Student Development Program Planning At SMP Islam Al-Ulum Terpadu Medan

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Abstract: This study aims to determine the planning of student development programs at SMP Islam Al-Ulum Terpadu Medan. Researchers used qualitative research methods with a phenomenological approach in this study. Data was collected using data collection techniques, namely: observation, interviews, and documentation studies. Data analysis was carried out using techniques: selecting, presenting data, and drawing conclusions. The results of this study stated that the planning of student development programs at SMP Islam Al-Ulum Terpadu Medan, the planning was carried out in the form of academic and non-academic programs. For student development programs, planning is carried out by determining achievement targets, human resources, facilities and infrastructure, how/techniques to do it, the costs required and when to implement them.

Keywords: Planning, Student Development, SMP Islam Al-Ulum Terpadu Medan

A. Introduction

The first activity carried out in student management is planning. Activities in planning are carried out to determine what actions will be taken, in order to achieve the desired results (Rifa'i & Fadhli, 2013). Planning in Arabic can be called intention, which is a form of future action directed at the goal to be achieved in an activity (Setiawan, 2021). If the intention is good, then the achievement results are also on the same level as that.

Planning according to Anderson, is a view of the future and creates a framework for an activity, the purpose of which is to direct one's actions in the future (Setiawan et al., 2018). According to Syaiful Sagala, planning is the ability to make decisions at the present time related to things that will be done in the future. According to M. Rifai, planning is the process of determining what should be achieved and how to make it happen by making certain ways to do it.

If an analogy is made, then planning is like a bridge between the current situation and the expected situation in the future. Planning thus, is a series of predetermined actions. Through planning, the vision, mission, strategy, goals and objectives of an activity to be carried out are formulated (Harfiani & Setiawan, 2019).

The Qur'an mentions several verses regarding suggestions for making a plan in carrying out an activity, including:

وَأَعِدُّواْ لَهُم مَّا ٱسْتَطَعْتُم مِّن قُوَّةٍ وَمِن رِّبَاطِ ٱلْخَيْلِ تُرْهِبُونَ بِهِۦ عَدُوَّ ٱللَّهِ وَعَدُوَّكُمْ وَءَاخَرِينَ مِن دُونِهِمْ لَا تَعْلَمُونَهُمُ ٱللَّهُ يَعْلَمُهُمْۚ وَمَا تُنفِقُواْ مِن شَيْءٍ فِي سَبِيلِ ٱللَّهِ يُوَفَّ إِلَيْكُمْ وَأَنتُمْ لَا تُظْلَمُونَ ٦٠

It means: Make ready for them all thou canst of (armed) force and of horses tethered, that thereby ye may dismay the enemy of Allah and your enemy, and others beside them whom ye know not. Allah knoweth them. Whatsoever ye spend in the way of

Allah it will be repaid to you in full, and ye will not be wronged. (Q.S. Al-Anfal/8: 60).

The content of the verse explains that Allah commands the Muslims to plan and prepare, which in this case is the strength to face enemies, both enemies they clearly know, and those who have not openly declared their hostility. Nanang Fatah said that in the planning process, a planner must determine three things, namely: 1) Formulate the goals to be achieved; 2) Choose a way to achieve the goal; 3) Identification of sources whose numbers are always limited (Firmansyah et al., 2018).

Thus, in planning a particular activity, a planner must first set goals that are the target of achievement in the activities to be carried out. Then after that just choose the right way to achieve the planned goals and the last is to identify sources whose numbers are always limited, namely by looking at the situation related to human resources and existing natural resources, so that they can support the implementation of these activities properly (Setiawan & Mavianti, 2021).

Mondy & Premeaux explain that planning is the process of determining what should be achieved and how to make it happen in reality. Means that planning determines what will be achieved by making plans and ways of carrying out plans to achieve the goals set by managers at each level of management.

Furthermore, Terry stated that there are three main elements in planning activities, namely: data collection, fact analysis and preparation of concrete plans (Rayuni, 2010). Ali Imron said that student planning is an activity to think in advance regarding things that must be done in schools related to students, both since students are about to enter school and when they are about to graduate from school.

Student planning is thus an activity of thinking in advance about things that must be done with regard to students at school, both since students are about to enter school, while at school, and when they are about to graduate from school. As for what is planned are things that must be done with regard to the acceptance of students until the graduation of students.

Amirin, (2013) said that in planning students what needs to be done is to analyze the needs of students. This stage is the stage of determining students needed by educational institutions. At this stage the activities carried out are: First, planning the number of students according to the capacity of the number of classes available and the ratio of students to teachers. Ideally the comparison ratio between teachers and students is 1:30; Second, compiling student activity programs based on the vision and mission of the school concerned, the interests and talents of students, available facilities and infrastructure, available budget, and available educational staff.

Mulyono, (2010) added that there are seven steps that must be taken in planning students, including: forecasting, formulation of objectives, policy, programming, procedure, scheduling and budgeting.

Good management in the SMP Islam Al-Ulum Terpadu Medan environment in student activities is needed to produce quality graduates. To produce quality graduates, good governance is needed starting from student admission activities, student organization, learning activities, student development activities, to learning evaluation activities. Governance of student activities is carried out, starting from planning, organizing, actuating, controlling and evaluating. Thus, this research is aimed at knowing the planning of student development programs at the SMP Islam Al-Ulum Terpadu Medan.

B.   Method

This research uses a qualitative method, which is a form of research that seeks to reveal the symptoms as a whole and in accordance with the context (holistic contextual) through collecting data from natural backgrounds by utilizing the researcher himself as a key instrument (Setiawan & Abrianto, 2019). This is as stated by Moleong that qualitative research methods are research procedures that produce descriptive data in the form of written or oral data from people and observed behavior (Moleong, 2002). This type of research is Field Research, where in collecting data and information it is carried out directly to the field, namely: SMP Islam Al-Ulum Terpadu Medan.

The data collection instruments used in this study include: 1) Observation. In this study, direct observations were made about the planning of student development programs; 2) Interview. In this study, informal interviews and open standard interviews were conducted, to gather information about how SMP Islam Al-Ulum Terpadu Medan carried out student development program planning; 3) Documentation. In this study the documentation method was used to obtain data in the form of: documentation of student planning activities.

This study uses data analysis techniques, namely the Miles & Huberman interactive analysis model, namely activities in qualitative data analysis are carried out interactively and take place continuously and continuously until complete so that the data reaches a saturation point (Miles & Huberman, 1992). There are four steps taken with this analysis technique, namely: collecting data (collection), selecting data (reduction), presenting data (display), drawing conclusions and verification (conclusion: drawing/verfication).

Guaranteeing the validity of the data in this study uses a variety of techniques, including: 1) Triangulation. In this study, to ensure the validity of the data, three types of triangulation were used, namely: source triangulation, method and theory triangulation; 2) Perseverance of observation. This is done by devoting all the abilities of the five senses, both sight, hearing, intuition and feeling during data collection; 3) Examination of colleagues conducted through discussion; 4) Extension of participation.

C.   Results and Discussion

1.   Results

The development of students is a program run by the school, as an institution that is mandated in conducting education and teaching, so that it can make students have certain abilities. Student development is also part of student management activities in an educational institution or school. In carrying out a student development program, good planning is needed, so that what is expected can be carried out.

The researcher saw that in SMP Islam Al-Ulum Terpadu Medan, student development programs were planned together. Meetings are used as a means for planning in making and determining student development programs. The meeting discussed what student development programs would be made in order to produce qualified graduates. Mrs. Febby Rahmawati, S.Pd (Deputy Principal for Student Affairs and Cultural Arts Teacher), said that:

Meetings held at the beginning of each new school year are a means of planning student development. What student development program do you want to do at the SMP Islam Al-Ulum Terpadu Medan *based on several considerations related to the needs of students for a particular skill.*

Considerations in planning student development programs, as the information above is based on the needs of students for certain knowledge and skills. The researcher saw that in SMP Islam Al-Ulum Terpadu Medan, planning for student development programs was based on the vision, mission and goals of the school itself. Thus, student development programs in SMP

Islam Al-Ulum Terpadu Medan, are very varied in that there are not only student development programs available in academic forms, but non-academic ones are also available. Mr. Riffi Syahputra, S.Pd.I (Deputy Principal for Curriculum and PAI Teachers), said that:

> In addition to considering the needs of students for a particular expertise, the vision, mission and goals of the school are important components in considering student development programs. Therefore, schools do not only make development programs that are academic in nature but also non-academic ones.

The planning meeting that was made, discussed related to what student development program to be made, the target to be achieved, how the program was run, how it was implemented, what was needed in carrying out the student development program, what was the budget for financing and so on. This is as stated by Mr. Suhendrik (Principal) and Mrs. Febby Rahmawati, S.Pd (Deputy Principal for Student Affairs and Cultural Arts Teacher), that:

> Any program at this school, especially programs related to student development, are all carried out with careful planning, both academic and non-academic development programs. How the program is run, what is needed in its implementation, the cost and so forth. All of that, planned and discussed at the annual meeting.

Based on the results of observations and interviews, the planning of student development programs at SMP Islam Al-Ulum Terpadu Medan, the planning is carried out in the form of academic and non-academic programs. For student development programs, planning is carried out by determining achievement targets, human resources, facilities and infrastructure, how/techniques to do it, the costs required and when to implement them.

2.   Discussion

SMP Islam Al-Ulum Terpadu Medan, provides several student development programs whose aim is to optimize the potential that students have from birth, to form character, personality, expertise and in order to improve the quality of graduates. Sus Ria Viningsih said that student development activities are an effort to shape the character, personality and skills of students which are carried out through certain activities, including extracurricular activities and others.

Planning for student development activities carried out by the SMP Islam Al-Ulum Terpadu Medan was made based on: 1) The needs of students for certain knowledge and skills that need to be developed; 2) Realizing the vision, mission and goals of the school; 3) Responding to the demands and developments of the times.

Student development activities at the SMP Islam Al-Ulum Terpadu Medan, the planning is carried out through joint meetings with school leaders, teachers and education staff. Student development activities, planning is carried out in two forms, namely: planning for student development programs that have existed before (old programs) and student development programs that will be created (new programs), both academic and non-academic activities.

Pre-existing student development programs (old programs), related planning is carried out regarding how the implementation of student development activities can run more effectively than before. Meanwhile, planning for student development programs that will be made (new programs), then an analysis of student needs is first carried out in relation to what programs are currently needed by students in developing their talents, interests and potential. This becomes the basis for determining what student development programs will be made (implemented).

In addition, in planning student development programs it is also determined how technically the implementation will be carried out, the targets to be achieved, the costs required, and what is needed to carry out these activities so that they run effectively. Achmad said that by planning it would be clear what targets to achieve and how to carry out the student development program. In addition, Rusniati also said that planning is carried out apart from determining the

target to be achieved and how to achieve it (doing it), it can also be known what is needed to carry out these activities so that they run effectively.

Based on the research findings it can be stated that, if all student development programs are carried out with good planning, namely by setting achievement targets, how to do them and all possibilities that will hinder the implementation of the program are anticipated, then the development program will run well and produce students who have certain skills.

D.   Conclusion

Planning for student development programs at the SMP Islam Al-Ulum Terpadu Medan, the planning is carried out in the form of academic and non-academic programs. For student development programs, planning is carried out by determining achievement targets, human resources, facilities and infrastructure, how/techniques to do it, the costs required and when to implement them.

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