



## School Supervisor Competence in Assessing Performance Principal of Junior High School Level

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### ABSTRACT

**Objective:** This study aims to describe and analyze data on the competence of school supervisors in carrying out school principals' performance assessments to create effective education units (Phenomenological Study in Sidoarjo). **Method:** This research uses a qualitative approach with the research subject, namely the Sidoarjo Regency Education Service supervisor at the Junior High School Level. The data collection technique in this research uses three data collection techniques, namely participant observation, in-depth interviews, and study of documents. **Results:** The assessment results show that the performance of school principals is critical in realizing an effective school. The school supervisor oversees the school principal's performance appraisal process. They start from collecting, processing, analyzing, and interpreting data about the quality of the school principal's work according to his duties as a school principal. School supervisors conduct managerial supervision to correct weaknesses in target schools through intensive training. School supervisors are one of the parts that are very influential in improving the quality of education in target schools. School supervisors always try to improve the ability of school management personnel in all aspects in order to obtain optimal quality education. **Novelty:** This study shows five competencies of school supervisors in carrying out performance assessments of school principals, namely personality, managerial supervision, academic supervision, educational evaluation, research and development, and social competence.

### INTRODUCTION

Along with the demands of globalization and increasingly rapid technological developments, the challenges faced in the world of education are increasingly complex. One factor that plays a vital role in improving the quality of education is the school principal's leadership (Zebua, 2023; Thescers et al., 2024). School principals can manage resources optimally, implement policies well, and improve the quality of student learning processes and outcomes (Setia & Nasrudin, 2020; Santana et al., 2024). Therefore, school principal performance assessments must be carried out periodically to evaluate the principal's performance in achieving the set goals.

The importance of school supervisors' competence impacts the performance of school principals (Sunaryo, 2020; Uly et al., 2024). A good school supervisor's competence can also contribute to assessing the performance of the school principal, which can improve the performance of school principals and educational institutions. In this way, the educational process carried out in schools will experience significant improvement. An effective school has clear goals in stages, strong leadership from the principal, a safe and conducive learning environment, quality teaching, accurate measurement and evaluation, practical communication, and parental involvement. Meanwhile, according to Raymond (2012), school Principals must have the competency 1) to be able to develop a clear vision and mission that can be understood by educational staff,

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