SCHOOL MANAGEMENT WITH *SECSI PROGRAM* TO IMPROVE THE QUALITY OF SCHOOL CULTURE

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Abstract

School management is an important part in improving the quality of education. Good quality education will affect the culture of the school is good. Conversely, poor school management will have an impact on school culture is bad. The purpose of this paper is to explain how the school program, which *SECSI* can improve the quality of school culture. The method used in this paper is a review of literature and field studies. The data collection is done by in-depth interviews and observation. The results of this study were (1) Modeling is a major factor in building human resources. It is recognized that with the example of the character of leaders / principals, teachers, staff, and students will be formed and become a joint commitment in carrying out the functions and duties of each school, (2) The successful management of the school is determined by the form of the approach used by Principal in managing human resources and administration of the school, and (3) Innovation management of schools through the program *SECSI* (sympathy, empathy, creative, spiritual, and innovation) is a form of school-based management model humanism (humanity) which placed human being as a creature is noble (QS. At-Tien: 5)

 Keywords: school management, *SECSI* program, school culture

INTRODUCTION

In the development of education in Indonesia, have been found regarding changes and updates to the main curriculum policy and school management. Change and renewal in a sense it is quite relevant to respond the demands of the times. Meanwhile, change and renewal that leads to the creation of atmosphere of democratization and upholding the education reform process.

School management, structuring and development of academic and non-academic aspects are based on the spirit of reform that we are familiar with the School Based Management (SBM). In the curriculum policy that concernsus are familiar with theCompetency Based Curriculum (CBC), which in turn led to the SBC(Curriculum Education Unit).

Currently, the term SBM, CBC, and SBC as well as the spirit of reform in education has been tempestuous, involving both normative education and welfare rules. Normative concerns on innovation management education schools and welfare rules regarding salary and implied in the demands of the profession, namely education certification. Therefore, efforts to facilitate the process of intelligent life for this nation through education should be seriously considered. Attention in the field of education will be very important and if there is a strategy of 'good will' of the government which is implemented in the form of the Law on Education.

Attention to the fact that there is, one example of a policy package or the good will of the government in the form of SBM and CBC concept cannot fully put into practice at all levels/units of education (kindergarden, elementary, junior high, high school and university), is still far from success. There are several factors that inhibit the process of implementation in the field, including; perception that implicates Autonomy School has opened opportunities competent inter-agency or school. For schools that are quite capable, especially in receiving renewal funding could be possible, but otherwise under privileged schools in financing it could not happen. This is caused by the perception of SBM and CBC at most schools still understand that if a completely implement policies through the SBM and CBC, the school must provide a cost quite a lot so demanding high fees.

Based on the above reasoning, it is necessary to provide an overview of the school management model that leads to improve the quality and increase the nation's intelligence. Efforts to bring education the school as a vehicle for creating a creative learning, professional and fun are a must.Therefore, this paper will contribute to the spirit of the SBM model of school

management through programs **S**YMPATHY, **E**MPATHY, **C**REATIVE, **S**PIRITUAL, **I**NNOVATIVE, here in after in short SECSI.

LITERATURE REVIEW

Key in dealing with problems facing every nation , recognized and acknowledged or not , is situated on education. The classic example in this modern era was when the nation suffered defeat in the competition to conquer space with the Soviet Union in the 50s , they are looking for answers to the world of education (Sungkowo , 2006: 11) . This statement is based on the importance of education in creating human civilization . Today's modern life has brought a very significant impact for the growth of the human spirit to master science, mainly in the field of information technology and communications . Keberaan information and communication technology is considered very helpful in resolving the problems of life .

In the meantime , the progress of a nation is also to be seen from the social and cultural aspects . Thinking and reasoning power of modern humans should be based also on cultural and social values of existing society . In the behavior of our everyday life , we often faced with the events that we consider logically seem unreasonable . There Lurah / village head kesenayan busy to do a demonstration , then burned his official uniform for the sake of demanding a better life / well-being . Meanwhile , at the same time he led citizens are in need of a letter to be signed by the head of the village . Caused by the village head is not there, then the matter becomes slow and lead to disappointment . Therefore , the culture of a society is also very influential in shaping the character of a person .   Development of education in Indonesia from time to time, always pay attention to aspects of cultural and social as well as its relevance to the changing times . The birth of the concept of CBSA (student learning active) in the eighties have proved their consideration that education must rely on humanitarian values (humanism) . Furthermore, in this era of reform in line with the spirit of reform in the field of education , there are also efforts to improve education with the birth of the term MBS and the CBC. MBS and CBC is based on the spirit of human resource development and global competition are demanding independence , democratization and professionalism

Implementation of MBS and KBK is a process of empowerment that correlate with efforts to increase the ability of people to take control (over themselves and their environment) ; their similarities and correspondences in the employment relationship ; using participatory approaches ; and education for justice (Mulyasa , 2004: 33-34) . In the meantime , the school as the smallest unit of the target object MBS with their regional autonomy policies which impact on school autonomy and potentially competing towards quality . Schools with competitiveness and to deliver an innovative school management which is based on the management school component will be successful and have the allure for the community . Management school component that includes aspects of the curriculum and teaching programs ; Power Pendidikana ; Student ; Finance and Financing; Education facilities and infrastructure ; Relations with Public schools ; and Special Services (Mulyasa , 2004: 39) .

Meanwhile , aspects must also be considered in the management of school -based MBS is the principle of effectiveness ; efficiency; and productivity (Mulyasa , 2004) . In moving MBS fully realized that the Headmaster is holding a lock and has a dominant role in running the MBS . Innovation management of schools , the school principals will be able to be a measure of success MBS . Therefore , efforts that lead to quality education in order to educate the nation should participate in the start of the school's progress as the first place to get knowledge of the nation . With the spirit of MBS that make the school as a place of learning that is fun , exciting and educating the generations of the nation will be born into a human, sympathetic , have high empathy , creative , has a spiritual value exist and in time will make innovations that bring big impact for the life and civilization of mankind .

METHOD

The method used in this paper is a qualitative descriptive method. As for the kind of research is literature. Data collection is done by in-depth interviews and field observations at several high schools in Ponorogo

RESULTS

SECSI Programmed Implementation

The program is based on the values of humanity in life and emphasize of government programs through SBM, such a program PAKEM (Active Creative Educational Fun Education), PAIKEM (Active Innovative Education Creative Educational Fun) or any other program. SECSI term is raised after the fact that the intelligence of a child or a teacher in the school was not enough to help in building the value of personality. Value mannered personality, self, and social religion on private students and teachers rarely obtained. In fact, students and teachers who meet the character with personality in tact competencies (cognitive, affective and psychomotor) we rarely find.Therefore, an attempt to show the program is considered sufficient SECSI significant for improving the quality of primary schools in the personal form, students, teachers and staff in schools.

SECSI Program (Sympathy Empathy Creative Spiritual Innovative) selected with consider that the value of the humanities in shaping the personality of the dominant role. The dominant role of this can be seen in the fact that the results of our study so far not been able to solve the problems of life. There are still a lot of violence, lies, hated, individualistic and other immoral values. This fact can be seen in various places, space and time through electronic and print media. Indeed, our concern in the world of education has not been able to fully as a tool to create complete human beings, in line with national development objectives. Therefore, through the philosophy SECSI program can be explained as follows:

Sympathy
Encouragement or sympathy is one attraction to objects, objects (humans can) to mimic or imitate. This can be meaningful sympathy by presenting exemplary personal display interesting for others to emulate or imitate. People naturally feel sympathy for something based on a sense of excitement and trying to get the benefits of what it pleases. Therefore, sympathy is placed on the first program, and exemplary is the key to the success of the school Principal to manage quality. The program sympathy manifested in schools through the following activities:

1. Attendance at school*;* (a) Principal role models as well as an authoritative figure.
   Principal must be an example in school attendance. Coming school was the earliest and coming home most end. (b) The teacher is also the second figure after the principal, school attendance will determine the stability of the school, especially in the teaching and learning activities. Teachers must attend at least 5 minutes before the bell rang students enter school sign. Teachers must not be late for class. (c) Staff is exemplary buffer, including the student is in school. They will develop a culture of 4 S (Salam, Sapa, Senyum, and Santun) at the school. 4 S's culture is helpful for creating a conducive environment, comfortable, fun and able to foster harmonious interaction between the school communities. Humans are basically wanted to be appreciated, want to be loved and longed for a peaceful atmosphere. Therefore, the 4 S's culture will form the personal character of the school community are sympathetic, so the work ethic will increase.
2. Reflection in the form of discussion and deliberation in every activity. It is very important to realize democratization in schools based on the principle of the landfill. The principle of TPA (Transparency, Participatory, and Accountability) is authorized to carry out operations in the field. Each school community must carry out the process of conducting the landfill.

3. Personal display sympathetic behavior through honest, trustworthy, communicative and intelligent.School community fostered so that in each run the job based on the Islamic values of the (nature of the prophet Muhammad). The efforts taken by the process of rotation (turn) turn in any event or school activity, both students and teachers.

Empathy

Empathy is formed feel compassion for the feelings of others and keeps trying hard. Relation to the school program is that the process will be spawned sympathy, empathy as a basis for power would imitate, emulate, support and try to do. Therefore, this empathy will support people to do the same and even more powerful with people who imitation for him. With sincere feelings of sympathy into empathy results can be realized through the school program as follows:

1. Activities of home visits (home visit).
   This activity is very effective in collecting information about the various issues that arise, either students, teachers or employees). The presence of the head of school to home school community will create the awareness that each school community has a life's problems. This home visits incidental nature and context of the problems people see school.
2. Build kinship through SWA (School Welfare Association).
   SWA is a functional container for the citizens of the school, especially the teachers and staff for the main purpose of creating the welfare of teachers and employees. Institutions or private schools usually as a field for profit, therefore the role of SWA is more emphasis on the role of looking life and seek blessings. Spirit of mutual cooperation and solidarity in the field of economics has always cultivated an attempt to build empathy school community. This activity is a form of credit unions and the distribution of groceries.
3. Spiritual Guidance
   Spiritual guidance developed through the medium of lectures every month with a family of teachers and employees. Spiritual guidance is mandatory and visiting to homes. Religious values and guidance in the study will be able to give empathy school community because they are closer and more familiar with the real environment.
4. Duha prayer and congregational Dhuhur.
5. Duha prayer recommended to teachers and students every day in the mosque school, while it is required for student's dzhuhur prayers in mosques and schools. The efforts taken to solidified Islam coaching activities in the form of day-to-day behavior. With this practice, empathy will grow in unity, peace and fun in school.

Creative

Creative is a dynamic soul of a person in designing and producing something useful, either for himself or others. This is a manifestation of the creative process of sympathy and empathy. Sympathy and empathy process will form the soul of a person to be creative. Someone to encourage creativity, effort can be achieved is through the following:

1. Develop learning aids for teachers
   Learning through visual aids for teachers are very nice, as well as for students. However, to create and develop learning aids is not an easy thing and not a simple job. Teachers are required to explore and animate the material that will be taught to students. Teachers also forced to continually integrate the subject matter and the context of the situation with interest. Therefore, creating creativity in schools is a must at the start of the teacher, and then will increase to students, for example, through the activity of the Youth Scientific Works.
2. Civilize read
   Reading is a door to get knowledge. Effective Reading will benefit someone. But the culture of reading is also considered necessary to be conditioned. Without a good conditioning through infrastructure means, for example, an adequate library, which supports academic environment (bulletin board), would be very difficult to realize. Therefore, an attempt to

force teachers to visit the library and reading books are a great way to create a fun learning environment. Teachers and students look harmonious sitting the library and read a book and it will support actual learning atmosphere being created as a form of community learning. This can be realized on a regular basis at least every Saturday, must-read in the library.

3. Student academic internal competition

    Student academic internal competitions are intended to foster the spirit of competition and creativity of students in the academic field. The competition was designed to determine student achievement in academics and learn mastery and success of learning undertaken by teachers. Contested areas are all areas of study and are a selection event for the selection of schools to participate in the event ambassador for the Olympics or an honor student district.

4. Collaborative learning

5. Collaborative learning as a vehicle for scientific implemented for teachers and students in learning activities outside (out door). These activities are based on the spirit to interact and put the position as resident teacher-student learning. With teacher-students learn together outside the classroom will grow creativity of the school community and discover new things in learning.

Spiritual

Spiritual dimension of religious values embodied in everyday behavior. This spiritual practice is built through the religious obligations of Islamin school. Activities that could be realized include:

1. Cultivate prayer in congregation

    The mosqueis an appropriate means to cultivate prayer in congregation. These prayers are programmed by the principal for the school community, both at school and in their communities. Efforts to encourage prayer in congregation is very help create excitement and passion to learn and to build a happy relationship.

2. Spiritual development for teachers and staff

    Spiritual formation is better known as Kultum(lecture seven minutes). Kultum carried out regularly on Monday after the flag ceremony. For teachers and employees is no obligation to attend the ceremony and Kultum. Kultum filled by teachers and staff are scheduled. Meanwhile, for students to foster religious valuesthrough media and muhadloroh rhetoric (the art of speech and speech).

3. Memorizing short letters/juzamma.

    Memorizing short letters/juz amma in early learning is very effective in starting to shape religious life, either for teachers or students. This routine activities run by teachers and students at the beginning of the first lesson at the start and at the close of last subjects, guided by the teacher.

4. Self-awareness training and ESQ

    The training took place at the beginning of the semester before the teachers in teaching and learning activities. Meanwhile, the students carried out before the semester exams activity. This activity is considered very effective for creating a newspirit and work ethic that will be executed.

Innovative

Innovative new discoveries are inspired by the spirituality of the soul of the school community. Innovation will be difficult to achieve without the process of sympathy, empathy, creative and spiritual. This innovation is the result of the end of the program SECTION. Efforts to bring innovation, including through the following programs:

1. Healthy work culture.

    A comfortable place to work, full of peaceful fun stuff is everyone's dream. Healthy work culture that would give birth to a healthy competition anyway. Competency in achievement and promotion is based on the spirit of honesty.

2. Increased achievement

Improved performance for teachers and students in schools is a demand. To deliver maximum performance takes innovation from teachers, staff and students through an award or reward.

3. Open Management

   Open management or disclosure of school management requires innovation efforts. Professional advancement of school management should be supported by efforts to make the management of transparent, involve the participation and accountability and the role of the school committee. Open management is cultivated, both in financial management and other activities.

4. Clean environment

   A clean environment is the result of innovation of the school community who has clean heart anyway. With a clean environment to grow new discoveries in school.

5. Conducive learning environment

   To find a comfortable learning atmosphere is the desire of every student. Students can comfortably learn because created environment conducive to a good atmosphere. Creating a comfortable atmosphere that because of the innovation, such as the arrangement of infra structure, physical school right imaging.

Islamic association

Association that is based on Islamic values developed in school as a commitment to innovation and learning are friendly and pleasant, polite and encouraging. Behavior of teachers and students pursued wisely in speech, attitude, asking, answering at school events take place.

CONCLUSIONS

Based on the above, the things that can be concluded from this paper are as follows:

1. Modeling is a major factor in building human resources. It is recognized that with the exemplary character of the leadership/principal,teachers, staff and students will be formed and become a joint commitment in carrying out the functions and duties of each school.

2. Successful management of the school is determined by the form of the approach used by the Principal in managing human resources and administration of his school.

3. Innovation management of schools through programsSECTION (sympathy, empathy, creative, spiritual and Innovationis a form of school-based management model of humanism (humanity) which placed the man as a noble creature(SuratAt-Tien: 5)

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