ABSTRAK

Heriani, Reni. 2026. *Inovasi kepala sekolah dalam meningkatkan kompetensi propesional tenaga pendidik di SMKN 2 Jombang* Skripsi, Manajemen Pendidikan Islam, Fakultas Tarbiyah Institut Agama Islam Al-Urwatul Wutsqo Jombang. Mar'atul Azizah, M.Pd.I.

Kata Kunci: Inovasi kepala sekolah, kompetensi professional tenaga pendidik.

Kompetensi profesional tenaga pendidik dituntut selalu update sesuai perkembangan industri. SMKN 2 Jombang sebagai sekolah vokasi unggulan berupaya meningkatkan kompetensi tenaga pendidik melalui berbagai inovasi kepemimpinan kepala sekolah, Penelitian ini bertujuan untuk mendeskripsikan bentuk-bentuk inovasi kepala sekolah dan dampaknya terhadap peningkatan kompetensi profesional tenaga pendidik di SMKN 2 Jombang, Penelitian ini menggunakan pendekatan kualitatif. Pengumpulan data dilakukan melalui wawancara mendalam, observasi, dan dokumentasi, Informan penelitian terdiri dari kepala sekolah, tenaga pendidik yang produktif dan normative, dan beberapa siswa di SMKN 2 Jombang. Analisis data menggunakan model Miles dan Huberman yang meliputi reduksi data, penyajian data, dan penarikan kesimpulan. Uji keabsahan data menggunakan triangulasi sumber dan teknik. Hasil penelitian menunjukkan bahwa: 1) Kepala sekolah menerapkan inovasi berupa In House Training berbasis Teaching Factory dengan DUDI, program magang guru ke industri, supervisi reflektif berbasis coaching dan digital, serta penguatan MGMP internal dan pemberian reward; 2) Kondisi kompetensi profesional tenaga pendidik berada pada kategori baik/meningkat, ditandai dengan bertambahnya tenaga pendidik bersertifikat kompetensi LSP, kualitas modul ajar yang sesuai industri, dan peningkatan keaktifan guru dalam PTK; 3) Faktor pendukung meliputi komitmen kepala sekolah, dukungan DUDI, dan motivasi tenaga pendidik, sedangkan faktor penghambat adalah keterbatasan anggaran dan beban kerja tenaga pendidik. Indikator keberhasilan terlihat dari meningkatnya jumlah tenaga pendidik bersertifikat, kualitas RPP/modul ajar, dan partisipasi tenaga pendidik dalam kompetisi vokasi. Inovasi tersebut berdampak pada peningkatan 4 aspek kompetensi profesional tenaga pendidik: 1). Pedagogik, 2). Profesional, 3). Kepribadian 4). Sosial, Dan penelitian ini bertujuan untuk: 1) Mendeskripsikan inovasi kepala sekolah dalam meningkatkan kompetensi profesional tenaga pendidik, 2) Mendeskripsikan kondisi kompetensi profesional tenaga pendidik, dan 3) Mengidentifikasi faktor dan indikator yang mempengaruhi keberhasilan kepala sekolah di SMKN 2 Jombang.

ABSTRACT

Heriani, Reni. 2026. Principal Innovation in Enhancing the Professional Competence of Educators at SMKN 2 Jombang. Undergraduate Thesis, Islamic Education Management, Faculty of Tarbiyah, Al-Urwatul Wutsqo Islamic Institute, Jombang. Advisor: Mar'atul Azizah, M.Pd.I.

Keywords: Principal innovation, professional competence of educators.

The professional competence of educators is required to remain up-to-date with industrial developments. As a leading vocational school, SMKN 2 Jombang strives to enhance educator competence through various leadership innovations implemented by the principal. This study aims to describe the forms of principal innovation and their impact on improving the professional competence of educators at SMKN 2 Jombang. A qualitative approach was employed. Data collection was conducted through in-depth interviews, observation, and documentation. Research informants included the principal, vocational (productive) and general (normative) educators, and several students at SMKN 2 Jombang. Data analysis utilized the Miles and Huberman model, comprising data reduction, data display, and conclusion drawing. Data validity was tested using source and technique triangulation. The research results indicate that: 1) The principal implemented innovations such as Teaching Factory-based In-House Training in collaboration with the Business and Industrial World (DUDI), teacher industry internship programs, reflective supervision based on coaching and digital tools, as well as the strengthening of internal Subject Teacher Forums (MGMP) and the provision of rewards; 2). The professional competence of educators is in the "good" or "improving" category, evidenced by an increase in educators holding LSP (Professional Certification Institute) competency certificates, the quality of teaching modules aligned with industry standards, and increased teacher activity in Classroom Action Research (PTK); 3). Supporting factors include the principal's commitment, support from DUDI, and educator motivation, while inhibiting factors include budget limitations and educator workloads. Indicators of success are evident in the increased number of certified educators, the quality of lesson plans (RPP) and teaching modules, and educator participation in vocational competitions. These innovations have resulted in improvements across four aspects of educators' professional competence: 1). pedagogical, 2). professional, 3). personality, and 4). social; and this study aims to: 1) describe the principal's innovations in enhancing the professional competence of educators, 2) describe the state of the educators' professional competence, and 3) identify the factors and indicators influencing the principal's success at SMKN 2 Jombang.