

Community Service Vocational School Management at State I Vocational School Tomohon, Tomohon City

Herry Sumual^{1*}

¹Department of Information and Communication Technology Education, Universitas Negeri Manado,
Indonesia

*Corresponding author: herrysumual@unima.ac.id

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ABSTRACT

This research aims to analyze and develop the management of Vocational High Schools (SMK) through the Community Service program at SMK Negeri 1 Tomohon, Tomohon City. The research method used is a qualitative approach with data collection techniques in the form of observation, in-depth interviews, and documentation. This research is motivated by the important role of vocational schools in preparing skilled workers who are ready to compete in the industrial world. SMK Negeri 1 Tomohon was chosen as the research object because it has unique potential and challenges in implementing effective school management. The research results show that good school management requires collaboration between schools, industry, and society. The aspects analyzed include competency-based curriculum, learning facilities, and the involvement of parents and the community in supporting educational activities. This research found that several areas require improvement, including improving facilities and infrastructure, developing a curriculum that is more relevant to industry needs, and increasing teacher capacity through continuous training. Based on these findings, this research recommends several strategies to improve the management of SMK Negeri 1 Tomohon, namely: (1) increasing collaboration with local industry to provide relevant facilities and training programs, (2) developing community service programs that involve students in projects real, and (3) strengthening the evaluation and monitoring system to ensure sustainable education quality. It is hoped that this research can make a real contribution to the development of vocational school management in Indonesia, especially in the context of community service, as well as encouraging the active involvement of all stakeholders in improving the quality of vocational education.

Keywords: Community Service, Tomohon City, Vocational School

INTRODUCTION

In this era of globalization which is completely competitive in various fields of life, it seems that vocational education is very important, considering that the demands for human resources in the labor market are increasingly high for middle-class workers. Indonesia's ability to prepare itself to win the competition lies in the quality of its human resources. Apart from the infrastructure that has been built in the last four years, improving human quality is a prerequisite so that Indonesia does not fall into the middle-income trap. The challenges given by the President of the Republic of Indonesia must be answered by education people by improving current education programs, including vocational secondary education. On the one hand, this hope is a vision that must be achieved in the next few years. On the other hand, the human resources produced by Vocational High Schools are still far from these expectations. Human resources (HR) that are not yet qualified and lack skilled skills to enter the world of business and industry or the world of work are a current problem in Indonesia. This includes Vocational High School graduates who contribute the largest number to the open unemployment rate. The open unemployment rate for vocational school graduates throughout Indonesia is 11.13 percent (BPS 2021 August). Similar to data in North Sulawesi Province, the largest contributor to the Open Unemployment Rate is 7.37 percent (BPS, 2020).

The government's efforts, in this case, the Ministry of Education, Culture, Research and Technology, especially the Directorate of Vocational Schools, establish policies and programs to improve the quality of vocational school graduates who are in line with the needs of the business and industrial world or have the competency for entrepreneurship. The programs offered by the government aim to improve school performance by producing graduates who are competent in their respective fields. One program that will still exist until 2023 is the Center of Excellence Vocational High School. (PK Vocational School). Vocational School PK exists with the main aim of realizing the development of Vocational Schools with certain skills programs so that there is an increase in quality and performance in the field of vocational education. It is hoped that SMK PK can become a reference school and center for improving the performance and quality of surrounding schools. It is hoped that SMK PK will become increasingly relevant to the needs of industry and the world of work. Schools implementing effective management are determined by the principal as the leader and manager at the school. The role of the vocational school principal has 2 dimensions, namely the leadership dimension and the managerial dimension. Leadership has 5 indicators, namely (a) personal skills, (b) relational skills, (c) professional skills, (d) organizational skills, and (e) entrepreneurial skills. The Managerial Function has 4 indicators, namely (a) planning, (b) organizing, (c) activating, and (d) controlling. (Soputan, 2018). Leaders who can make organizations develop and achieve desired goals are those who have a positive and meaningful attitude. relationships with subordinates, which create stability and which help others to achieve group targets (Dubrin in Amnaj Panhirun, 2019). The partner problem in

terms of vocational management is that not many teachers understand the essence of vocational management, namely from planning, and organizing to controlling.

Community Partnership Program activities aim to share information with school principals and teachers regarding vocational management. The target audience for this activity is the school principal teachers and employees at SMK Negeri 1 Tomohon. The problem that was used as a solution based on the agreement between the implementing team and the school was vocational management in implementing programs to produce vocational school graduates who can work, continue their studies, and become entrepreneurs (BMW).

METHODS

Approach Methods Offered to Support Realization

a. Preparation.

The steps taken by PKM implementers are to make preparations which begin with discussing the program and work steps starting from the division of tasks and responsibilities for each team member to the preparation of administration and supporting tools. Another activity included in the preparation is coordinating with the school, namely the principal and deputy principal to determine the schedule for implementing PKM.

b. Implementation of Activities

PKM activities are carried out in the form of outreach about vocational management. The outreach was carried out to educate teachers, especially teachers who have additional duties as department heads. The majors at SMK N 1 Tomohon are Electrical Power Installation Engineering; Automotive Light Vehicle Engineering; Modeling Design and Building Information; and Computer and Network Engineering. The number of teachers is 41 people, 8 employees, and 550 students.

Participants in the knowledge-sharing process were 39 people consisting of teachers, staff, and school principals.

c. Activity Evaluation

The success of implementing PKM activities can be seen from the discussion process between participants and the implementing team. Seeing the enthusiastic understanding of the participants, the implementing team concluded that the participants understood the vocational management that must be implemented to produce competent graduates. Feedback from participants through discussions showed they understood what was explained by the implementation team. The implementation team opened the minds of teachers, especially productive teachers (teachers who teach in existing areas of expertise).

RESULTS AND DISCUSSION

Providing Materials

The material presented is about vocational management which is divided into planning, organizing, leadership, and controlling. The complete material can be seen in the attachment. There were 39 teachers and employees who took part in the training (attendance list attached). Providing materials that are still considered to provide added value to teachers motivates teachers so that interesting discussions occur. This is something new for them because vocational management material is usually provided during school principal training to improve school performance. Vocational management material also needs to be known by department heads and teachers who will become prospective school principals.

Feedback from the material provided included that the participants gained more information about the function of the principal as a school manager. Heads of departments also function as managers in a smaller scope so that they can plan programs that can increase the competency of graduates who can work, continue their studies, or become entrepreneurs. The PK vocational school accepted by SMK N 1 Tomohon is majoring in Electrical Power Installation Engineering. SMK PK must become a reference school and center for improving the performance and quality of surrounding schools. In this way, SMK PK is expected to become increasingly relevant to the needs of industry and the world of work.

This research examines the management of Vocational High Schools (SMK) through the Community Service program at SMK Negeri 1 Tomohon, Tomohon City. The main objective of this research is to identify best practices, challenges, and solutions in implementing effective school management to improve the quality of vocational education.

Competency-Based Curriculum

The curriculum implemented at SMK Negeri 1 Tomohon is competency-based but needs to be more adapted to the needs of the local industry. Increased collaboration with local industry to develop a more relevant and up-to-date curriculum. This can be done through regular discussion forums between schools and industry representatives.

Learning Facilities

Learning facilities at SMK Negeri 1 Tomohon are still limited, especially in terms of practical equipment that follows the latest technology in the industry. Procurement of modern practical equipment through collaboration with local companies and the government. In addition, routine maintenance of existing facilities to ensure their suitability and safety.

Parental and Community Involvement

The involvement of parents and the community in supporting educational activities is still less than optimal. Hold outreach and training programs for parents to increase their understanding of the importance of vocational education. Building partnerships with local communities to support various school activities.

Teacher Capacity Development

Teachers at SMK Negeri 1 Tomohon need continuous training to improve their competence, especially in mastering the latest technology. Conduct ongoing training programs for teachers in

various fields, including the use of information and communication technology (ICT) in teaching. Invite industry practitioners to provide training and workshops.

Collaboration with Industry:

Collaboration with industry already exists but has not been optimal in supporting student learning and practical activities. Increasing collaboration with industry through internship programs, industrial visits, and collaborative projects. Establish joint committees between schools and industry to ensure the needs of both parties are met.

Evaluation and Monitoring System

The evaluation and monitoring system for the quality of education still needs to be improved. Develop a comprehensive and structured evaluation system to monitor student progress and teacher performance. Involve all stakeholders in the evaluation process to obtain constructive input.

Community Service Program

Community service programs involving students are still limited, so the positive impact is not maximized. Develop community service programs that are more diverse and actively involve students. For example, projects that focus on technological solutions to local problems, such as creating applications for small businesses in Tomohon.

Challenges and Solutions

Some of the main challenges faced include limited funding, lack of support from several parties, and resistance to change. Overcoming this challenge through alternative funding strategies, such as applying for grants and CSR funds from companies. Increase communication and transparency to gain wider support from the community and stakeholders.

It is hoped that this research can make a real contribution to the development of vocational school management in Indonesia, especially in the context of community service, as well as encouraging the active involvement of all stakeholders in improving the quality of vocational education. By implementing the recommendations given, it is hoped that SMK Negeri 1 Tomohon can become a model for other vocational schools in effective and efficient school management.

Program Sustainability

The implementation team will not stop at the PKM activity program schedule in 2023 but will continue by being a resource person for teacher activities related to the teacher mobilization program at SMK. It is hoped that the school implementation team can carry out vocational management optimally from planning to control. What's more, SMK N 1 Tomohon is a PK Vocational School even though it only majors in Electrical Power Installation Engineering.

CONCLUSION

Research on the management of Vocational High Schools (SMK) through the Community Service program at SMK Negeri 1 Tomohon, Tomohon City, provides several important findings that can be used to improve the quality of vocational education. In conclusion, this research confirms the importance of a holistic approach in vocational school management through Community Service programs. By implementing the recommendations provided, it is hoped that SMK Negeri 1 Tomohon can improve the quality of vocational education and produce graduates who are ready to compete in the industrial world. Collaboration between schools, industry, government, and society is key to achieving this goal. This research also provides practical guidance for the development of other vocational school management in Indonesia, which can be applied in each local context.

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