INTISARI

Proses Penilaian Kinerja Guru (PKG) di SMA Negeri Kerjo saat ini masih dilakukan secara manual menggunakan lembar kertas dan Microsoft Excel. Kondisi ini menyebabkan proses rekapitulasi membutuhkan waktu lama, rentan kesalahan penginputan, serta belum melibatkan penilaian siswa secara terintegrasi. Penelitian ini bertujuan merancang dan membangun Sistem Informasi Penilaian Kinerja Guru berbasis website yang mengimplementasikan metode *Simple Additive Weighting* (SAW) sebagai Sistem Pendukung Keputusan (SPK) untuk otomatisasi perangkingan guru. Sistem dikembangkan dengan metode Rapid Application Development (RAD) menggunakan bahasa PHP, framework Laravel, dan database MySQL. Sistem yang dibangun melibatkan multi-*Aktor* penilai, yaitu Kepala Sekolah, Tim Penilai (Guru Sejawat), dan Siswa. Kriteria penilaian Kepala Sekolah mencakup keselarasan, kerangka, langkah pembelajaran, dan asesmen, sedangkan penilaian siswa berfokus pada kompetensi pedagogik dan perilaku guru di kelas. Nilai dari para penilai diproses melalui tahapan metode SAW hingga menghasilkan nilai preferensi dan urutan peringkat guru secara objektif. Pengujian fungsional sistem menggunakan metode *Black Box Testing* menunjukkan seluruh fitur berjalan sesuai kebutuhan. Sementara itu, pengujian aspek penerimaan pengguna melalui *User Acceptance Testing* (UAT) dilakukan kepada 35 responden menggunakan *kuesioner* skala Likert. Hasil perhitungan UAT memperoleh persentase nilai keseluruhan sebesar 90,77% Dengan demikian, dapat disimpulkan bahwa sistem informasi yang dibangun layak dan sangat baik untuk diterapkan dalam mendukung efisiensi manajemen evaluasi kinerja guru di SMA Negeri Kerjo.

Kata kunci: Penilaian Kinerja Guru, SPK, *Simple Additive Weighting* (SAW), Laravel, UAT.

ABSTRACT

The Teacher Performance Assessment (PKG) process at SMA Negeri Kerjo is currently still conducted manually using paper sheets and Microsoft Excel. This condition causes the recapitulation process to take a long time, makes it prone to input errors, and does not integrate student assessments. This research aims to design and develop a web-based Teacher Performance Assessment Information System that implements the Simple Additive Weighting (SAW) method as a Decision Support System (DSS) to automate teacher ranking. The system was developed using the Rapid Application Development (RAD) method, utilizing PHP, the Laravel framework, and a MySQL database.The developed system involves multi-Actor evaluators, namely the Principal, the Evaluation Team (Peer Teachers), and Students. The Principal's assessment criteria Include alignment, framework, learning steps, and assessment, while the student assessment focuses on the teacher's pedagogical competence and classroom behavior. The scores from the evaluators are processed through the SAW method stages to produce preference values and an objective ranking order for the teachers. Functional testing of the system using the Black Box Testing method showed that all features ran according to requirements. Meanwhile, User Acceptance Testing through User Acceptance Testing (UAT) was conducted with 35 respondents using a Likert scale questionnaire. The overall UAT calculation obtained a percentage score of 90,77%. Consequently, it can be concluded that the developed information system is feasible and excellent for implementation to support the efficiency of teacher performance evaluation management at SMA Negeri Kerjo.

Keywords: Teacher Performance Assessment, DSS, Simple Additive Weighting (SAW), Laravel, UAT.