

Evaluasi Program Pengembangan Kapasitas Guru Berbasis Komunitas. Studi Kasus Program Guru Merdeka Belajar oleh Komunitas Guru Belajar Nusantara = Evaluation of the Community-Based Teacher Empowerment Program. Case Study: Guru Merdeka Belajar Program by Komunitas Guru Belajar Nusantara.

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Abstrak

Berbagai program pengembangan kapasitas guru telah dilakukan sebelumnya demi pencapaian pemerataan kualitas guru yang ada di Indonesia. Oleh karena itu, studi ini berfokus pada program Guru Merdeka Belajar oleh Komunitas Guru Belajar Nasional untuk meninjau lebih lanjut keadaan pelatihan berbasis pengembangan kapasitas guru terkini, yang juga ditinjau dari *social network* dan *Pengembangan kapasitas*. Penelitian ini menggunakan metode evaluasi oleh Reidar Dale yaitu *Main Analytical Analysis* dengan pengambilan data berupa wawancara mendalam, analisis video serta data sekunder berupa dokumen terkait. Temuan dari penelitian ini adalah tingkat efektivitas, relevansi dan keberlanjutan yang rendah dan dampak yang cukup. Hal ini dikarenakan kurangnya perencanaan yang matang pada program sehingga keberhasilan program pun sulit terukur, sehingga dampak program pun bergantung pada seberapa kreatifnya peserta program dalam mereplikasi materi program ke sekolah masing-masing dan juga konsistensi individu dalam menghadiri program. Saran yang diperlukan adalah pengadaan tujuan.

.....Various teacher capacity building programs have been carried out previously in order to achieve even distribution of teacher quality in Indonesia. A study conducted by Pitoyo (2011) found that the unpreparedness of existing human resources had an effect on the success of the program and also the lack of independence of program participants because they depended on training, indicating a program that was not sustainable as found in Situmorang (2018). Therefore, this study focuses on the Guru Merdeka Belajar program by the Komunitas Guru Belajar Nusantara to further review the state of the latest teacher capacity building-based training, which is also reviewed from social networks and *Pengembangan kapasitas*. This study uses the evaluation method by Reidar Dale, namely *Main Analytical Analysis*, by collecting data in the form of in-depth interviews, video analysis and secondary data in the form of related documents. The findings from this study are low levels of effectiveness, relevance and sustainability and moderate impact. This is due to the lack of careful planning in the program, so that the success of the program is difficult to measure, so that the impact of the program depends on how creative the program participants are in replicating program materials to their respective schools and also individual consistency in attending the program. The advice needed is to provide concrete program objectives so that program achievements can be more easily measured.