

IMPLEMENTATION OF EDUCATIONAL MANAGEMENT IN INTEGRATED ISLAMIC SCHOOLS

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Abstract

Education management is carried out in order to facilitate the achievement of school goals that have been set and increase school competitiveness in the global world. In integrated Islamic schools, especially Bukittinggi Excellent Islamic Elementary School (SD Islam Excellent Bukittinggi), the management of religious fields is developed and balanced with general fields so as to form intelligent learners and moral values who implement values based on the Quran and the Sunnah. The management of education at the SD Islam Excellent Bukittinggi also meets eight national standard of education in the context of achieving good quality. The implementation of integrated school management here can be seen in the management of the curriculum, organizational structure, school fees, development of facilities and infrastructure. In addition, the school also manages the development of strategies to improve the quality of graduates through improving the competence of teaching staff, optimizing student activities, increasing cooperation with parents for the progress of the school.

Keywords: implementation, educational management, integrated Islamic schools, SD Islam Excellent Bukittinggi, school competitiveness.

INTRODUCTION

Education is an activity in order to develop one's potential to have religious spiritual strength, self-control, personality, intelligence, noble character, and the necessary skills. The statement is in accordance with what is contained in Law No. 20 of 2003 concerning the National Education System. One of the most important aspects is the formation of noble morals or in Islamic education also known as moral morals. In the concept of Islamic education, a school must implement values based on the Quran and the Sunnah.

Tilaar and Nugroho (2009: 28) state that education in relation to humans as individuals and as members of society is an effort to develop personality in order to be able to meet personal needs and contribute their abilities to society. To

organize education, the government needs to set a series of educational policies. There are three pillars of education policy that have been set, namely: 1) Expansion and equitable access to education; 2) Increasing the quality, relevance and competitiveness; 3) Public governance, accountability and imaging.

Central and local governments are required to provide education services for all students at the level of basic education by ensuring they are not burdened by the cost of education. The cost of education is one component of instrument input (instrumental input) which plays an important role in the delivery of education in schools. In relation to school finance, Mulyasa (2006:195), states that in the context of the implementation of regional autonomy and decentralization of education, school financial management needs to be done to support the provision of facilities and infrastructure in order to streamline teaching and learning activities and improve student learning achievement.

The role of the principal is also crucial in regulating funding allocations for school operations. Mulyasa (2006:194), states that professional school principals are required to have the ability to manage all aspects of education such as school finance, both carrying out planning, implementation, and evaluation and accountability. The fundamental aspect of management is planning because all management activities always start from planning.

The regulation of all aspects of education in schools basically aims to create high-quality education. The Government through the National Education Standards Agency has established standards in education management called the national education standards, consisting of 8 standards for primary and secondary education and 10 standards for higher education. An example of an Integrated Islamic Elementary School, namely the Excellent Islamic City of Bukittinggi City, is trying to meet national standards of quality education and also improve its competitiveness.

Bukittinggi Excellent Islamic Elementary School was established by several people who previously worked as merchants. But they have aspirations to build a quality school, so the establishment of this school. Bukittinggi Excellent Islamic Elementary School was established on July 1, 2006, managed by the Nur Iman Foundation. This school, like other elementary schools, also organizes education to educate the nation. Excellent Bukittinggi Islamic Elementary School is located at Jalan Adinegoro Tengah Jua I Number 2, Aur Kuning Village, Aur Birugo District Tigo Baleh. This school is an integrated primary school, where in organizing its educational process, this school unites the national curriculum and the Islamic curriculum developed by this educational institution

METHOD

The methodology in this research is to use a qualitative research approach. This study discusses the implementation of education management in integrated Islamic schools. This research is focused on one object of research, namely on an integrated Islamic school called the Excellent Islamic Elementary School in Bukittinggi City. The research data was collected by triangulation by observation, then conducting interviews, and documentation studies. Analysis of research data using the first stage is data collection, then doing data reduction, followed by data presentation, and completed with conclusions and data verification. In addition, this research also categorizes and makes meaning, according to the problem and focus of the research. To make the data meaningful, this study conducted a data interpretation. Finally, the conceptualization of scientific statements is made as a conclusion of the results of this study.

RESULTS AND DISCUSSION

The implementation of education management for integrated Islamic schools, especially in the Excellent Bukittinggi Islamic Elementary School, was explained about the aspects of the school curriculum, school organizational structure, school fees, infrastructure, competency improvement, student activities and collaboration with parents.

School Curriculum

The curriculum is a set of subjects and educational programs provided by an educational provider that contains lesson plans that will be provided to students in a period of educational level. The preparation of these subjects is adjusted to the circumstances and abilities of each level of education and education provider. One of the functions of the curriculum is as a tool to achieve educational goals, which basically has a principal component and supporting components that are interrelated and interact with each other in order to achieve educational goals.

The structure of the curriculum content in the Excellent Islamic Elementary School shows that there is curriculum development and integration between general education, namely science and technology and religious knowledge. The curriculum development undertaken can be seen from the availability of curriculum which is not only national subjects, also the presence of local mutants

and extracurricular activities. These extracurricular activities require the following:

- a. Coaches who have competence in their fields
- b. Equipment, such as parmuksa equipment, arts, sports and health
- c. Continuous training programs that are well organized

The structure of the Excellent Islamic Elementary School in Bukittinggi City is a fusion of the curriculum of the education office and the curriculum of the Islamic elementary school, so that students and graduates master general science is also important as well as their religious knowledge. Here the tahfidz program and the art of reading Al-Quran are the flagship programs of the excellent elementary school in Bukittinggi. Graduates from this school at least students have been able to memorize juz 30, then it has become a habit for each student to pray in congregation, then students are also equipped with the art of reciting the Quran so that students are not only able to read the Quran but they are able to read with true recitation art, then all subjects are integrated with religious subjects and are applied in daily life. In addition, Bukittinggi City Excellent Islamic Elementary School also equips students with English Performance so that students are able to speak in English.

School Funding

The source of the cost of providing education at the Excellent Islamic Elementary School in Bukittinggi City, where the Excellent Islamic Elementary School has a private status, is permitted by the government to ask students' parents for the smooth teaching and learning process at the Islamic Elementary Elementary School:

1. Funds from BOS (School Operational Costs) that have been regulated by the Regulation of the Minister of Education and Culture of the Republic of Indonesia Number 01 of 2018 concerning BOS Technical Guidelines.
2. Contributions derived from student tuition fees. Fees from these student tuition fees are agreed upon by the parents of each new school year.

For teacher welfare, from interviews with school principals, data were obtained that teachers also received IGHI (Indonesian Honor Teachers Association) allowances from the local government. Then the GTY (Permanent Teacher Foundation) certification allowance was also requested by the school to the government.

The reporting mechanism for the use of budget fees at the Excellent Islamic Elementary School is as follows:

- a. For BOS, the reporting mechanism has been regulated in Minister of Education and Culture Regulation of the Republic of Indonesia Number 01 of 2018. In this regulation contains technical guidelines for the use and financial accountability of school operational assistance funds for elementary schools and junior high schools.
- b. Whereas for SPP, the principal reports to the foundation about the amount of funds obtained each month and can be realized the use of SPP funds, such as for teacher salaries that are allocated each month from the foundation.

In carrying out financial management, for BOS funds, SD Excellent Islam must be guided by the Technical Guidelines on the use and accountability of BOS funds. Schools must use BOS funds which are financed as well as possible so that educational goals can be achieved. The forms of managing the use of BOS funds are as follows:

- a. Schools make plans in the form of School Activity and Budget Plans (RKAS), which begin with a School Self-Evaluation. Based on the results of the School Self-Evaluation, RKAS will be made which will become the RAB (Cost Budget Details).
- b. The use of the budget, where schools use fees in accordance with the plans contained in the RKAS, is based on technical guidelines for the use of BOS that have been set by the government.
- c. Making reports on the use of BOS funds, both online reporting and reporting in the form of files.

These eight standards of fulfilling the quality of education are broken down into several financing components as follows:

- a) Library Development
- b) New Student Admissions Activities
- c) Learning and Extracurricular Activities
- d) Test and Examination Activities
- e) Purchases of Consumables
- f) Power and Service Subscriptions
- g) School Maintenance / Minor Rehabilitation and School Sanitation
- h) Monthly Honorarium Payments
- i) Professional Development of Teachers and Education Personnel
- j) Helping Poor Students

- k) School Management Funding
- l) Purchasing and Maintenance of Computer Devices
- m) Other Costs

School organization

Purwanto (2010: 160), states that the school as an educational institution in which there are principals, teachers, administrative staff, students and officials, requires a good organization so that the school runs smoothly towards its goals. Another factor that causes the need for a good school organization so that everyone involved in the educational institution is responsible and included in running the school wheel. Thus in order to avoid a collision in holding or carrying out their respective duties, a good and organized school organization is needed.

Excellent Islamic elementary school organization structure, it appears that this educational institution has quite a lot of personnel. Besides being under the auspices of the Ministry of Education, this school is also under the Nur Iman Foundation as the foundation that founded this school. This school has 12 classes, each of which consists of 2 classes. In carrying out its duties and functions, the school is also assisted by two deputy heads, namely the curriculum waka who is tasked with regulating the curriculum implementation in this school as well as the student waka who is in charge of managing student affairs. Each teaching and education staff has their respective duties and responsibilities in running this school, so that in carrying out their duties and functions, each personnel coordinates with each other and carries out their respective functions.

Facilities and infrastructure

One effort to improve the quality and quality of education is the fulfillment of educational facilities and infrastructure. As an educational institution that is given the authority to manage education funds independently, the school can work together with committees and foundations to collect funds which will later be used to fulfill facilities and infrastructure. In addition to the building, it is necessary to fulfill the equipment of the room, such as computer room, language room, sports room.

Table 1
Facilities and Infrastructure of SD Islam Excellent Bukittinggi

No	Facility	Volume
1.	Classroom	12
2.	Teacher's room, Deputy and Principal	1
3.	Administration Room	1
4.	Computer Labor	1
5.	Space of Comfort	1
6.	UKS	1
7.	Natural Sciences Labor	1
8.	Library	1
9.	Sports and Field Facilities	1
10.	School Gardens	2
11.	Mushalla	1
12.	Green House	1
13.	WC	10
14.	Parking Facilities	1
15.	POS Security Guard	1
16.	Warehouse	1
17.	School Canteen	1

Source: SD Islam Excellent Bukittinggi, 2018

Increased Competence

Graduates' Quality Improvement

In an effort to improve the quality of graduates, schools have raised costs associated with efforts to improve the quality of graduates. Matters related to improving the quality of graduates include:

- a. Development of teacher and educational staff competencies such as provisioning for class VI teachers to teach;
- b. Development of school facilities and infrastructure;
- c. Development of learning activities;
- d. Implementation of extracurricular activities and development of student potential.

Teacher Competency Improvement

Education personnel are the spearhead in carrying out educational activities. Therefore, in order to improve the quality and quality of education in these educational institutions, there needs to be efforts to improve the ability and

competence of teachers. There are 4 teacher competencies that must be fulfilled by teachers, namely: 1) Pedagogic Competencies, 2) Personality Competencies, 3) Social Competencies, and 4) Professional Competencies. Some strategic program implementations in order to improve teacher competency:

1. *Academic Qualification Improvement*

One effort to improve the quality and quality of education is to improve the academic qualifications of educators. As an educational institution under the foundation, Excellent Bukittinggi Islamic Elementary School can budget funds for teachers to improve academic qualifications. This can be done periodically, where each teacher is given the same opportunity to improve academic qualifications in accordance with the positions and positions held by educational institutions.

2. *Procurement of Education and Training*

To improve teacher competency in carrying out their duties, activities in the form of education and training are needed. Education and training provided to every teacher is expected to be able to produce active, creative and innovative teachers, so that the learning process can run with a variety of learning models, and fun. This program is carried out by Excellent Islamic Elementary School in the form of education and training and continuing higher education.

3. *Inviting Experts in the Field of Education*

As a school that is given the opportunity to manage its own education budget, the school allocates the cost of education to invite experts and education experts to provide training and education for educators. In addition, with the existence of experts and education experts, the school curriculum can be developed to become a curriculum that is able to build student character, develop students' talents and interests. Activities are held in the form of seminars / workshops and workshops.

4. *Comparative Study*

Comparative study activity is one way to conduct an evaluation, to what extent the development and improvement of the quality and quality of education in SD Islam Excellent is compared to equivalent schools. This comparative study is expected so that teachers can learn further to increase their competency. With this comparative study, schools can learn from the strengths and weaknesses of the schools visited.

Student Activities

The quality and quality of students is a top priority in the education process. In order to produce quality students, they must pay attention to the cognitive, affective and psychomotor aspects of students. In addition to the learning

process, student self-development activities need to be carried out. The form of student self-development strategies that can be implemented are:

1. Self-development in the religious field.

One effort to improve the quality and quality of students is with self-development activities. Among the religious activities that can be carried out at the Excellent Islamic Elementary School are the Qur'an, the art of the Qur'an, the nasheed, the speech. These religious activities are held to increase the religious values of each student.

2. Self-development in extracurricular activities.

Improving the quality of students can be done by carrying out extracurricular activities in SD Islam Excellent. The form of extracurricular activities that can be carried out in this school are; Scouting, UKS and Little Doctor, Drum Band.

3. Self development in OSN, O2SN and FLS2N activities.

In addition to extracurricular activities, student self-development activities are also carried out as follows:

a. OSN (Science and Mathematical Olympiad).

b. O2SN, such as branches by athletics, Table Tanis, Badminton, Volleyball, Soccer.

c. FLS2N, such as branches of painting, batik, dance, sound art, music art, picture telling, pantomime.

4. Development of English language skills.

One thing that can be applied to Excellent Islamic Elementary School is foreign language skills, namely English. This English language skills can be started since class 1, by getting students to say good morning and the like. Every student can practice everyday language by using English. Through this, students are expected to be able to build communication, both in Indonesian and English.

Collaboration with parents

One strategy that can be done in improving the quality of education in Excellent Islamic Elementary Schools is by implementing an open system. This open system is to inform parents and the community of all activities and funding available at the school, so that parents and the community are fully aware of the condition of the school. The program carried out by schools is to hold regular meetings with parents and the community in order to advance the school going forward.

Conclusion

The implementation of education management in Excellent Bukittinggi Islamic Elementary School has run well so that this school can compete with other schools both public and private. Excellent Islamic Elementary School because educational institutions that have the status of private schools are given the authority to manage their finances independently as well as receiving an education budget from the government, namely BOS funds.

The process of education in SD Islam Excellent uses an integrated curriculum between the national curriculum and curriculum development undertaken by the institute, in addition to teaching general subjects, it is also focused on religious education. Among the flagship programs are Tahfidz Qur'an, Tilawah Art, English Performance. Excellent Islamic Elementary School also organizes curriculum by involving school residents, and stakeholders. Organizing facilities and infrastructure to the maximum, increasing the competence and productivity of educators. Implement an open system in management and information and access, as well as intense collaboration with parents and the community by holding regular and periodic meetings in order to collect contributions for further school progress.

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