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THE UTILIZATION OF ANDROID APPLICATIONS IN MONITORING TEACHER PERFORMANCE AT INTEGRATED ISLAMIC JUNIOR HIGH SCHOOL (SMP IT) INSAN MULIA BOARDING SCHOOL PRINGSEWU

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ABSTRACT

The utilization of Android applications to monitor teacher performance at Integrated Islamic Junior High School (SMP IT) Insan Mulia Boarding School Pringsewu is carried out to improve teacher performance when carrying out teaching and learning activities in the classroom and outside the classroom. The monitoring team or administrator who handles this system can also manage teacher monitoring, class conditions, subject data, subject teacher administration, and teacher performance data. The principal and school management team can monitor subject teachers from various workplaces, both at school and outside school. So the school principal, management team and teachers can also see the results of their performance at school. In this article the author will look for the feasibility of an Android application for monitoring teacher performance created using the research and development method and the Analysis, Design, Development, Implementation and Evaluation (ADDIE) model. Data collection methods are observation and questionnaires. Testing methods, data validity tests in this research include test, credibility, transferability, dependability, and confirmability. Furthermore, by using the Android application to monitor teacher performance, the teacher performance monitoring team as administrators becomes faster and easier because teacher performance is monitored directly at any time and from anywhere.

Keywords: Utilization, Monitoring, Performance, Android

INTRODUCTION

Education is a conscious and planned effort to create a learning atmosphere and learning process so that students actively develop their potential to have religious spiritual strength, self-control, personality, intelligence, noble morals, and the skills needed by themselves, society, nation and state (Ministry of National Education, 2003, p.3). The process of achieving quality education is based on the performance of teachers who are qualified, credible and professional (Tumiran, 2018, p. 722).

Teachers are professionals who are dedicated and take full responsibility in carrying out the learning process that determines the quality of education. Increasing teacher performance is a priority measure for steps to improve the quality of education in schools. Of course this will be the basic program where the quality of teaching is very dependent on teacher performance in the learning process carried out by qualified teachers. Teacher performance can be

interpreted as the sum of the potentials mobilized to complete a task or plan the resources needed to achieve the desired goals in the learning process (Tumiran, 2018, p. 721).

A teacher's performance is based on pedagogical expertise, which reflects the absolute needs that every teacher must have. In addition, Subroto's research found that teacher performance (through indicators of knowledge, attitudes and skills) had a positive impact on the quality of teaching. Teacher performance plays an important role in influencing the quality of education in elementary schools in Surabaya. Teacher performance greatly influences the development of educational institutions. This includes personality, attitudes, knowledge, skills and other indicators that support educational improvement (Tumiran, 2018, p. 721).

Teacher Performance Assessment is carried out on teacher abilities as stipulated in Minister of Education and Culture Regulation Number 16 of 2007, namely pedagogical, personality, social and professional abilities (Government Regulations, 2005, p. 5). Implementation of teacher performance assessments is also based on additional tasks that are in accordance with the function of the institution. This must be done regularly every fiscal year, always prioritizing the principles of justice, accountability, objectivity, impartiality, transparency, participation, measurability, commitment and sustainability (Yuningsih & Sunhaji, 2021, p. 40).

Based on observations made by researchers at Integrated Islamic Junior High School (SMP IT) Insan Mulia Boarding School Pringsewu, there are several problems that will be explained in the discussion of this research, including monitoring of teacher performance has not been effective. This reason was obtained by researchers through direct observation at Integrated Islamic Junior High School (SMP IT) Insan Mulia Boarding School Pringsewu when the principal's monitoring agenda for teachers had not all been implemented in 2022. This was obtained from data on the number of teachers who would be monitored as many as 52, but only 28 were implemented by teacher (data attached).

Another problem is the average teacher performance assessment score at Integrated Islamic Junior High School (SMP IT) Insan Mulia Boarding School Pringsewu in 2022, the average mastery of teachers at Integrated Islamic Junior High School (SMP IT) Insan Mulia Boarding School Pringsewu in terms of teacher competency, the average mastery of teachers at Integrated Islamic Junior High School (SMP IT) Insan Mulia Boarding School Pringsewu is reviewed from teacher competency indicators, and the development of an Android-based teacher performance system.

METHOD

This research on the utilization of Android applications for monitoring teacher performance at Integrated Islamic Junior High School (SMP IT) Insan Mulia Boarding School Pringsewu is research and development. This development research uses ADDIE which is modified into five steps, namely 1) Analyze, 2) Design, 3) Development, 4) Implementation, and 5) Evaluation (Sugiyono, 2016, p. 298). The stages of this development research are as follows:



Figure 1. Development of the Use of Android Applications for Monitoring Teacher Performance

The development of the use of Android applications for monitoring teacher performance was validated by three validators, namely design experts, informatics experts, and practitioners/ teachers. The test subjects for this research were all 52 teachers at the Integrated Islamic Junior High School (SMP IT) Insan Mulia Boarding School Pringsewu. Data collection techniques are observation and questionnaires. Data analysis uses descriptive quantitative analysis.

RESULTS AND DISCUSSION

This research produces an Android application product for monitoring teacher performance which can be used as a support for monitoring teacher performance at Integrated Islamic Junior High School (SMP IT) Insan Mulia Boarding School Pringsewu. The procedure for developing the use of Android applications for monitoring teacher performance was carried out using the ADDIE model with five stages, and validated by expert validators to determine the feasibility of the application being developed. The procedure developed by researchers was carried out with the following steps:

1) Analyze. Analysis of problems carried out during observations, and questionnaires given to validators. Researchers concluded that there was a problem at Integrated Islamic Junior High School (SMP IT) Insan Mulia Boarding School Pringsewu, namely that monitoring of teacher performance had not been effective. This problem prompted researchers to develop an application to monitor teacher performance at Integrated Islamic Junior High School (SMP IT) Insan Mulia Boarding School Pringsewu.
2) Design. Product design. Researchers developed an Android application product for monitoring teacher performance at Integrated Islamic Junior High School (SMP IT) Insan Mulia Boarding School Pringsewu. Below the researcher describes the product description:

3)



Picture 2. Teacher Performance Monitoring Application Design

4) Development. It is hoped that the results of this stage will be filled with learning activities between teachers and students. Teachers can produce a complete set of learning resources, such as all content, learning strategies, and other lesson plans. To support learning modules, educational media and a comprehensive set of directions for each learning and independent activity are needed which provide a means of building students' knowledge and skills.
5) Implementation. This implementation stage aims to ensure that the teacher performance system developed can be used well in the learning process. This implementation stage has general procedures, namely preparing teachers and preparing students. Teachers must adapt the actual learning environment so that students can begin to build the new knowledge and skills needed to close student performance gaps in learning. Development and evaluation activities mark the final stage of the implementation phase. Most ADDIE approaches use the implementation phase to transition to summative evaluation activities and other strategies that implement the teaching and learning process. The result of this stage is an implementation strategy. The common components of an implementation strategy are the learner plan and the facilitator plan. (Hidayat & Nizar, 2021, p. 32). Teachers are required to really prepare plans in order to convey implementation strategies well. Supervisors can monitor teacher performance via computer anywhere and at any time.
6. Evaluation. This evaluation stage aims to assess the quality of the product and teaching process, both before and after the implementation stage (Hidayat & Nizar, 2021, p. 32). Determining evaluation criteria, selecting appropriate evaluation tools, and carrying out evaluations are general procedures related to the stage Evaluation. Following are the results of expert evaluations for Android applications for monitoring teacher performance:

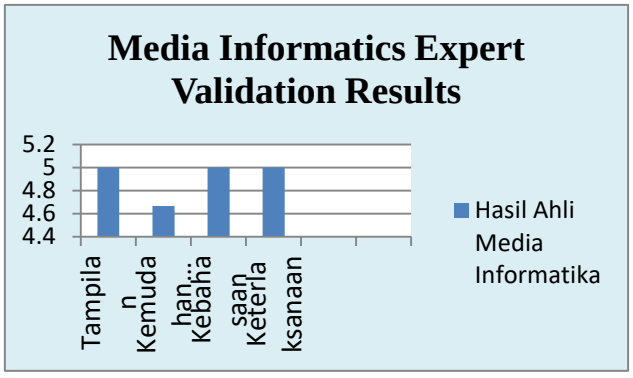


Chart 1.
Media Informatics Expert Validation Results

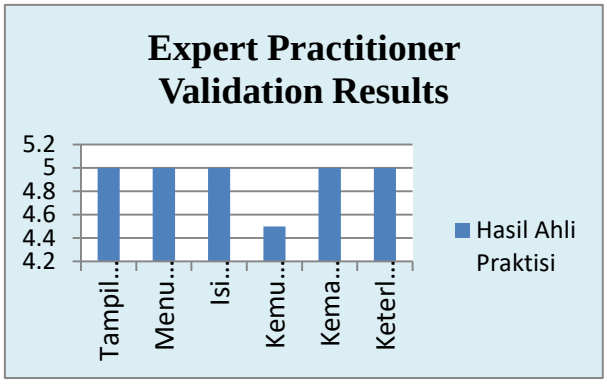


Chart 2.
Expert Practitioner Validation Results

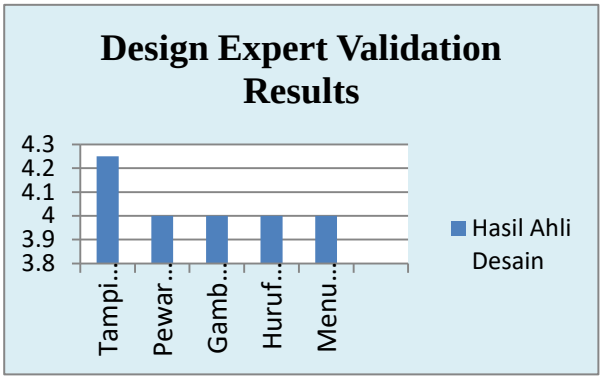


Chart 3.
Design Expert Validation Results

The results of the analysis, design, development, implementation and evaluation of the development of Android-based teacher performance monitoring at Integrated Islamic Junior High School (SMP IT) Insan Mulia Boarding School Pringsewu which was developed by researchers is suitable for use as a supervision medium, this is proven by the validation results by design experts of 98.33% , practitioner experts at 98.33%, and media informatics experts got a score of 96.49% with overall very decent criteria.

CONCLUSION

1. Android-based teacher performance monitoring carried out at Integrated Islamic Junior High School (SMP IT) Insan Mulia Boarding School Pringsewu, is felt to be very helpful to the school principal and other management teams, making it easier to control and supervise the implementation of teaching and learning activities (KBM) everyday.
2. The results of analysis, design, development, implementation and evaluation of the development of Android-based teacher performance monitoring at Integrated Islamic Junior High School (SMP IT) Insan Mulia Boarding School Pringsewu which was developed by researchers is suitable for use as a supervision medium, this is proven by the validation results by design experts of 98, 33%, practitioner experts at 98.33%, and media informatics experts got score of

96.49% with overall very decent criteria.

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