



Management Strategies For Improving Teacher Quality at Tahfidz Al Mansyur Islamic Boarding School

a,¹ Firman Facatle

^a Faculty of Islamic Studies, Universitas Ahmad Dahlan, Indonesia

¹ facatlefirman@gmail.com

ARTICLE INFO

ABSTRACT

This article has undergone peer review and was presented at the Islam in World Perspectives Symposium 2024 on August 14, 2024

Keywords

Strategic management, improving teacher quality

Strategic management of improving teacher quality is very important to improve the quality of education. By following this management strategy, educational institutions can improve the overall quality of education, ensuring that teachers have the necessary competencies. This research includes a type of case study research. The data collection methods used in this research are observation, interviews and document analysis. The aim of this research was to find out how the strategy management process works to improve the quality of teachers at the Tahfidz Al Mansyur Islamic Boarding School. The results of this research are strategic management to improve the quality of teachers at the Tahfidz Al Mansyur Islamic Boarding School consisting of several stages, namely strategic planning, implementation or strategy implementation and strategy evaluation. scholarships to continue education so that this is indirectly included in efforts to improve the quality of teachers.

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Introduction

One of the aspects that cannot be separated in efforts to develop the quality of education is the improvement of the quality of teachers. Referring to the 2004 Indonesian Law on Teachers and Lecturers, teachers have an important task, namely as educators, teachers, supervisors, then also direct, train, assess and evaluate students. One of the qualities of teachers can be illustrated by the achievement of success in the process of teaching and learning activities. This is one of the benchmarks because the ability of teachers to teach is very closely related to the effectiveness of the implementation of teaching and learning activities carried out in educational institutions (Rosalina Noor et al., 2022). Teacher quality development is an important component in the quality of education. However, in reality, there are still several problems in efforts to develop teacher quality such as lack of competency improvement activities, low salaries, overloaded curriculum, high teacher workload and lack of teacher motivation and interest (Suryana, 2020).

Research on the management of teacher quality improvement strategies has been carried

out by Yusril Amri and Suwandi with the title "Strategic Management of Principal Leadership in Improving Teacher Quality" in this study describes the strategic management of principal leadership, in improving the quality of teachers at SMPIT Ar-Ruhul Jadid Jombang (Amri, 2023). Next is a research conducted by Arridha Harahap with the title "Dars Naqd: Strategies for Improving Teacher Quality". This study is a descriptive review of the implementation of dars naqd. Data was obtained that the program was a series of teaching practicum (al-tarbiyah al-'amaliyah) which started from teaching preparation (making i'dad), classroom practice (micro-teaching) and joint correction from teaching friends related to the implementation of the practice carried out (Harahap, 2020).

The difference between research conducted by researchers and previous research is in the background of the research site. Research on how to manage strategies to improve the quality of teachers in the Tahfidz Al Mansyur Islamic Boarding School. The research here is quite interesting because the Tahfidz Al Mansyur Islamic Boarding School is one of the Muhammadiyah Islamic boarding schools based on Islamic boarding schools that focus on memorization, but it is required to be active in formal learning in schools with another problem, namely that this Islamic boarding school is still classified as a new boarding school because it was only established in 2017 so that there are still many shortcomings in terms of pre-target facilities and of course from the human resources of teachers or ustadz, So the researcher is interested in conducting research on how the strategic management process to improve the quality of teachers at the Tahfidz Al Mansyur Islamic Boarding School.

Method

This study examines and analyzes the implementation of strategic management in the Tahfidz Al Mansyur Islamic Boarding School in improving the quality of teachers, so if reviewed in terms of type, this research is a type of case study research. The data collection methods used in this study are observation, interviews and document analysis

Result and Discussion

1. Strategy Management

Strategic management is a number of decisions and actions that lead to the preparation of a strategy or a number of effective strategies to help achieve the Company's goals. In another sense, it is explained that strategy management is the science of formulating, implementing, and evaluating cross-functional decisions that enable organizations to achieve their goals (Budiman, 2021). In the context of Education, Strategic Management is an approach used to plan, implement, and evaluate strategies to be followed to improve the quality of Education (Khotimah, 2021).

Strategic management in educational organizations has many benefits. First, strategic management emphasizes the internal and external analysis of the organization in formulating and implementing organizational plans. Second, strategic management in education helps educational organizations in making better decisions by providing an objective view of management issues and minimizing the effects of changes that can be detrimental. Thus, educational organizations can make more rational and effective decisions. Third, Strategy management in education helps an education in improving its ability to deal with change by predicting changes that will occur and developing more effective strategies to deal with change (Jusniati et al., 2022).

Deep Prawiro (2014) It is explained that the stages in educational strategy management include several interrelated and repetitive steps. Here are some of the stages implemented in education strategy management:

- a. **Strategy Formulation:** This stage involves developing a clear and specific educational vision, mission, and goals. This vision and mission guide the strategic decisions and activities of the Education organization.
- b. **Environmental Analysis:** An educational environmental analysis involves evaluating an organization's internal and external aspects, including a SWOT (strengths, weaknesses, opportunities, threats) analysis to aid in strategic decision-making.
- c. **Strategy Implementation:** The implementation of educational strategies involves the process of translating strategies into effective and efficient actions. The implementation of this strategy requires discipline, commitment, and sacrifice from all members of the organization.
- d. **Strategy Evaluation:** Educational strategy evaluation involves reviewing the organization's performance and making strategy adjustments if needed. This evaluation helps in determining

2. Improving the Quality of Teachers at the Tahfidz Al Mansyur Islamic Boarding School

Teachers have a very important role in the world of education, both in the school environment and outside of school. Therefore, attention to teachers in terms of their number, quality, and welfare must be a top priority, therefore it has become a necessity for every formal or non-formal educational institution to improve the quality of teachers (Salni, 2024). There are several stages in efforts to improve the quality of teachers at the Tahfidz Al Mansyur Islamic Boarding School, which are as follows:

a. Strategy Formulation

The formulation of a strategy to improve the quality of teachers is the process of planning the steps that will be taken to improve the quality and competence of teachers (Yusri, 2021). One of the strategies in the formulation of teacher quality improvement is to provide periodic education and training to improve the quality of teachers, including improving the necessary skills and knowledge (Suwandi, 2021).

This is in accordance with the results of research conducted at the Tahfidz Al Mansyur Islamic Boarding School at the time of the interview:

"For the quality development plan of teachers and ustadz in this pond, in accordance with the results of the coordination meeting with the leaders and advisors of the pond, ustadz, teachers or caregivers we recommend to continue lectures. For those who are unable to help, we can help them to find scholarships, especially at Muhammadiyah universities, considering that we are one of the huts and charities of Muhammadiyah friends". (according to Muhajir as the mudir of the Tahfidz Al Mansyur Islamic Boarding School)

b. Implementation

The implementation is a follow-up to the plans that have been prepared previously. The implementation stage will be an important stage because it is the stage that determines whether or not a plan and goals that have been designed in such a way are achieved or not (Munandar, 2020). The implementation of the management strategy for improving the quality of teachers involves several main stages and components that must be considered, such as strengthening the quality and competence of teachers through various efforts such as improving academic levels, workshops, training, and improving performance (Tanjung et al., 2024). This is in accordance with the results of research conducted at the time of the interview:

"For the implementation of the implementation of the quality improvement planning and competition of teachers or ustadz in our boarding school, I think it is good because there are several students who have been completed we recommend to become musyrif (ustadz) besides that we recommend them while continuing their S1 level lectures, there are several teachers or ustad in our boarding school who have graduated from S1 we recommend continuing to the next level. In addition, there are other quality improvement programs such as training or workshops that we participate in" (according to Muhajir as the mudir of the Tahfidz Al Mansyur Islamic Boarding School).

c. Evaluation

The evaluation of the management of the teacher quality improvement strategy is the final stage in the strategic management process which aims to assess the success of the strategies that have been implemented (Agustriani, 2023). One of the actions after conducting an evaluation of the management of improving the quality of education, especially in improving the quality of teachers, is to carry out corrective actions based on the results of the evaluation. This includes identifying problems that arise during the implementation of the strategy and finding solutions to address those problems (Cereal, 2020). Obstacles and shortcomings in the implementation process in an effort to improve the quality of teachers at the Tahfidz Al Mansyur Islamic Boarding School are certainly unavoidable, this is revealed in the results of the interview as follows

"For the evaluation program, we can have regular coordination every week, for the long term such as coordination meetings with all stakeholders every new school year, in this coordination meeting many problems in our boarding school are discussed, one of which is about improving the quality of teachers or ustadz in this boarding school. If there are many obstacles such as a lack of training, then the burden of teachers and ustad in the boarding school can also be quite heavy because there is still a lack of human resources for teachers and ustad here". (according to Muhajir as the mudir of the Tahfidz Al Mansyur Islamic Boarding School)

Conclusion

Teacher quality improvement strategy management is a series of managerial decisions designed to improve the quality of education through improving teacher professionalism. This strategy management involves several main stages, namely strategic planning, implementation or implementation of the Strategy and evaluation of the Strategy. Specialized in the Al Mansyur Islamic Boarding School in an effort to improve the quality of teachers and ustad runs according to what is planned, what is interesting about improving the quality at the Tahfidz Al Mansyur Islamic Boarding School is how the boarding school succeeds in regenerating students so that they can become teachers or ustad in addition to being facilitated with scholarships to continue education so that it is indirectly included in the effort to improve the quality of teachers, Not only that, other efforts are advocating for training, teacher training workshops.

Acknowledgements

The authors would like to express our heartfelt gratitude to all parties who have taken part in helping and participating in this writing. Hopefully this research can be useful for science.

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