

ABSTRAK

Penelitian ini bertujuan untuk merancang sistem penilaian kinerja guru berbasis website pada Madrasah Aliyah Al-Ghazali Pragaan Sumenep. Sistem ini dirancang untuk memfasilitasi proses monitoring dan penilaian kinerja guru secara efektif dan efisien. Setiap guru akan memiliki data yang terintegrasi dalam sistem, yang mencakup informasi pribadi, riwayat mengajar, serta pencapaian selama satu tahun ajaran. Sistem ini juga dilengkapi dengan fitur evaluasi kinerja berdasarkan kriteria yang telah ditentukan, seperti kompetensi pedagogik, profesionalisme, kepribadian, dan sosial. Dengan adanya sistem ini, madrasah dapat melakukan penilaian kinerja guru secara berkala dan transparan, yang diharapkan dapat meningkatkan kualitas pengajaran dan pembelajaran. Hasil penelitian menunjukkan bahwa sistem ini mampu mengotomatisasi proses penilaian kinerja guru, sehingga meminimalisir kesalahan manual dan mempercepat pengambilan keputusan dalam peningkatan mutu pendidikan.

Kata kunci: sistem penilaian kinerja, guru, website, Madrasah Aliyah, kinerja guru.

ABSTRACT

This study aims to design a website-based teacher performance appraisal system at Madrasah Aliyah Al-Ghazali Pragaan Sumenep. This system is designed to facilitate the process of monitoring and evaluating teacher performance effectively and efficiently. Each teacher will have integrated data within the system, including personal information, teaching history, and achievements during the academic year. The system also features a performance evaluation feature based on predetermined criteria, such as pedagogical competence, professionalism, personality, and social skills. With this system, the madrasah can conduct regular and transparent teacher performance appraisals, which is expected to improve the quality of teaching and learning. The results show that this system is able to automate the teacher performance appraisal process, thereby minimizing manual errors and accelerating decision-making to improve educational quality.

Keywords: performance appraisal system, teachers, website, Madrasah Aliyah, teacher performance.