

PENGEMBANGAN PROGRAM *COACHING* UNTUK GURU DI ANANDA ISLAMIC SCHOOL

(2015)

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ABSTRAK

Penelitian pengembangan ini bertujuan untuk menghasilkan sebuah program *coaching* untuk guru di Ananda Islamic School. Program tersebut merupakan salah satu bentuk kegiatan dari pengembangan profesional yang akan dilaksanakan Ananda Islamic School selain pelatihan dan *sharing session*. Penelitian pengembangan ini dimulai dari tahap analisis, desain, pengembangan, implementasi, dan evaluasi. Evaluasi yang dilaksanakan adalah evaluasi formatif dan penilaian produk. Penelitian dilaksanakan di Ananda Islamic School, Kalideres, Jakarta Barat dengan melibatkan 7 orang responden yang terdiri dari 2 orang responden evaluasi satu-satu, dan 5 orang responden evaluasi kelompok kecil. Pengumpulan data dilakukan dengan menggunakan metode wawancara dan penyebaran kuesioner. Hasil penelitian dan pengembangan menunjukkan bahwa program *coaching* untuk guru dapat dikategorikan baik. Penilaian responden menunjukkan hasil bahwa program *coaching* untuk guru dapat diaplikasikan di Ananda Islamic School dan dapat membantu guru meningkatkan kinerja mengajarnya. Program *coaching* untuk guru dilengkapi dengan buku program untuk penjelasan pelaksanaan program, *coaching form sheet* untuk mendokumentasikan proses berjalannya sesi *coaching*, dan buku saku percakapan *coaching* sebagai sumber referensi pertanyaan yang diajukan ketika sesi *coaching* berlangsung. Implikasi dari hasil penelitian ini adalah Ananda Islamic School menjadi memiliki program *coaching* untuk guru sebagai salah satu kegiatan pengembangan profesional yang dapat meningkatkan kinerja mengajar guru.

Kata Kunci: pengembangan program, *coaching*, pengembangan profesional, guru, kinerja mengajar, Ananda Islamic School

THE DEVELOPMENT OF COACHING PROGRAM FOR TEACHERS AT ANANDA ISLAMIC SCHOOL

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ABSTRACT

The developmental research is aimed at producing a coaching program for teachers at Ananda Islamic School. The program is one out of several teacher's professional developmental activities which will be held at Ananda Islamic School besides training and sharing session programs. This research started from analyzing, designing, developing, implementing, and evaluating phase. The evaluating phase was consists of formative evaluation and product assessment. This research was conducted at Ananda Islamic School, Kalideres, Jakarta Barat involving 7 respondent (2 of them were respondents in one-on-one evaluation, and 5 of them were respondents in small group evaluation). The data were obtained by interview method and spreading questionnaire. The result of research and development revealed that coaching program for teachers was in good criteria. The result of product assessment revealed that coaching program for teachers can be implemented in Ananda Islamic School and help teachers increasing their teaching performance. The coaching program for teachers is equipped by program book which explain about how to implement the program, coaching form sheet which documenting the running process of coaching session, and pocket book of coaching discourse as reference source of questions that will be asked during coaching session. The implication of this research is that Ananda Islamic School has a coaching program for teachers as one of professional development activities which is able to increase teaching performance.

Keywords: *program development, coaching, professional development, teacher, teaching performance, Ananda Islamic School*