

Implementation of Virtual Academic Supervision as an Effort to Increase Teacher Competence in The Covid-19 Pandemic

Nurul Mustabsyiroh¹, Dedi Prestiadi^{1*}, Ali Imron¹

¹ Department of Educational Administration, Faculty of Education, Universitas Negeri Malang, Malang 65145, Indonesia

* Corresponding author. Email: dedi.prestiadi.fip@um.ac.id

Abstract: Academic supervision by school principals is considered useful for stimulating teachers so that they are willing and able to carry out their duties professionally, principals should maintain collegial relationships with teachers and school administrative staff to remain united to maintain the quality of the education unit. The focus of supervision is aimed at developing the quality of a teacher's competence in providing teaching. The research method of this study using literature review is the process of collecting or seeking data that is following the focus of research from official sources such as journals, books, articles. The technique used is to find references and then process the data that has been obtained according to the research topic. The data collection process uses a qualitative procedural study of documents. The final results of this study stated that: 1) The implementation of academic supervision during the covid-19 pandemic was carried out virtually, 2) The implementation of academic supervision was able to improve teacher competence during the covid-19 pandemic.

Keywords: Supervision, Academic, Professionalism

1. INTRODUCTION

The COVID-19 pandemic has had a considerable impact on several sectors, one of which is education, various policies were formulated suddenly to adapt to current emergency conditions, one of which is that learning activities are now being shifted to distance with the help of digital platforms. Principals as educators of educational institutions are required to be adaptive in answering the problems experienced today, for example, seeking students to be able to understand module book material even though they do not directly monitor teachers in class, efforts that can be made by changing teaching and learning strategies to be more interactive, for example, the teacher opens a question and answer session, holds a brainstorm in the middle of the lesson, or watches educational videos together through electronic meeting media [13],[4].

The teacher as an important position holder to achieve student learning success is also required to always develop the intellectual level and skills to provide educational services to the maximum. Furthermore, Roqib & Nurfuadi [18] stated that teachers become figures and role models for all students so they must strive to improve professionalism at work and are also competent in subjects according to their teaching assignments. The current state of educational development requires principals and teachers to be more creative in finding tactics so that students become superior graduates with a

myriad of skills and knowledge possessed and are finally ready to enter the world of work [14]. One of the efforts that can be taken is to supervise academic principles, namely tips from school principals to provide counseling and guidance so that all teachers can carry out teaching in class optimally and use appropriate learning strategies because they are adapted to conditions and problems in the classroom. Academic supervision focuses on efforts to improve problems related to the intellectuality of a teacher, and the ongoing process of teaching and learning activities in the classroom [12].

The academic supervision section is not only related to educators and students but includes the curriculum, namely the scheme of learning materials, the teacher's scheme in delivering academic material to students, the use of supporting media as tips so that students easily understand the theoretical knowledge in the module book, and the teacher's way to students participate in the application of the media. Next is the aspect of teacher competence including intellectual and moral in carrying out their duties at school, learning support media is also a focus in implementing academic supervision because it affects the success of learning objectives, and reviewing the classroom atmosphere includes calm, cleanliness, and comfort [12].

The limitations of the current learning implementation have obstacles experienced by students, educators, and school administrative staff due to the Covid-19 pandemic phenomenon that still exists today so that the implementation

of education cannot be held as before, these obstacles include teachers who do not know the right learning strategy, the signal conditions of different student devices, and the implementation of material reinforcement that is deemed not optimal because the teacher is not fully sure that all students can follow the learning scheme well [16]. Thus, countermeasures are needed to maintain the quality of educational services that are still running effectively, one of them is by taking the initiative to ask each teacher for obstacles, then provide suggestions for improvement and motivation so that teachers are always eager to provide knowledge to students even though the distance between each student is hindered. The attention given by the principal is also a way for the collegial relationship between the teacher and the principal to continue well so that the benefits of academic supervision can be felt by the teacher and followed up by improving and improving the quality of learning [21].

Does this study focus on how the implementation of academic supervision by school principals and supervisory bodies during the coronavirus pandemic to increase teacher professionalism? What are the obstacles when conducting academic supervision at a distance due to the pandemic? As well as countermeasures in overcoming these problems. Based on the selected research topic, the research study aims to provide descriptive analysis results regarding the implementation of academic supervision as an effort to increase teacher competence during the COVID-19 pandemic, as well as provide an overview of the problems when seeking to increase teacher competence.

2. METHOD

This research method uses a literature review through a series of reference search processes based on research that is relevant to the topic or focus of the study. Literature review on research methods is an activity to collect findings and look for references to reliable sources and then summarize the essence of each sentence, after getting the data, the researcher conducts an analysis based on the research focus. The presentation of this study uses a qualitative descriptive approach where the researcher provides an explanation by describing in detail the results of previous research studies, then processing sentences or paraphrasing to avoid the same vocabulary [22]. [24] The study design uses qualitative descriptive so that the main research instrument comes from various studies that are relevant to the research topic starting from books, and online scientific journals that are accessed through the official Rijali timeline [17].

3. RESULT AND DISCUSSION

Implementation of Academic Supervision during the Covid-19 pandemic

Distance learning has been carried out by kindergarten schools to colleges for one year more affecting the level of student independence because it focuses on completing homework, and obeying the direction of the discussion during the lesson until it ends. It is important for students to attention to the direction of the teacher during online learning starting from collecting assignments on time, and actively participating in class discussions as a benchmark for teacher

considerations in determining grades and completeness in several aspects of student competency assessment so that students themselves are expected to independently construct the knowledge they acquire. was given by the teacher.

Research conducted by Widiawati [23] shows that the problems experienced during distance learning are understanding the knowledge given by the teacher is difficult for students, the anxiety of the teachers in assessing activity assessment to all students who are considered less likely to participate during class, assignments what is done in groups is considered difficult for students because they are not used to working with friends in a group remotely, the benchmark for student learning outcomes has not been achieved due to the final grades of students tend to be low, enthusiastic students attending distance school are also considered less enthusiastic. Furthermore, Muslih & Suryadi [11] revealed that the current educational problem also lies in operational supervision which is considered not optimal so that, from some of these problems, it is necessary to overcome it with collaboration between teachers and school principals to determine alternative solutions so that these problems are resolved, especially those that The priority at this time is that student learning outcomes must be followed up immediately because student grades are one of the main things for the success of the school's vision and mission.

The tip made by the head of the 7 Denpasar Bali institution based on research by Widiawati [23] is to conduct academic supervision of classroom action research to forty teachers from all subjects where the principal urges teachers who are not yet orderly related to administrative matters to immediately discipline themselves, especially on the agenda. implementation of learning that contains the design of learning activities in one semester includes materials and several alternative learning strategies. The countermeasures can be done through providing motivation, support, and conducting training in the preparation of learning activity designs, after follow-up academic supervision from the teachers is considered good because it shows the results of developing teacher skills and discipline regarding administrative matters from time to time [19].

Furthermore, the results of a study by Elfidawati [6] stated that the indicators of the success of academic supervision during a pandemic when it had fulfilled several things, namely that teachers had a sense of discipline when starting lessons had to be on time, the material taught had been prepared, learning was carried out with devices that had been adjusted. in online situations, complete learning tools, and the success of the learning objectives of online learning methods effectively, therefore, principals strive for this success by conducting school action research. Furthermore, from the results of a study by Marianis [9] the implementation of the academic supervision agenda is carried out through three steps, namely online visits via WhatsApp groups where the principal will later join the group of one of the subjects for teachers to be supervised, then the principal monitors the learning process from beginning to end. to carry out a general supervision assessment, the difference lies in the place where it is carried out via mobile phones, that's where the principal observes learning activities and notes important points when there are deficiencies or things that need to be corrected. When

the learning has been completed, the teacher and principal have private conversations to discuss learning problems, a follow-up form of this virtual supervision by discussing activities, programs, solutions to improve learning [15].

Procedure for Implementing Virtual Academic Supervision in Distance Learning

Supervision activities for each educational unit while online are likely to be almost the same, namely conducting interviews using online meeting media, basically the principal as a supervisor has prepared materials or assessment instruments and special programs to provide supervision guidance to teachers and other staff in advance for the next year, the design is carried out so that it becomes a guideline for the implementation of supervision and also that no important points are left behind. What's more, the current phenomenon requires that all activities are encouraged to avoid crowds so that educational activities are directed with the help of information technology in their respective homes. Therefore, supervision and teacher professional development programs are needed to overcome problems during online learning [5].

The academic supervision instrument is still the same, it's just that the implementation is accompanied by the use of information technology, technology itself already has many benefits because it can facilitate one's work, especially in the current situation. Utilization of technology to carry out supervision activities is by utilizing the online meeting feature that can be accessed for free so that it can be concluded that this virtual supervision model is very appropriate for supervisors because it can overcome the problem of lack of contribution between teachers and supervisors directly, and time and resources constraints. implementation of supervision.

This virtual academic supervision technique is also considered practical and efficient [1] because it can be accessed by dozens to tens of people, it can be optimized for the supervisory body to conduct supervision reviews to several people from different educational units in just one time, when compared to the conventional model, of course, it will require enough time to do supervision alone. Furthermore, Kasmawati [8] explained that virtual academic supervision provides flexibility for teachers who are being supervised to convey thoughts or ideas related to teaching problems in class, the atmosphere that is built is also not too stressful as when meeting face to face. It is hoped that the implementation of discussions between different educational units in virtual supervision activities can build the motivation of teachers or school principals to improve the quality of learning [7].

Elements of Supporting and Obstacles to the Implementation of Academic Supervision in the Covid-19 Situation

Educational institutions throughout Indonesia certainly expect an increase in the quality of schools so that student learning outcomes can be satisfactory and become a matter of pride if the good image of educational institutions is seen by the public because they can maintain the existence of the institution itself. The school still gets the best predicate in

the community by improving the school's physical environment and developing the professional quality of teachers and staff through the agenda of academic supervision guidance. Every supervision implementation certainly has supporting and inhibiting elements, however, the inhibiting element is not the reason for the pessimistic principal to carry out supervision activities, but rather the supporting elements that must be maximized so that the supervision objectives can be achieved. An indicator of supporting the implementation of academic supervision during a pandemic like this is the level of motivation and loyalty of each teacher for school progress if they have the awareness to make improvements or maintain the quality of learning the teacher will make every effort to choose the right learning strategy during the pandemic [3], [20].

Principal support to motivate teachers to want to learn to learn new knowledge about tips for successful online learning is also a supporting element for the success of academic supervision, principals need to provide access to opportunities and facilities for teacher training workshops on information technology such as learning support applications such as kahoot, and quiziz, and so forth. The training is obtained through academic sites, both paid and free, all can be searched easily as long as there is motivation from the principal and also the teacher's initiative [10]. Another supporting element is about the capability of a teacher in optimizing technological facilities to help smooth the learning process so that, it takes initiative from teachers to learn the latest information about the use of technology for smooth online learning. the lessons are given, besides that the principal must act quickly and carefully if he encounters one of the teachers whose motivation in teaching begins to decline due to online learning, the principal should currents immediately conduct academic supervision on the teacher [2].

4. CONCLUSION

Supervision is very important for school principals, especially during the COVID-19 pandemic. Periodic academic supervision must be carried out to overcome problems in distance learning. The focus of educational institutions is currently more emphasized on the success of student learning even though it is constrained by distance, therefore virtual academic supervision is appropriate to be implemented optimally by school principals with the help of platforms that have been provided by technology such as online meeting applications, google forms, and google documents. The role of the principal is very influential on the success of learning starting from the planning process where the teacher must orderly prepare learning plans for the next semester, be active to motivate teachers to always be enthusiastic in carrying out their duties, and must be adaptive and visionary to current conditions, for example, providing opportunities for teachers to express their problems during online learning and discuss alternative design suggestions that can be chosen so that student learning outcomes still meet the school's assessment criteria.

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