IMPLEMENTATION OF MEDIUM-TERM WORK PLAN ON THE PERFORMANCE OF SDN NUSA INDAH, CIANJUR REGENCY

Suharyanto H. Soro[1][✉], Cecep Suryana[2], Elis Fahriyah[3], Lia Nurzakiyah[4], Usman Usman[5], Vera Desi Arianti[6]

[1]Universitas Islam Nusantara, Indonesia

Email : [1]suharyantosoro@gmail.com, [2]cecepsuryana@uninus.ac.id, [3]elisfahriyah@uninus.ac.id, [4]lianurzakiyah@uninus.ac.id, [5]usman@uninus.ac.id, [6]veradesi@uninus.ac.id

ABSTRACT

This study aims to evaluate the implementation of the Medium-Term Work Plan (RKJM) and its impact on the performance of SDN Nusa Indah. RKJM is a strategic management tool used by schools to plan various programs and activities during a certain period in order to achieve predetermined educational goals. This study uses a qualitative descriptive method by collecting data through interviews, observations, and document analysis. The results of the study indicate that the implementation of RKJM at SDN Nusa Indah has been running well and has had a positive impact on various aspects of school performance. Several key findings include improving the quality of learning through teacher competency development, improving school facilities that support the teaching and learning process, and actively involving various stakeholders in the planning and evaluation process. In addition, RKJM also helps in creating a more conducive learning environment that is oriented towards achieving higher education standards. However, this study also identified several challenges in the implementation of RKJM, such as limited resources and the need for increased capacity in data management and educational technology. Based on these findings, the study recommends increasing consistency in evaluation and monitoring, developing data-based programs, and strengthening cooperation with external stakeholders to ensure sustainability and improved school performance. Overall, the implementation of RKJM at SDN Nusa Indah can be considered successful in improving school performance, but there still needs to be continuous improvement and development to achieve more optimal results.

Keywords: *Work Plan, Medium Term, Performance*

INTRODUCTION

The Medium-Term Work Plan (RKJM) is a planning document that contains programs and activities that will be implemented by the school within a period of four years. RKJM is the main guide for schools to achieve the vision and mission that have been set, as well as to improve the quality of education in a sustainable manner. Effective implementation of RKJM is very important because it can affect school performance in various aspects, including academic, managerial, and service to students. Achieving minimum service quality can be realized effectively if educational planning can be planned, realized, and evaluated effectively and efficiently (Apud, 2018). The beginning of achieving success is effective planning.

SDN Nusa Indah, as one of the public elementary schools located on Jalan Jeprah, Palasari Village, Cipanas District, Cianjur Regency, is committed to providing quality education. The preparation of RKJM aims to improve school performance as a whole. However, like many other schools, SDN Nusa Indah also faces various challenges in implementing the RKJM, including limited human resources, facilities and infrastructure, as well as other administrative and technical constraints.

The effective implementation of RKJM is expected to have a positive impact on the performance of SDN Nusa Indah, which includes improving student learning outcomes, teacher professional development, and increasing the efficiency and effectiveness of school management. Therefore, it is important to evaluate the implementation of RKJM at SDN Nusa Indah in order to determine the extent to which this work plan has been implemented and its impact on school performance. This study aims to analyze the implementation of RKJM at SDN Nusa Indah and identify factors that support and hinder its implementation. Thus, the results of this study are expected to provide constructive recommendations for schools in improving the performance and quality of education at SDN Nusa Indah through a more effective and efficient implementation of RKJM.

METHODOLOGY

In accordance with the approach used, the type of data collected to be processed and analyzed in this research is qualitative data, through interviews and observations, supported by relevant data and information from other supporting and contextual data sources. There are two categories of data collection, namely primary data and secondary data, primary data collected directly in the field and research subjects, in the form of written information as well as recordings and images. Meanwhile, secondary data is data obtained indirectly, obtained based on previously existing records, and can be obtained from various sources that have and provide data and information that is relevant to the focus and topic of the research problem.

RESULT AND DISCUSSION

This study was conducted to evaluate the implementation of the Medium-Term Work Plan (RKJM) at SDN Nusa Indah and its impact on school performance. Data were obtained through observation, interviews with related parties, and analysis of relevant documents. The following are the main findings of this study:

1. Conformity of RKJM Implementation with Initial Planning

The results of the study indicate that most of the programs and activities planned in the RKJM have been implemented according to the initial schedule and plan. This includes the implementation of academic activities, teacher competency development, and improvement of school facilities. However, several programs were delayed or modified due to budget and resource constraints.

2. Impact on Academic Performance

The implementation of the RKJM has a positive impact on student academic performance at SDN Nusa Indah. Based on data from the results of the national exam and the final school exam, there has been an increase in the average student score in the last three years. Programs to improve the quality of learning such as teacher training, the use of innovative learning methods, and improving facilities and infrastructure have contributed significantly to this increase.

3. Teacher Competency Development

RKJM includes various teacher competency development programs such as training, workshops, and seminars. The research findings show that these programs have improved teachers' pedagogical skills and content knowledge. Interviews with teachers revealed that they felt more confident and motivated in teaching after participating in the training provided.

4. Improvement of School Facilities

One of the main focuses of RKJM is the improvement of school facilities to support better teaching and learning processes. This study found that various facilities, including classrooms, libraries, and other facilities have been repaired or upgraded. Although there are still some shortcomings, these improvements have had a positive impact on the comfort and effectiveness of learning.

5. Parental Participation and Support

The implementation of RKJM also pays attention to the importance of parental participation and support. Programs such as parent meetings, socialization of school policies, and involvement in school activities have succeeded in increasing parental participation. This creates a positive synergy between schools and homes in supporting children's education.

6. Constraints in Implementation

Despite many successes achieved, this study also identified several constraints in the implementation of RKJM. The main constraints include budget constraints, lack of human resources, and resistance to change from several parties. In addition, the

COVID-19 pandemic has also hampered several programs that require direct interaction and physical presence.

7. Recommendations for Improvement

Based on the findings above, several recommendations are provided to improve the implementation of the RKJM in the future:

a. Increase the education budget to ensure the sustainability of planned programs.

b. Increase collaboration with external parties such as government, companies, and non-profit organizations to obtain additional support.

c. Conduct ongoing training for teachers and staff to adapt to changes and innovations in education.

d. Develop a more effective communication strategy to overcome resistance to change and increase the participation of all stakeholders

CONCLUSION

The implementation of the Medium-Term Work Plan (RKJM) at SDN Nusa Indah has shown a significant impact on improving school performance. The systematic planning process, structured implementation, and continuous evaluation have brought positive changes in various aspects, from improving the quality of learning, developing human resources, to improving school facilities. Through the RKJM, SDN Nusa Indah has succeeded in creating a more conducive learning environment, oriented towards achieving higher education standards, and more responsive to the needs of students and the surrounding community.

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