

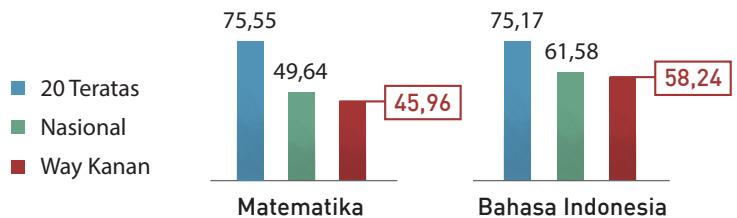
WAY KANAN

Dampak Rapor Kinerja Kepala Sekolah
terhadap Hasil Pembelajaran Siswa

"Way Kanan Maju dan Berdaya Saing 2021"

Peningkatan kualitas pendidikan dasar berkontribusi tinggi pada perbaikan mutu sumber daya manusia (SDM) di Way Kanan, sehingga menghasilkan SDM yang berdaya saing.

Hasil Belajar Way Kanan di Bawah Rata-rata Nasional



Temuan Akar Masalah

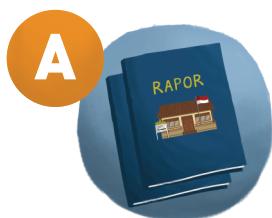
Pada umumnya, kinerja kepala sekolah dalam meningkatkan kualitas pembelajaran belum optimal.



- Kepala sekolah tidak mendapat insentif/disinsentif untuk mencapai standar kualitas hasil belajar.
- Peran pengawas sekolah dalam menyupervisi kualitas pembelajaran belum maksimal.

- Belum ada informasi yang komprehensif bagi orang tua mengenai hasil belajar siswa, baik antarsekolah maupun di dalam sekolah.

Area untuk Perubahan



Rapor Kinerja
Kepala Sekolah



Sistem Penghargaan
atas Penilaian Kinerja
Kepala Sekolah

• Komponen Proses

Kehadiran guru, ketersediaan buku, pertemuan kepala sekolah dan guru, dan indikator lain berdasarkan praktik sehari-hari di sekolah yang mudah untuk dicapai dan dimonitor

• Komponen Hasil

Peningkatan nilai tes numerasi dan literasi yang terstandardisasi di tingkat nasional

• Insentif

Kepala sekolah berhasil meningkatkan komponen hasil

• Disinsentif

Kepala sekolah tidak berhasil memenuhi komponen proses

- Tidak Mendapat Insentif Maupun Disinsentif
Kepala sekolah hanya berhasil memenuhi komponen proses

WAY KANAN

The Impact of Principal Performance Report
on Student Learning Outcomes

"Way Kanan Moving Forward and Competitive in 2021"

Improving the quality of basic education will contribute significantly to the improvement of the quality of human resources in Way Kanan, thus creating competitive human resources.

Findings of the Root Causes

In general, the performance of principals in improving the quality of learning has not been optimal.



- Principals do not receive incentive/disincentive when achieving the quality standard of learning outcomes.
- The role of school supervisor in monitoring the quality of learning is still far from ideal.

- There is no standardised information for parents regarding student learning outcomes, both among schools and in the school.

Area for Change



Principal Performance Report



Principals Performance Appraisal System

• Component of Process

Teacher attendance, book availability, principal-teacher meetings, and other indicators referring to daily practices in schools, which are easy to achieve and monitor

• Component of Result

Improvement of numeracy and literacy score, based on the nationally standardised test

• Incentive

Principal succeeds in meeting the component of result

• Disincentive

Principal fails to meet the component of process

• Neither Incentive Nor Disincentive

Principal only meets the component of process