

Assistance in the Preparation of Madrasah Self-Evaluation and Madrasah Work Plans in Madrasahs

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Abstract :

This study aims to describe the activities of assisting the preparation of Madrasah Self Evaluation (EDM) and Madrasah Work Plans (RKM) at Madrasah Aliyah Darul Lughah Wal Karomah, Kraksaan, Probolinggo, East Java. The mentoring strategy is carried out in stages, starting from Preliminary Mapping, Inculturation, Determining the Mentoring Agenda, Planning for Change, Action, Evaluation, and Reflection. The results of the mentoring show that; 1) there is a change in the Mindsight of the entire madrasa community. After the mentoring, their minds started to open up. The madrasa community has begun to realize the importance of planning design and management science implemented in madrasahs to improve their institutions' quality. They have started to think about the survival of the madrasa amid competition between institutions and the complexity of community demands. 2) Capacity building of the Madrasah Community, which is shown by their skills in the preparation of EDM and RKM/RKAM, which is shown from the results of the madrasa community's performance in filling out EDM instruments and Madrasah Work Plans (RKM) and Madrasah Work Plans and Budgets (RKAM).

Kata Kunci: *Madrasah Self Evaluation, Madrasah Work Plans, Mentoring, Performance*

INTRODUCTION

Education has a vital and significant role in the change process in society (Rohman & Hairudin, 2018). Education in Indonesia has three main problems: financial, administrative, and cultural (Kurniawan, 2017). The existence of education is basically to build an educated human person. However, education will become more functional if various problems hinder education are eliminated (Afandi, 2021).

These significant problems make the condition of education in this country even more alarming (Aziz, 2019). This can be seen from the achievement of poor quality educational outcomes in Indonesia's Human Development Index (HDI) in the international arena, so it takes hard thinking to improve the quality of our education so that we can survive in facing future educational challenges (Surahman, 2019; Trihapsari & Mujahidah, 2021).

Every year the education unit is required to answer three problems by using a set of performance indicators in order to conduct an objective assessment of the achievements of the MSS, Accreditation, and SNP indicators as well as collecting evidence regarding the performance of improving the quality of education that has been carried out (Mutohar, 2013)

School/Madrasah as an institution/institution has one or more goals. Steps to achieve these goals, it is necessary to develop plans, goals, and how to achieve these goals (Thoyib, 2022). In general, the goals of the school/madrasah are reflected in the vision and mission of the school/madrasah. To achieve its vision and mission, the School/Madrasah prepares program and activity plans as outlined in the School/Madrasah Development Plan (RPS) or School/Madrasah Work Plan (RKS/M).

Facts on the ground show that Madrasah Aliyah Darul Lughah Wal Karomah, located in Sidomukti village, Kraksaan sub-district, Probolinggo district, as a mentoring partner, does not yet have indicators of MSS, Accreditation, SNP. This is indicated by the results of the observations of researchers at the madrasa, which shows that; First, madrasas have never carried out self-evaluation optimally and involved many parties; what was done was only copy and paste from the results of the other Madrasah Self-Evaluation (EDM). In other words, Madrasah Self Evaluation (EDM) has never been carried out and is only used as a formality for accreditation purposes. Second, Madrasah Aliyah Darul Lughah Wal Karomah has never made and compiled a Madrasah Work Plan (RKM) and Madrasah Budget Work Plan (RKAM). The existing RKM and RKAM documents are only a formality for accreditation purposes.

Madrasas tend to be static and start to move once problems surface. Planning is done not only to overcome the current problems but also for future planning to improve Madrasah's performance or anticipate changes and demands of the times. In general, Madrasas prioritize physical development, whereas non-physical development is much more critical because one of the main goals of Madrasas is to produce quality students.

Based on the above, the researchers are interested in providing planned and intense assistance to the madrasa, which focuses on assisting the preparation of Madrasah Self Evaluation (EDM) and preparation of Madrasah Work Plans (RKM) & Madrasah Work Plans and Budgets (RKAM). This is because Madrasah Aliyah Darul Lughah Wal Karomah Kraksaan Probolinggo has many advantages compared to other educational institutions, both from its strategic location, being under the auspices of Islamic boarding schools, and having leaders, employees, and teachers who are open to change.

This mentoring program aims to provide education to all madrasah residents about the preparation of good and correct Madrasah Self Evaluation (EDM), Madrasah Work Plans (RKM), and Madrasah Work Plans and Budgets (RKAM).

RESEARCH METHODS

Initial mapping was carried out in this study to understand the conditions and characteristics of the assisted subjects. Initial mapping as a tool to meet the community so that researchers will quickly understand the reality of problems and social relations in Madrasah Aliyah Darul Lughah Wal Karomah, Kraksaan, and Probolinggo as mentoring partners. Thus, it will be easier for researchers to enter the community at the educational institution.

The initial mapping carried out by the researchers was based on information from the Head of Madrasah, vice principals, treasurers, administration, and teachers.

In addition, information was also obtained about the description of educational activities in Madrasah Aliyah Darul Lughah Wal Karomah, Kraksaan, and Probolinggo.

The next step is inculturation, or merging and mingling in life at Madrasah Aliyah Darul Lughah Wal Karomah, Kraksaan, Probolinggo. Researchers inculturate and build trust with the Head of Madrasah, vice principals, treasurers, administration, and teachers to establish an equal and mutually supportive relationship.

Researchers, Madrasah Principals, vice principals, treasurers, administration, and teachers, can unite into a symbiotic mutualism to assist, learn to understand the problem and solve the problem together (participatory). At this stage, the researcher began to approach the Madrasah Principal, vice principals, treasurers, administration, and teachers, to build their trust. This process is carried out by participating in activities at Madrasah Aliyah Darul Lughah Wal Karomah, Kraksaan, Probolinggo.

Together with the Madrasah Principal, deputy madrasah principals, treasurers, administration, and teachers, the researchers scheduled a mentoring program through the Participatory Rural Appraisal (PRA) technique to understand the problems faced by madrasas, which in turn became a medium to overcome the problems faced. At this stage, the researcher and the Madrasah Head, deputy madrasah principals, treasurers, administration, and teachers collaborated in conducting research.

The action planning results are then implemented simultaneously and in a participatory manner. Solving managerial problems in Madrasah Aliyah Darul Lughah Wal Karomah, Kraksaan District, Probolinggo Regency is not just to solve the problem itself. However, it is a learning process for all components of the madrasa so that new institutions are built and at the same time bring up a community organizer (organizers from the community themselves), and finally, local leaders will appear who are actors and leaders of change.

Evaluation is done by checking whether what has been implemented remains in the specified path and how the impressions and effects are produced. Suppose it turns out that the steps that have been taken have harmful and destructive implications. In that case, researchers can change policy direction because PAR requires a flexible and multidimensional approach to support community progress.

The information that has been collected is reviewed continuously, then classified, verified, systematized, and finally, conclusions are drawn. Thus the complete data that has been arranged becomes meaningful.

Based on the results of the research, the mentoring process for the Preparation of the Madrasah Activity Plan and Budget (RKAM) at Madrasah Aliyah Darul Lughah Wal Karomah, Kraksaan District, Probolinggo Regency, and the action programs that have been implemented, the researchers together with all madrasa components reflect on all the processes and results obtained (from beginning to end). Theoretical reflection is formulated together to become an academic theory that can be presented to the public as an academic responsibility.

RESULTS AND DISCUSSION

Assistance activities for the preparation of Madrasah Self Evaluation (EDM) and Madrasah Work Plans (RKM) at Madrasah Aliyah Darul Lughah Wal Karomah Kraksaan Probolinggo include;

1. Making Madrasah Self-Evaluation Instruments (EDM), Establishing School Quality Profiles, and Determining Activity Recommendations

To make the Madrasah Self-Evaluation (EDM) Assistance activity success in Madrasah Aliyah Darul Lughah Wal Karomah, Kraksaan District, Probolinggo Regency, the first thing the researchers did was to socialize the importance of Madrasah Self-Evaluation (EDM) for madrasahs in order to improve the quality of madrasahs. This is intended so that the entire madrasah community understands the importance of preparing Madrasah Self-Evaluation (EDM) to improve the quality of Madrasah Aliyah Darul Lughah Wal Karamah.

The socialization on the importance of preparing Madrasah Self-Evaluation (EDM) and its supporting aspects in improving the quality of madrasa education was carried out on January 7, 2022, at the Madrasah Aliyah Darul Lughah Wal Karomah Hall, Sidomukti, Kraksaan, Probolinggo which was attended by the Chairman of the Darul Lughah Wal Karamah Foundation, Education Bureau Pesantren and the entire Madrasah Aliyah Darul Lughah Wal Karomah community, which consists of madrasa leaders, employees, and all teachers.

Madrasah Self Evaluation (EDM) is an internal madrasah self-evaluation process that involves stakeholders to see the performance of the madrasa based on the Minimum Service Standards (SPM) and National Education Standards (SNP), the results of which are used as the basis for the Preparation of Madrasah Work Plans (RKM).

After the socialization has been completed, mentoring activities are carried out with a focus group discussion design. All participants in each group are given the task and responsibility to self-evaluate the critical points that the presenters have determined.

Mentoring activities for the preparation of Madrasah Self-Evaluation (EDM) are carried out in On On In, meaning that this activity takes place in the classroom and is continued by the teacher outside the classroom for a specified time of one week.

In this mentoring activity, the participants seemed enthusiastic about participating in the Madrasah Self-Evaluation (EDM) activity because, according to them, this was very important as a basis for determining the direction of madrasa development in the future. They are severe in conducting self-evaluation with the principle of objectivity and thoroughness because the spirit drives them to advance madrasahs so that they have good quality and can compete with educational institutions. They do not want Madrasah Aliyah Darul Lughah Wal Karomah to become a madrasa that is underestimated and seconded, even less competitive with other educational institutions.

On that day, the workshop participants had not finished completing the task of completing the Madrasah Self-Evaluation (EDM) preparation, so the researcher gave a structured task to the workshop participants through strict supervision from

the madrasa head to fill out the Madrasah Self-Evaluation (EDM) at their respective homes and collect it. In the coming week.

After the team completed the EDM by the specified period, the head of the madrasah submitted the results of filling out the EDM to the researcher to be corrected and adjusted to the existing guidelines.

On January 19, 2022, the researcher received the EDM soft file from the head of Madrasah Aliyah Darul Lughah Wal Karomah, then made corrections and handed it back to the head of the madrasa to be followed up with minor revisions by the team.

2. Prepare Madrasah Work Plans (RKM) and Madrasah Work Plans and Budgets (RKAM)

After assisting in the preparation of Madrasah Self Evaluation (EDM) at Madrasah Aliyah Darul Lughah Wal Karomah, the researcher then submitted to the madrasa head to immediately gather his team again to prepare the Madrasah Work Plan (RKM) and Madrasah Work Plan and Budget (RKAM), and he approved it.

On February 17, 2022, at the Madrasah Aliyah Darul Lughah Wal Karomah Hall, the researcher came back to provide further assistance, namely preparing the Madrasah Work Plan (RKM) and Madrasah Work Plan and Budget (RKAM) with teamwork that the madrasa leadership had determined.

Prior to the preparation of the Madrasah Work Plan (RKM), the Madrasah Work Plan and Budget (RKAM) was carried out; the researchers first conducted a brainstorm on the importance of quality and quality design for the sustainability of educational institutions in responding to the challenges of competition between madrasas and the complexity of community demands. In this case, researchers provide information about scientific developments, the transformation of science and technology, the complexity of community demands, intense competition between educational institutions, and so on, as well as the importance of preparing Madrasah Work Plans (RKM) and Madrasah Work Plans and Budgets (RKAM) comprehensively. Seriously by involving various parties.

In this activity, all participants were very enthusiastic when there was socialization about the importance of preparing RKM and RKAM in a planned and systematic manner and involving various parties in improving the quality of madrasa education. Many leaders and teachers ask about the strategic steps that madrasas must take to win the competition and improve the quality madrasas.

Of course, this provides new insights for teachers at Madrasah Aliyah Darul Lughah Wal Karamah about the management of improving the quality of madrasas that must be carried out in a planned and systematic manner, involving all parties with the principles of openness and continuous improvement.

Through these activities, the Madrasah Aliyah community of Darul Lughah Wal Karomah can understand the importance of improving quality through Madrasah Self Evaluation (EDM) activities, making Madrasah Work Plans (RKM), and making Madrasah Activity Plans and Budgets (RKAM), which are planned and systematic.

Impact of Change

After mentoring has been carried out in the preparation of Madrasah Self-Evaluation (EDM) and Madrasah Work Plans (RKM) at Madrasah Aliyah Darul Lughah Wal Karomah Kraksaan Probolinggo, the impact of the changes that occurred were as follows;

1. Mindsite Change

After assisting in the preparation of Madrasah Self Evaluation (EDM) and Madrasah Work Plans (RKM) at Madrasah Aliyah Darul Lughah Wal Karomah Kraksaan Probolinggo, the mindset of the madrasa community (leaders, employees, and teachers) has begun to change. At first, they thought it was enough for management to be carried out as necessary and mediocre; there was no need to study and implement it earnestly. This is because their understanding of the importance of management science in improving the quality of madrasas is minimal, coupled with information on scientific and technological developments and the complexity of community demands that are less updated and less ignored.

After the mentoring, their minds started to open up. The madrasas have begun to realize the importance of planning design and management science implemented in madrasas in order to improve the quality of their institutions. They have started to think about the madrasa's survival amidst competition between institutions and the complexity of community demands.

In addition, they have been able to analyze and assess the weaknesses that exist in the institution, strengths, opportunities and threats, and the right strategies that must be carried out in developing and improving the quality of Madrasah Aliyah Darul Lughah Wal Karomah Kraksaan Probolinggo. They have also begun to understand to make a madrasa work plan and a sound madrasa budgeting system correctly.

2. Capacity Building for Madrasah Community

Leaders, employees, and teachers at Madrasah Aliyah Darul Lughah Wal Karomah Kraksaan Probolinggo have been able to carry out Madrasah Self Evaluation (EDM) and Madrasah Work Plans (RKM) and Madrasah Work Plans and Budgets (RKAM) properly and correctly. This is shown by the madrasa community's performance in filling out EDM instruments and Madrasah Work Plans (RKM) and Madrasah Work Plans and Budgets (RKAM). They have been able to identify the strengths and weaknesses of the madrasah as the basis for preparing further development plans, recognize opportunities to improve the quality of education, assess program success and attempt to make adjustments to existing programs, recognize the challenges faced and diagnose the types of needs needed to improve the quality of education repair.

Furthermore, they have been able to fill out the Madrasah Application and Work Plan (RKM) and the existing Madrasah Work Plan and Budget (RKAM) so that Madrasahs have Madrasah profiles resulting from the analysis of strengths and weaknesses of Madrasah Self Evaluation (EDM), Madrasahs have EDM reports that can be used as a recommendation material for the preparation of the RKM, RKT and

RKAM documents as well as having a portrait (mapping) of the achievement of accreditation.

From the results of the assistance carried out by researchers, Madrasah Aliyah Darul Lughah Wal Karomah Kraksaan Probolinggo already has a 4-year RKM document based on the results of the EDM, and the madrasah has an RKT document resulting from the breakdown of the RKM for four years at a time. Madrasahs have a 4-year RKAM plan, and madrasahs can measure the achievement of indicators contained in the SPM and SNP.

Conclusion

1. Madrasah Self Evaluation provides convenience in preparing institutional profiles, planning, and continuous self-improvement, internal quality assurance of madrasahs, and preparation of external evaluations or accreditation from the National Accreditation Board for Schools/Madrasahs (BANS/M).
2. With assistance in the preparation of Madrasah Self Evaluation (EDM) and Madrasah Work Plans (RKM) at Madrasah Aliyah Darul Lughah Wal Karomah Kraksaan, Probolinggo, which was carried out in a planned and systematic manner by involving various interested parties, the Head of Madrasah felt helped in carrying out their duties as the highest leader in the madrasa, especially in the preparation of madrasa planning.
3. The Madrasah Work Plan that is made aims to: (1) so that the goals that have been set can be achieved, (2) support coordination between school actors, and (3) there is a link and consistency between planning, budgeting, implementation, and supervision, (4) optimizing participation community, (5) efficient, effective and sustainable use of resources.
4. Assistance in the preparation of Madrasah Self-Evaluation (EDM) and Madrasah Work Plans (RKM), which were carried out at Madrasah Aliyah Darul Lughah Wal Karomah Kraksaan, Probolinggo, went smoothly and according to the specified target. This can be seen from the EDM, RKM, and RKAM documents made by the madrasa teamwork.

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