

Educational Supervision at SMP Negeri 58 Palembang

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Abstract: Improving the quality and relevance of education is the most important challenge in educational development. The centralization of administrative and educational management has resulted in the underdevelopment of regional capacity in regulating and managing various educational affairs in each region. One of the most important educational facilities is school. Teachers are human resources who need to continue to be promoted and developed as teaching staff. The potential of teacher resources must continue to be developed so that teachers can carry out their duties professionally. The aim of this article is to understand the educational supervision at SMP Negeri 58 Palembang. This article used a qualitative method with a descriptive approach. Because it is descriptive, the findings of this research will be consulted with theories and previous research results. The results stated educational supervision is needed to monitor and improve the teacher's teaching and learning process. Educational supervision has a main function which is aimed at improving and increasing the quality of teaching.

Keywords: Education, Improving the Quality, Supervision

A. Introduction

Education is an activity to optimize the development of potential, skills and personal characteristics of students. In the era of globalization, the need to further develop the existing educational potential of society and ensure that it is not eroded by increasingly complex competition has become very important. To improve the quality of the teaching and learning process, the role of the teacher is very important because it is the teacher who directly intervenes in the learning process during the implementation of education and teaching. Education for All is now everyone's dream, holistic education is often discussed, a person will understand that life requires learning, gaining experience means discovering humanity, people who study need help in the learning process (Asrowi, 2021). Education has a very important role in the life of every individual and even a nation. The emphasis of educational development in the current era is on improving quality. Quality education can create superior human resources capable of competing in the national and international realm. In order to create quality graduates, management of the education system must be

supported by increasing the resources involved in the education process. In this case, the focus is more on the performance of educators (Ayubi et al., 2020).

Developing learning supervision is one strategy that can be used to improve the quality of schools in Indonesia. However, there are obstacles in developing instructional coaching in Indonesia, such as a lack of understanding about instructional coaching, lack of support from the government, and lack of opportunities to take part in training and professional development subjects. Therefore, efforts are needed to overcome these obstacles, including by increasing awareness of the importance of educational supervision, increasing government support, and providing professional subject training and development for teachers and school principals. To increase the effectiveness of educational supervision in Indonesia, the active role of all parties is needed, including teachers, school principals, government and society. By increasing the effectiveness of educational supervision, it is hoped that it can create a better learning environment and help improve the quality of education (Zulkarnain, 2022). Supervision is an activity carried out by supervisors of educational institutions to support school principals, teachers and other education personnel in improving the quality and effectiveness of education and training (Andriani et al., 2022).

The teacher's role in learning really determines the success and meaning of learning. Teaching is not just a job; it is a profession that requires specialization. Professionalism in the world of education requires all professional staff to improve quality and provide the best and optimal service to students and parents. Teacher competency must continue to be developed and improved so that teachers can provide meaningful and quality education. Efforts to improve and develop these capabilities can be carried out through scientific supervision activities. The principal's duties also include a supervisory function in the implementation of school education. After understanding the principles and methods of learning guidance, school principals can carry out teaching and guidance duties professionally, thereby improving teachers' professional abilities (Prastania & Sanoto, 2021). Developments in science, technology and socio-economic society can further expand the diversity of approaches to increasing teacher capacity. Generally, supervision is carried out by supervisors by conducting class visits, the supervisor checks the teacher's teaching preparation and comments on the teacher's preparation (Supit et al., 2021). A supervisor is a person who has expertise in carrying out their duties, he acts based on scientific principles to improve the quality of education, to carry out supervision work he needs more skills to be able to see clearly the problems related to improving the quality of education, he has sensitivity to understand it not only with the ordinary eye, because what he observes is not just a problem, real problems that are visible, but there are also problems that require the sensitivity of the inner eye (Saharudin et al., 2022).

Supervision is direct and periodic observation by superiors of the work carried out by subordinates so that if problems are discovered, they are immediately given direct

instructions or assistance to overcome them. In a rapidly changing global context, educational challenges are becoming increasingly complex. Globalization, information technology, curriculum changes, and differences in student needs and abilities make selecting the right treatment approach increasingly important. All of these factors present different challenges that must be addressed when developing effective instructional supervision strategies (Shabur et al., 2023). The main task of supervision is to help teachers and other staff. Apart from that, the task of supervision is to provide services and assistance to improve the quality of teacher teaching in the classroom which in turn improves the quality of student learning. Not only to improve teaching abilities but also to develop the potential quality of teachers. By carrying out supervision duties that ensure teachers carry out their duties professionally, of course, in the end it will improve the quality of education with professional teachers in schools. The more teachers who are guided to become more professional, the higher the quality of education will be (Suparliadi, 2021).

In terms of supervision, there are many different models such as: conventional supervision focuses more on detecting errors rather than developing and improving the strengths of those being supervised, which of course leads to this ability. poor performance, those being supervised will feel disadvantaged. Pressure prevents the emergence of creative ideas and concepts. Scientific supervision is supervision carried out by a supervisor or principal to evaluate the performance of the principal or teacher by providing a questionnaire to be filled out by the principal or teacher and then finding solutions in a planned, continuous and systematic manner. By using the necessary tools or instruments to obtain the required data accurately and as is (objective). Clinical supervision is the development of teacher activities in managing the learning process, the implementation of which is designed to be practical and reasonable. Design and implementation are based on analysis of classroom activity data. Data and relationships between teachers and supervisors form the basis of program procedures and strategies aimed at developing teachers' instructional behavior in developing student learning (Syukron et al., 2023).

Supporting improving the quality of education requires all teachers and education personnel to understand the importance of comprehensive educational support for the learning process. So that all teachers can carry out their roles as leaders well and correctly, education must be able to develop the nation's next generation who have academic and non-academic potential so that they are able to compete nationally and internationally. Educational monitoring will help restore and optimize the Indonesian education system. However, in reality educational supervision still has several weaknesses, including: Examples include the inability of managers to carry out their duties as well as possible, low awareness of the importance of educational leadership in the implementation of education, and a lack of infrastructure for monitoring. The poor quality of education in Indonesia requires optimization strategies (Ramadina et al., 2023).

Implementation of clinical supervision in implementing the independent learning curriculum through coaching, clinical supervision, technical guidance, training, learning, by integrating tolerance material into subjects. Supervisors also build habits and role models for teachers by living in harmony, communicating with each other and greeting the entire school community (Anridzo et al., 2022). From an ethical and legal perspective, supervisors must have the necessary education and training to perform their role well. Counselor licensure laws in many states now require appropriate educational experience and supervision courses for professional counselors licensed to practice supervision. Supervisory roles require many different skills and values. Personal characteristics consistently identified as beneficial to employers include empathy, respect, integrity, personal warmth, support, confrontational skills, closeness, concern for growth and monitoring well-being, and self-care, willingness to self-reflect, flexibility and openness. We strive for courage, humor and openness to different learning styles in approaching new ideas and cases (Ilfana & M, 2022). Evaluation of management supervision by supervisors is a type of performance evaluation to find out how useful the program created is in carrying out educational administration tasks. During this evaluation, the principal assumes oversight of the local educational administration department. This aims to improve all administrative services in communication with colleagues and education staff at distance learning institutions. As part of their supervisory role, school principals are encouraged to empower their students to act as educational evaluation experts and evaluate the performance of educational administration services (Tohar, 2022).

Educational supervision is an intervention given to teachers, either individually or in groups, by a supervisor, either a principal, to improve learning. Clinical supervision is one model of supervision. It is hoped that the difficulties and obstacles faced by teachers will not be the cause of new problems that arise after this clinical supervision activity, but can be overcome by doctors, namely school principals. The step that the principal must take in clinical supervision is to show that the principal's presence is not to control the teacher's work, but to control and support the teacher's work in carrying out his work. The key is to continue to maintain a good relationship with the teacher. In a well-organized environment, teachers feel comfortable communicating the challenges they face and can develop working relationships that suit the capabilities of their respective missions. School leaders must be partners and colleagues of teachers in professional development. Past control functions are useful now and in the future. This will certainly have a positive impact on the quality of education. In clinical supervision activities, school leaders and teachers need to plan clinical supervision activities that provide new energy so that after learning problems are resolved, teachers will have high enthusiasm and self-confidence in carrying out their professional duties (Azizudin, 2022).

Educational supervision is not only carried out by school principals, but can also be carried out by principals in teacher learning guidance. This coaching and guidance are carried out to assist teachers in overcoming obstacles and problems faced in class

preparation and the learning process. Therefore, the duties and responsibilities of the principal as principal and supervisor are to help ease the burden on teachers in dealing with the obstacles and problems they face in developing their professional development (Nasution, 2021). Education problems that occur in Indonesia are caused by various categories of causes. Observe, monitor and manage the development of educators' competencies, starting from the financial situation and background of students, the conditions of the learning environment, to the abilities of the teachers themselves. You must strive to improve these skills as well as coaching practices. Supervision and coaching can be done by adapting teachers to developments science and technology as well as social and cultural fields. The aim of this approach is to improve teacher performance in the classroom learning process. The term for this procedure is often also called supervision (Addini et al., 2022).

In the educational context, supervision plays an important role as a process that facilitates effective program development and implementation. Through observation, teaching and evaluation, supervision helps ensure that the program is implemented according to predetermined standards and can produce optimal student learning outcomes. Supervision is defined as a form of coaching which includes providing guidance and improving program implementation as well as setting educational goals in the teaching unit. In carrying out monitoring, there are several programs that must be considered for development and realizing appropriate and effective teaching and learning activities through teacher professionalism and quality in the field of program supervision activities along with a humane, competent and clinical approach to achieve teacher quality and capacity. Supervision is understood as an effort to improve the quality of education and teaching in an educational unit. Supervision can take the form of support to develop a better learning atmosphere. Therefore, through this supervision, the gap between the reality of teaching and the concept of ideal teaching and ideal teaching practices can also be reduced. Supervision is usually carried out by school officials in senior positions to monitor and control the performance of education staff in implementing the learning process in order to improve the quality of education (Mardhiyah et al., 2024).

Depending on the role, supervision must be able to coordinate all efforts in the school environment. This can also include self-actualization initiatives and the participation of each teacher in improving school activities. Therefore, it must be specifically arranged to really support the smooth running of the entire program. Due to supervision aims to bring about changes in the desired direction in a person, then supervision activities must be carefully planned in each unit and structured as a program aimed at improving learning. Educational supervision includes efforts to ensure that the educational process takes place more effectively and optimally, namely accelerating the achievement of goals, strengthen mastery of material, stimulate students' interest in learning, and increase students' absorption capacity to complete their learning. Improving the quality of teachers must be carried out in a planned, structured and sustainable manner through the professional development of

school principals as human resource managers. Through learning guidance, school principals can consider various problems faced by teachers in the learning process and find ways to solve these problems. The essence of academic guidance is to help teachers develop their professional skills. Academic supervision can improve teachers' skills, especially their ability to prepare assessment management. To improve teachers' abilities, guidance is needed and direction from the school principal who is the supervisor. Then teacher's performance will increase, the teaching and learning process will be quality, and school results will be quality (Suhandi Astuti, 2017).

Supervision is a training activity that helps teachers and other school staff do their work more effectively and better. The person who carries out supervision is called a supervisor, and the object of supervision is teachers and other school employees. The objectives of supervision are quality control, professional development and teacher motivation. Activities The most important supervision is coaching and development for all teachers, staff and other school personnel. To achieve or attain a better quality of learning, supervision is very important. If supervision is carried out well, it can improve the quality of learning in schools. This supervision plays an important role in optimize accountability of the entire program. Supervision is an integral part of every research effort that focuses on all aspects that are the key to success. Monitoring is part of the management and administration process. Administrative activities complement existing administrative functions in schools as the final function, namely evaluation of all activities carried out aims to achieve goals. Supervision will inspire you to work together to get more done, faster, easier, and with better results (Astuti et al., 2023). Educational supervision aims to provide school leadership support to develop the leadership abilities of teachers and school staff in developing educational goals. The application of the ideal leadership style in each school or madrasah depends on the conditions prevailing in the school or madrasah. Leaders are expected to be able to apply an ideal leadership style and create a conducive work environment so that their subordinates can work effectively (Baharuddin & Nursita, 2020).

Efforts to improve the quality of education should be carried out in stages by referring to strategic plans. The involvement of the entire education sector (teachers, school principals, community, school committees, school boards and organizations) through planning and implementing good education programs has been planned. Educational supervision carried out by school principals has a positive and significant impact on developing teacher capacity. Teacher performance will increase if the principal's learning supervision in the form of leadership and supervision is improved (Harahap et al., 2023).

B. Methods

This article uses a qualitative method with a descriptive approach. Because it is descriptive, the findings of this research will be consulted with theories and previous

research results. The data sources in this article were obtained from various journals, books and other scientific papers. The data analysis technique starts from collecting data from books and journals, then reducing it by reviewing all existing data, then the data is presented and discussed, the last is drawing conclusions so that it becomes information for the reader. These sources are collected through discussion and linked to each other to obtain comprehensive information.

C. Results and Discussion

Human resource problems are still a major concern for schools. Human resources are a long-term investment in a school so it requires a lot of effort to develop its potential. In an effort to improve the quality of education at all levels of educational institutions, it is important to carry out supervision activities. The implementation of supervision must be carried out systematically with good planning by the school principal or supervisor, so that the initial aim of supervision is to provide guidance to educators who are able to operate effectively and efficiently. At the supervision planning stage there are several things that must be done, namely determining objectives, implementation time, human resources as implementers and making a supervision schedule.

Education is the most important pillar of development in the life of a country. The progress of a country can be seen through the role and success of education at that institution, which is reflected in the quality produced. Creating quality educational facilities cannot be separated from the role and commitment of all stakeholders in the educational environment. The school principal as the highest leader must be a good leader so that the quality of school education achieves quality results in all fields, achieving school quality in accordance with national standards for family education. Improving the quality of education in schools can be done through the supervision of the school principal (Hasibuan, et al., 2021). Educational supervision is a process of educational supervision which has an important role in increasing teacher professionalism. Educational supervision has two parts, namely academic supervision and management supervision which have an interdependent relationship and must be carried out jointly so that the supervision process produces professional teachers, carried out with full cooperation between supervisors, school principals and supervised teachers so that the quality of Indonesian education the future will be better (Almaajid et al., 2023).

Education is the learning of knowledge, skills and learning habits in groups in one place through teaching, training or research. Education also involves conscious efforts that are deliberately designed to achieve predetermined goals. Education aims to improve the quality of human resources. Efforts to improve the quality of human resources related to the learning process in schools. In its development, teaching unit supervisors increasingly need to have, understand and even be able to carry out the content specified in Ministry regulations regarding supervision. In efforts to improve

the quality of educational resources, teachers are part of human resources that must continue to be maintained and developed. One of these requirements involves the ability to understand monitoring methods and techniques. A supervisor is a person who has expertise in carrying out his duties, acting based on scientific principles to improve the quality of teaching (Bintani, 2022).

The main function of educational supervision in line with the Minister for Empowerment of State Apparatus and Bureaucratic Reform Number 21 of 2010 Article 5 is to carry out academic and managerial supervision functions in educational units. This task includes formulating coaching programs, supervising and monitoring compliance with 8 national education criteria, assessing training and guidance on the professionalism of educators, improving supervision results, as well as supervision tasks in certain areas. The supervisor's function involves taking part as a leader, consultant, group coordinator, and repairer (Permen PAN-RB Number 21 of 2010). The aim of educational supervision is to improve the professional and technical skills of teachers, principals and other school personnel in order to improve the quality of the educational process in schools. In this mechanism, educational supervision is cooperative-based and the methods are more humane (Ramadina et al., 2023). In the process of providing education, we hope to create and develop superior and value-added human resources. Therefore, maximum efforts are needed to reform teacher and school learning practices. Apart from that, there must be monitoring or supervision activities as a coaching and management effort to maintain the quality of teachers in teaching in learning spaces and develop their potential and abilities (Asmarani et al., 2022).

In the field of education, it is important to have managers who can communicate and facilitate the personal and professional development of each individual. As an educational leader, the principal is responsible for managing school operations, collaborating with the community, and motivating teachers and school staff. Responsibilities include curriculum development, monitoring the implementation of school plans, and looking after the welfare of school staff. All of this is part of the principal's supervisory role in ensuring the effectiveness of education in schools (Rizkyan, 2024). Supervisors have a critical role in providing feedback to educators, helping them improve their teaching methods and ensuring that the curriculum used is relevant and effective. Apart from that, educational supervision also helps in identifying the professional development needs of educators and provides appropriate guidance to improve the quality of education. Good educational support will create a better learning ecosystem, more effective educators, and better student understanding and performance (Kalalo & Merentek, 2023).

In the concept of educational supervision refers to professional support for educators. This professional advice includes various initiatives that provide educators with opportunities to develop professionalism skills so that they can fulfill their core mission of enhancing and improving student learning. This supervision helps monitor

the progress of the educational process and correct existing weaknesses and errors to improve the quality of education. Quality of training can be seen from the participants' academic and non-academic achievements at national and international levels. Therefore, the success of implementing educational supervision can be analyzed based on increased student performance.

The first step in educational supervision is planning. Planning is an important element that must be implemented to support planned education so that it can take place in a measurable and effective manner. During this planning process, several activities must be carried out, such as class visits or individual meetings with relevant educators to collect information, refine the data collected, and classify information regarding existing cases or problems, draw conclusions based on doubtful data, and identify ways or techniques appropriate to improve the performance of educators. Next is observation. Observations are used to evaluate the professionalism of educators when teaching in class. The supervisor will observe the educator's teaching process, aiming to improve and enhance the quality of the educator's teaching in the classroom to achieve the expected learning goals of the students. Several methods can be used, such as class visits, direct communication, observing class activities, and holding meetings with educators. Lastly, there is an evaluation section. Evaluation is an activity that involves analyzing the implementation process to determine the extent to which the program objectives have been achieved and the level of success during a certain period. Through this assessment, educators and school principals will discuss the effectiveness of learning, achievement of learning objectives, and learning factors as strengths. Therefore, it is very important to evaluate the success of the monitoring efforts carried out and the results of this evaluation will be a guide for designing future monitoring stages (Kalalo & Merentek, 2023).

The problem faced in implementing supervision in the educational environment is how to transform a true autocratic mentality into a constructive and creative attitude. The objective reality regarding the implementation of educational supervision and inspection is still relevant. More specifically, what is needed is an attitude that is able to create situations and relationships that make teachers feel safe and accepted as agents who are able to develop themselves. Educational supervision is an effort to improve teachers' professional skills and abilities to create a better learning process through better teaching methods which ultimately has an impact on improving student learning outcomes. The aim of learning supervision is to provide services and support to improve the quality of teacher teaching in the classroom, thereby improving the quality of student learning. The principles of educational supervision are: scientific principles, democratic principles, cooperative principles, constructive and creative principles. Then the general functions of educational supervision are: research function, evaluation function, development function, development function (Shaifudin, 2020).

Educational supervision is the activity of school leaders who monitor and evaluate the performance of teachers and staff, including planning, implementation, process evaluation and post-evaluation, as well as supporting teachers and staff to achieve educational goals from planning to supporting implementation and evaluation intended to support teachers in using media learning and other learning resources. Helps teachers assess student progress at all levels in cognitive, emotional, and psychomotor domains. We support teachers and staff to carry out organizational tasks optimally within the organizational framework, thereby leading to improved organizational quality. The scope of educational supervision carried out by the principal of lecturers and staff covers all lecturer and staff activities, starting from lesson planning to lesson implementation and learning evaluation. As a reference for educational supervision, curriculum components, curriculum content, curriculum improvement including curriculum development strategies, improvement of teaching reference materials in making learning plans, and improvement of educational materials according to the needs of the school's vision and mission. optimization of educational functions and educational goals, learning approaches that respond to current needs and developments, and classification of student abilities to reflect student needs.

Instructional supervision helps teachers develop learning plans to realize desired learning outcomes. Supervision is an integral part of efforts to improve learning outcomes and teacher quality. Supervision is an effort to provide services to educators, especially teachers. Educational supervision is also the process of monitoring and evaluating activities to ensure that all educational activities are carried out according to plan as well as corrective activities if deviations occur that interfere with achieving goals. The aim of this method is to consider educational supervision to increase teacher professionalism. The role of supervisors in supervising the entire process of activities in the school environment must address these problems comprehensively, maximum service in structured supervision will open up students' ability to capture innovative learning opportunities due to the increasing complexity of technology developing in the world of education. Teachers will act professionally if they receive guidance and support from their superiors in overcoming educational problems in carrying out their school duties. Supervision plays an important role in implementing teacher capacity building activities to improve the quality of national education (Inom Nasution, et al., 2023).

D. Conclusions

Educational supervision is a process that involves monitoring, coaching, and developing the quality of education in schools or other educational institutions. Educational supervision aims to improve the quality of teaching through classroom observations, constructive feedback, and professional support for teachers. Furthermore, educational supervision also provides opportunities for teachers. to develop professionally, this includes training, workshops and guidance that help

teachers improve their skills and knowledge, and the supervision process also involves evaluation and assessment of teacher's performance and curriculum implementation, this helps identify areas that need improvement and ensures educational standards remain high.

Supervision does not only focus on monitoring, but also on coaching and supporting teachers, this includes providing advice, assistance and resources needed to achieve educational goals, by getting support and positive feedback, teachers feel more motivated and appreciated, which in turn can increase their enthusiasm and performance in teaching. Effective supervision encourages collaboration and communication between teachers and supervisors which can create a more harmonious and productive work environment, through supervision, schools can more easily adapt to curriculum changes, new teaching methods, and technological developments in education. Thus, educational supervision plays an important role in ensuring that the teaching and learning process runs effectively and efficiently, and helps improve the overall quality of education. By digging deeper into the role and implementation of educational supervision, we can create a more effective and supportive educational environment for educators and students in Indonesia.

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