

SCHOOL IMPROVEMENT BASED ON COLLABORATIVE RESEARCH

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Abstract

Open competition in global period, especially in Asean Economic Community (AEC) Zone has been effective since 2015. The logic implication from this agreement, all countries should prepare to face an open competition in all living aspects. No choices, all actors who want to be successful and be winners have to prepare competitive and comparative excellences. Education institutions (schools) have main strategic to create the excellent manpower. Schools can not be developed through copy and paste the best practices from other schools. Schools development should refer to real school condition. School with differences only can survive in the era. Research is the sistematic and logical method to develop differences school. Collaborative research (CR) model have a great potential to develop the idol schools. In CR model, all school communities have significant role in schools improvement. CR will produce best practices to all schools developing aspects. When the research has been cultured, school communities get a great manual to school improvement in the future. With CR, schools have different fomula to create the excellent manpower based on standard operation procedure.

Key words: *school improvement, collaborative research, differences, and excellent manpower.*

I. Introduction

Recently, Indonesia and ASEAN communities have a commitment on free trading. Based on the commitment, all countries have the same opportunity to explore on bisnis activities. Better opportunities for all persons who have good preparation and anticipation with the best product and services. Whoever focus and care on quality, they will win and lead the competetion. The other way, this situation also a serious threat to person who is not good in preparation.

In education context, schools have main role to increase and improve the manpower quality. Improving all school aspects is necessary, especially on teacher's competency, curriculum, and networking. The improvement will be successful if all school communities have good participation and sinergy on this program. Collaborative Reseach Model (CRM) isvery compatible to use in school development. With CRM, schools will develop differences become excellent schools. This paper will present: (1) the challenging of AEC, (2) school as the agent of change, (3) problems on school improvement, and (4) the power of collaborative research.

II. Discussion

Asean Economic Community as Improvement Changing

Regularly, external movement has impact on personal mindset, attitude, and behavior. External Factor is located out of individual controll. Asean Economic Community agreement has started up since 2015 is the reality for all asean community. Exactly, all asean community, especially Indonesian communiy should be realictic in this situation, should not be panic or be frustated (Farhan, 2016). On closing speech of KTT APEC 1994 in Bogor, Presiden Suharto announced that , *“Mau tidak mau, suka tidak suka, siap tidak siap Indonesia harus memasuki pasar bebas yang berlaku mulai tahun 2010 untuk negara maju dan 2020 untuk negara berkembang”*. In 2003, Asean leaders made an agreement that asean free trading would be started in 2010 for developed countries and in 2015 for developing countries. The cronology showed that AEC is a synergy program to increase and improve the competetiveness in asean zona. There are five agreements in Asean economy community, namely five free credos, (1) free flow of goods, (2) free flow of investment in services, (3) free mobility on skilled labor, (4) free flow of investment, and (5) free flow of capital. Word “free” have negative conotation and perception. Free equal to dangerous or not good feeling. But, word free also give challenging for inovation and creation. Now whether this area will become challenging or threatening, it depends on the point of view and personal attitude.

A strong personal wishing to improve (up date and up grade) skills and competencies is a smart choice in this era. Using the best standard on working is necessary. The application of best procces will influence to best prduct, best price, and best market. So, movement on external factor should cover internal commitment movement. Movement on individual scope should be continued to collective movement in order to win opportunities.

Globalization and liberalization on trading pursue the excellent manpower. The essense of globalization is increasing and improving competencies and adjusting to rapidly changing to more living aspects. Indonesian goverment have a serious commitment to build manpower on global era. Goverment will give sertification to personal competencies and companies (Suarsono, 2012).

School as an Agent of Change

Majority, community have a big hope from the school role, especially on empowering the excellent generation. Because they believe that school is an agent of change. In reality, school institution so late and difficult for changing. When you observed the school condition ten years ago and the current condition, what are the differences? Please compare with bank institution for same period (Samsuri, 2010).

Changing situation on education institution in longterm program. Because raw input of education are humans. They have mindset, skill, attitude, and habit. All human aspects should be changed. In the bisnis context, changing so simple because just follow the cicle; row input, procces, and output.

School core bisnis takes place the learning procces. Learning how to learn, learning how to do, learning how to be, and learning how to live together should occur in school context. School also maintains the local genius values and national values. The main indicator for learning procces is changing . No changing, no learning.

The Problems of School Improvement

In global era, schools should be back to their main function, namely empowering students to be excellent generation, gold generation. The indicators of gold students in Indonesia context: religious, open minded, good communicator, risk taker, caring, independen, honest, and responsible. In order to reach thess targets, schools should have good manpower, progressive curriculum, and broad networking. In this section, it will be discussed about (1) developing school manpower,(2) school curriculum, and (3) school networking.

Manpower Problems

Manpower qualities will be the success key factor on schools improvement. Good quality manpower is a result from the training program, application of discipline based on rule of work, and good recruitment employees. An excellent manpower is the main capital to solve the schools problem in the future.

In the school context, teachers are main actors. They will determine the succes or failure of the school program. Teachers should be the learner persons.

They work based on standard operational procedure (Depdiknas, 2007). Competencies in many profesional aspects (pedagogic, subject matter, personal, and social) should be mastered. The current reality shows there are no clear differences on competencies between professional teachers and non professional teachers (Sumarsono, 2012; Suyitno 2014).

There are five criteria of teachers in global era. Firsly, well educated, graduate from bonafide university. Secondly, well experiences, have good qualities (based on the portfolio). Thirdly, well trained, especially professional training,. Fourth, fluent and have good skills in english. Fifth, have good skills in ICT.

School Developer Team

Task force team should be created at excellent schools. The main jobs of the team are: create the school development plan, arrange a systematic steps to school improvement, create training program, and control the running program. Task force team consists of school leaders, teachers, representative parents, share holder, stake holder, and consultant.

Based on the result finding, many school have expert team, but it is on paper only. There is no clear role and contribution to the schools improvement. The other finding, schools have expert team, but there is no sinergy and collaboration with the schools team. So, the main problem is how to increase the role of the expert team efectively on school improvement.

Curriculum Problems

For schools, curriculum is a core school program. Minimally, curriculum includes school target, material should be learned, taeching-learning strategy, and evaluation model. When we read the curriculum, we can intreprete the school qualities. In fact, many schools do not have schools curriculum. Generally, schools just apply the national curriculum. The other problem, school and teacher are not curriculum manager or leader. They just the follower of curriculum. The mindset of the schools and teachers should be changed to the true concept. Really, curriculum are flexible to be analized and to be enriched. So, schools have different curricula.

School Networking Problems

Schools improvement is a dynamic process and never ending. In global era, schools improvement should combine internal and external potentials. It is better if the schools have a network to other excellent schools. Collaboration and synergy will accelerate school innovation. Many activities can be designed by schools partnership in teachers' training and teachers' and students' exchange programme. School networking will contribute to best practices, schools innovation, problem solving, and learning strategy. All school communities will get a new experiences and new information on school development. Do you have a strategies of schools' friendships?

The Power of Collaborative Research on School Development

Really, research is not difficult activities. Research is an attractive activities and too easy. According to limited survey, a lot of good information in school is not used in increasing school. Whereas the information about school practices can collect and analyze seriously. Based on the analyze result, we can classify, where the practices walk on the right track, and where the aspect needs to develop (Samsuri, 2015). The good practices can decide as practices model. Even the good practices potentially to improve to best practices.

Improvement and research are two excellent activities on creating quality and differences school. Improvement should refer the real condition. Real condition can conduct as baseline data. The valid baseline data should refer the result of researches. In collaborative research, all data collect by all school communities. The systematic steps to do the research guide the school leader or task force team. When a research becomes a culture, the school manpower is ready to be a pioneer, not a follower in school improvement and does not tempted do imitate best practices from other schools.

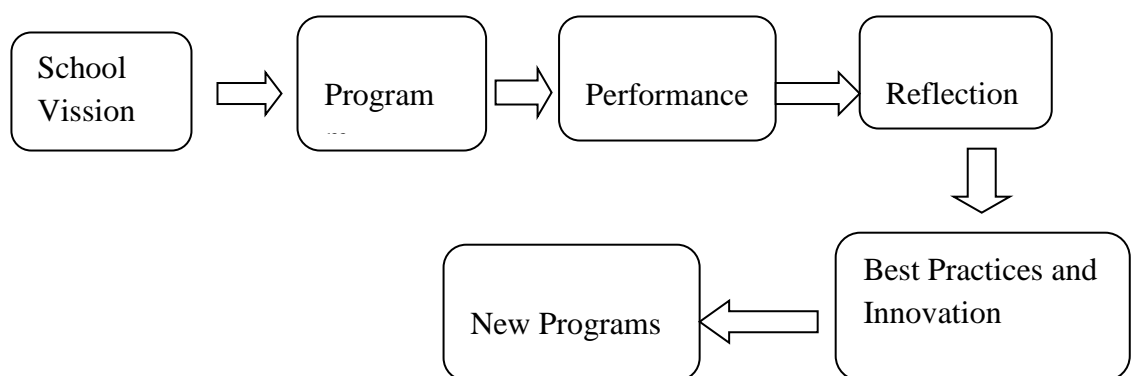
There are six reasons why the collaborative research chosed for school improvement. First, CR is easy and simple. Second, all school communities can participate to the program and they will have a feeling of belonging the school. Third, CR have the best potential to produce the original best practices in school. Fourth, CR will educate all school communities that processes are important

activities towards the good product. Fifth, with CR, school communities are confident to run qualified schools. Sixth, CR is the best medium to create the continuous excellent school (Samsuri, 2015).

Collaborative research model have eleven principles, namely (1) decide on objectives together, (2) build up mutual trust, (3) share information and develop networks, (4) share responsibility, (5) create transparency, (6) monitor and evaluate the collaboration, (7) disseminate the result, (8) apply the result, (9) share profits equitably, (10) increase research capacity, and (11) build on the achievement. Covey (2003) explained that synergy all team can add the effective of process and good result.

Collaborative research model can start up with the building school research team. Each team divide to many division, alike the curriculum division, studentness division, and other equal to school need. The simplicity team research can observe on chart below.

Chart 1: Collaborative Research Model



According to the chart, all team should check and read school vision seriously. School vision should be clear for all team, include the indicator of the vision. Based on the school vision, all team discuss the school program and make mapping, where are the standard program and where are the excellent program. After that all team to describe and evaluate the school performances and compare to school target. Based on school performances, all team make reflect to decide where are the success programs and where are the aspects need to develop. For team, result of reflection will discuss to make recommendation which the best

practices and how to solve the school problems. This is a cycle for one CR, and can continue to other cycle.

III. Conclusion

Dinamic movement in global era should be attituded with positive thinking and good performance. Positive mindset will open the opportunity for creation. Progressive mentality, always up grade and up date skill and competency will introduce the winner and leader in competetion. This mentality very important to apply in school context. School should be prepare next generation became the excellent generation. The research contribution to school improvement will give guarantee the school quality. With best process and best result on learning will build the best manpower. Brillian manpower will win on Asian Economic Community. Good Luck!

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