

## Conference Paper

# Evidence-based Practice of School Management in PAUD Darussalam Pudak Payung Central Java Indonesia

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**Abstract.**

This study aims to analyze the management of the Darussalam Pudak Payung Early Childhood Education Center, Central Java, Indonesia. The type of research used is descriptive qualitative research. The data collection techniques used are observation, interview, and documentation techniques. The key informant is the Principal, and their claims are compared with the claims of other informants, namely teachers, parents, and children. The data analysis technique used was the Miles and Huberman interactive analysis models, namely Data Reduction, Data presentation, and Conclusion Drawing or Verification. The results showed that the management of the Darussalam Pudak Payung Early Childhood Education Center implemented eight standards. Of the eight standards, five standards have been achieved or have advantages, namely Child Development Achievement Level Standards, Content Standards, Process Standards, Management Standards, and Assessment Standards. The implementation of the eight standards was not entirely successful. Of the eight standards, 3 standards have not been achieved or have shortcomings, namely the Standards for Educators and Education Personnel, Standards for Facilities and Infrastructure, and Standards for Financing.

**Keywords:** Management School, Early Childhood Education Standards, Early Childhood Education

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## 1. Introduction

Management comes from the word Manage which means to manage. Management is a process to realize the expected aspirations. The role of Early Childhood Education teachers helps students to provide these competencies, namely professional competence, pedagogic competence, personality competence, and social competence. Management school is school activities carried out to improve performance and facilities in schools effectively and efficiently in achieving educational goals both nationally and institutionally, the results of which can be seen from several factors as performance indicators that

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have been achieved by schools (1) Management school is in charge of making curriculum lessons in schools, managing teacher and employee competencies, managing students and parents, and managing inventory systems to financial management (2).

In advancing management schools, it is necessary to look at the conditions and environment in the modern era so that school management can create performance and facilities in schools effectively and efficiently in achieving educational goals both nationally and institutionally (3) Indonesia has experienced the Covid-19 pandemic so that it experienced a system change, namely the online system, so schools need to adapt to all changes and pay attention to the latest information regarding school management, manage performance and facilities properly, pay attention to the financial system by utilizing advanced technology in the modern era, manage data students every year well, and can create school curricula, manage teacher and employee competencies, manage students and parents, and manage inventory systems to financial management (4).

The school management that is currently being studied, namely in Darussalam Pudak Payung, uses a qualitative descriptive method. The analysis of the application of these eight standards can realize national education and the desire of the Indonesian people to create a foundation for the education of the golden generation in the future.

The eight standards consist of Standards for Child Development Achievement Levels, Content Standards, Process Standards, Management Standards, Assessment Standards, Educators and Education Personnel Standards, Facilities and Infrastructure Standards, and Financing Standards. The purpose of this study was to analyze the management school in Darussalam Pudak Payung Early Childhood Education about eight standards whether the criteria have been met in improving performance and facilities in schools effectively and efficiently in achieving educational goals both nationally and institutionally, the results of which can be seen from several factors as performance indicators that have been achieved by the school(5-6).

From this study, it is known that the results of the study indicate that the school management in School in Darussalam Pudak Payung Early Childhood Education includes eight standards. Of the eight standards, five standards have been achieved or have advantages, namely Standards for Child Growth and Development Achievement Levels, Content Standards, Process Standards, Management Standards, and Assessment Standards. The implementation of the eight standards was not entirely successful. Of the eight standards, 3 standards have not been achieved or have shortcomings, namely the Standards for Educators and Education Personnel, Standards for Facilities and Infrastructure, and Standards for Financing.

## 2. Method

The type of research used is descriptive qualitative research. Data collection techniques are observation, interview, and documentation techniques. The key informant is the Principal and then compared with other informants, namely teachers, parents, and children. The data analysis technique uses the Miles and Huberman interactive analysis model, namely Data Reduction, Data Presentation, and Conclusion Drawing or Verification.

With this data collection technique, researchers can solve problems that exist in schools, namely Educator and Education Personnel Standards, Facilities and Infrastructure Standards, and Financing Standards. education both nationally and institutionally whose results can be seen from several factors as performance indicators that have been achieved by schools.

## 3. Result and Discussion

### 3.1. Presenting the Results

From this study, it is known the results of the study indicate that the school management in PAUD Darussalam Pudak Payung includes eight standards. Of the eight standards, five standards have been achieved or have advantages, namely Standards for Child Growth and Development Achievement Levels, Content Standards, Process Standards, Management Standards, and Assessment Standards. The implementation of the eight standards was not entirely successful. Of the eight standards, three standards have not been achieved or have shortcomings, namely the Standards for Educators and Education Personnel, Standards for Facilities and Infrastructure, and Standards for Financing(7).

Therefore, with these problems, namely the Standards of Educators and Education Personnel, Standards of Facilities and Infrastructure, and Standards of Financing, it is necessary to find achievements or solutions to realize performance and facilities in schools effectively and efficiently in achieving educational goals both nationally(8) . and institutionally, the results of which can be seen from several factors as performance indicators that have been achieved by schools.

### 3.2. Create a Discussion

### 3.2.1. Standards for Educators and Education Personnel

P4A Darussalam School is a school that was established in 2019. From year to year, the number of students who register continues to increase. until 2022, it has accommodated 65 children enrolled in P4A Darussalam schools. With so many students registering, it is necessary to think about the number of teachers or educators so that it is appropriate and balanced with the number of students who have registered at the school. at that time there were only 3 teachers and now there is 1 teacher added to help improve education at the P4A Darussalam school If the search for teachers is not carried out quickly then it is not efficient and well implemented.

TABLE 1: Data for Kindergarten Educators in 2022/2023.

No.	NAME	STATUS EMPLOYEE	DUTY	START FROM DATE
1.	NIR	GTY	Headmaster	02 January 2019
2.	DC	GTY	B	02 January 2019
3.	SKH	GTY	A	21 March 2022
4.	AM	GTK	A	02 January 2019

TABLE 2: Data for Kindergarten Education Personnel in 2022/2023.

No	NAME	STATUS EMPLOYEE	DUTY	START FROM DATE
1.	EDN	PTY	Administration	02 January 2019

TABLE 3: Data for Playgroup Educators for 2022/2023.

No.	NAME	STATUS EMPLOYEE	DUTY	START FROM DATE
1.	NIR	GTY	Headmaster	02 January 2019
2.	AM	GTK	KB B	02 January 2019
3.	EDN	GTK	KB A	02 January 2019

TABLE 4: Data for Playgroup Education Personnel for 2022/2023.

No.	NAME	STATUS EMPLOYEE	DUTY	START FROM DATE
1.	SKH	PTY	Administration	21 March 2022

The development of Early Childhood education, especially kindergarten, is currently growing rapidly, so it needs to be handled professionally for the sake of the institution's progress. By improving the quality and service, students will be able to develop

TABLE 5: PAUD Student Data in 2022/2023.

No.	CLASS	BOY	GIRL	AMOUNT
1.	Class Kindergarten A	13	11	24
2.	Class Kindergarten B	13	8	21
				45
3.	Playgroup	10	10	20
				20

their potential of students as optimally as possible. The success of P4A Darussalam Kindergarten education has contributed greatly to the development of the next level of education. For this reason (9), the Head of TK P4A Darussalam must have a work program so that in carrying out his duties he already has guidelines and directions for the progress of the institution he leads:

1. Formulate the vision and mission of TK Darussalam P4A. Planning long-term and short-term programs by involving elements of teachers and parents.
2. Organizing all activities at TK Darussalam P4A Motivating teachers and implementing staff
3. Carry out continuous supervision
4. Carry out Program Evaluation activities
5. Report all activities

### 3.2.2. The standard of facilities and infrastructure

The standard of facilities and infrastructure is the implementation and management of early childhood education in a holistic and integrative way that utilizes local potential. The standard of facilities and infrastructure for Early Childhood Education in Darussalam institutions generally does not meet the standard of completeness of facilities and infrastructure. Especially the lack of study rooms or classrooms and inadequate learning media facilities such as learning media equipment for each center. So if the lack or problems of school facilities and infrastructure, it is necessary to plan facilities and infrastructure to improve the quality of education properly.

School facilities and infrastructure need to think about planning to improve performance and facilities in schools. In improving facilities and infrastructure, a budget is needed so that these facilities can be fulfilled. (10) Schools need to hold joint deliberation

involving school management to meet the need to invite principals, teachers, Administration, committees, school administrators, and the community around the Pudak Payung Darussalam Early Childhood Education.



Figure 1: Description of Activities in Standard Facilities and Infrastructure Activities.



Figure 2: Description of Activities in Standard Facilities and Infrastructure Activities.

Regarding the standard of facilities and infrastructure at P4A Darussalam schools, we held a joint discussion involving school management staff to meet the need to invite

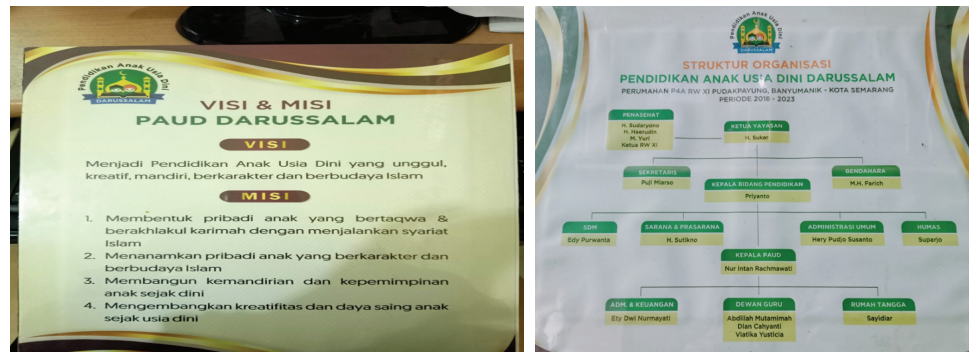


Figure 3: Description of Activities in Standard Facilities and Infrastructure Activities.

principals, teachers, administration, committees, school managers, and the community around PAUD Pendidikan in Darussalam Pudak Payung. to advance the infrastructure facilities in PAUD P4A Darussalam. Activities have been carried out well. In the deliberation activities, the principal, teachers, administration, committee, school management, and the community agreed to participate in completing the existing facilities and infrastructure.

### Standards For Financing

The financing standard discusses the components and amounts of personal and operational costs in units or the PAUD program. So it can be said that financing is an analysis of income sources and the use of funds intended for education management effectively and efficiently to achieve predetermined educational goals together.

Financing standards within the Darussalam institution regarding the current year's budget plan which includes investment costs such as the purchase of land or buildings and others available, for operational costs such as salaries, purchases of play equipment and materials, office stationery and others are available and implemented in Darussalam institution (11-15).

The standard of financing in PAUD Darussalam was good, it's just that at that time the teachers submitted files to the education office there were several revisions regarding school financing that had to be reviewed and had to be more complete, and finally, in a few days, the funding file was revised as completely as possible. finished and returned to the education office and thank God it was accepted.

## 4. Conclusion

Based on the results of the study, shows that the management of early childhood education at the PAUD P4A Darussalam institution has been carried out well for the three

TABLE 6: School financing data 2022/2023.

No.	Activity	Calculation Details			Amount	Time Allocation
I	Reception				<b>36.500.000;</b>	
	A. Last Year's Fund				.500.000;	June
	B. Educational Development Contribution	1	month	3.000.000;	36.000.000;	July-June
	C. Operational Assistance	-	-	-	-	
II	Activity Program				36.500.000;	
	<b>1. Learning Activity Program</b>					
1.1	Folding paper	30	set	7.500;	225.000;	June & January
1.2	Crayon	20	set	20.000;	400.000;	June
1.3	Package book	20	package	50.000;	1.000.000;	June-July
1.4	HVS Paper	4	rim	50.000;	200.000;	June & January
1.5	ATK board, pencil, pen, envelope maker	1	set	115.000;	115.000;	June
1.6	Ink	2	set	120.000;	240.000;	June & December
	Sub-Total				2.180.000;	
	<b>2. Support Activity Program</b>					
2.1	Teacher salary	4	person/month	800.000;	28.800.000;	July-June
2.2	Transportation for group activities, member fees professional organization	12	Month	60.000	720.000;	
2.3	Parenting	2	Package	1.000.000;	2.000.000;	July & January
	Sub-total				31.520.000	
	<b>3. Other Activity Programs</b>					
3.1	External APE procurement	1	set	1.200.000	1.200.000	June
3.2	Beam Center Procurement	-	-	-	-	-
3.3	Wall painting/painting	-	-	-	-	-
3.4	APE Treatment	1	set	1.000.000;	1.000.000;	June
	Sub-total				2.200.000;	
	<b>4. Student Admission</b>					
1.1	Order Brochure	1	Rim	300.000;	300.000;	January
1.2	Banner/MMT	3	sheet	100.000;	300.000;	January & July
	Subtotal				600.000;	

standards that have been observed, namely the standard of education and education personnel, the standard of facilities and infrastructure, and the standard of financing. These standards can realize national education and the desire of the Indonesian people to create a golden generation in the future because early childhood is the foundation



for education at the next level. So that the eight standards, and observing the three standards above, can realize national education and the desire of the Indonesian people to create a golden generation in the future because early childhood is the foundation for education at the next level.

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