

ABSTRAK

Nisa Hasanah. *Manajemen Mutu Guru Madrasah (Penelitian di Madrasah Aliyah Negeri 1 Darusalam Ciamis)*

Penelitian ini mengacu pada manajemen mutu guru madrasah agar dapat meningkatkan kualitas guru utamanya dilingkungan madrasah. Peningkatan kualitas pendidik tentu akan mempengaruhi kualitas pembelajaran. Tujuan dalam penelitian ini untuk menganalisis aspek manajemen mutu guru madrasah. Fokus penelitian mencakup analisis perencanaan manajemen mutu guru madrasah di Madrasah Aliyah Negeri 1 Darusalam Ciamis, analisis rekrutmen dan seleksi manajemen mutu guru madrasah di Madrasah Aliyah Negeri 1 Darusalam Ciamis, analisis pelatihan dan pengembangan Manajemen Mutu guru di Madrasah Aliyah Negeri 1 Darusalam Ciamis dan analisis evaluasi manajemen mutu guru di Madrasah Aliyah Negeri 1 Darusalam Ciamis. Penelitian ini menggunakan pendekatan kualitatif dengan metode deskriptif. Data dikumpulkan melalui wawancara mendalam, observasi langsung, serta analisis dokumen dari berbagai sumber primer dan sekunder yang relevan. Melalui metode ini, diharapkan dapat diperoleh gambaran yang komprehensif mengenai kondisi dan praktik manajemen mutu guru madrasah di Madrasah Aliyah Negeri 1 Darusalam Ciamis. Hasil penelitian mengenai manajemen mutu guru madrasah di Madrasah Aliyah Negeri 1 Darussalam Ciamis menunjukkan bahwa seluruh tahapan manajemen mutu, mulai dari perencanaan, rekrutmen dan seleksi, pelatihan dan pengembangan, hingga evaluasi, telah dilaksanakan secara terstruktur dan sinergis antara pihak madrasah dan pondok pesantren. Pada tahap perencanaan, kebutuhan pendidik diidentifikasi secara cermat untuk memastikan ketersediaan guru yang sesuai dengan standar mutu yang ditetapkan. Proses rekrutmen dan seleksi dilakukan melalui tahapan yang jelas, mulai dari pengumuman lowongan, persyaratan khusus, hingga seleksi berbasis kompetensi dan komitmen terhadap visi madrasah. Selanjutnya, pelatihan dan pengembangan pendidik dilaksanakan secara berkelanjutan melalui berbagai program peningkatan kompetensi, baik dalam aspek pedagogis, keilmuan, maupun nilai-nilai keislaman, dengan melibatkan kolaborasi antara madrasah dan pesantren. Evaluasi mutu pendidik dilakukan secara berkala melalui monitoring dan penilaian kinerja, yang hasilnya digunakan sebagai dasar perbaikan dan pengembangan berkelanjutan. Sinergi yang kuat antara madrasah dan pondok pesantren menjadi kunci utama dalam menjaga dan meningkatkan mutu guru, sehingga Madrasah Aliyah Negeri 1 Darussalam Ciamis mampu menjadi model pengelolaan pendidikan berbasis manajemen mutu yang efektif dan berkelanjutan.

Kata kunci : Manajemen, Mutu Guru, Madrasah

ABSTRACT

Nisa Hasanah. *Quality Management Of Madrasah Educators (Research At Madrasah Aliyah Negeri 1 Darussalam Ciamis)*

This research refers to the quality management of madrasah educators in order to improve the quality of educators, especially in the madrasah environment. Improving the quality of educators will certainly affect the quality of learning. The purpose of this research is to analyze the quality management aspects of madrasah educators. The focus of the research includes analysis of quality management planning of madrasah educators in Madrasah Aliyah Negeri 1 Darussalam Ciamis, analysis of recruitment and selection of quality management of madrasah educators in Madrasah Aliyah Negeri 1 Darussalam Ciamis, analysis of training and development of Quality Management of Educators in Madrasah Aliyah Negeri 1 Darussalam Ciamis and analysis of evaluation of quality management of educators in Madrasah Aliyah Negeri 1 Darussalam Ciamis. This research uses a qualitative approach with descriptive methods. Data were collected through in-depth interviews, direct observation, and document analysis from various relevant primary and secondary sources. Through this method, it is expected to obtain a comprehensive picture of the conditions and practices of quality management of madrasah educators in Madrasah Aliyah Negeri 1 Darussalam Ciamis. The results of research on the quality management of madrasah educators at Madrasah Aliyah Negeri 1 Darussalam Ciamis show that all stages of quality management, from planning, recruitment and selection, training and development, to evaluation, have been carried out in a structured and synergistic manner between the madrasah and the boarding school. At the planning stage, educator needs are carefully identified to ensure the availability of teachers who meet the established quality standards. The recruitment and selection process is carried out through clear stages, ranging from vacancy announcements, special requirements, to competency-based selection and commitment to the madrasah vision. Furthermore, the training and development of educators is carried out on an ongoing basis through various competency improvement programs, both in pedagogical, scientific, and Islamic values aspects, involving collaboration between madrasah and pesantren. Evaluation of the quality of educators is carried out regularly through monitoring and performance appraisal, the results of which are used as the basis for continuous improvement and development. Strong synergy between madrasah and Islamic boarding school is the main key in maintaining and improving the quality of educators, so that Madrasah Aliyah Negeri 1 Darussalam Ciamis is able to become a model of effective and sustainable quality management-based education management.

Keywords: *Management, Educator Quality, Madrasah*