

# PENGEMBANGAN INSTRUMEN EVALUASI KINERJA SEKOLAH MENENGAH KEJURUAN

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## ABSTRACT

This is related to government policies aimed at empowering the vocational education sector. A long-term development plan for the years 2005–2025 has been formulated, which aims to change the ratio between general high schools and vocational high schools (VHS). Originally, in 2005, the ratio was 70:30, but it is expected to shift to 30:70 by 2025. Furthermore, Presidential Instruction No. 9 of 2016 has also been issued regarding the revitalization of vocational high schools to improve the quality and competitiveness of human resources in Indonesia.

A review of the extent to which educational institutions have fulfilled their duties and functions necessitates evaluation. This evaluation is crucial to understand the actual and current conditions and performance of schools as a whole, encompassing principals, teachers, educational staff, students, facilities, and infrastructure, all of whom execute the mandate of the law. To obtain a meaningful evaluation, a well-designed instrument is essential. A good evaluation instrument captures the object's condition with results that closely reflect the actual state. Developing such an instrument requires a comprehensive assessment of the factors influencing school performance. It's important to note that vocational high schools, with their practical-oriented activities, require performance evaluation distinct from general high schools.

The evaluations conducted thus far have not fully addressed the assessment of activities or processes carried out by schools as comprehensive institutions. Based on information obtained from initial surveys and an examination of existing evaluation tools, it is evident that the evaluations conducted still predominantly focus on passive data forms, emphasizing documentation of data rather than process-oriented documentation. Therefore, in this context, a proposed evaluation instrument aims to capture the processes undertaken by schools in achieving their vision and mission, specifically focusing on vocational high schools.

This research has resulted in the following performance evaluation tools for SMK: (a) performance evaluation instrument for VHS with teacher respondents, (b) performance evaluation instrument for VHS with educational staff respondents, (c) performance evaluation instrument for VHS with student respondents, (d) guidelines for scoring VHS performance evaluations, and (e) partial concepts discussed in this study have been disseminated in academic forums.

Kata Kunci: *development, instrument, performance evaluation, VHS.*