ABSTRAK

Miftahrizki, Nur 2026. *Manajemen Pengembangan Kompetensi Profesional Tenaga Pendidik dalam Meningkatkan Kualitas Sekolah di SMA Pancasila Mojowarno Jombang.* Skripsi, Program Studi S-1 Manajemen Pendidikan Islam, Fakultas Tarbiyah Institut Agama Islam Al- Urwatul Wutsqo (IAI – UW) Jombang, Ika Winarti, M.Pd.

Kata Kunci: Kata Kunci: Manajemen, Kompetensi Profesional, Tenaga Pendidik, Kualitas Sekolah.

Manajemen pengembangan kompetensi profesional tenaga pendidik merupakan salah satu faktor penting dalam meningkatkan kualitas sekolah. Pengelolaan pengembangan kompetensi profesional yang dilakukan secara sistematis melalui fungsi manajemen mampu mendukung peningkatan profesionalisme tenaga pendidik sehingga berdampak pada peningkatan kualitas sekolah. Oleh karena itu, penelitian ini bertujuan untuk mengetahui: 1.) perencanaan manajemen pengembangan kompetensi profesional tenaga pendidik di SMA Pancasila Mojowarno Jombang. 2.) pengorganisasian manajemen pengembangan kompetensi profesional tenaga pendidik di SMA Pancasila Mojowarno Jombang. 3) pelaksanaan manajemen pengembangan kompetensi profesional tenaga pendidik di SMA Pancasila Mojowarno Jombang. 4.) pengawasan manajemen pengembangan kompetensi profesional tenaga pendidik di SMA Pancasila Mojowarno Jombang. 5.) dampak penerapan manajemen pengembangan kompetensi profesional tenaga pendidik terhadap kualitas sekolah di SMA Pancasila Mojowarno Jombang. Penelitian ini menggunakan pendekatan kualitatif dengan jenis penelitian deskriptif. Teknik pengumpulan data dilakukan melalui wawancara, observasi, dan dokumentasi. Analisis data menggunakan tahapan reduksi data, penyajian data, dan penarikan kesimpulan. Uji keabsahan data dilakukan melalui uji kredibilitas yang meliputi perpanjangan keikutsertaan, peningkatan ketekunan, serta triangulasi sumber. Hasil penelitian menunjukkan bahwa: 1.) perencanaan manajemen pengembangan kompetensi profesional tenaga pendidik di SMA Pancasila Mojowarno Jombang dilakukan melalui identifikasi kebutuhan guru, penyusunan program kerja, penetapan tujuan, serta penyesuaian dengan visi, misi, dan kebutuhan sekolah. 2.) pengorganisasian manajemen pengembangan kompetensi profesional tenaga pendidik dilakukan melalui pembagian tugas, penetapan wewenang dan tanggung jawab sesuai kompetensi guru, pembentukan tim kerja, serta koordinasi yang berkelanjutan dalam mendukung pelaksanaan program pengembangan kompetensi. 3.) pelaksanaan manajemen pengembangan kompetensi profesional tenaga pendidik dilakukan melalui kegiatan MGMP, workshop, seminar, pelatihan, Pendidikan Profesi Guru (PPG), serta pengimbasan hasil pelatihan kepada guru lain. 4.) pengawasan manajemen pengembangan kompetensi profesional tenaga pendidik dilaksanakan melalui supervisi akademik, rapat evaluasi secara berkala, monitoring pelaksanaan program, serta tindak lanjut terhadap hasil evaluasi. 5.) dampak penerapan manajemen pengembangan kompetensi profesional tenaga pendidik memberikan dampak positif terhadap peningkatan kompetensi profesional guru, kualitas pembelajaran, kerja sama antartenaga pendidik, serta peningkatan kualitas sekolah secara keseluruhan.

ABSTRACT

Miftahrizki, Nur 2026. Management of Professional Competency Development of Educators in Improving School Quality at Pancasila Mojowarno High School, Jombang. Thesis, Undergraduate Program in Islamic Education Management, Faculty of Tarbiyah, Al-Urwatul Wutsqo Islamic Institute (IAI – UW) Jombang, Ika Winarti, M.Pd.

Keywords: Management, Professional Competence, Educational Personnel, School Quality.

The management of the professional competency development of educational personnel is one of the key factors in improving school quality. Systematic management of professional competency development through management functions supports the enhancement of educators' professionalism, which in turn contributes to improving school quality. Therefore, this study aims to determine: 1.) the planning of professional competency development management for educational personnel at SMA Pancasila Mojowarno Jombang. 2.) the organizing of professional competency development management for educational personnel at SMA Pancasila Mojowarno Jombang. 3.) the implementation of professional competency development management for educational personnel at SMA Pancasila Mojowarno Jombang. 4.) the supervision of professional competency development management for educational personnel at SMA Pancasila Mojowarno Jombang. 5.) the impact of implementing professional competency development management for educational personnel on school quality at SMA Pancasila Mojowarno Jombang. This study employed a qualitative approach with a descriptive research design. Data were collected through interviews, observations, and documentation. Data analysis was conducted using the stages of data reduction, data display, and conclusion drawing. The validity of the data was ensured through credibility testing, including prolonged engagement, persistent observation, and source triangulation. The findings indicate that: 1.) the planning of professional competency development management at SMA Pancasila Mojowarno Jombang is carried out through identifying teachers' needs, preparing work programs, determining objectives, and aligning them with the school's vision, mission, and needs. 2.) the organizing of professional competency development management is implemented through task allocation, the assignment of authority and responsibilities according to teachers' competencies, the establishment of work teams, and continuous coordination to support the implementation of competency development programs. 3.) the implementation of professional competency development management is conducted through Subject Teacher Consultative Group (MGMP) activities, workshops, seminars, training programs, the Teacher Professional Education Program (PPG), and the dissemination of training outcomes to other teachers. 4.) the supervision of professional competency development management is carried out through academic supervision, periodic evaluation meetings, program implementation monitoring, and follow-up actions based on evaluation results. 5.) the impact implementation of professional competency development management has a positive impact on improving teachers' professional

competence, the quality of teaching and learning, collaboration among educational personnel, and the overall quality of the school.