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Strategic Planning: In an Effort to Improve the Quality of Graduates at MTS Hasanah Pekanbaru

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Abstrak

Tujuan penelitian adalah untuk mengeksplorasi bagaimana perencanaan strategis dapat digunakan untuk meningkatkan kualitas pendidikan yang diperoleh lulusan MTs Hasanah Pekanbaru. Jenis penelitian ini terdiri dari penelitian deskriptif kualitatif dengan fokus sosial. Observasi, wawancara, dan dokumentasi dilakukan selama proses pengumpulan data. Selanjutnya peneliti menggunakan berbagai metodologi pengolahan dan analisis data yang berujung pada uji keabsahan data. Temuan penelitian ini menunjukkan bahwa MTs. Hasanah Pekanbaru memiliki rencana strategis terstruktur yang mencakup rencana jangka menengah, rencana jangka menengah lanjutan, dan rencana jangka panjang. Upaya yang dilakukan untuk meningkatkan mutu lulusan di MTs Hasanah Pekanbaru dengan merekrut siswa sebagai masukan lulusan SD, SD IT/MI Negeri/Swasta melalui nilai tes potensi akademik, nilai tes keterampilan keagamaan, dan nilai UN, mengembangkan proses pembelajaran yang diarahkan pada penguasaan pengetahuan dan keterampilan (life skill), pengintegrasian nilai-nilai keagamaan dalam setiap mata pelajaran, dan pelaksanaan program peningkatan kualitas pendidik dengan mengundang guru. Berbagai prestasi siswa MTs Hasanah Pekanbaru dalam berbagai bidang, baik akademik maupun non-akademik, menunjukkan standar keunggulan pendidikan institusi yang tinggi. Selain itu, sebagian besar lulusan diterima belajar di universitas negeri di Indonesia.

Kata Kunci: *Perencanaan Strategis, Mutu Lulusan, MTs Hasanah Pekanbaru*

Abstract

The goal of the research is to explore how strategic planning can be used to improve the quality of education acquired by graduates of MTs. Hasanah Pekanbaru. This type of study consists of descriptive qualitative research with a social focus. Observations, interviews, and documentation were employed throughout the data gathering process. Following that, the researchers used a variety of data processing and analysis methodologies, culminating in the data validity test. The findings of this study show that MTs. Hasanah Pekanbaru has a structured strategic plan that includes a medium-term plan, an advanced medium-term plan, and a long-term plan. Efforts are being made to improve the quality of graduates at MTs Hasanah Pekanbaru by recruiting students as inputs from graduates of SD, SD IT/MI State/Private through academic potential test scores, religious skills test scores, and UN scores, developing a learning process that is directed at mastering knowledge and skills (life skills), integrating religious values in each subject, and implementing a programme to improve the quality of educators by inviting teachers. The numerous accomplishments of MTs Hasanah Pekanbaru students in a range of fields, both academic and non-academic, demonstrate the institution's high standard of educational excellence. Furthermore, a large percentage of graduates are accepted to study at Indonesia's state universities.

Keywords: *Strategic Planning, Graduate Quality, MTs Hasanah Pekanbaru*

INTRODUCTION

The principal's first and most important responsibility is to plan. If there is no planning or program, the school trip will be undirected, with no clear goals or actions. Therefore, the first activity that must be carried out by the principal is to prepare plans, both long-term and medium-term strategic plans, as well as annual operational plans (Dede Rosyada, 2004).

The plan must include a description of what will be produced, then how to achieve these results, where the funding support will come from, and when these resources can be obtained. A plan is a document that summarizes how to achieve a goal and usually describes the allocation of resources, scheduling, and other actions needed to achieve that goal. When managers plan, they create goals and plans at the same time (Stephen P. Robbins and Mary Coulter, 2009).

In its most basic form, planning is a series of steps taken to make decisions about what is expected to happen, such as events, situations, the environment, and so on. Planning cannot be performed through manipulation or theory in the absence of concrete facts or data. Educational planning is a constant intellectual activity that entails examining, developing, considering, and making choices. Educational planning decisions must be internally consistent and logically related to other decisions. This century is referred to as the "century of knowledge" because knowledge will serve as the foundation for all aspects

of existence. The millennium is referred to as the period of knowledge. To gain knowledge, one must be immersed in the educational environment. Education is the primary path to an informed society.

Educational science is a system of knowledge about education gained through research and presented in the form of educational concepts. These instructional concepts are all founded on experience and are organized logically into a single unit known as a conceptual schema. Education is a conscious effort made by adults (educators) to carry out self-development activities so that students can progress into full human beings in accordance with previously stated goals.

Education has the potential to assist individuals enhance their dignity in comparison to other humans who have not received an education (Kompri, 2016). As stated in Article 3 20 of Law No. 20 of 2003, National Education System, this is in line with the stated goal of education.

"The aim of national education is to develop the potential of students to become human beings who believe and fear God Almighty, have noble character, are healthy, knowledgeable, capable, creative, independent, and become democratic and responsible citizens (Kompri, 2016)."

Every single educational endeavor should be directed by the overarching objective of achieving national education since it is both the most general aim and the ultimate goal. This indicates that any educational establishment and service provider must be capable of shaping individuals in accordance with that concept, regardless of whether the education is provided by formal, informal, or non-formal educational institutions (Kompri, 2016). With an understanding of education and the purposes of national education, we can conclude that creating a good and effective education for the nation and state. Education demands a strategy. Strategic planning is required to develop an effective education system for this nation.

Planning, in Handoko's view, is identifying or establishing organizational objectives, figuring out the strategies, policies, program initiatives, processes, techniques, systems, budgets, and standards necessary to attain those goals, and so on. The process of educational planning is a methodical procedure that is used to be ready for actions that will occur in the sphere of education in the future. Where the topics that are covered in educational planning include (1) objectives, or what will be accomplished as a result of the planning; (2) the position of the education system, or how the education system is currently functioning; (3) alternative policies and priorities to achieve goals; and (4) strategies for

determining the approach that will be most effective in achieving goals (Didin Kurniadin and Imam machali, 2009).

While educational strategic planning is a difficult, complex, and participatory process that takes an organization into foreign territory it does not provide an immediate recipe for success; instead, it takes the organization on a journey and offers a framework for answering questions and solving problems. Based on the results of interviews with the Principal of MTs Hasanah Pekanbaru, it was found that previously MTs Hasanah already had a strategic plan but it had not been implemented optimally. The formulation of the Strategic Plan is carried out by the School Foundation, although the principal, educators and stakeholders are involved in the preparation process, but the decision making is still only carried out by the MTs Hasanah Foundation. However, according to Robson, strategic planning refers to the important actions taken by managers or leaders to carry out effectively a plan and emphasize achieving the planned goals (Yusuf Hadi Jaya. 2013).

The organization of strategic planning in constructing and enhancing education in the country will result in excellent education for the nation as a whole. The areas in which the quality of education in Indonesia needs to be improved. In situations in which the quality of education is achieved by a process that prioritizes the fulfillment of educational clients' expectations, emphasizes ongoing quality development, and encourages workers to share in the burden of responsibility (Syafaruddin, 2016). Because of this, any strategic plan aimed at bettering the quality of education has to include quality implementation, which is accomplished via the adoption of quality principles. For there to be quality in education, there must be quality-oriented leadership, quality education and training (training), quality support systems, quality teaching and treatment, and quality assessment (evaluation). School-based quality improvement management is the name given to the process of implementing quality management in Indonesian educational institutions at the moment (Deni Kuswara and Cepi Triyatna, 2009).

RESEARCH METHOD

A qualitative study design was used in order to ascertain Strategic Planning in an Effort to Improve the Quality of Graduates at MTs Hasanah Pekanbaru. This was done in an effort to improve the quality of graduates at MTs Hasanah Pekanbaru. In qualitative research, the need to rely on humans as research tools is rooted in a natural setting. This type of research also makes use of qualitative methods, conducts inductive data analysis, directs the research objectives to efforts to find theory from the base, is descriptive, prioritizes process over

results, limits studies with focus, has a set of criteria to check the validity of the data, and the research design is agreed upon by both parties: the researcher and the research subject. (Masyuri and Zainuddin, 2008) The qualitative method is a research approach that is used to analyze natural circumstances and things. In qualitative research, the researcher serves as the primary instrument, the data gathering method is a mix of inductive analysis, and the outcomes of qualitative research place an emphasis on generalization.

RESULT AND DISCUSSION

Efforts made to improve the quality of graduates at MTs Hasanah Pekanbaru based on interviews conducted with teachers at MTs Hasanah Pekanbaru, namely the planning development strategy carried out were 1) Enlisting students as input from graduates of SD/SD IT/MI State/Private through: - Academic Potential Test Scores, - Religious Skills Test Scores, - National Examination Scores 2) Capture outstanding students from SD/SD IT/MI (10 top). 3) Develop a learning process that is directed at the mastery of knowledge and skills (life skills). 4) Creating an atmosphere of life that is "Creative, Innovative, Appreciative, Healthy, Happy and Religious". 5) Provide facilities and infrastructure to support the mastery of "basic knowledge of science and technology". 6) Holding educational collaborations with various related parties both at home and abroad. 7) Develop the teaching and learning process that leads to the mastery of knowledge, skills, and religion on the basis of "sharpening, loving, fostering". 8) Prepare professional educators in their fields. 9) Conduct periodic training for teachers, staff and students. 11) Develop the latest learning process to anticipate global competition. 12) Empowering Madrasah Committees and Education Concerned Community. 13) Instilling in teachers and employees that the teacher's job is the most noble task on a regular basis, as well as integrating religious values in every subject.

In addition, MTs Hasanah Pekanbaru conducts extracurricular activities for students as additional lessons and as a forum for channeling students' talents, with the following activities: Art and cultural extracurricular (ad.1) 1) Nasyid 2) Hifzil Qur'an 3) Qiro'atul Qur'an 4) Choir 5) Paskibra 6) Calligraphy b. Religious extracurricular (ad.2) 1) Guidance on funeral arrangements 2) Guidance for Khatib, Imam and Azan 3) Guidance for preachers/da'iah 4) Guidance for reading the Qur'an 5) Guidance for MTQ c. Extracurricular sports (ad.3) 1) Basketball 2) Volley Ball 3) Badminton 4) Table Tennis 5) Takraw 6) Futsal 7) Athletics.

While the quality of the output (graduates) of educational institutions can be seen from the level of graduation of students. Schools with high student graduation rates indicate that the school is of high quality. Conversely, if the student's graduation rate is low, it

indicates that the school is of low quality. In addition, the quality of the output of educational institutions can be seen from the number of alumni who enter the leading SMA/MA/SMK in this country. If many alumni of a school enter a well-known SMA/MA/SMK, it shows that the school is of high quality. According to the findings of interviews that were carried out by researchers, the graduation rate for students who participated in this year's National Examination (Academic Year 2019/2020) was a perfect 100%.

CONCLUSION

Based on the results of the study, the authors can conclude that MTs Hasanah Pekanbaru's strategic planning is structured in a structured manner, consisting of a medium-term plan, an advanced medium-term plan, and a long-term plan that is in line with its vision of "realizing high-quality human resources in faith and piety, mastering science and technology, and being able to actualize it in society."

Efforts are being made to improve the quality of graduates at MTs Hasanah Pekanbaru based on planning development strategies, such as recruiting students as input from SD/SD IT/MI Public/Private graduates through academic potential test scores, religious skills test scores, and UN scores, developing the learning process that is directed at mastering knowledge and skills, creating a "Creative, Innovative, Appreciative, Healthy, Happy, and Religious" life atmosphere, providing facilities and infrastructure to support mastery of "basic knowledge of science and technology," holding educational collaborations with various parties both at home and abroad, integrating religious values in each subject, and implementing a program to improve educator quality by inviting teachers to participate in the Educator Certification program.

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