

Systemic Thinking for Strengthening Teacher Education at the Syekh Abdurrauf Aceh Singkil Islamic College

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ABSTRACT

The purpose of this study is to discuss Systemic Thinking for Strengthening Teacher Education at the Syekh Abdurrauf Aceh Singkil Islamic College. The method used in this article is qualitative. The results of this study can be concluded that education is a well-planned and well-organized program. A program with several components that work together in a process to achieve a programmed goal. There is an orderly pattern of thinking about finding and seeing things and working as a system. At STAI Abdur Rauf Aceh Singkil in strengthening teacher education by conducting a SWOT analysis and compiling a strategic plan, with SWOT analysis at STAI Syekh Abdurrauf Aceh Singkil, it will be possible to determine the steps in improving teacher education,

Keywords: systemic thinking, Teacher Strengthening

INTRODUCTION

Education is a well-planned and well-organized program. A program with several components that work together in a process to achieve a programmed goal. Education as a program is a conscious and intentional activity aimed at achieving a goal (Purwanto, 2009, p. 1). The management of the institutional system as a joint effort of the various existing components is inseparable from the concept of effective management and governance.

Strategic planning (Renstra) is an important part of institutional management (ministries/agencies/regions and schools). This is because it guides us in providing services to students. Plans are developed and implemented by the Head of STAI and the head of Study Program to achieve the broader goals of the institution. Therefore, when implemented in an institution, Leaders must establish a strategic plan to be implemented through consultation with Lecturers to

collectively achieve the goals desired by the institution. The strategic plan is so important that each institution must develop it taking into account the specific circumstances and available resources, and thus become the basis and work guide for each lecturer to carry out their duties and functions.

Institutional strategic planning and implementation is the basis for development over a long period of time, namely three to ten years (James, 1983, p. 198). 9). It's not easy to think of such a long-term (strategic) plan. Often we have to deal with complex problems when defining existing strategic problems, especially when anticipating the future. Therefore, to predict the future three basic assumptions are required: that the future will be different from the past, that the future will be more difficult to predict, and the rate of change will be faster than the past (James, 1983, p.3-4). Forecasting and analyzing the future requires institutional leaders to think strategically and plan strategically. Planning and strategic thinking are fundamentally different,

The education system is an open system, and the education system as an open system is the national education system. from the size and financing of the education unit, the number of students, the number of teaching staff, educational facilities and infrastructure, the sub-components consist of individuals, communities and the government who are responsible for the training held. Education system through internal and external communication as an open system. The internal relationship of the education system is characterized by a consistent relationship between one level of education and another.

One of the key concepts encountered in the education system is the concept of entropy, related to the concept of dynamic balance. The meaning of the concept of dynamic balance is the existence, rigidity and ability of a system to ensure dynamic balance. The concept of dynamic balance in the education system is embodied in various laws and regulations that regulate the relationship between one dimension and another dimension of the education system, as well as the relationship between different subsystems, components and subcomponents (Utsman and Nadhirin, 2008, P. 66).

In strengthening teacher education at STAI sheik Abdur Rauf Aceh Singkil requires systematic thinking by leaders, because systematic thinking will solve a problem and will provide solutions to the problems being faced, so researchers are interested in researching Systemic Thinking for Strengthening Teacher Education in Schools Sheikh Abdurrauf Aceh Singkil Islamic College, who will certainly explore the results of systematic thinking in strengthening teacher education at STAI Sheikh Abdur Rauf Aceh Singkil.

METHODS

This research uses a qualitative approach. According to Bogdan and Tylor, a qualitative method is a research procedure that produces descriptive data in the form of written or spoken or the behavior of the person being observed (Lexi Moleong, 2014). Research that seeks to describe and analyze phenomena, events, social behavior, attitudes, beliefs, perceptions, and thoughts of people individually and collectively (Sugiyono, 2009)

This study type is the study source by default in all study implementations. Qualitative research methods are used in this research. The qualitative research method is a research method based on the philosophy of postpositivism which is used to study the state of natural objects (Danim, 2002).

This research was conducted at STAI Syekh Abdur Rauf Aceh Singkil. Based on the description above, it is appropriate to use a naturalistic qualitative approach. This research approach uses qualitative research methods, a form of research in which data is presented in writing and real-life situations are accurately observed and described.

The subjects of this study were leaders and lecturers, administrative staff, STAI Syekh Abdur Rauf Aceh Singkil starting from the chairman. Data collection methods used in research include interview methods, observation methods and documentation. Data analysis used in this study is qualitative data analysis according to the concept of Miles, Huberman and Spradley. Data analysis begins with the act of searching for meaning, which begins with data collection and continues with data reduction and examination.

RESULTS AND DISCUSSION

Systematic Thinking in Strengthening Teaching Education

System thinking is a method for understanding complex systems by analyzing the parts of the system and then finding patterns of relationships within each element or elements that make up the system. Basically, systems thinking combines two thinking skills: analytical thinking and synthetic thinking (Aminullah, 2004, p. 2).

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Systems thinking sees and sees how things work as a system with an orderly pattern. Systems thinking is also the understanding that things interact

with other minds around them, but may not be formally related procedurally or outside the real world. Systems thinking focuses more on understanding that everything is interconnected in a system. This way of thinking is the opposite of fragmented, linear Cartesian thinking.

The first requirement to get started is to appreciate and consider the event as a system. Using the language of systems thinking can lead to different system interpretations of the same object. The difference in interpretation lies in the approach used to regard a single event as a system. To facilitate a systems thinking approach, setting goals for a system is more specific: the perceived performance of a system as a result of its actions. Observable performance of a system is an estimator of the sequence of events in the system, both physical and non-physical systems. In essence, system performance refers to the performance of all system elements that interact with each other in a given environment. So that the system can be a more complex system. It means, it is considered as a system and determines its own boundaries (Aminullah, 2004, p. 2). 3-5).

Many education experts say that education is an open system. That is, the educational process is often determined by the evolution or dynamics of external educational development. Therefore, education must be able to respond to developments and dynamics outside of education, such as cultural, social, technological and political dynamics. Because the essence of education is learning, learning is an open system that is influenced by everything outside of learning, such as teacher ideology, teacher skills, individual student skills, the complexity of physical and technological infrastructure, political policies, and information technology. Based on these assumptions, the education system must be designed holistically and inclusively so that the learning process is truly idealistic. Cognitive aspects (intellectual quality),

Systems thinking means thinking about the object as a whole, and success or failure comes from many elements or factors. Eliminating one of the factors means preventing it from accelerating the achievement of product quality.

Systems thinking can also be equated with logical thinking. This logical thinking model is often presented in the form of a learning model. According to Kaufman, the systems thinking model derived from education management can be formulated as a six-step process, the first of which is identification of priority needs and related problems. The second is identifying the requirements to solve the problem and identifying alternative solutions that can be implemented to meet specific needs. The third is alternative thinking, or determining a decision-making strategy based on alternative possibilities. Fourth, the implementation of the chosen strategy, including the management and control of the strategy. Fifth, evaluation of work efficiency in accordance with the needs and requirements that have been determined. And the sixth is perfecting some or all of the steps above so that the education system is responsive, efficient and effective. All of these steps can be used as a basis for overcoming or solving problems that arise in the educational process and can also be used in the learning process (Sarhini, 2011, p. 19-20).

In learning, systems thinking is a thinking process that is fully based and can examine part of the learning problem as a whole. The main feature of education is interaction. Interaction between students and the learning

environment, including teachers, friends, resources, learning aids and other learning resources. In addition, another function of this education refers to the components of the education system. Learning has components such as objectives, materials/materials, strategies, media and learning assessment. Learning as a system is influenced by various factors that shape it. Several factors that influence the learning process include teachers, students, tools, equipment and media, and the environment. The advantages of systematic thinking in teaching include thinking systematically in teaching,

At STAI Syekh Abdur Rauf Aceh Singkil to improve and strengthen Teaching Education carry out systematic activities so that reinforcement runs smoothly and on target, the activities carried out are first, Compile SWOT to find out strengths and weaknesses, weaknesses and strengths, so that they can make decisions for strengthening Teaching education is right on target. Second, develop a strategic plan according to the results of the SWOT that has been carried out, so that various activities can be arranged that can strengthen the teacher education at STAI Syekh Abdur Rauf Aceh Singkil.

Conduct a SWOT Analysis

SWOT is an acronym for Strengths, Weaknesses, Opportunities and Threats. These four elements are important aspects to be discussed in order to know the condition and potential of a particular region or institution. Therefore, SWOT analysis can be interpreted as an analytical technique that uses these four factors as key variables when conducting an analysis. This SWOT analysis is derived from management science and is used to formulate business development (Rangkuti, 1997, p. 43).

Power is basically the superiority of one region and system over another. When viewed from the socio-economic status of the region, these strengths include increasing soil fertility, potential natural resources, increasing education, and financial security. can appear in the form of If this strength can be measured through specific metrics and development data, the analysis will be more accurate and reliable. Weaknesses are basically deficiencies or weaknesses in a particular field or organ compared to other fields and institutions. In the analysis of socio-economic conditions, this element of weakness is essentially the opposite of the element of strength described above. So the weaknesses include the relatively low level of soil fertility, limited or relatively low potential of natural resources and low quality of human resources. can appear in the form of elements of strength, this analysis of weaknesses is more accurate and reliable when supported by measurable quantitative data and information. Competence can be understood as opportunities and possibilities that are available and can be used to support the development process of related sectors or institutions. As previously mentioned, these opportunities are external, either through economic, social, political conditions and government regulations, or through new technological changes. In analyzing socio-economic conditions, these opportunities can arise as a result of high public interest in something, increased purchasing power of the population, new policies and regulations that provide opportunities for development, or technological and economic changes. Finding new products to stimulate demand emergence, new products, etc. As in previous editions, supplementing all these

random elements with quantitative data and information makes your analysis more precise and accurate to measure. Threats can also be interpreted as a situation that comes from outside and can cause serious problems, obstacles or difficulties in a particular area or institution. These threats can arise from ongoing and changing socio-economic conditions, changes in policies and regulations, or changes in attitudes and technological advances. For example, with the continued implementation of regional administration, each region is competing to speed up its development, and competition between neighboring regions is becoming increasingly fierce. Finding new products to stimulate demand emergence, new products, etc. As in previous editions, supplementing all these random elements with quantitative data and information makes your analysis more precise and accurate to measure. Threats can also be interpreted as a situation that comes from outside and can cause serious problems, obstacles or difficulties in a particular area or institution. These threats can arise from ongoing and changing socio-economic conditions, changes in policies and regulations, or changes in attitudes and technological advances. For example, with the continued implementation of regional administration, each region is competing to speed up its development, and competition between neighboring regions is becoming increasingly fierce. Finding new products to stimulate demand emergence, new products, etc. As in previous editions, supplementing all these random elements with quantitative data and information makes your analysis more precise and accurate to measure. Threats can also be interpreted as a situation that comes from outside and can cause serious problems, obstacles or difficulties in a particular area or institution. These threats can arise from ongoing and changing socio-economic conditions, changes in policies and regulations, or changes in attitudes and technological advances. For example, with the continued implementation of regional administration, each region is competing to speed up its development, and competition between neighboring regions is becoming increasingly fierce. new product, etc. As in previous editions, supplementing all these random elements with quantitative data and information makes your analysis more precise and accurate to measure. Threats can also be interpreted as a situation that comes from outside and can cause serious problems, obstacles or difficulties in a particular area or institution. These threats can arise from ongoing and changing socio-economic conditions, changes in policies and regulations, or changes in attitudes and technological advances. For example, with the continued implementation of regional administration, each region is competing to speed up its development, and competition between neighboring regions is becoming increasingly fierce. new product, etc. As in previous editions, supplementing all these random elements with quantitative data and information makes your analysis more precise and accurate to measure. Threats can also be interpreted as a situation that comes from outside and can cause serious problems, obstacles or difficulties in a particular area or institution. These threats can arise from ongoing and changing socio-economic conditions, changes in policies and regulations, or changes in attitudes and technological advances. For example, with the continued implementation of regional administration, each region is competing to speed up its development, and competition between neighboring regions is becoming increasingly fierce. supplementing all these random elements with quantitative

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By using these four factors specifically and quantitatively, the analysis of the socio-economic situation of the field or institution concerned becomes more precise and accurate. Therefore, SWOT analysis is often used as a self-assessment tool for certain institutions. This SWOT analysis is accurate and reliable if done honestly without hiding or exaggerating strengths, weaknesses, opportunities and threats. SWOT analysis is widely used in planning, especially in strategic planning (Renstra). This planning method is increasingly popular because it can provide a development strategy that is more focused on the potential of the regions or institutions involved. In addition, the SWOT method creates the right programs and activities to take advantage of existing opportunities and overcome weaknesses. The application of SWOT analysis can use a more specific and realistic analysis depending on the conditions and circumstances of the region or institution. Therefore, it is not surprising that SWOT analysis is very popular among government agencies when preparing development plans for a particular area or agency (Hubeis & Najib, 2014, pp. 16-17). Initially, this strategic plan was mainly used to create a competitive business plan. However, as competition between regions to improve the development process of each region has increased in the era of regional autonomy, these strategic plans have recently been highlighted as development plans for each department at the regional level. .

SWOT analysis can be used practically to systematically identify various factors and determinants of institutional development and the conditions of the range of activities involved, then formulate appropriate institutional development strategies in accordance with these conditions and potentials. In practice, the bodies referred to here can be in the form of corporations or government agencies. This SWOT analysis is based on the internal and external situation of the institution as a whole to achieve the objectives, vision and mission set by the stakeholders. The biggest advantage of a SWOT analysis is that it allows for a more specific and focused assessment. Through further analysis, it is possible to systematically set development strategies in accordance with the conditions and environment of related institutions to overcome competition conditions among related institutions. Strengths and weaknesses are internal factors that mainly come from the field of activity or the field of activity of a particular institution (TUPOKSI). Where opportunities and threats are external factors originating from outside a particular area or field of activity that affect the future of the institution. This grouping should be considered to avoid doubt or confusion when determining which aspects are included or related to the four elements of a SWOT analysis. Where opportunities and threats are external factors originating from outside a particular area or field of activity that affect the future of the institution. This grouping should be considered to avoid doubt or confusion when determining which aspects are included or related to the four elements of a SWOT analysis. Where opportunities and threats are external factors originating from outside a particular area or field of activity that affect the future of the institution. This grouping should be considered to avoid doubt or confusion when determining which aspects are included or related to the four elements of a SWOT analysis.

There are two main advantages of using a SWOT analysis, especially when developing development plans. First, using SWOT analysis strengthens discussion of the overall situation of an area or agency and focuses on issues directly related to planning. This is very important because the general condition (existing situation) is the most important basis in development planning. Development planning will be more precise and directed if the analysis of the general condition of the region will be more precise and clear and vice versa. aimless mode. Second, another advantage of the SWOT analysis is that regional development strategies can be adjusted according to the general condition of the region and related agencies. The formulation of regional development strategies will be more specific and oriented towards the conditions and potential of the regions and institutions concerned.

Strategic planning is a result-oriented process to be achieved over a period of 1 (one) to 5 (five) years by taking into account potentials, weaknesses, opportunities and constraints that exist or may arise. Strategic planning contains a vision, mission, goals, objectives, ways to achieve goals and objectives which include realistic policies, programs and activities by anticipating future developments.

Of the several components in this Strategic Plan an internal (strengths and weaknesses) and external (opportunities and threats) analysis will be carried out or a SWOT analysis (Strengths, Weaknesses, Opportunities, Threats). This analysis is presented in order to identify the complexity of implementing tridharma at STAI

Syekh Abdur Rauf Aceh Singkil in an effort to overcome weaknesses, minimize threats, and increase strengths in an effort to seize and obtain as many opportunities as possible. On the basis of the points of the SWOT analysis, strategies and policy directions will be selected and determined so that STAI Syekh Abdur Rauf Aceh Singkil's actual position can be identified when preparing this Strategic Plan.

Generate Strategic Plan

The strategic planning process can produce useful results by providing a framework for developing annual budgets, tools for developing management plans, mechanisms for executives to think long-term, and tools for aligning managers with long-term strategy. Although strategic planning has many advantages, it also has some limitations.

Nonetheless, there is always the risk that planning becomes a bureaucratic form-filling task without strategic thinking. This agency could set up a large strategic planning department and delegate strategic planning to staff within the department. And strategic planning is a time-consuming and expensive process.

There are several steps or activities that can be concluded from the findings at STAI Syekh Abdur Rauf Aceh Singkil including:

1. BENCHMARKING (Imitating and better than imitated)
2. DIFFERENCE (Unique, different from the others and difficult to imitate)
3. PARTNERSHIP (Partnership)
4. NETWORKING (network)
5. ADDED VALUE
6. OUTSOURCING (outsourcing from outside)
7. EMPOWERMENT (Empowerment)

Strategic Plan Discussion and Revision

Strategic planning is the process of determining the programs an institution will implement and estimating the amount of resources to be allocated to each program over the next several years. Based on suggestions and critiques from strategic planning groups and strategic planning experts, discuss with the team and review changes to the strategic plan to improve goals and performance.

Strategic planning is used to define or implement the vision and mission of the institution and to allocate the necessary resources to achieve them. Thus, it can be said that an institution initially has long-term ideals or goals (vision) that can be achieved and make joint efforts to achieve or realize the vision of the institution that has been set. Mission, the institution carries out or formulates certain efforts that it deems to be the most effective and efficient in achieving the goals of the institution which is known as strategic planning.

CONCLUSION

Education is a well-planned and well-organized program. A program with several components that work together in a process to achieve a programmed goal. There is an orderly pattern of thinking about finding and seeing things and

working as a system. At STAI Abdur Rauf Aceh Singkil in strengthening teacher education by conducting a SWOT analysis and compiling a strategic plan, with SWOT analysis at STAI Syekh Abdurrauf Aceh Singkil, it will be possible to determine the steps in improving teacher education, strategic planning is used as a basis and work guide for each lecturer to carry out their duties and functions, taking into account the specific conditions and available resources

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