

# **SUPERVISI EFEKTIF DALAM MEMBANTU GURU MENINGKATKAN SENI DAN ILMU MENGAJAR**

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## ***ABSTRACT***

*This study aims at sharing ideas how to conduct effective supervision that could help teacher in improving the art and science of teaching, how to enhance teachers' pedagogical skills in the art and science of teaching, and what benefits could be achieved from implementing these ideas by himself/herself. These ideas were proposed by Marzano et al. as they argued that effective supervision should start from teachers' self evaluation. Teachers could conduct observations on certain elements and domains of which could help them to determine how to improve their teaching. A successful supervision was indicated by enhancing students' achievement and recognising where the current level of teacher professional development was. This level could be used to develop teachers' Continuous Professional Development program.*

***Keywords:*** *effective supervision, academic supervision, teacher development level, continuous professional development.*