Decision Support System for Teacher Performance Assessment at SDIT Harapan Umat Jember Using the AHP Method
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ABSTRACT

Teachers have an important role in efforts to improve the quality of service and educational outcomes. The quality of education is influenced by the performance of teachers in fulfilling their duties and responsibilities. The level of performance achieved by a teacher needs to be assessed on the teacher's ability to carry out the education and teaching process. One of the private schools in Jember, SDIT Harapan Umat, conducts routine performance appraisals for all teachers. The current assessment process carried out by SDIT Harapan Umat Jember still does not utilize information technology and is manual and subjective in nature by those who have authority in making decisions to assess such as the Principal. Therefore, the authors designed a decision support system using the Analytical Hierarchy Process (AHP) method. This method is used to assist school principals in making decisions to determine the quality of teacher performance at SDIT Harapan Umat Jember. The concept in the AHP method is to change a qualitative value into a quantitative value. in this study using 6 criteria and 44 sub criteria. Based on the test results, the results obtained from the user acceptance testing method obtained a value of 89.14%, the results obtained from the black box testing method obtained a value of 89.13% and an accuracy rate of 99.9996%.

Keywords: *Analytical Hierarchy Process* (AHP), *Teacher Performance Assessment*, *Decision Support System*.