

Perencanaan dan Pengembangan Pendidikan

Tin Moh Moh Swe¹, Hadiyanto², Yahya³

^{1,2,3}Universitas Negeri Padang

*e-mail: tinmoemoeswe@gmail.com

Abstract

A directed education process will bring this nation towards a better civilization. Conversely, an educational process that is not directed will only take up time, energy and funds without any results. Thus, the education system as the implementation of national education greatly determines the progress of a nation. To realize the goals of education, it is necessary to carry out planning and development in the world of education which continues to move forward by utilizing familiar technology in the 4.0 era. Planning is something that is important before doing anything else. Planning is considered important because it will determine and at the same time give direction to the goals to be achieved. Thus, a work will be messy and undirected if there is no proper planning, careful and well-organized planning will have an impact on the achievement of educational goals that have been programmed. In addition, development can also determine the success or failure of a program, programs that do not go through good planning, then development tends to fail. The method in this research is literature review, namely by reviewing books and journals in accordance with the theory discussed in the article theme, namely to carry out in-depth discussions regarding Educational Planning and Development so that it can run optimally.

Kata kunci: *Planning, Development, Education*

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INTRODUCTION

The strategic position of planning in an institution in planning is a process carried out by a manager in an effort to direct all activities to achieve goals. In addition, development can also determine the success or failure of a program, programs that do not go through good planning, then development tends to fail. In the sense that activities as small and large as anything without planning are likely to fail. This also applies in an institution, such as an educational institution. Educational institutions that do not have good planning will fail (Latief, 2009; Purnomo, 2017). This of course further clarifies the position of planning and development within an institution. To expedite the running of an institution requires planning and development. Planning and development will direct the institution. towards the right and correct goals according to the goals of the institution itself. This means that planning and development gives direction to achieving the goals of a system, because basically the system will run well if there is careful planning and development. Planning and development is considered mature and good if it fulfills the requirements and elements in the planning and development itself (Darwisyah et al., 2021).

Planning systems and development systems in education must be able to see how society will be portrayed in the future, and it is the task of planning to adjust the education system.

Therefore, the mechanism that is seen as most suitable for Education Planning is to combine a top-down planning approach with bottom-up planning. So that the development system will directly participate in developing (Darwisyah et al., 2021). Planning is an absolute requirement for any management activity. Without planning, the implementation of an activity will experience difficulties and even failure in achieving the desired goals (Sutikno, 2009). Therefore, technically, the lesson plan at least includes the following components: a) competency standards, basic competencies, and indicators of achievement of learning outcomes, b) learning objectives, c) learning materials, d) learning approaches and methods, e) steps learning activity steps, f) learning tools and resources, and g) learning evaluation (Muslich, 2007).

Planning is a process that contains activities in the form of thinking, calculating, selecting, determining and so on, all of which are carried out in order to achieve certain goals. In essence, planning is the process of making decisions on a number of alternatives (choices) regarding targets and methods to be implemented in the future in order to achieve the desired goals as well as monitoring and evaluating the results of their implementation, which are carried out systematically and continuously (Darwisyah et al., 2021). Planning as an organic function in management is an integral part of other organic functions in management. In the work process planning receives input from other management organic functions, for example from the organic organizing function receiving input in the form of organizational objectives, from the organic supervisory function receiving input feedback in the form of a report on the results of implementing a plan. In addition to input from other management organic functions, planning activities also require instrumental input consisting of staff teaching programs, methods, instruments, organization and planning costs. In an activity whatever its form, planning is a very important and strategic factor as a guide for the implementation of an activity in order to achieve the desired goals/targets/targets. Planning as a series of activity processes, carried out to prepare decisions about what is expected to happen and what will be done. In a broad sense, planning can be interpreted as a process of systematically preparing activities to be carried out to achieve certain goals (Nuryasin & Mitrohardjono, 2019).

In education, besides carrying out good planning, it also needs to be balanced with the development of education which continues to experience renewal both in terms of methods and in media and technology. In essence, development is an educational effort both formal and non-formal that is carried out consciously, planned, directed, organized and responsible in order to introduce, grow, guide, develop a personality base that is balanced, intact, aligned, knowledge, skills according to talent, desires and abilities, as provisions on their own initiative to add, improve, develop themselves towards achieving dignity, quality and optimal human abilities and independent individuals (Zulkarnain, 2015). Development aims to produce products based on field test findings (Elysia & Wihadanto, 2017). From the opinions of the experts above, it can be concluded that development is an effort that is carried out consciously, planned, directed to make or improve, so that it becomes a product that is increasingly useful to improve quality as an effort to create better quality.

METHODS

Specifically, this study conducted a mini-research in the form of a literature review to find out the urgency of Education Planning and Development to keep abreast of technological developments and to achieve educational goals in the future.

DISCUSSIONS

Planning System

Planning is a projection of what is needed in order to achieve valid and valuable goals (Marlina, 2017). Planning is determining what to do. Planning contains broad series of decisions and explanations of objectives, policy makers, program determination, determination of certain methods and procedures and determines activities based on daily schedules (Bararah, 2017). Suryapermana defines planning as the process of systematically preparing activities to be carried

out to achieve certain goals (Suryapermana, 2017). Kasmawati defines planning as calculating and determining what will be carried out in order to achieve certain goals, who will do it, when, where, and how to do it (Kasmawati, 2019). Hindun defines planning as the whole process of thinking and carefully determining what to do in the future in order to achieve predetermined goals (Hindun, 2015). Bararah argues that planning is a process of preparing a set of decisions to be implemented in the future, in order to achieve certain goals (Bararah, 2017).

The Importance of Planning in Education

Through good planning, an estimate of the time needed to complete the construction can be determined as planned. For a professional, planning according to the duties and responsibilities of the profession is a stage that cannot be left behind. Likewise, a professional teacher must be able to plan a lesson in accordance with the duties and responsibilities of his profession as an educator. Why planning is needed in a creative, effective and fun learning design. Wina Sanjaya stated that this was due to several things: First, learning is a purposive process, Second, learning is a collaborative process, Third, the learning process is a complex process, and Fourth, the learning process will run effectively when it can take advantage of various available facilities and infrastructure (Sanjaya, 2010).

Bararah (2017) suggests the benefits in understanding the function of learning planning in the teaching and learning process, namely: a) as a guide for activities in achieving goals, b) as an archetype governing duties and authority for each element involved in activities, c) as a work guideline for each element, both teacher and student elements, d) as a tool to measure the effectiveness of a job so that work accuracy and slowness can be known at any time, d) as data compilation material so that work balance occurs, and e) to save time, energy, tools -tools and costs. In addition, there are a number of other benefits, namely the predictability of how much success will be achieved. Because of this, you will avoid success that is chancy in nature because all possible failures can be anticipated.

Other benefits of planning are: a) Explaining and detailing the goals to be achieved, b) Providing guidance and establishing activities that must be carried out to achieve these goals, c) The organization obtains the best standard of resources and utilizes them according to the main tasks and functions that have been established, d) Become a reference for members of the organization in carrying out activities that are consistent with procedures and objectives, e) Provide limits of authority and responsibility for all implementers, f) Monitor and measure various successes intensively so as to find and correct deviations early, g) Enable to maintain compatibility between internal activities and external situations, h) Avoiding waste by having implementation standards (SOP) and supervision, priority scales, objectives, limits of authority, work guidelines and so on (Darwisyah et al., 2021).

Principles of Educational Planning

Strategic Planning Strategic planning is a comprehensive long-term plan, providing a formulation of where an organization/company will be directed, and how resources are allocated to achieve goals over a certain period of time in various possible environmental conditions (Hindun, 2015). The principles of educational planning are as follows: (1) Planning is interdisciplinary because education is also interdisciplinary, especially in relation to human development; (2) Planning is flexible, in the sense that it is not rigid but dynamic and responsive to society's demands for education. Therefore, planners need to provide the right space, especially in drafting; (3) Planning is objectively rational, in the sense that it is for the public interest, not for the subjective interests of a group of people; (4) Planning does not start from scratch, but from what you have. This means that all available potential is an asset that needs to be used efficiently and optimally; (5) Planning is a vehicle for gathering forces in a coordinated manner, in the sense that all forces and basic capital need to be collected in a coordinated manner to be used as carefully as possible for the benefit of educational development; (6) The plan is prepared with data. Without data, there is no reliable power; (7) Planning to control one's own strength, not

relying on the strength of others. Planning that relies on the strength of other nations will not be stable and will easily become political objects of other nations; (8) Planning is comprehensive and scientific, in the sense that it covers all the essential aspects of education and is prepared systematically using scientific principles and concepts; (9) Educational planning must be integral. Educational planning must be integrated into an overall plan; (10) Educational planning must pay attention to qualitative and quantitative aspects. Progress in the field of education is not only determined by the number of children that can be accommodated in schools, the increase in the number of students, the number of buildings, teachers and so on, but also whether the output of education can meet the job market or whether it can make individuals prosperous and so on (Kasmawati, 2019).

Components of Effective Learning

Building a learning concept requires components that support the implementation of effective learning activities. In a competency-based curriculum, there are at least several elements that support effective learning activities, namely: a) Selection of appropriate competencies, b) specification of evaluation indicators to determine success in achieving competence, c) development of teaching systems, and d) evaluation and assessment . When alluding to the concept of effective learning, at least there must be steps that are prepared at the beginning of planning, these steps are a systematic framework that helps education stakeholders, especially teachers in preparing such a plan. The following are the steps in preparing a lesson plan, namely: a) Formulating specific objectives, b) learning experiences, c) teaching and learning activities, d) the people involved, e) materials and tools, and f) evaluation and development planning (Bararah, 2017).

Implementation of Educational Planning

One form of implementation of educational planning in Indonesia is related to the implementation of educational decentralization, namely School-Based Management (SBM). The main objective of SBM is to increase the efficiency, quality and equity of education. Increased efficiency is obtained through the power to manage existing resources, community participation and simplification of the bureaucracy. Quality improvement is obtained through parental participation, the flexibility of school administrators, increased teacher professionalism and other things that can foster conducive conditions, while educational equity can be seen in the growth of community participation, especially concerned with educational issues. Through this SBM activity, it will have an impact on the existing education planning system in Indonesia. MBS gives full authority to school principals and teachers in managing education from learning, planning, organizing, supervising, and managing human resources and other facilities in order to assist the learning process according to school goals (Kasmawati, 2019). Educational planning is a process of making decisions (Mubin, 2020).

Development System

The flow of Empiricism explains that the formation and development of humans in receiving information and education is determined by environmental factors, someone who has the idea that everything is in the mind and the results of experience are carried out, so that each individual does not need to try and work hard to change this life because everything has already been done. Nature (Damopolii, 2014; Fatmawati, 2013; Ekawati, 2019). Economic and development planners are also increasingly aware, especially of the existence of intense competition and demands for welfare in the utilization of human resources through more planning (Ritawati, 2016). One of the components of effective learning is the development of a teaching system (Bararah, 2017). Selection, determination, and development of this method is based on existing teaching conditions. This activity is basically the core of lesson planning (Dolong, 2016). Planning is an activity to determine long-term development plans (Maria & Hadiyanto, 2021).

CONCLUSION

In planning, you must understand what goals will be achieved, what strategies are appropriate according to the goals to be achieved, and from which learning resources can be used. The learning planning system in education is a process in order to influence students so that they are able to adapt as best as possible to their environment and which will cause changes in themselves that enable them to function according to their competence in community life. Planning functions as a tool for solving problems, with careful planning, all possibilities and problems that will arise can be anticipated so that the path to completion can also be predicted. Education is an investment in the development of human resources and is seen as a basic need for people who want to progress.

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