

Implementasi program better education through reformed management and universal teacher upgrading di Kabupaten Brebes

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Abstrak

Kualitas pendidikan sangat dipengaruhi oleh kemampuan guru dalam melaksanakan proses pembelajaran di kelas. Pemerintah Indonesia selalu berusaha untuk meningkatkan kemampuan guru untuk meningkatkan keberhasilan siswa. Salah satu usaha pemerintah adalah dengan menerapkan kebijakan program Better Education Through Reformed Management and Universal Teacher Upgrading (BERMUTU).

Penelitian ini bertujuan menganalisis implementasi kebijakan program BERMUTU di Kabupaten Brebes. Dalam menganalisis obyek penelitian, peneliti menggunakan kajian unsur-unsur yang berperan dalam implementasi kebijakan publik yang digagas oleh George C. Edwards III yaitu communication, resources, disposition, serta bureaucratic structure.

Pendekatan yang dipakai adalah post-positivisme. Obyek penelitian adalah Musyawarah Guru Mata Pelajaran (MGMP) Bahasa Inggris di Kabupaten Brebes dalam mengimplementasikan kebijakan program BERMUTU. Hasil penelitian menunjukkan bahwa dalam implementasi kebijakan program BERMUTU di Kabupaten Brebes, keempat unsur Edwards III telah dipenuhi oleh pelaksana kebijakan di Kabupaten Brebes, meskipun tidak sempurna. Peneliti menemukan unsur-unsur lain yang mendukung implementasi kebijakan BERMUTU di Kabupaten Brebes yaitu unsur geografis dan unsur beban kerja guru.

Berdasarkan hasil penelitian, untuk meningkatkan kualitas implementasi program BERMUTU direkomendasikan agar pembuat kebijakan (1) memperhatikan kebutuhan riil guru, (2) mengadakan rekrutmen staf, (3) memberikan kelengkapan sarana ICT, dan (4) membentuk kelompok kerja untuk daerah terpencil serta Pemerintah Daerah Kabupaten Brebes agar mengadakan program pemerataan guru.

.....The quality of education is determined by the quality of teachers ability in applying the teaching and learning process in class. The Indonesian government always takes some efforts to improve teachers' ability to increase students' achievements. One of the efforts is applying the Better Education Through Reformed Management and Universal Teacher Upgrading (BERMUTU) program.

The objective of this study is to analyze the implementation of BERMUTU program in Brebes Regency. In analyzing the object of the study the researcher uses the four elements proposed by George C. Edwards namely communication, resources, disposition, and bureaucratic structure.

The researcher uses post-positivism approach. The object of the is Musyawarah Guru Mata Pelajaran (MGMP) of English Subject in Brebes Regency in implementing BERMUTU program. The result of this study shows that the implementation of BERMUTU program in Brebes Regency has fulfill the four elements of Edwards III although it is not really perfect. The researcher foud other elements or factors that support the implementation of the public policy. They are geographical element and teachers' burdens element.

Based on the result of the study, to improve the quality of BERMUTU program implementation, the researcher proposes some recommendations to the policy maker to (1) accommodate teachers needs, (2) apply staff recruitment, (3) fulfill the ICT equipments, (4) form a special group of implementers for the

remote area, and to the Brebes Regency Government to take even distribution of teachers to overcome teachers burdens problem.