

## The Role of Monitoring and Evaluation of Teacher Performance Systems in Elementary Schools to Improve School Quality

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### ABSTRACT

This study discusses the importance of implementing a system for monitoring and evaluating teacher performance in elementary schools as an effort to enhance the quality of education. This approach enables schools to regularly monitor and evaluate teacher performance, identify areas in need of improvement, and provide appropriate support to teachers. Challenges in measuring and enhancing teacher performance include differences in educational backgrounds, limited resource availability, and evolving curriculum demands. However, through the monitoring and evaluation system, schools can address these challenges by conducting regular data collection, data analysis, and development of relevant strategies. The benefits of implementing this system include improved quality of teaching and learning in classrooms, teacher performance enhancement, increased student achievement, more effective resource management, enhanced school accountability, and the development of a sustainable learning culture. Recommendations for implementing this system include establishing adequate infrastructure, providing training for school staff, fostering a culture of continuous learning, involving all stakeholders, and using findings from data analysis to design relevant professional development programs. It is hoped that the implementation of the teacher performance monitoring and evaluation system will become more effective in enhancing the quality of education in elementary schools

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## 1. INTRODUCTION

Basic education plays a crucial role in shaping the knowledge, skills, and character of students. Teachers, as the primary actors in the learning process, have a significant impact on the achievement of educational goals. However, the quality of teacher performance in elementary schools often becomes a subject of concern, given the various challenges they face, such as differences in educational backgrounds, limited availability of resources, and the evolving curriculum demands (Nurnaningsih et al., 2023). The implementation of a system for monitoring and evaluating teacher performance in elementary schools becomes essential as a step towards improving the quality of education. With this system, schools can regularly monitor and evaluate teacher performance, identify areas in need of improvement, and provide appropriate support and development to teachers. In Indonesia, the implementation of a system for monitoring and evaluating teacher performance has been a primary focus in efforts to enhance the quality of basic education. However, to achieve optimal results, a profound understanding of the implementation of this system at the elementary school level and its overall impact on the quality of education is necessary. The challenges faced in measuring and improving teacher performance in elementary schools are complex issues that have been discussed in various educational research studies. These challenges highlight the difficulty in determining appropriate metrics for objectively measuring teacher performance. They emphasize the need for clear and measurable evaluation criteria to ensure that teacher performance assessments reflect their actual contributions to student learning.

Furthermore, research by (Fitriadi, Marsidin, and Sabandi 2020) underscores resource limitations as a primary obstacle in efforts to improve teacher performance. The lack of funding, time, and personnel can hinder schools' ability to provide the necessary training and professional development for teachers. This can also affect the effective implementation of the system for monitoring and evaluating teacher performance. On the other hand, the focus on differences in the levels of abilities and experiences among teachers is identified as one of the major challenges. They state that adjusting evaluation approaches and professional development to meet individual needs can be a complex and time-consuming task. Additionally, external factors such as family support for students and socio-economic conditions can also influence teacher performance and make efforts to improve it challenging. Overcoming these issues requires a holistic and sustainable approach. Emphasizing the importance of collaboration among various stakeholders, including teachers, school principals, teacher councils, parents, and local communities, is crucial. They also highlight the need to develop a system for monitoring and evaluating teacher performance that is suitable for the local context and takes into account various factors influencing teacher performance. Thus, efforts to improve teacher performance can become more effective and sustainable

## 2. RESEARCH METHOD

According to (Hardani et al 2022), research is aimed at solving problems faced for the development of scientific knowledge and addressing human issues. The solution to these problems involves using a scientific approach, which in turn gives rise to the scientific method. Efforts made using the scientific method are referred to as scientific research. Scientific research is a form of investigative effort directed towards a statement (proposition) or hypothesis that serves as a temporary answer to a problem. Distinguishing it from other forms of inquiry, there are several fundamental requirements that must be met by the researcher. Firstly, research must be conducted systematically, controlled, and critically. Secondly, scientific research produces scientific truths, which are explanatory, predictive, and controllable.

In this study, an observational method is employed as suggested by (Wardani 2020). Researchers can collect data on objects in various ways, including surveys, interviews, and research. However, not all data can be gathered by asking questions because researchers may not be aware of their behavior. This is where observational research comes in. This type of research is a way of studying humans by observing them in their natural environment. Such research helps researchers understand how people behave in different situations and the factors in the environment that influence their actions.

## 3. RESULTS AND DISCUSSION

### A. BASIC CONCEPTS OF TEACHER PERFORMANCE MONITORING AND EVALUATION

The fundamental concepts of monitoring and evaluating teacher performance are crucial foundations in efforts to improve the quality of education at the elementary school level. Monitoring refers to the process of periodically collecting data to track teachers' performance in teaching, while evaluation involves in-depth analysis of this data to identify the strengths and weaknesses of teachers' performance and provide constructive feedback. The importance of these concepts is evidenced in research highlighting the role of monitoring and evaluating teacher performance in enhancing students' academic achievement at the elementary school level. Findings indicate that the regular implementation of such systems positively impacts student learning outcomes. Additionally, research

(Fitriadi et al. 2020) emphasizes that monitoring and evaluating teacher performance also aid in identifying the need for training and professional development. By understanding individual needs, schools can develop appropriate development programs to enhance teacher performance sustainably.

Defining and differentiating between monitoring and evaluation are fundamental concepts in implementing teacher performance systems at the elementary school level. Monitoring is the continuous process of collecting data and information periodically to track teachers' performance in teaching. Its main objective is to monitor teachers' performance progress over time and detect changes or issues that may arise during the teaching process. Evaluation, on the other hand, involves an in-depth analysis of the data collected through monitoring to assess the effectiveness of teachers' performance. Evaluation provides a deeper understanding of the strengths and weaknesses of teacher performance and offers constructive feedback for continuous improvement (Sunarya, Irwansyah, and Pebriadi 2020). Thus, the main difference between monitoring and evaluation lies in the level of analysis and the ultimate goals. Monitoring focuses on continuous data collection to monitor performance, while evaluation focuses on in-depth analysis and assessment of teacher performance to provide more concrete improvement guidance.

Periodic data collection on teacher performance is a crucial step in ensuring the effectiveness of the education system at the elementary school level. Periodically collected data allow schools to continuously

monitor teacher performance and respond to changes in the learning environment. There are several reasons why periodic data collection on teacher performance is essential:

1. **Identifying Developments and Trends:** By collecting data periodically, schools can identify positive developments and trends that may occur in teacher performance. This enables schools to recognize successful teaching practices and extend them to the entire teaching staff.
2. **Detecting Changes or Issues:** Periodic data collection enables schools to detect changes or issues that may arise in teacher performance. Thus, schools can promptly take corrective action to prevent these issues from developing into more serious problems.
3. **Providing Constructive Feedback:** Periodic data provide a basis for providing constructive feedback to teachers about their performance. Feedback based on accurate and up-to-date data can help teachers improve their teaching practices and achieve better learning outcomes.
4. **Facilitating Decision-Making:** Periodic data provide the necessary information for schools to make informed decisions regarding teacher professional development, resource allocation, and curriculum planning. Data-driven decisions have the potential to have a more significant impact on improving the quality of education.

## **B. BENEFITS OF IMPLEMENTING TEACHER PERFORMANCE MONITORING AND EVALUATION SYSTEMS**

The implementation of teacher performance monitoring and evaluation systems brings several significant benefits in improving the quality of education in primary schools. Firstly, this system helps enhance the quality of teaching by identifying effective practices and providing constructive feedback to teachers. Additionally, it aids in improving teacher performance by identifying weaknesses and developing appropriate professional development plans.

Another positive impact is the improvement of student achievement. Teachers with good performance positively influence students' academic achievements. Furthermore, more effective resource management is also a benefit of implementing this system. By understanding teacher performance better, schools can allocate resources more effectively to achieve better learning outcomes. Implementing teacher performance monitoring and evaluation systems also helps improve school accountability and transparency. With accurate and measurable data, schools can demonstrate transparency in their efforts to improve the quality of education to all stakeholders (Waluyo, 2022). Lastly, this system also aids in the development of a culture of continuous learning in schools by strengthening monitoring and evaluation practices, creating an environment that encourages reflection, collaboration, and continuous improvement.

### **a. Increased Quality of Teaching and Learning in the Classroom**

The implementation of teacher performance monitoring and evaluation systems has a significant positive impact on improving the quality of teaching and learning in the classroom. With this system in place, schools can identify effective teaching practices and provide constructive feedback to teachers. This allows teachers to make necessary improvements and adjustments in their teaching according to students' needs. (Septiani, Pratiwi, and Rossy 2023) Additionally, the monitoring and evaluation of teacher performance help evaluate the effectiveness of teaching methods used by teachers. By regularly monitoring teacher performance, schools can determine whether the methods used have been successful or need adjustment to better meet students' learning needs.

This benefit has been confirmed in research by (Putra, 2024), where they found that the implementation of teacher performance monitoring and evaluation systems positively contributes to the improvement of teaching and learning quality in primary schools. Teachers who receive quality, data-based feedback tend to have more effective teaching practices and can create a learning environment that supports student growth. Thus, the increased quality of teaching and learning in the classroom is one of the primary benefits of implementing teacher performance monitoring and evaluation systems, directly contributing to the improvement of the quality of education in primary schools.

### **b. Data Analysis to Identify Strengths and Weaknesses in Teacher Performance**

Data analysis is a crucial step in implementing teacher performance monitoring and evaluation systems. Through in-depth data analysis, schools can identify strengths and weaknesses in teacher performance more clearly and formulate appropriate strategies to improve teaching quality. Firstly, data analysis allows schools to identify strengths in teacher performance. By analyzing teaching outcomes, student achievement, and feedback from various sources, schools can identify areas where teachers have successfully achieved learning targets. (Dongoran et al. 2023) This allows schools to recognize and support effective teaching practices and promote the exchange of knowledge and best practices among teaching staff.

On the other hand, data analysis also helps schools identify weaknesses in teacher performance. By analyzing data holistically, schools can identify patterns or trends indicating areas where teachers may

struggle or require additional assistance. This enables schools to develop specific professional development plans and provide appropriate support to teachers in need. Research by (Sunaedi, Rudji, and Muhammadiyah Palu, 2023) indicates that effective data analysis can help schools identify strengths and weaknesses in teacher performance more accurately. They found that schools conducting regular data analysis tend to have a higher awareness of the challenges faced by teachers and are better prepared to develop appropriate improvement strategies.

Additionally, research by (Nurudin, 2021) highlights the importance of data analysis in supporting more effective decision-making efforts to improve teacher performance. By understanding the data well, schools can identify the necessary resources and plan appropriate actions to achieve their educational goals. Thus, data analysis is a critical step in the implementation of teacher performance monitoring and evaluation systems, allowing schools to better identify strengths and weaknesses in teacher performance and take necessary actions to improve teaching quality.

#### 4. CONCLUSION

In facing the challenges of improving the quality of education in primary schools, the implementation of teacher performance monitoring and evaluation systems becomes a crucial key. In this paper, we have seen the importance of periodic data collection on teacher performance, data analysis to identify strengths and weaknesses in teacher performance, and the benefits of implementing teacher performance monitoring and evaluation systems in improving the quality of teaching and learning in the classroom. Periodic data collection on teacher performance enables schools to monitor teacher performance continuously and respond to changes in the learning environment. Data analysis then allows schools to identify strengths and weaknesses in teacher performance more clearly, as well as formulate appropriate strategies to improve teaching quality.

The implementation of teacher performance monitoring and evaluation systems has several significant benefits, including improving the quality of teaching and learning in the classroom, enhancing teacher performance, increasing student achievement, more effective resource management, improving school accountability, and fostering a culture of continuous learning.

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