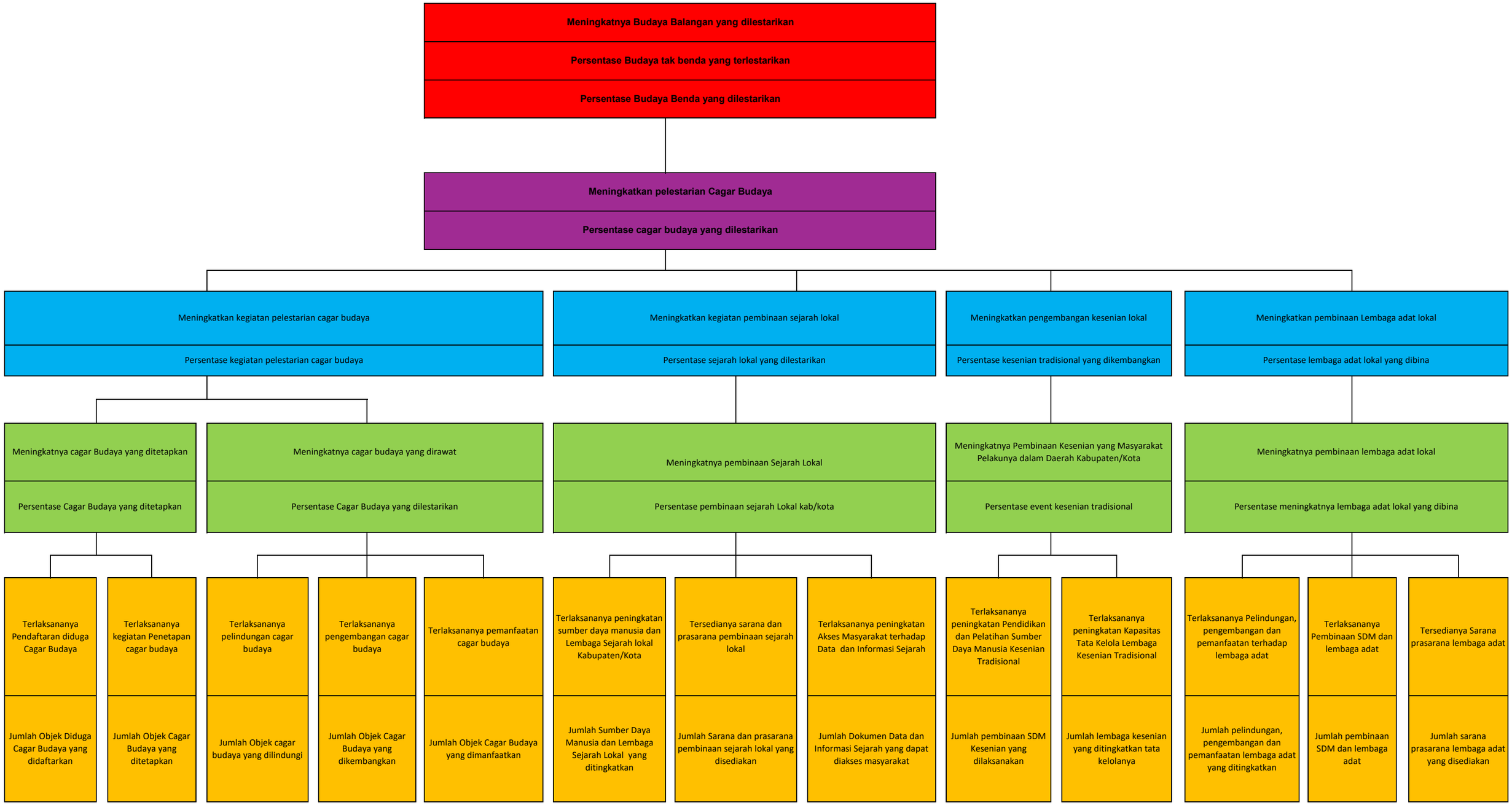POHON KINERJA DINAS PENDIDIKAN DAN KEBUDAYAAN