

## Teacher Learning Management in the Preparation of Lesson Plans at the Muslimat Samalanga Private Middle School, Bireuen Regency

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### Abstract

*What are the supporting and inhibiting factors in teacher learning management in the preparation of lesson plans at the Muslimat Samalanga Private Middle School, Bireuen Regency. This type of descriptive qualitative research. The research technique is in the form of observation, interview and documentation review. The conclusion is the concept of teacher learning management in the preparation of lesson plans at the Muslimat Samalanga Private Middle School, Bireuen Regency through a deliberation mechanism, recruiting competent teachers in the fields being taught. Through deliberation, all tasks contained in the RPP can be carried out properly. The selection of competent and creative teachers will produce educators who are able to implement the concept of learning management in the preparation of lesson plans. Barriers to teacher learning management in preparing lesson plans at the Muslimat Samalanga Private Middle School, Bireuen Regency are the lack of teaching time so that each material in the lesson plans is not achieved and the lack of student capacity because each year the increase in students is always increasing and the lack of time is because the formal education curriculum follows the ministry curriculum national education, the leadership must as much as possible in implementing the curriculum without disturbing the regulations and activities of the pesantren.*

### Keywords

Teacher Learning;  
Management; Preparation of  
RPP



### I. Introduction

The existence of institutions education formal and non-formal in the present era is very encouraging observers of the world of education both from academics and practitioners, and it is increasingly interesting to observe. How not, the various problems, both theoretical and practical in the course of the activities of the two institutions, have attracted attention, and have invited experts to research various policies in the two segments of education. Which, in the end, triggers the emergence of ideas or ideas to find new concepts and provide appropriate, accurate and efficient solutions for the development of the education world of the two institutions later.

Education is a very important human need because education has a duty to prepare Human Resources (HR) for the development of the nation and state (Pradana et al, 2020). According to Astuti et al (2019) Education is an obligation of every human being that must be pursued to hold responsibilities and try to produce progress in knowledge and experience for the lives of every individual. Education is one of the efforts to improve the ability of human intelligence, thus he is able to improve the quality of his life (Saleh and Mujahiddin, 2020). Education is expected to be able to answer all the challenges of the times and be able to foster national generations, so that people become reliable and of high quality, with strong characteristics, clear identities and able to deal with current and future

problems (Azhar, 2018). Education and skills are the main keys in gaining social status in community life (Lubis et al, 2019).

Schools are formal educational institutions that become organizations in producing intelligent human beings. The existence of schools cannot be separated from the efforts of teachers in motivating students. Teaching and da'wah activities like this are still ongoing until now, in fact the number is also increasing along with the increase in population. Likewise, there is a sense of interest in learning science and religion better, where school is a place where generations of Muslims are equipped with religious knowledge and other knowledge.

From time to time, schools are growing and developing both in quantity and quality. Not a few of the people who still pay great attention to school as an alternative education. Moreover, with various changes in the education system that schools have developed by adopting a general education style, it is becoming increasingly competitive to offer education to the public. Even though it has made various educational changes, until now school education has not lost its unique characteristics that distinguish itself from the general education model formulated in the form of schools.

Many schools are trying to create a new change in the world of education by uniting school and dayah which is often called "Boarding School". This Boarding School is one of the best ways to create a young generation who has the intellectual ability to master 2 scientific studies (worldly and hereafter), and accompanied and accompanied by morality, mentality and accountability to create civilized santri.

The Muslimat Samalanga Girls Private Junior High School is committed to developing learning for teachers in the preparation of the lesson plans at the Muslimat Samalanga Private Junior High School in Bireuen district. This is because the school sees that there are still many teachers who are still not able to prepare RPP properly and correctly.

However, based on the current phenomenon, teachers are not guided by the Learning Implementation Plan (RPP) which is the basis for teacher learning materials in the classroom. Teachers tend to stick to textbooks so that the indicators and time allocation provided are not fully covered. From the results of the researchers' initial observations, it can be seen that the concept of developing formal education management is still lacking, especially in terms of the preparation and management of teaching, namely RPP. In addition, there are certain lessons that are still lacking in terms of facilities and infrastructure.

Based on this phenomenon, the researcher is interested in conducting research in the form of a thesis with the title "The Concept of Teacher Learning Management in the Preparation of RPP at the Muslimat Samalanga Private Middle School, Bireuen Regency".

## **II. Review of Literature**

### **2.1 Management**

In the Complete Indonesian Dictionary, management means the effective use of resources to achieve goals.

Management comes from the word manage (Latin: manus) which means: leading, handling, managing, or guiding. George R Terry defines management as, "a distinctive process and consists of actions such as planning, organizing, activating, and controlling carried out to determine and achieve the goals that have been set through the use of human resources and other resources". Understanding management according to researchers is the

preparation of the administration of a work system to facilitate management and supervision.

## 2.2 Teacher Learning

The definition of learning according to the Complete Indonesian Dictionary is trying, practicing, gaining knowledge. Learning is teaching students to use educational principles and learning theories, which are the main determinants of educational success. Learning is a two-way communication process, teaching is carried out by the teacher as an educator, while learning is carried out by students or students. Meanwhile, according to Corey: "Learning is a process in which a person's environment is intentionally managed to enable him to participate in certain behaviors under special conditions or produce responses to certain situations, learning is a special subject of education." The learning that the author means is an attempt to process knowledge to students.

## 2.3 RPP

RPP is an acronym for Learning Implementation Plan so it is not found in any Indonesian dictionary. Meanwhile, according to Mulyasa, RPP is a plan for describing procedures and teaching management to achieve one or more basic competencies set out in competency standards and outlined in the syllabus. According to Nana Sudjana, RPP is a learning plan whose development refers to a certain KD in the curriculum/syllabus. Understanding RPP according to researchers is a face-to-face learning activity plan for one or more meetings.

## III. Research Method

Determining the type of research before going into the field is very significant, because the type of research is an umbrella that will be used as the main basis for conducting research. Therefore, the determination of the type of research is based on the right choice because it will have implications for the entire research journey.

## IV. Result and Discussion

### 4.1 Teacher Learning Management in the Preparation of Lesson Plans at the Muslimat Samalanga Private Middle School, Bireuen Regency

Education is an important foundation in the development of personality and human civilization. Paying attention to history, the world of education is developing dynamically, starting from subject matter, learning systems, to management management. The education that is held in addition to non-formal education such as Salafiah Education for Kedayahan students also organizes formal education consisting of Junior High School (SMP) and High School (SMA).

The concept of teacher learning management in the preparation of lesson plans at the Muslimat Samalanga Private Middle School in Bireuen Regency is as follows:

#### 1. The emergence of teacher confidence in the preparation of lesson plans

According to Mrs. Husna Kasim, a teacher must have full confidence in herself in preparing a lesson plan for the development of formal education management at the Muslimat Muslimat Samalanga Private Junior High School, Bireuen Regency, as long as it is still in positive terms and does not conflict with the pesantren regulations.

The same thing was also expressed by Mrs. Nurbaiti, according to her, the school always gives confidence to teachers in the preparation of formal lesson plans in the development

of education management, so that teachers are more flexible in teaching according to the curriculum that has been outlined in the lesson plans.

## **2. Doing deliberation**

According to Mrs. Husna Kasim, in the concept of teacher learning management in the preparation of lesson plans at the Muslimat Samalanga Private Middle School, Bireuen Regency, it is always to carry out deliberation first with the preparation of a formal lesson plan on management that will be compiled and implemented, and the results of the deliberation will be implemented or implemented as long as it is not contrary to the rules in schools and Islamic boarding schools themselves because even though they are public schools, they are part of the Muslimat Samalanga Islamic Boarding School, Bireuen Regency.

The results of the interview above are also in accordance with what was expressed by Mrs. Yunika Elviana. According to Mrs. Yunika Elviana, everything is in the development of formal education

At the Muslimat female private junior high school in Samalanga, Bireuen Regency, the leadership does not make their own decisions but involves the dayah and school managers in a deliberation, and the results of the deliberations will be applied as long as they do not conflict with the rules at the pesantren because formal education is part of the Muslimat female Islamic boarding school. Samalanga, Bireuen Regency. This is what makes the development of formal education at the female Islamic boarding school in Samalanga, Bireuen Regency different from other Islamic boarding schools.

## **3. Selection of competent teachers**

Teachers who have a very important position and strategy in developing the potential of students. In the teacher is the glory and safety of the nation's future by inculcating noble basic values as the ideals of national education by forming a physically and spiritually prosperous personality, which is pursued through religious education and general education. Therefore, he must be able to educate in various ways, so that he becomes a professional educator.

According to Mrs. Husna Kasim, she always reminded the preparation of lesson plans, in recruiting teachers in teaching, teachers must be competent in the field they teach. For example, if the subject is mathematics, the teacher who teaches is also a graduate of mathematics and can master mathematics.

## **4. Establishing a relationship with the student's guardian**

According to Mrs. Yunidar, the concept of teacher learning management in the preparation of lesson plans At the Muslimat Samalanga Private Middle School, Bireuen Regency held a meeting with the guardians of students, and this is very important, because with this the leaders, managers and teachers with parents will be able to communicate with each other, know and take care of each other students and can lead to positive actions. Meetings with parents are usually held at the beginning of the semester.

## **5. Improvement of facilities and infrastructure**

Facilities are tools or methods and techniques used in order to improve the effectiveness of communication and educative interaction between educators and students in the education and teaching process in schools. In terms of these facilities, it is necessary to pay attention to efforts to improve the following: 1) Understanding in depth about the function or use of educational media 2) Understanding the use of educational media appropriately in teaching and learning interactions 3) Making media must be simple and easy 4) Choosing the right media according to with the purpose and content of the material to be taught. For example: school building (school building), table room, chairs, props, and

others. Meanwhile, infrastructure is all components that indirectly support the teaching and learning process or education in schools.

#### **6. Improving the quality of learning**

One way to improve learning is by holding competitions and competitions between students. This procurement is used to improve student achievement to help students in the formation of mental toughness in addition to the formation of knowledge. To help the teaching process which always starts from real things for students at school.

#### **7. Doing Evaluation**

Evaluation is an activity to assess the performance level of an implementation. According to Mrs. Yunika Elviana, to evaluate the leadership of the dayah regarding the policies that have been implemented, several steps have been implemented. First, through a meeting with the management of formal education, it is held every three months. Second, through performance reports, for example, these educators are not productive or are not responsible for the mandate given, for example, they rarely come in, many tasks are not done, thirdly, for infrastructure through observation, of course, this does not have a specific schedule.

The same thing was also expressed by Mrs. Nurbaiti, the evaluations carried out so far were in meetings with formal education administrators, but also through field visits and performance reports. For the form of the report itself, there are 3 monthly, semester and annual reports, all of which are bound and submitted when routine meetings are held.

Based on the results of the research above, it can be concluded that the strategy of the dayah leadership in the development of formal education management at the Muslimat Islamic Boarding School Samalanga, Bireuen Regency is to give trust to formal education managers, always carry out deliberation, recruit competent teachers in the field being taught, establish relationships with parents, improve educational facilities and infrastructure, improve teaching quality by holding competitions, and conduct evaluations through meetings with managers, work reports and through observations.

### **4.2 Supporting and Inhibiting Factors in Teacher Learning Management in the Preparation of RPP at the Muslimat Samalanga Private Middle School, Bireuen Regency**

In a school institution, some still cannot run perfectly, the problems that arise start from small to big inside or outside. Until personal or group personal problems build trust is a very difficult thing to be realized. The obstacles referred to in this study are the difficult problems faced by the dayah leaders in the development of formal education management at the Muslimat Muslimat Islamic Boarding School, Samalanga, Bireuen Regency, both from the head himself, from the teacher and in its implementation.

According to Ms. Husna Kasim, the obstacle faced by teachers in developing formal education management at the Muslimat Samalanga Private Middle School in Bireuen is the lack of computers that can be used by teachers to prepare lesson plans. Just to note that the number of computers in Muslimat is indeed a lot. However, only a few units can be used to carry out tasks, while others are damaged and cannot be turned on.

The same thing was also expressed by Mrs. Yunidar, according to her, although the classrooms and cubicles have been added, each year they cannot accommodate all the students who apply, so some of them have to be rejected. The refusal is not carried out arbitrarily but through rigorous test stages, because the students have almost the same expertise, so it requires a little hard work in determining which students will pass.

Meanwhile, according to Ms. Fitri Hayati, the obstacle for teachers in preparing lesson plans at the Muslimat Samalanga Private Junior High School, Bireuen Regency, was

time constraints. This is because the students are concurrently as students in the pesantren. So the teacher must be able to divide the time in the lesson plans between the time for formal education and the time for non-formal education, because the formal education curriculum follows the national education ministry curriculum, the teacher must apply the curriculum as much as possible so that it does not conflict with the pesantren regulations, including in carrying out all mandatory activities. In Islamic boarding schools, such as congregational prayers which are also mandatory for students who attend school.

The results of the interviews above are in accordance with the results of the researchers' observations. From the research observations, it is true that students are also students so that the study time is very short so that the curriculum prepared by the teacher is also limited.

Based on the results of the interviews and observations above, it can be concluded that the obstacles for teachers in preparing lesson plans at the Muslimat Samalanga Private Junior High School, Bireuen Regency, lack of time and teaching hours so that many materials are not delivered. In addition, the limited number of computers available in the office is also a very urgent obstacle for teachers in preparing lesson plans

### 4.3 Author Analysis

The development of a school depends entirely on the ability of the principal and teachers in carrying out the management that has been mutually agreed upon. Leaders are the most basic element of a school. The Muslimat Samalanga Women's Private Junior High School, Bireuen Regency is one of the schools that has organized formal education. Under the leadership of Tgk. H. Ahmadallah bin Tgk.

H. Jalaluddin as the current leader of the Muslimat Women's Islamic Boarding School, has built a public school for junior high and high school levels. Although the Muslimat Women's Islamic Boarding School has opened junior high and high school levels. He opened public schools only for female students who stayed at the dayah because the goal was to send female students to school, not to send school children to school.

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From the results of the study, it can be seen that the concept of teacher learning management in preparing lesson plans at the Muslimat Samalanga Private Middle School, Bireuen Regency, is based on deliberation and other considerations related to the concept of Boarding School education.

In addition, the principal of the school also evaluates through field visits and reports on teacher performance in preparing lesson plans. For the form of the report itself, there are 3 monthly, semester and annual reports, all of which are bound and submitted when routine meetings are held

The obstacles for teachers in preparing lesson plans at the Muslimat Samalanga Private Middle School, Bireuen Regency, are the lack of learning time and the lack of student capacity because each year the increase in students always increases and the lack of time is because the formal education curriculum follows the ministry curriculum national education, the leadership must as much as possible in implementing the curriculum without disturbing the regulations and activities of the pesantren.

## V. Conclusion

1. The concept of teacher learning management in the preparation of lesson plans at the Muslimat Samalanga Private Junior High School, Bireuen Regency through a deliberation mechanism, recruiting competent teachers in the fields being taught. Through deliberation, all tasks contained in the RPP can be carried out properly. The selection of competent and creative teachers will produce educators who are able to implement the concept of learning management in the preparation of lesson plans.
2. The supporting factor in preparing the RPP is the support from the principal and friends who are always ready to work together in compiling the RPP given to each teacher. The inhibiting factors for teacher learning management in preparing lesson plans at the Muslimat Samalanga Private Junior High School, Bireuen Regency, were the lack of time in preparing each material in the lesson plans and the lack of computers that could be used by teachers in preparing lesson plans.

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