

The Case Study at Tanah Red Bangkalan's Informatics High School and Informatics Middle School Focuses on ESL Teacher Management

Riza Aulia Widyaningsih¹, Ulfatul Jannah², Teguh Setiawan Wibowo³

Akademi Farmasi Yannas Husada Bangkalan, Bangkalan, Indonesia¹²

STIE Mahardhika, Surabaya, Indonesia³

teguh10setiawan@gmail.com

Informasi Artikel	Abstract
E-ISSN : 3026-6874, Vol: 2 No: 2 Februari 2024 Halaman : 204-209 Keywords: Management Management functions English learning	<i>Planning, organizing, mobilizing people's resources, and exercising control are all necessary steps in the process of achieving goals. Effective management requires cooperation from both sides. Then both sides will profit well from you. Because schools cannot function without teachers, teachers and schools are partners in a mutually beneficial partnership in the field of education. The most crucial element in education is the teacher. Academic subjects are designed to facilitate the learning process, with a focus on English language courses. Although English is not a common language among students, these courses require a dictionary and Google Translate to understand the language, and the teaching methodology employs qualitative methods. collection techniques Interview data and documentation were conducted by the foundation with the principals of both Tanah Merah Bangkalan Informatics Middle School and High School and with middle school teachers. And high schools that teach English, so the results of this research conclude that the principal has carried out his role at school for the teachers at the school, both in general and special subjects, regarding classroom control as well as motivating actions and directing teachers at both middle and high schools at the school. Informatics is under the auspices of the Nurul Huda Kendaban Tanah Merah Bangkalan Foundation.</i>

Abstrak

Perencanaan, pengorganisasian, mobilisasi sumber daya masyarakat, dan pelaksanaan pengendalian merupakan langkah-langkah penting dalam proses mencapai tujuan. Pengelolaan yang efektif memerlukan kerja sama dari kedua belah pihak. Maka kedua belah pihak akan mendapat untung besar dari Anda. Karena sekolah tidak dapat berfungsi tanpa guru, maka guru dan sekolah merupakan mitra kerja sama yang saling menguntungkan dalam bidang pendidikan. Unsur terpenting dalam pendidikan adalah guru. Mata pelajaran akademik dirancang untuk memudahkan proses pembelajaran, dengan fokus pada kursus bahasa Inggris. Meskipun bahasa Inggris bukan bahasa umum di kalangan siswa, kursus ini memerlukan kamus dan Google Terjemahan untuk memahami bahasa tersebut, dan metodologi pengajarannya menggunakan metode kualitatif. Teknik pengumpulan data wawancara dan dokumentasi dilakukan oleh pihak yayasan bersama kepala sekolah SMP dan SMA Informatika Tanah Merah Bangkalan serta dengan guru SMP dan SMA yang mengajarkan Bahasa Inggris, sehingga hasil penelitian ini menyimpulkan bahwa kepala sekolah telah menjalankan perannya di sekolah bagi para guru di sekolah tersebut, baik mata pelajaran umum maupun khusus, mengenai pengendalian kelas serta memotivasi tindakan dan mengarahkan guru pada pelajaran bahasa inggris. baik SMP maupun SMA di sekolah tersebut. Informatika berada di bawah naungan Yayasan Nurul Huda Kendaban Tanah Merah Bangkalan.

Kata Kunci : Manajemen, Fungsi Manajemen, Pembelajaran Bahasa Inggris.

INTRODUCTION

Every school must have a good concept for each subject. For this reason, the teacher council prepares interesting and effective learning concepts for students so that learning is not boring and is easy for students to understand. Therefore, in facing these modern developments, the challenges of schools, especially in English subjects, must be increased in relation to modern developments. The role of English is very influential in future life. To prepare the young generation for the future, we have entered the 5.0 era, so opportunities to learn international languages, namely English, must be increased at both middle and high school levels so that they are accustomed to using English, both written and

spoken, because in the 5.0 era we will be competing. In order for human resources from abroad to be able to communicate well, each school institution must prepare English language subjects carefully so that students can master these subjects.

Language is a communication tool to convey what is meant. Indonesia has a variety of languages, but the unified language is Indonesian, so Indonesian has become the national language, which is mastered by most members of society. As for school institutions in rural areas, because they are already accustomed to using this language on a daily basis, in fact, the majority of people from Tanah Merah work abroad, both in the shipping sector and as migrant workers, both in Asia and Europe. The government has attempted to support the development of the English language by placing English lessons in the elementary to high school curriculum. In fact, English lessons are used as one of the subjects tested from middle school to high school.

English is a difficult subject because it is not the everyday language used by students. So there are some difficulties for students to understand these subjects, so they have to look at Google Translate to be able to understand when students work on English subjects.

So some teachers who teach English use unique methods so that students can understand the material being presented. In order to make it easier for students in class, the methods used vary from using body parts or objects depending on each English subject teacher.

For this reason, every school must provide training for every teacher so that they become fun and enjoyable teachers for students, especially in subjects that are not easily digested by students in rural areas. The importance of teacher training is very useful for every teacher who teaches at the junior high school level. As well as the high school level for the personal progress of the teacher and the school where the teacher teaches.

The role of schools and principals is very important to support successful learning in the classroom, especially in English subjects. The school principal and his staff should fully support the priorities of English teachers at both middle and high school levels because Informatics Middle School and High School are one foundation, so the facilities and infrastructure also support English teachers. Apart from the facilities and infrastructure, every teacher has the right to provide feedback, which is facilitated by the school so that both are mutually beneficial for the school and the teacher. Learners are given the widest possible access to learning resources and do not only focus on the teacher (teacher-centered). One of the demands in the current curriculum is the use of computers and electronic devices in teaching English classes.

Current technology and information, as well as the current trends in English subjects, are one of the most important parts for which English teachers can create opportunities and challenges in incorporating English learning methods. So you can get the latest innovations in classroom learning.

HR (human resources) in the world of education plays an important role in learning so that quality human resources can determine the quality of the learning process. Improving the quality of education is an integrated process; therefore, human resources in the world of education require training to evaluate development in order to improve the personal quality of a teacher and his school. According to Shahmohammadi (2017), human resources, such as teachers, are the most important factor in the education system. Therefore, educators or teachers must pay attention so that selection errors do not occur. (Risdianto, 2019:3) And if it is not balanced with a willingness to continue learning, then the educational process carried out by teachers may be hampered and not develop. As we know, the focus of expertise in the field of 21st century education currently includes creativity, critical thinking, communication, and collaboration, or what is known as the 4Cs.

According to Arizal (2011), advances in technology and increasingly fierce competition require people to master English, which is an international language. The English language material is very difficult for those who often use their respective regional languages, so the English language material, both reading and writing English, is quite difficult for students.

The learning process in class is the most important factor. A teacher has the main role in determining the success of learning in class, but in reality, many teachers do not understand the true meaning of the curriculum, so it becomes an obstacle for teachers and even schools. It is also an obstacle that is often faced by schools, including a lack of teacher training necessary to respond to student needs.

(Zainuddin 2014), Based on the opinion above, the obstacles that arise are from internal schools in the form of teachers' lack of ability to manage classes and understand student differences. For this reason, the learning process in schools does not only come from teachers but also from all stakeholders in the school, such as the foundation, school principals, teachers, and students. Sometimes the obstacles are internal and external factors, so schools require cooperation between the foundation and the stakeholders within it.

Management is managing everything that concerns a subject that will have an influence, so it is called management, or it can also be called a noun, which means a noun that represents the attributes of someone who carries out management activities. The stakeholders in schools who will be directly involved in the world of education are Human Resources, where they must have a commitment to good cooperation under a leader who really understands implementation in the world of education, so that a leader must try to coordinate with his team on a number of tasks. which includes planning, organizing, placing, directing, controlling, and evaluating. Teachers, administrative staff, and other officers who are directly involved in providing education in an institution are valuable human resources that must be managed well to improve the quality of education in that institution.

The strategy of the owner, who is under the auspices of an agency, namely a foundation, and as a leader, the principal must have a good concept for a school, (Moh. Wardi 2019 et al.) Therefore, there is a need for good cooperation, both from the foundation, the principal administrator, the students, teachers, and education personnel, so that they can improve the quality of schools. According to Sallis, there are several things that can be used as resources to improve the quality of education, especially in schools. Most schools compete to promote their schools and unique concepts to attract a large number of female students each year. School development can be carried out by involving parties in the school; this development will, of course, also have an impact on improving the quality of the school. because with the cooperation of agencies and stakeholders within them, good concepts and strategies will be produced to advance an agency so that the results obtained are very good, both for the parents of the students who entrust their children to be educated at the school and for the teachers who are often provided with the necessary training. for the teaching process, along with incentives for the welfare of the teachers in the agency.

The curriculum for a teacher is the most important part of learning, so teachers must follow the existing curriculum, such as the independent curriculum. The implementation of the curriculum applied to learning will be appropriate and orderly if a teacher follows the rules of the curriculum. Regarding curriculum implementation, Patimah (2016) wrote that this requires someone to act as the implementer. According to him, teachers are the most important factor in implementing the curriculum because teachers are the implementers of the curriculum. Therefore, teachers are required to have the ability to implement conversely, that is, the curriculum will not be meaningful as an educational tool, and conversely, learning will not be effective without the curriculum as a guide. Regarding the research results of Yama (2013) and the opinion of Patimah (2016), the conclusion is drawn that a competent teacher is believed to be able to easily adapt to changes that lead to improving the quality of education, such as through curriculum changes. The question and also the problem in this study is whether our teachers, especially middle and high school English teachers, are competent enough to be able to accept and implement curriculum changes.

Apart from the curriculum, teachers must be professional in their field because if something happens when the curriculum changes, competent teachers will be able to deal with it. A teacher must also be able to understand professionalism, namely pedagogical, social, and personal. With the ability to manage learning, a teacher is able to master classroom management by using methods that are unique and easy for students to understand. In accordance with Noh Law No. 20 of 2003 concerning the National Education System, education is a conscious and planned effort to create a learning atmosphere and learning process so that students actively develop their potential to have religious spiritual strength, self-control, personality, intelligence, noble character, and skills. that are needed by themselves, society, the nation, and the state.

METHODS

In the research above, the researcher used qualitative research. This research approach involves qualitative research. Bogdan and Taylor in Moelong (2012: 4) state that the description of qualitative research is a research reference that can find data from research results in the form of sentence findings expressed in writing and verbally from the people who will be researched. This research is a case study; the data observed is in the form of photographs, or things such as writing, even recordings, and other important things. Apart from that, in this research, there is also a process of observing phenomena that occur in the field. (Prihatsanti, 2018) Case studies are included in descriptive analysis research, namely research conducted focused on a particular case to be observed and analyzed carefully until completion. The cases in question can be singular or plural, for example, in the form of individuals or groups. Here, it is necessary to carry out a sharp analysis of the various factors related to the case so that ultimately an accurate conclusion can be reached. Therefore, data collection in this research was carried out in three ways: interviews to collect information in the form of verbal words, observations to understand the attitudes and actions that occurred, documentation, and so on.

RESULTS AND DISCUSSION

This research uses a qualitative case-study approach. This qualitative method aims to gain a comprehensive understanding of the phenomena faced by research participants. School is a place to gain knowledge, so parents and guardians entrust their children to the school of their choice. For this reason, school institutions also want to provide the best for their students. So school agencies that stand under the auspices of the Foundation must prepare good school management for their agencies. In order to become a quality agency, especially in rural areas, which may lack sufficient facilities and infrastructure like agencies in urban areas, This atmosphere and conditions are the duties and responsibilities of all components in the school environment. At a time when there is a lot of concern in society regarding several assumptions that state that "school is no longer a safe place for children" and also corrections by several education observers that schools are "prisons" for children (Aman, 2012), this is not true. And it is a reference for foundation agencies and internal stakeholders to be able to balance students in all subjects at their respective schools. English class management at Tanah Merah Bangkalan Informatics Middle School Planning

1. English subject teachers prepare lesson plans and syllabuses before teaching in class.
2. English subject teachers create methods so that students can understand the material so that it is easy for students to understand.
3. Prepare small notes during study time, as well as the required subject books.
4. Evaluation of learning outcomes.

To achieve this goal, professional teachers must have four competencies, according to Jamil Suprihatiningrum (2013), which include:

1. Personality competency, which includes a mature, stable, mature, wise personality and being a role model for students with noble character.
2. Teacher professional competence, which reflects the mastery of material or abilities possessed by people who master science.
3. Pedagogical competency is a design for learning that can be understood by students, starting with planning, implementation, and work evaluation.
4. Social competence towards the outside world in interacting with society, both in terms of communicating and getting along well in the surrounding environment.

As for the findings in the school environment, the results of a field survey found that students had difficulties in English subjects at Tanah Merah Bangkalan Informatics High School due to the lack of methods used by English teachers, so that students felt bored in class. In addition, learning English is always difficult because there are three language components—pronunciation, vocabulary, and grammar—which are very important to support these four skills (Maduwu, 2016). Therefore, students consider that English as a subject is not the language used in everyday life; what is often used is the local regional language.

The data in the research can be found several obstacles at SMA Informatics Tanah Merah Bangkalan during the observations of the students in the English subject only in the form of a lecture method so that they are sometimes confused and the teacher often explains the language using English without translating using Indonesian, and the researcher also held outreach for teachers who teach English and students to ask what was lacking during learning and asked for advice from English teachers on what was lacking in terms of conveying knowledge to students. The data findings also provided information that the students do not have handbooks or worksheets for English subjects, so they rely on information provided by teachers as well as smartphone assistance to be able to do assignments and translate English. Therefore, researchers obtained accurate data from students using the interview method to dig up the required information. The obstacles found by many students are that they often play truant during the course, and there is a lack of facilities and infrastructure to support the learning process, even though the facts found in the field are that among the community around the school, many graduates work abroad, both men and women, from shipping to the overseas factory sector, even migrant workers.

CONCLUSION

From the conclusion above, an agency must work together in building good education, from the school principal's foundation and existing stakeholders, in order to resolve problems that occur in an agency and minimize things that will happen during the learning process and for a teacher. Whoever teaches all subjects cannot be used as a benchmark for mistakes that occur in class because a teacher cannot be said to be successful without collaboration with students. How good is the method used by a teacher if it is not balanced by the enthusiasm and will of the participants? The learning process will not run according to As planned, the school also takes part in a learning process, starting with management for teachers to obtain the rights and obligations that must be accepted by a teacher. As well as infrastructure that supports the learning process, and because working together with each other will build good commitment to make the school better.

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