STUDENT MANAGEMENT AT AIRMADIDI CHRISTIAN HIGH SCHOOL

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ABSTRACT

The research conducted at Airmadidi Christian High School focused on student management, with specific objectives centered around planning, implementation, and evaluation of these practices. Employing a qualitative approach, the study delved into the intricacies of student management at the institution, situated in Airmadidi Bawah Subdistrict. The research unfolded between June and August 2023, providing a comprehensive examination of the current state of affairs. Upon meticulous examination, it was revealed that the implementation of student management at Airmadidi Christian High School has not reached an optimal level. Despite the concerted efforts by the school and its foundation to enhance the system, certain programs face challenges hindering their full realization. The findings underscore the need for ongoing development and improvement in student management strategies. The research sheds light on the existing gaps and areas for enhancement, serving as a valuable resource for the school and foundation to refine their approaches and ensure the effective management of students in the future. The study contributes valuable insights to the broader field of education management, emphasizing the importance of continuous evaluation and adaptation in fostering an environment conducive to student success.

Keywords: *management, students, education*

INTRODUCTION

Educational management is the art and science of managing educational resources to realize students' learning processes and outcomes in an active, creative, innovative, and enjoyable way to develop their potential(Usman, 2020). Educational management is everything related to managing the educational process to achieve predetermined goals, both short-, medium, and long-term goals (Mulyasa, 2012). Management is an integral component that cannot be separated from the overall educational component. The reason is that without education management in schools, it will not be achieved effectively and efficiently. Educational management is the application of management principles, namely effective and efficient to develop the personality and ability to actualize students' potential (Heryati & Muhsin, 2014). Students are people who are developing and have certain potential. With the help of educators, they develop this potential optimally. According to Law no. 20 of 2003 concerning the National Education System, students are members of society who seek to develop their potential through the learning process available in certain pathways, levels and types of education (Peraturan Pemerintah RI, 2017).

Students show an immature person who will be guided by their teacher towards maturity. Students need to be prepared to be able to carry out their duties in the world of work and be able to adapt to society. Community life begins in the family environment and continues within the school community (Noor, 2018). In this context, students interact with their peers, teachers, and the community related to the school. It is in this situation that the best social values can be instilled gradually through a learning process and direct experience. Student management is a

sub-part of educational management that needs to be developed to achieve educational goals. Schools are required to be able to develop student management so that they are successful because students are both subjects and objects in the process of transforming knowledge and the skills needed. Student management occupies a strategic position because the center of educational services both outside and within the institutional setting is focused on students. Student management is a service that focuses on the regulation, supervision, and services of students in class and outside the classroom, such as introduction, registration, and individual services such as developing all abilities, interests and needs until students come to school (Shofiyah Novianti, 2022). Student management is not only within the scope of student recording but includes broader aspects that can operationally help smooth the growth and development of students through the education process at school. The scope of student management, which includes student admission, needs to be managed well and correctly so that quality input is obtained (Heryati & Muhsin, 2014). Student management must be managed well because the center of educational services in schools is the students. All matters relating to learning management, teaching and education staff, finance, school and community relations as well as special education services are all directed at students so that they receive reliable and quality services. For student management to be successful, the school principal must arrange a series of activities related to student management. So that students can develop their potential as much as possible with the best possible student development (Suparmin, 2022).

Based on initial observations carried out in January 2023, at Airmadidi Christian High School, which was carried out by the author recently, the phenomenon of strengths and weaknesses at Airmadidi Christian High School in managing students was obtained. These excellence phenomena include, among others, the acceptance of new students which is facilitated using collective registration, the involvement of school principals, administrative staff, educators and the OSIS (Intra-school Organization in the implementation of new student admissions, the existence of rewards given by the school to educators if they bring prospective students, The division of study groups can be seen from the SKHUN (National Examination Results Certificate) and student report cards, education costs are relatively cheap, financial administration activities (SPP payments) are collective for one year, the payment system can be made in installments according to the student's economic capabilities, and there are aid funds for students underachieving and underprivileged. At the level of managing the development of student's potential, the school provides facilities to support the smooth running of these activities, such as the provision of sewing equipment, musical instruments, computers, development of hand skills, and participation in various extracurricular activities held outside the school. This is done so that students can develop their potential. In the implementation of student management, there are still shortcomings, such as a lack of selectivity in accepting students, indicated by the absence of criteria that are used as specific references for student acceptance, and lack of progress in guidance and counseling activities, resulting in less than optimal handling of student cases. students, as well as the lack of optimal service to students, as well as the lack of students at Airmadidi Christian High School (Daryanto & Farid, 2013). As explained above, student management is not just recording student data but includes broader aspects. Looking at the phenomena that occur in the field, it has an impact on the development of students in the education process at school, such as poor morals, less effective learning processes, and less than optimal student development. However, not everything has a negative

impact, there are several things that students excel at, such as in the extracurricular activities of the Flag Raising Troops (PASKIBRA) (Jahari et al., 2019).

However, it is very unfortunate that in the competitive sector, we have not achieved achievements like 5 in extracurricular activities, possibly due to several influencing factors such as school conditions, school facilities, and infrastructure which are still inadequate, but the most important thing is the lack of maximum management of students in competitive development (Suparmin, 2022). The current implementation of education must strive to provide special and good services to students, due to the different potentialities of students. Good service helps students in the process of developing their potential. Students are essentially human beings who are developing various essential characteristics of human nature. Descriptions of humans as students must place humans as complete individuals or individuals (Barokad & Sunarto, 2021). According to Webster individual means: indivisible, inseparable; its existence as a separate, single, and distinctive creature. A person is different from other people because of his special characteristics (Sari & Hanafiah, 2022).

Student management is visible in the low number of students at Airmadidi Christian High School. Several private high schools lack students from the quota provided, one of which is Airmadidi Christian High School. Airmadidi Christian High School is in an urban area but the number of students per class is no more than 10 students so it is very far from the quota provided, which is around 40 students per class (Rivayanti et al., 2020).

From 2020 to 2022, the number of applicants at Christian High Schools will never meet the quota provided. From 2020 to 2022, the number of registrants tends to be small compared to the previous year. Student quotas are often not met, so student admissions are carried out until the number of students meets the quota provided. Airmadidi Christian High School also has no registration deadline for new students. Not all of the initial numbers of new student registrants at Airmadidi Christian High School remained at Christian High School until grade XII (grade 12) for several reasons. Students at Airmadidi Christian High School tend to have low motivation to learn and are less able to follow lessons well. Apart from that, the results of tests are often unsatisfactory so many students take part in remedial activities.

Based on this phenomenon, it would be very interesting to examine it in more depth through a study, which this time the author focuses on with the research title "Students Management at Airmadidi Christian High School".

METHOD

Based on the problem to be researched, the type of research carried out is descriptive research with a qualitative approach. This research is intended to describe the management of students at Airmadidi Christian High School. Qualitative descriptive research is research that reveals and describes events that occur in the field as they occur at the research location. The reason the researcher conducted this research in the field was so that the author could go directly to obtain valid data and information about how students are managed at Airmadidi Christian High School. So this qualitative descriptive approach is considered very suitable because the qualitative approach is a research procedure that produces descriptive data in the form of written or spoken words (Moleong, 2020).

Research informants in this study, researchers obtained data directly from objects and subjects at the school that the author interviewed directly, namely the principal, head of student

affairs, and deputy head of public relations at Airmadidi Christian High School regarding student management. The main subjects or informants in this research were the school principal, head of student affairs, and deputy head of public relations. The words and actions of the main informant were then selected as the main data source. All results of interviews, observations/retrieval, or other data observations are recorded through written notes, recorders, and photos. In this way, it reveals a picture of student management at Airmadidi Christian High School using in-depth interviews and trying to understand the expressions conveyed. The supporting data sources include documents relevant to the research focus, books, sources from archives, Facebook, field experience, photos of activities, and other forms related to student management at Airmadidi Christian High School.

In analyzing data, researchers must determine which analysis pattern will be used, whether statistical or non-statistical patterns. In this research, researchers used non-statistical patterns because they are suitable for descriptive data that is not expressed in numerical form. In this research, researchers went directly into the field and experienced the situation that occurred at Airmadidi Christian High School. In addition, data collection was also carried out several times, where all data obtained from the field was read, understood, and then summarized. After the data is collected, the data is then analyzed further intensively.

RESULTS AND DISCUSSION
Planning for students at Airmadidi Christian High School

The initial stage in planning student activities at Airmadidi Christian High School starts with preparing the RKS (School Work Plan) which is prepared by the school development team. This RKS functions as a work guide for school development and as reference material for identifying and proposing the resources needed by the school to achieve educational goals. So with the RKS guidelines, activities in educational planning in schools become more well structured. So, in preparing this RKS at the beginning of every new school year, Airmadidi Christian High School always holds a workshop activity to convey the activities for the next year. In this workshop activity, teachers and teachers collaborate by forming a committee team and coordinating with each other in the process of preparing the activity program.

In planning the student program, workshops are also held to develop both academic and non-academic curricula which are adjusted to the PERMENDIKBUD. In the learning planning process, the teacher first prepares a plan for giving structured assignments and independent assignments for each subject, either as stated in the syllabus or in the form of his assignment plan.

At the beginning of each new school year, new student recruitment activities are carried out through regular channels. In the registration process, several criteria or conditions are used that are by the school's regulations. After the student recruitment is held, self-development or extra-curricular activities are held, starting with the recruitment of new students, where from the start, prospective students are recorded on all their achievements at school and then put into self-development according to their respective talents and interests. Student planning activities at Airmadidi Christian High School dominate both activities carried out at school and activities outside the school by taking part in competition events held at the Regency, Province, and even at the National level.

Student management to support success means both trying to become better students and becoming mature individuals. The process of preparing plans produces a program or student activity plan that covers all student activities, namely producing expected student achievement standards and targets.

Student management is very much needed in educational institutions because students are both subjects and objects in the process of transforming knowledge and skills. Success in providing education will depend greatly on the development of students' physical potential, and intellectual, social, emotional, and mental intelligence. Student management is not just recording student data but includes a broader aspect, namely helping children's growth efforts through the educational process at school.

Implementation of students at Airmadidi Christian High School

The results of the discussion show that in implementing student management the direction or orientation is adjusted to the needs and level of development of the students. The implementation of student management is largely determined by the age criteria of the children at each institution. In carrying out student activities at Airmadidi Christian High School, they refer to the RKS. At the start of the new academic year, a workshop was held to prepare the syllabus, learning tools, and learning models as well as review the lesson plans. In carrying out educational activities, each teacher implements a learning implementation plan (RPP) which is prepared based on the syllabus for each subject taught using the K 13 curriculum.

In carrying out student activities in preparing for the final semester exams at Airmadidi Christian High School, additional classes were held for Class XII. Apart from that, in the implementation, students' talents and interests are also channeled starting from the moment they enter class a program of self-development activities and given direction according to the talents and interests of each child must be well structured and scheduled.

In carrying out student activities by involving students or involving students to gain learning experience through various activity programs such as holding English Day activities, observations, comparative studies, or scientific studies. Apart from that, so that the implementation of student activities can run smoothly at Airmadidi Christian High School, there is a collaboration between the school and the parents to increase student learning motivation. Teachers in carrying out student development always provide encouragement and support to students through various kinds of training and students are truly trained in their learning so that their achievements increase.

Several things that need attention from school leaders in terms of coaching new students are grouping methods, grade promotion, program determination, and discipline development. Judging from the implementation of the program at Airmadidi Christian High School, several management functions can be categorized as good. This can be seen from the division of tasks between each teacher, including making teaching preparations, namely creating daily activity units, providing teaching aids for students, maintaining and tidying up, and returning all equipment that has been used by the child. Besides that, it allows teachers to be creative. Furthermore, to improve teacher quality, efforts are made to develop teacher knowledge and skills by participating in training related to student development. This implementation can be done by empowering student activities such as training and honing students' skills according

to their talents and interests. With this, the Airmadidi Christian High School educational institution opens and provides opportunities to participate in extracurricular activities well.

Evaluation of Students at Airmadidi Christian High School

To determine whether educational and learning goals have been achieved or not, efforts and actions or activities need to be made to assess learning outcomes, these activities are often called evaluation. Some of the opinions that have been put forward include:

Evaluation stems from a term that means assessment. If viewed from a terminology perspective, evaluation means an activity or business in determining an assessment of an existing event or incident. Thus, evaluation can be said to be an effort in the form of planning to make a decision (Subhayni, 2020).

Rukajat (2018) states that evaluation is a process of making decisions about the quality of an object or activity by involving value considerations based on data and information that is collected, analyzed, and interpreted systematically.

In Astiti, 2017) evaluation is an identification activity to see whether a program that has been planned has been achieved or not, is valuable or not, 8 and can also be used to see the level of efficiency of its implementation. Evaluation is related to value decisions.

From the opinion above, it can be concluded that evaluation is a process to determine the value and an activity to see whether a program that has been planned has been achieved or not, is valuable or not, and can also be used to see the level of efficiency of its implementation. Evaluation has a way of being selective in students, whether to choose those who are accepted, promoted to class, and receive scholarships. Conducting assessments can also diagnose the causes of students' strengths and weaknesses in learning so that from the results if they are strengths, they can be developed and followed by students. other. With this, students can see and know the level of ability and mastery of certain material for each individual. From these results, it can be seen that similar or relatively similar results can be grouped into one group.

In the process of student evaluation activities at Airmadidi Christian High School, every teacher is required to record student grades such as assessing students' daily test results, UAS, assessments related to student attitudes and behavior, and so on, which then makes a report on the results of the analysis of students' daily tests. At the end of each semester, the Principal always submits a report on the results of grade promotion, UTS, and UAS tests to the parents of the students and always submits a recapitulation to the Ministry of Religion Office in the District. Apart from that, at the end of each semester, teachers provide input or comments on the results of students' grades, either classically or individually, after each assessment of student learning outcomes, whether in daily tests, UTS, UAS, or grade promotion tests. Then the homeroom teacher provides an explanation of the student's learning achievement scores to the homeroom teacher before distributing report card scores. In evaluating the results of student activities, it can be seen from the results of the achievements achieved by students when holding or participating in competitions outside the school. So by measuring whether the child is truly achieving or not, if later the child does not have achievements and is not able to compete then it can be said that the program is not running well because it is not satisfactory. To evaluate activities by coordinating so that activities can run effectively. By finding out where the shortcomings are in the activities that have been carried out and then working together to fix these mistakes or shortcomings so that we can get maximum results that are as expected. For

evaluation activities to run optimally, when holding an activity there must be a document, a schedule of activities, and a list of attendance, don't let the activity exist but there is no document because in evaluating it it must be accompanied by a document of the results of the implementation of the activity.

CONCLUSION

In research regarding student management at Airmadidi Christian High School, the results include aspects of planning, implementation, and evaluation. Planning for student activities begins with the preparation of a School Work Plan (RKS) through an annual workshop involving all teachers. Recruitment of new students is carried out through regular class tests, and student development activities involve guidance and control of curricular and extracurricular activities.

The implementation of student activities is adjusted to the RKS, involving syllabus preparation workshops and channeling student talents at the beginning of the school year. Various activity programs such as interpreting, English Day, and writing literacy activities are implemented to enrich students' learning experiences. National exam preparation also involves additional classes.

Student evaluation is carried out through assessment of daily test results, UAS, and attitude assessments. The class teacher explains the general achievement scores before distributing the report cards. The principal periodically submits test results reports to parents and the Ministry of Religion Office. Evaluation of activities is carried out in coordination to correct deficiencies and achieve maximum results as expected, with the importance of documentation in each student activity program. Overall, this research provides a comprehensive picture of student management at Airmadidi Christian High School, with potential improvements and developments that need to be made.

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