholders, especially teachers aimed at improving and fostering aspects of learning.

Minister of State Apparatus and Bureaucratic Reform Regulation No. 21 of 2010 concerning the Functional Position of School Superintendents and their Credit Scores chapter I paragraph 1 article 2 states that School Supervisors are Civil Servants (PNS) who are given full duties, responsibilities and authority by authorized officials to carry out academic and managerial supervision in units education (Burhanuddin, 1990).

Meanwhile, in the Regulation of the Minister of Religion of the Republic of Indonesia no.

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