



Teacher Strategies in Improving the Quality of Students at MTs 2 Medan Country

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ABSTRACT

Every teacher who teaches at MTs Country 2 Medan is required to complete a very adequate learning administration, facilities, and infrastructure. The principal of the madrasa also provides excellent care for subordinates by arriving on time. Based on these problems, the researcher wanted to research strategies in improving the quality of education at Mts Country 2 Medan. As that becomes a problem in the research of this is the S Strategy of teachers in improving the quality of Learners, Implementation Strategies teachers to improve the quality of Participants Didik, Constraints any experienced by teachers in improving the quality of students. The method of research that is used is a qualitative descriptive approach. The research results. S Strategy of teachers in improving the quality of students, by meeting MGMPs (Council Subject Teacher) regularly and scheduled, all subject teachers must complete ad m in stars learning such as syllabus, Education Calendar, Annual Program, Program Semester, Rpp and others. The implementation of strategies in improving the quality of students at MTs Country 2 Medan is carried out with many programs, including morning apples every Tuesday and Wednesday of speech material from students, then every day there is gerbaning (silent reading movement), everyone in MTs N 2 field reading books, later reviewed then students convey to the teacher in front. Every Friday there is a yasin reading activity called Friday preaching, the activity aims to improve students' talents. As for the obstacles faced by the head of the madrasah in improving the quality of educators, some teachers do not keep up with the changes and one of the obstacles experienced by MTs Country 2 Medan teachers in training programs and one-way schedule coincides with the teaching schedule.

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INTRODUCTION

Education is the process of printing to generate quality and grade. Of education is expected to be able to print and transform the human to be good. One of the keys to the success of education is good quality. The quality or the quality of both the looks of potential teachers, graduates are produced, the process of learning and teaching. According to Mulyasa, quality includes input, process, and output. Educational input is something that must be available because it is needed for a process to take place. Meanwhile, the educational process is a change from something to something else. Then the output of

education is the performance of schools, namely the achievement of the school that is generated from the process and Behavior . by for it, the quality of education is more focused on the success of the participant students. Increasing the quality of education is characterized by an increase in achievement of an academic and non-academic who achieved the participant students. (Amri et al., 2019) improving the quality of education cannot be separated from the learning process. The principal must have several strategies and work closely with teachers such as through routine supervision of the head and holding seminars and training. There are several strategies in improving the quality of educators and education personnel through regular supervision of school principals, a delegation of authority, training, upgrades, seminars, technical guidance, workshops, and training, and to evaluate the performance of educators and education staff balanced with rewards(Irmayani et al., 2018).

Education in Indonesia has not had a right system, that's what resulted in Indonesia's quality of education Indonesia low. Based on the data from UNESCO in 2013 declared that Indonesia occupied the ranking to 121 out of 185 countries in the review of the terms of the quality of education. As for the cause of poor education in Indonesia is a curriculum that is changing, the system of teaching which mention which teachers apply to the student. To improve the quality of education, a strategy that begins with a strong leadership commitment formulates a vision and mission, organizes training for educators and education personnel, forms a work team, communicates well between work units, and increases student achievement in the field (Mariatul Kibtiah & Ruwaida, 2019).

Based on the journals that the researchers found, many efforts have been made by the government to improve the quality of education in schools, such as issuing Indonesian government regulations Number 19 of 2005 concerning National Education Standards. Educational institutions also do not miss the conduct of scientific activities to develop the potential of teachers through seminars, training, workshops, and another ongoing basis so that teachers become professionals who can improve the quality of school learning and ultimately improving the quality of education will be realized and become reality. This article discusses factors for improving the quality of education, elements of improving the quality of education, and strategies for improving the quality of education. (Saifulloh et al., 2012)The journal is a great deal about improving the quality of teacher education ma pass seminar, training, workshops, and more.

This second journal discusses the industrial society that the Indonesian nation immediately faces which requires education as a means of transformation. Education needs to be improved in quality. For this reason, a strategy that can be used as an alternative is needed, including strengthening and empowering educational institutions, reforming the curriculum and GBPP, increasing the qualifications and quality of education personnel, changing the mental attitude of the community towards an industrial society, and implementing various policies and regulations consistently and not of a double standard (Magfiroh, 2018).

While the third journal discusses the Concept of Total Quality Management (TQM) in Mi Wahid Hasyim has the following characteristics: focus on customers, both internal and external customers, have a high obsession with quality, use a scientific approach in decision making and problem-solving, have a commitment long-term, requires teamwork (teamwork), continuously improves processes, provides education and training, provides controlled freedom, has a unified purpose, and the involvement and empowerment of human resources. While the implementation of integrated quality improvement management in Madrasah includes planning for quality strategies (vision, mission, objectives, long-term institutional strategies, monitoring, and evaluation), improving the quality of processes (curriculum and learning processes), improving the quality of human resources (HR), improving quality. environment, improving service quality, increasing the quality of output (Wafi, 2018).

The next journal discusses the improvement of the quality of education is a must to meet the needs of schools and communities. This study aims to determine: planning, implementation, monitoring, and evaluation of education quality improvement programs. This study uses a descriptive method with a qualitative approach. Data collection techniques: observation, interviews, and documentation study. The research subjects indicated that (1) the planning for improving the quality of education was carried out by the principal by compiling school programs following the vision and mission of the school. (2) the implementation of the quality improvement program is carried out by implementing planned school programs such as: giving assignments in curricular and corrective activities, providing support and motivation for teachers who continue their education to a higher level, strengthening UAS and UAN, bringing in resource persons, holding meetings routine, as well as the principal on personnel at the beginning and end of the semester to determine the level of achievement of the applied curriculum. (4) the evaluation of the

education quality improvement program is carried out by school principals and vice-principals every year, but also monthly and semester. Includes internal evaluation external evaluation (Putra, 2017).

From some of the journals above, it can be concluded that improving the quality of education is carried out in various ways, a strategy is needed that can be used as an alternative, including strengthening and empowering educational institutions, reforming the curriculum and GBPP, increasing qualifications and quality of education personnel. The improvement of the quality of education is carried out through the planning process, the implementation of the planned programs, then the last one is conducting an evaluation. The quality of a madrasah is very much determined by the managerial head of the madrasah in the process of planning the school's vision and mission, implementing the madrasah program, and evaluating the programs that have been implemented. school leadership should be completed in the planning of activities, learning, and evaluation of learning to improve the process and achievement of learning students (Metroyadi & Jariah, 2018).

The principal is the leader of his subordinates. Head of school that good will always motivate, direct, and supervise subordinates so that they can carry out tasks and orders were given to both to achieve the objectives that are planned. The head of the school is not allowed to act on her Alone, the head of the school should be willing to accept feedback and ideas from subordinates so that every idea of each member can be accommodated and realized for the establishment of schools that grade. This is in line with the journals that have been written by Yolnasdi, Giatman, and Suparno whose research results show that the principal acts as a manager, innovator, motivator by making various efforts to improve the quality of students at SMA 9 Padang City trying to realize what is the vision and mission of the school. realizing active, effective, and efficient learning, arousing interest and motivation in learning, and trying to improve the character and moral values of students (Giatman & Suparno, 2020).

MTs Country 2 Medan is one madrasa located in Jln William Iskandar are accredited, has a target Graduation UN minimal 95%, graduate MTs Country 2 Medan can continue their education to a higher level in public schools and favorites, Qualifying educators predicated (S-1) 100% and very good educational management, many graduates from this madrasah go to the best schools. Every teacher who teaches at MTs Country 2 Medan is required to complete a very adequate learning administration, facilities, and infrastructures. The principal of the madrasa also provides excellent care for

subordinates by arriving on time. Based on these problems, the researcher wanted to research strategies in improving the quality of education at MTs Country 2 Medan.

RESEARCH METHODE

This research uses qualitative methods, namely observation, interviews, or document reviewers. According to Moleong, this qualitative method is used for several considerations. First, adopting qualitative methods is easier when dealing with multiple realities. These two methods directly present the nature of the relationship between the researcher and the respondent. Third, this method is more sensitive and can adapt to a lot of sharpening the joint influence on the value patterns faced. (Lexy Maleong, 2014) According to Patton, the qualitative method is to understand the phenomena that are happening naturally in the circumstances that are happening. This concept emphasizes the importance of the nature of the data obtained by qualitative research, namely natural data. (Ahmadi, 2014) This research was conducted at MTs Country 2 Medan because it was hoped that it could obtain information from managers and teachers in the hope of obtaining information about and its data. Every time entering the setting, the researcher tries to pay attention to the attitudes and manners that must be maintained before carrying out the research.

RESULT AND DISCUSSION

Teacher Strategies in Improving the Quality of Educators at MTs Country 2 Medan

The functions and roles of madrasah principals are described by Mulyasa as follows: (1) the principal as an educator, (2) the principal as a manager, (3) the principal as an administrator, (4) the principal as a supervisor, (5) the principal as a leader, (6) the principal as an innovator, and (7) the head as a motivator (Ananda & Abdillah, 2018). Madrasah principals as educators must have the ability to develop education personnel, especially regarding providing opportunities for education personnel to take part in various education and training, PGMP (Subject Teacher Deliberation) programs, seminars, comparative studies, and providing learning resources. Besides, the head of the madrasa must also pay attention to promotion and position.

The head of a Madrasah must have a strategy in planning a certain activity so that it runs well and achieves its goals. Both in activities or programs in improving the quality of education in terms of educators and students. The strategy of the Head of Madrasah MTs Country 2 Medan in improving the

quality of educators by choosing the right person to carry out tasks according to their abilities, always coordinating with teachers in various matters, including in carrying out duties, holding meetings if there are problems.

The head of the madrasah has made many improvements to the madrasa, one of which is by constructing new buildings such as dormitories, mosques and later will also be assisted the government in the form of a computer lab and library. The head of Madrasah and Deputy principal of MTs Country 2 Medan madrasah has a very appropriate strategy in improving the quality of educators, namely by holding regular and scheduled MGMP (Subject Teacher Consultation) meetings, all subject teachers must complete learning administration such as syllabus, educational calendar, Annual Program, Semester Program, RPP, and others. Furthermore, it will be checked by the supervisor at the beginning of the semester, and the teacher also gets an assessment, which is assessed per January. Teachers must prioritize discipline in the learning process, enter on time and not leave the classroom empty without the teacher in it.

Implementing Educator Strategies in Improving the Quality of Students at MTs Country 2 Medan

Criteria regarding educational qualifications and competence of teachers, principals, administrative personnel, and school human resources. Which functions as a standard qualification for school human resources to support the quality of learning and student achievement against the competency standards of graduates. Such as the teacher's educational background following their duties at school. As for carrying out quality learning, namely by completing the learning administration and must use the media to achieve an understanding of learning towards students. Media are teaching aids used by educators to convey learning material so that it is easy for students to understand learning material. Every educator at MTs Country 2 Medan has applied to use learning media and even held a learning media competition to increase student understanding in learning.

Improving the quality of students at MTs Country 2 Medan is carried out with many programs, including morning apples every Tuesday and Wednesday of student speech material, then every day there is gerbaning (silent reading movement), everyone in MTs N 2 Medan reads a book, later reviewed then the students convey to the teacher in front. Each today Friday there reading of Yasin called propaganda Friday, the campaign aims to improve student talent.

According to Benja Bloom, the competency standards for graduates are grouped into three, namely the cognitive domain, the affective domain, and the psychomotor domain. The cognitive domain is behaviors that emphasize intellectual aspects, such as knowledge, understanding, and thinking skills. The affective domain is the behavior in accepting, responding, and internalizing something in itself in the aspect of appreciation. The psychomotor domain refers to the aspect of skills and proficiency to act a physical skill (Sumedang, 2014). To support student learning at MTsn Country 2 Medan, the teacher gives rewards to outstanding students. Many of the graduates from MTs Country 2 Medan can enter the best schools/madrasahs in the region and outside the region.

Constraints in improving the quality of educators and students at MTs Country 2 Medan

Big Indonesian Dictionary, defines the notion of constraints as obstacles with circumstances that limit, hinder or prevent the achievement of targets (Indonesia, 2008). Constraints are factors or conditions that hinder the achievement of goals. In improving the quality of educators and students, the obstacles experienced by the head of the madrasah are that many human resources do not want to follow changes. There are many problems and obstacles in improving the quality of education, especially in Indonesia, including economic problems. Many more things may indeed be general weaknesses in this country, which largely determines the quality of education, namely management issues. From the management system either the government, foundations, institutions, or schools, it still needs improvement in quality and professionalism.

There are obstacles for the head of the madrasah in improving the quality of educators, some educators who do not keep up with changes and one of the obstacles experienced by MTs Country 2 Medan teachers in training programs and one-way schedules coincide with the teaching schedule. Then the obstacle for students is the difficulty of forming student character.

CONCLUSION

The teacher's strategy in improving the quality of students, namely by holding regular and scheduled MGMP (Subject Teacher Consultation) meetings, all subject teachers must complete learning administration such as syllabus, educational calendar, annual program, a semester program, RPP, and others. Furthermore, it will be checked by the supervisor at the beginning of the semester, and the teacher also gets an assessment, which is assessed per

January. Teachers must prioritize discipline in the learning process, enter on time and not leave the classroom empty without the teacher in it. The implementation of strategies in improving the quality of students at MTs Country 2 Medan is carried out with many programs, including morning apples every Tuesday and Wednesday of speech material from students, then every day there is gerbaning (silent reading movement), everyone in MTs N 2 field reading books, later reviewed then students convey to the teacher in front. Every Friday there is a yasin reading activity called Friday preaching, the activity aims to improve students' talents. There are obstacles for the head of a madrassah in improving the quality of educators, some educators who do not keep up with changes and one of the obstacles experienced by MTs Country 2 Medan teachers in training programs and one-way schedules coincide with the teaching schedule. Then the obstacle for students is the difficulty of forming student character.

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