IMPLEMENTATION OF SCHOOL-BASED MANAGEMENT IN DARUL FIKRI INTEGRATED ISLAMIC JUNIOR HIGH SCHOOL (SMP-IT) TANJUNGBALAI CITY

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ABSTRACT

This research aims to determine the implementation of SBM at Darul Fikri IT Middle School, Tanjungbalai City, which includes education staff management, student management, curriculum management, facilities and infrastructure management, financial management, and relationship management with the community. This research uses qualitative research using descriptive methods. Data obtained from SMP IT Darul Fikri. Meanwhile, the data collection technique in the research is the interview method. Secondary data or data reinforcement obtained using observation and documentation methods whose data sources are from the Principal and staff at Darul Fikri IT Middle School, Tanjungbalai City. Data analysis begins by collecting all data from various sources, checking the validity of the data, presenting the data and verifying the data using triangulation techniques. The results of the research show that the results of the implementation of school-based management at SMP IT Darul Fikri, Tanjungbalai City have gone quite well, although in its implementation there are still many obstacles and obstacles in each component of the school management sector, but this has become a motivation for the school to bring out school creativity in developing programs that are more in line with the needs and potential of schools in order to improve the quality of education in schools.

Introduction

Recently, school-based quality improvement management has been actively introduced, which can be interpreted as a management model that provides greater autonomy to schools and encourages participatory decision making that directly involves all school members (teachers, students, school leaders, employees). parents, the community or anyone who has an interest in education) to improve the quality of education.

Education is an element that cannot be separated from human beings. Humans really need education, through an awareness process that seeks to explore and develop their potential through teaching methods or other means that have been recognized by society.

So it can be said that education is the main help for humans in living this life. Without education, humans today will be no different from humans in the past, namely in ancient times.

The implications of the globalization era, the development of science and technology have penetrated changes in all aspects of human life. To face this global influence, efforts are made to prepare quality human resources who are able and ready to compete at the national and global levels. Efforts to prepare quality human resources through the world of education.

According to Mulyasa, education makes a huge contribution to the progress of the nation and is a vehicle for translating constitutional messages and a means for building national character (Nation Character Building). An intelligent society will provide the nuances of an intelligent life, and will progressively form independence. Such a national society is a big investment to fight to get out of the crisis and face the global world.

Education is one of the determining factors for the nation's future progress. If the Indonesian nation succeeds in building the foundations of good national education, it is hoped that it can contribute to the progress of other fields because education is a form of investment in human capital which will determine the quality of human resources..

Research Methods

The type of research used in this research is field research, namely research that reveals facts in the field through observations and interviews and uses library data.

Qualitative methods are research procedures that produce descriptive data in the form of written or spoken words from people and observable behavior. According to the type of research group, this is a qualitative research type. With descriptive research, this research is generally attractive to young researchers, because its form is simple and easy to understand without the need for complex statistical techniques. The use of descriptive methods in this research aims to describe an implementation activity for implementing school-based management which first analyzes the implementation process.

Results and Discussion

In line with the direction of autonomy and decentralization policies pursued by the government, regional government responsibilities will increase, including in education management. School-based management provides opportunities for school principals, teachers and students to innovate and improvise in schools, related to curriculum, learning and managerial issues that grow from their activities, creativity and professionalism. Community involvement in school boards, under government monitoring, encourages schools to be more open, democratic and responsible. Providing wider freedom gives schools the possibility to find their identity in developing students, teachers and other staff in the surrounding environment.

Education Personnel Management

The results obtained from the implementation of management of educational staff or teachers at SMP IT Darul Fikri are: SMP IT Darul Fikri is managed and fostered by professional hands. In recruiting teachers and staff, academic ability tests and psychological ability tests are also carried out. From the procedure for assigning duties and responsibilities, there are some teachers who do not match the teacher's educational background with the subjects they teach. To improve the quality of educators and personnel, this is done through training, internships and coaching teachers. And the welfare of teachers is rewarded to those who have successfully carried out their duties.

Student Management

The results that can be obtained in implementing student management at SMP IT Darul Fikri which include these activities are: Recruitment of students by forming a committee and

announcements via brochures given to students. The output or final result of the Darul Fikri IT SMP graduate profile is the formation of students who comply with graduate competency standards, namely straight beliefs, the ability to worship correctly, have broad insight, and strive to be neat at all times. Increasing student participation in maintaining and developing the school as an Adiwiyata school, so as to avoid attempts at influence that are contrary to applicable norms, increasing extracurricular activities to support curricular activities, increasing appreciation and appreciation for the arts, having noble morals, managing time well, having the ability make an effort, have a healthy physique, and practice to benefit others.

Curriculum and Teaching Program Management

School management in the field of curriculum at SMP IT Darul Fikri has a systematic and realistic learning program that is adapted to the conditions of the school environment and the surrounding environment. Each subject teacher prepares a set of learning activities before starting learning. Each subject teacher describes the curriculum currently being implemented and is able to assemble an analysis of the subject matter, each teacher plans learning outcomes tests correctly and effectively in order to help students, teaching and learning activities are in accordance with the applicable syllabus.

Management of Educational Facilities and Infrastructure

The results of the implementation of infrastructure management at SMP IT Darul Fikri in terms of management of infrastructure at this school are adequate, however, school facilities are still found to be lacking and in need of improvement. So schools are trying to encourage teachers to continue to optimize the use of existing facilities and infrastructure and to be more creative in looking for other facilities and infrastructure that have the same quality. Replacing infrastructure that does not support it. This strategy is an important step that has been taken and needs to be maintained. School facilities and infrastructure in general are not yet fully supportive of implementing school programs, so this school continues to develop slowly.

Financial Management and Financing

Specifically dealing with tasks related to the management of finances owned and used at SMP IT Darul Fikri, for the implementation of education, financing is needed from either the government, parents, students, the community, or other institutions such as regional organizations and international. Funds from this school are very minimal. The government is the biggest sponsor of funds among others (around 50%), followed by parents of students (around 40-45%), the community (around 5%) and finally all school activities can be realized and fulfilled, because in an institution, both educational institutions as well as other institutions, finance is something that really determines the implementation of activities. Determine the sources of funds and budget expenditures, and put them into the RKAS format, collecting accurate supporting data for reference material to maintain the proposed budget.

Management of School Relations with the Community

The existence of Darul Fikri IT Middle School, high participation from parents in school education is one of the characteristics of good school management, meaning the extent to which the community can be empowered in the educational process towards the management of the school concerned.

In terms of this discovery, Darul Fikri IT Middle School also improves family relationships by developing bonds of brotherhood between people which are manifested in social activities, improving relationships with the general public, namely by participating in social activities in the community, for example taking part in community service cleaning.

bushes that interfere with highways, contribute morally and materially if there is a disaster in the community, for example a death, creating good relationships between teachers and parents of students, creating good cooperation between schools and school committee administrators.

Special Services Management

Teaching and learning activities must place students as learning subjects, meaning that teaching and learning activities must pay attention to the talents, interests, abilities, methods, strategies and motivation for learning as well as the students' social background. In general, the performance of special service management at SMP IT Darul Fikri is very optimal, these special services are libraries, health services and security services. The weakness lies in the library service where this school does not have a complete book collection so that few students borrow books from the library.

Supporting and Inhibiting Factors in Implementing SBM

Supporting factors in implementing SBM at SMP IT Darul Fikri are: First, there are teachers who have high loyalty and infrastructure such as buildings and school environments as well as adequate infrastructure, Second, the welfare of teachers and employees is taken into account, and Third, all teachers support activities that have been created by the Principal such as teachers, community, education services and parents,

Meanwhile, the inhibiting factors in implementing SBM at SMP IT Darul Fikri are: First, the funding factor, even though the school still asks students for school fees, it is still lacking, so development is slow. Second, not all books in the library can be borrowed by students, because the number of books available is limited. And third, in implementing the curriculum there are still teachers who teach not in accordance with the existing curriculum.

Conclusion

Based on the results of research regarding the Implementation of School Based Management (MBS) at SMP IT Darul Fikri. In implementing school-based management, many changes have been made by school principals which focus on decision making and policies carried out by school principals, and methods of curriculum management, student management, educational infrastructure management, teaching staff management, financial management and community relations management implemented in School. So it can be concluded that the Implementation of School-Based Management at SMP IT Darul Fikri includes: education personnel management, student management, curriculum management, facilities and infrastructure management, financial and financing management, relationship management with the community, special service management. In each field, the implementation of school-based management has been implemented in accordance with the work program planned and prepared by the School, so that the School program can be achieved and run well.

First, management of educational personnel, namely, (a). There is a systematic and realistic learning program, each subject teacher prepares a set of teaching and learning activities before the start of the school year, each subject teacher describes the curriculum currently being implemented and

Able to assemble an analysis of lesson material, and each teacher plans learning tests correctly and effectively, (b). The teacher and education personnel recruitment system is followed up by the school principal, such as conducting academic and psychological tests, (b). In improving the quality of educators and education personnel through training, internships and coaching teachers and employees by school principals, so that these activities can improve the quality of performance of educators and education personnel, (c). Give rewards to teachers or

employees who have successfully carried out their duties well, which is done at least 1 (one) time in one school year.

Second, student management, namely, (a). Every new student admission is carried out as published, announced via brochure and provides conditions to prospective students, (b). Provide direction regarding discipline to students every Monday and supervision (supervision) at all times.

Third, curriculum management, namely, (a). Each teacher in developing the syllabus and curriculum cannot be separated from KD and KI from the center by calling tutors or coaches from JSIT (Integrated Islamic School Network) Medan Region, North Sumatra Province. (b). Each teacher uses various learning methods such as lectures, discussions and practice. Fourth, management of facilities and infrastructure, namely, (a). The financial budget is used to purchase facilities that are no longer suitable for use, (b). Borrowing books from the library is recorded according to the rules set at the school.

Fifth, financial management and financing, namely, (a). Funds obtained by the school include boss funds, monthly student fees (SPP), student donations, and infaq funds which are carried out every Friday, (b). The financial system is very transparent and runs very effectively, because it is in accordance with the appropriate allocation of funds and in accordance with the RKAS.

Sixth, Management of relations with the community, namely, (a). Improving family relationships and fraternal ties by involving the community in every implementation held at school, (b). Building relationships with related parties in providing assistance to children who excel, (c). Improving relations with the general public, namely by getting involved in social activities in the community, for example, contributing morally and materially if there is a death disaster.

Seventh, special service management, namely, (a). In library services, schools source materials from their own procurement or from the government and personal donations from students, (b). In health services, the school collaborates with the sub-district health center for student health checks and collaborates in organizations held at the school.

The supporting and inhibiting factors for the implementation of school-based management at SMP IT Darul Fikri, where the supporting factors in the implementation of school-based management at SMP IT Darul Fikri in general include: First, all teachers are very supportive or very much participate in the work program created at the school, there are supporting infrastructure such as good buildings and other equipment that is suitable for use in the teaching and learning process, and also education officials, parents, community leaders, all support the work program being created, so that they are morally responsible for the success of the work program, and the welfare of teachers and employees is considered.

Meanwhile, the inhibiting factors in implementing school-based management at SMP IT Darul Fikri in general include: First, the funds obtained from the school are still minimal. Second, not all books in the library can be borrowed by students, because the number of books is limited. Third, in implementing the curriculum there are still teachers who teach not in accordance with the existing curriculum.

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