

ABSTRACT

NURYANTI MUSTARI. Analysis of Implementation of Educator Competence Improvement Policy in Jeneponto Regency (Under the promoters team: J. Salusu, H. Andi Makkulau, and Amir Imbaruddin)

This research was aimed to reveal: (1) implementation of educator competence improvement policy in Jeneponto regency and (2) supporting and Inhibiting factors of the effectiveness of educator competence improvement policy in Jeneponto Regency. Sample of the research was the policy makers those are, Department of Education, Youth and Sports of Jeneponto Regency and objects of the research were Science and Social teachers of Senior high school in Jeneponto Regency, which consisted of 7 senior high schools, include SMA 1 Binamu, SMA 2 Binamu, SMA 1 Tamalatea, SMA 1 Bangkala, SMA 1 Bangkala Barat, SMA 1 Kelara, and SMA 1 Batang. Informant in this research were Head of Department of Education, Youth and Sports of Jeneponto Regency, Secretary of Department of Education, Head of Humman Resource Department, head of Vocational Department, and Senior high school, and entire principal of senior high school in Jeneponto Regency as much 7 principals. Respondents on this research were Science and Social teachers in Jeneponto Regency as much 89 people, and entire supervisors of senior high school in Jeneponto Regency as much 17 people. The respondents were selected through purposive sampling technique. The data was collected by implementing interview, questionnaire, and study of documentation. The data were then analyzed by using interactive model which is consisted of four main components namely data collection, data reduction, data presentation, and draw conclusion.

The result of the research revealed that implementation of educator competence improvement policy in Jeneponto regency, identified from three activities those are: (1) the increasing of educators ratio and allocation of educator were not conducted proportionally and professionally yet, thus implicate to the existence of surplus and crisis of teachers in all senior high school in Jeneponto Regency; (2) implementation of educator quality improvement through education and training was not implemented optimally. Training such as seminar/lokakarya, workshop, education and training, and

MGMP were not implemented in routine and continuity yet; and (3) appreciation program to the teachers who have good performance was not implemented effectively yet, where as the educators are proper to get appreciation such as reward in the form of satya lencana, promotion, and particular intensive like money or material. Supporting and inhibiting factors of implementation of educators competence improvement in Jeneponto regency that need to noticed are the effectiveness of communication, quality and quantity of human resource, the clarity and accuracy of information, limited budget, the availability of facilities, means and infrastructures, complete policy design as technical instruction of policy implementation and orderly, systematically and secure data saving.