Education Management for Integrated Islamic School

Santi Khumala Dewi, Irawan Suntoro, Sowiyah

Faculty of Teacher Training and Education, Universitas Lampung, Indonesia

Abstract --- **Character Building for integrated islamic school is due to create students with character. The purpose of this study is to analyze and describe the planning, organizing, implementing, and monitoring of character building in Integrated Islamic Schools. The research approach refers to objectives, so this research is a qualitative study. Qualitative research is research that intends to understand the phenomena about what experienced by research subject is. The research design used by researchers is qualitative descriptive. Qualitative descriptive is when data is collected in the form of words or images, it is not related to numbers, but rather to the process. The results of the study are the planning of building character, starting from determining the vision, mission, and goals of the school based on Islamic and BPI (Islamic Personal Development); organizing character building in the formation and division of teacher implementation tasks for student activities in character building with student activities through BPI (Islamic Personal Development), students are divided into groups and each group is accompanied by a teacher; implementation of character building by means of the principal directing the teacher through the workshop activities, the teacher guides students by means of BPI (Islamic Personal Development), in order to achieve the school's goals; supervision of character building by evaluating to find out students already have character building according to the school's objectives from BPI (Islamic Personal Development) learning results.**

Keywords: **Management, Character Building, Integrated Islamic Schools, Islamic Development Education, students with character.**

I. INTRODUCTION

Education in the globalization era really faces increasingly severe challenges. Changes and rapid developments that occur in the field of science and technology provisions of information technology and telecommunications, on the one hand can bring progress, but also at the same time create anxiety in the society. One of the troubling things is moral issues. People feel they do not have standards on the norms of kindness. In this situation, especially for education, a clear attitude and direction of truth norms are needed. Education is not only required to follow and adapt to existing social changes, but more than that thing, education is also required to be able to anticipate changes in preparing young people to explore their lives in the future [1].

Education has an important role in preparing future generations. As the next generation of the nation, students are expected to be able to optimize the full potential of their nature to carry out a revolutionary movement for the nation progress for the next. Strengthening moral or character education in this present context, is very relevant to overcome the moral crisis that happened in our beloved country of Indonesia. Nowadays, Educational institutions and teachers are faced with increasingly heavy demands, especially to prepare students to be able to face various dynamics of rapidly evolving change. The changes that occur are not only related to the development of science and technology, but also the changes and shifts in aspects of moral values that occur in social life.

II. LITERATURE REVIEW

A. *Character Education*

Character building is a system of inculcating character values to school members that includes knowledge components, awareness or will, and actions to carry out these values, both towards God Almighty (YME), oneself, others, the environment, and nationality so that we become good human beings or pious people. Character building requires the process or stages systematically, in accordance with the growth phase and student's development. Seven stages of Character Building must begin early, both in the family, school and society environment [6].

Educational institutions, especially schools are seen as a strategic place to form character. This is intended to make students reflect a good and strong character in all their speeches, attitudes, and behavior. Character building in the school, all components or stakeholders must be involved, including the components of education itself, such as curriculum content, learning and assessment processes, quality of relationships, handling or managing subjects, school management, activities implementation or extracurricular activities, empowerment infrastructure, financing, and the work ethic of all society and the school environment [5].

B. *Educational Management*

School management is one of the effective medias in character building in the schools. The management implemented in Character building must be participatory, democratic, elaborative and exploratory so that all parties feel significant progress. Character building management has become a necessity to answer the problems of education world in Indonesia. It is undeniable that the national moral degradation problem currently faced has a common thread with educational systems and institutions. Character management is an effort to provide life force, growth power and new development power to the education world that is now experiencing setbacks and even failures in preparing young generations as potential leaders of the nation who have integrity and noble character in the future [1].

III. METHOD

The research approach is reviewed in objectives terms, so this research is a qualitative study conducted to answer research questions that have been formulated in research questions. Qualitative research is research that intends to understand what phenomena are experienced by the research subjects [3].

The research design used in this research is descriptive qualitative. Qualitative descriptive research when data is collected in the form of words or images, not concerned with numbers, but it refers to the process. The purpose of this study is to reveal facts, circumstances, phenomena, variables and circumstances that occur when the research goes on and present what they are. Descriptive qualitative research defines and informs data related to the current situation, attitudes and views that occur in society, contradictions between two or more conditions, relationships between variables, differences between facts, effects on a condition, and others [4].

IV. RESULTS AND DISCUSSION

Character building planning is done by determining the vision or mission Implementation of character building, determining the objectives of character-building implementation, determining alternative ways to achieve the objectives of character-building implementation, the benefits of resources (human and infrastructure), and budgeting estimates. Planning is the whole thought process of determining all activities that will be carried out in the future in order to achieve goals. This requires the ability to carry out visualization and look ahead to formulate a pattern of action for the future, with careful planning it will support the maximum results.

Organizing character building in tasks distribution to people who are involved in organizational activities, in accordance with their human resource competencies. Thus, it can be said that this activity is the whole process of selecting people and allocating facilities and infrastructure to support the tasks of those people in the organization, as well as regulating the mechanism of its work so it can guarantee the achievement of program objectives and organizational goals. Organizing the implementation of character building by division way of tasks carrying out activities, regulating work relationships in the implementation of activities, building interpersonal cooperation in activities.

Implementation of direction character building to achieve goals, motivate personal to achieve goals, establish communication between leaders and subordinates, and improve knowledge of employee attitudes to be skilled in achieving goals. Doing organizational activities with motivation can be done by making staff as coworkers, as well as giving rewards if the staff work well. The aim is to create more efficient cooperation, develop staff abilities and skills, foster a sense of belonging and liking for work, working on an

atmosphere a work environment that can increases the staff motivation and work performance, making the organization develop dynamically.Supervision is an effort to measure the achievement of an activity. Supervision relates to the process of assessing whether the activities carried out are in accordance with the plan and to what extent the organization's objectives have been achieved. Supervision of character building by measuringachievement of an activity, determining standards and achievement of character building measuringmethods, measuring work results, taking corrective action if the measurement shows deviations. Supervision aims to obtain input whether the implementation and the results achieved have been in accordance with planning.

The learning process begins with planning, implementing, and monitoring learning results. Therefore, if the process is carried out correctly in accordance with National Education Standards, it is expected that the output to student with characters. Quality can be seen from two sides, namely normative and descriptive aspects.

The researcherobtains research results got from field interviews, the researcher will reveal the results in the field based on the research focus of the researcher, namely character-buildingmanagement, research sub-focus.

The interview results with curriculum principal vice found that character building planning for students by teaching and prioritizing how to instill good characters in students, human relations with humans and human relations with God, for example by getting greetings and greetings to teachers, students are given student manuals book to find out the student's etiquettes, reward, and punishments that have been determined.

The interviews results withcurriculum principal vice, formation and division of teachers task implementation to student activities through BPI (Islamic Personal Development), students are divided into groups and each group will be accompanied by a teacher, the implementation of BPI (Islamic Personal Development) teachers will control each student's activities through mutaba'ah books.

Based on the interviews results with the principal's informant that the activity program that will be applied to students is prioritized by the BPI(Islamic Personal Development) program because BPI (Islamic Personal Development)is a student fostering activity to foster character building for students in their daily life.

The interviews results obtained from the teacher that the teacher always motivates students to always improve their worship so that character building is embedded for the students, and students who are diligent in filling the book mutaba'ah, the awards given to students in the form of assessment and reward.

Based on the interviewresults with the principal's informant that the way to evaluate the activities that have been achieved, students are held a written exam according to the

school's goals in the book mutaba'ah and the value obtained will be entered in the student report book. Then the interviews obtained with the teacher that how to measure the students character building results by giving direct practice exams for example the practice of worship conducted at home and the way to know that students already have character education according to the student goals can be seen from the existingof students manners or etiquette.

Character building is a program to foster manners including human relations with humans and human relations with God. Cultivation of characterbuilding for students in daily life by controlling each program of activities of the BPI (Islamic Personal Development) and providing motivation to students to always improve their worship and giving reward to the students who are diligent, can produce students with character in accordance with school goals.

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