

STRATEGIC MANAGEMENT BASED ON LONGITUDINAL ACHIEVEMENT

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ABSTRACT

Quality education will be realized if the school implements the correct strategic management. Satisfying performance improvements are not only related to input and output aspects but also more important process aspects, namely, the teaching and learning process, monitoring and evaluation process, considering that the teaching and learning process has reached the highest level of importance compared to other processes. The method used in this research is qualitative research, where data collection techniques are through interviews, observation, and documentation. The results of this study indicate that the Nurul Barokah Islamic Boarding School has made significant progress. The management procedure goes according to a well-organized plan, in which management should start with effective and efficient Planning, Organizing, Actuating, and Controlling (POAC) to realize an increase in a good performance at the Nurul Barokah Islamic Boarding School. In this study, researchers attempted to analyze, understand, and describe the strategic management carried out at the Nurul Barokah Islamic Boarding School in improving the quality of Islamic boarding schools over a certain period (longitudinal achievement).

ABSTRAK

Pendidikan yang bermutu akan dapat terlaksana jika sekolah mengimplementasikan manajemen strategi yang tepat untuk dilaksanakan. Peningkatan kinerja yang memuaskan tidak hanya berkaitan dengan aspek input dan output, tetapi aspek proses yang lebih penting yaitu; proses belajar mengajar, proses monitoring dan evaluasi, mengingat proses belajar mengajar sudah mencapai tingkat kepentingan yang paling tinggi dibandingkan dengan proses lainnya. Metode yang digunakan dalam penelitian ini ialah menggunakan penelitian kualitatif (qualitative research), dimana teknik pengumpulan data dalam penelitian ini melalui wawancara (interview), observasi, dan dokumentasi. Hasil penelitian ini menunjukkan bahwa bahwa Pondok Pesantren Nurul Barokah mengalami kemajuan yang signifikan. Prosedur manajemennya berjalan sesuai dengan rencana yang telah tertata baik, dimana dalam manajemen tersebut yang semestinya dimulai dari Planning, Organizing, Actuating, dan Controlling (POAC) yang efektif dan efisien, sehingga dapat mewujudkan peningkatan prestasi yang baik di Pondok Pesantren Nurul Barokah. Dalam penelitian ini, peneliti berusaha untuk menganalisis, memahami, dan menggambarkan tentang manajemen strategi yang dilakukan di Pondok Pesantren Nurul Barokah dalam meningkatkan mutu pesantren pada periode waktu tertentu (longitudinal achievement).

Kata kunci: Manajemen Strategi; Longitudinal Achievements; Pesantren; School

INTRODUCTION

In recent years, technological systems have developed increasingly sophisticated. This development certainly impacts all sectors of human activity, including education. Education is the spearhead in creating a confident generation because education can maximize students' potential. Education further explores the potential of students to become reliable human beings who can act critically, logically and innovatively in approaching and solving every problem they face ([Muljawan, 2020](#)).

Teaching and learning scenarios need to be carefully prepared to obtain quality results. The development of education is a benchmark for the progress of a nation. Explicitly improving the administrative quality of education providers, the quality of personnel or workforce, the quality of operational management, and the quality of learning and madrasah graduates ([Mundiri et al., 2023](#)) ([Mashar, 2019](#)). Therefore, serious and consistent performance is needed in order to improve the quality of education.

The quality or quality of an institution depends on how it is managed and in education. The current management of school learning facilities and infrastructure is also effective when supported by professional human resources. On the other hand, if existing human resources do not work as they should, the effectiveness and efficiency of learning opportunities and infrastructure management will also not be optimal. Although facilities and infrastructure function as learning tools, the benefits of the learning process are enormous ([Faradina et al., 2023](#)) ([Fikri & Syahrani, 2022](#)). Then, the feedback is to improve the quality and quality of the institution itself.

Improving the quality of education requires an excellent administrative system, adequate and quality human resources (HR), adequate facilities and infrastructure, and adequate training costs so schools can function and operate optimally ([Husni & Wahyudiati, 2022](#)). In line with that, the quality of education is the ability of the education system to manage and process education in a quality and efficient manner to provide added value to achieve quality results ([Munawwaroh, 2022](#)). That is, the use of strategic management appropriately can have implications for an institution that will realize the expected quality of education. This can be seen from the development of any achievements that have been achieved during a specific period.

Strategic management is a set of management decisions and actions resulting from formulating and implementing plans to achieve a competitive advantage ([Rozi et al., 2020](#)). This concept includes planning, directing, organizing and directing various school strategic decisions and actions aimed at achieving competitive excellence in school institutions ([Holilah, 2021](#)). The success of an institution is reflected in academic and non-academic achievements.

The achievement of educational goals is highly dependent on the leadership skills and wisdom of the principal as a disciplined principal tasked with managing all organizational resources and working with teachers and parents to train their students for school education. Principal leadership skills make it easier for schools to develop student achievement in ways that help realize the school's vision and mission ([Muzari & Sembodo, 2020](#)) ([Topuz et al., 2019](#)).

In addition, the teacher is an essential factor in educating students because education allows students to reach their potential. This potential can come in the form of unique skills and intelligence ([Agus R et al., 2022](#)). If this potential is developed, it can also produce several high achievements that can bring a good name for oneself and the school. School performance reflects the progress made by the school in improving school quality ([Balat et al., 2019](#)). Because academic success is inseparable from the factors that influence it, be it

human resources, student input, available infrastructure and organizational culture.

Pondok Pesantren is an Islamic-based educational institution where the students are led by a cleric better known as a *kyai*. This Islamic boarding school was born amid the existence of society, especially Muslims. The purpose of establishing Islamic boarding schools is to equip their students with valuable Islamic religious knowledge to make a living in this world and the hereafter and only practice it on others (Setiawan et al., 2019). Not a few Islamic boarding schools are trying to adapt to change, but there are also Islamic boarding schools which are closed from the impact of current technological developments (Rozhana, 2022).

Indonesian educational institutions play an essential role in building Indonesian citizens who are noble, healthy, knowledgeable, capable, creative, independent and become democratic and responsible citizens (Ruzifah, 2021). Pondok Pesantren is one of the oldest Islamic educational institutions in Indonesia, which has its characteristics and is different from other educational institutions. The community has long known this Islamic boarding school because Islamic boarding schools are involved in efforts to educate the nation's life. The capacity of Islamic boarding schools is currently the pride of Muslims (Ni'mah & Ashoumi, 2019).

The existence of Islamic boarding schools in Indonesia is recognized based on Article 30 (4) of Law Number 20 of 2003 concerning the National Education System, which states that religious education takes the form of Diniyah, Islamic Boarding Schools, Pasraman, Pabhaja Samanera, and other similar forms (Athoillah & Wulan, 2019). In addition, the Islamic boarding school education system is not only in the field of religion but also in the field of general science, so Islamic boarding schools also keep abreast of increasingly sophisticated technological developments to maintain the existence of Islamic boarding schools in the modernization era.

To guarantee an improvement in the quality and quality of education so that it is more measurable and directed towards more precise goals, it is necessary to have an activity that is programmed properly and correctly, can be planned and measured in the form of quality management, one of which is strategic management (Aulia, 2021). One of the strategies that must be carried out to maintain the existence of Islamic boarding schools is the development of human resources. Human resources development is significant in Islamic boarding schools to guarantee the quality of graduates because, in the end, it is hoped that graduates of Islamic boarding schools who have completed their education will expect directly from the community as users of these graduates (Mu'is, 2021). Therefore, attention should be paid to large-scale staff development based on systematic and detailed planning.

The process of change that occurred in various *pesantren* after the 19th century was an attempt by *pesantren* to open up to modernization slowly. Modernization in the *pesantren* body means a process of change (Zulqornain, 2023). Facing an era that is developing rapidly, humans must also be able to compete with technology. Therefore, to maintain the existence of Islamic boarding schools, it must be able to increase competition for the quality of institutions in addition to the availability of infrastructure. As Allah says in Surah Al Anfal verse 53:

ذَلِكَ بِأَنَّ اللَّهَ لَمْ يَكُ مُغَيِّرًا نِعْمَةً أَنْعَمَهَا عَلَى قَوْمٍ حَتَّى يُغَيِّرَ مَا بِأَنْفُسِهِمْ وَأَنَّ اللَّهَ سَمِيعٌ عَلِيمٌ

“Yang demikian itu karena sesungguhnya Allah tidak akan mengubah suatu nikmat yang telah diberikan-Nya kepada suatu kaum, hingga kaum itu mengubah apa yang ada pada diri mereka sendiri. Sungguh, Allah Maha Mendengar, Maha Mengetahui.” (QS. Al-Anfal [8]: 53).

From the letter of the Qur'an, it can be explained that change is a universal law that covers all types and every group, organization, society, or country regardless of religion and every space and time.

Its development educational institutions must be adaptive to its development by digitizing the education system ([Bagriacik Yilmaz & Banyard, 2020](#)). Namely, the response of Islamic boarding schools as religious education institutions to quality improvement when social change occurs in society includes four things; first, the content or curriculum of Islamic boarding schools includes general education, the second is reform of educational methods such as levels, the third concerns the institutional system, the fourth is the task of education being a more social task ([Septantiningtyas et al., 2022](#)). Thus, the existence of Islamic boarding schools is maintained amid global developments.

Nurul Barokah Islamic Boarding School is one of the Islamic boarding schools in the Situbondo area. This Islamic boarding school is one of the Islamic schools where the learning system uses the *sorogan*, *bandongan*, and *weton* methods. The meaning is an individual learning system where a student is dealing directly with a teacher, and there is an interaction of knowing each other between the two ([Díaz-Noguera et al., 2023](#)). This *bandongan* is often referred to as *halaqah*, wherein there is a *kyai* who studies the book, and there are students who listen or pay attention to the studies from the *kyai*. While the term *weton* comes from the Javanese language, which means periodic or time ([Mareta & Muhammad, 2022](#)). This *weton* recitation is not a daily routine, and the initiative comes from the *kyai* himself in determining the time, place and book.

Changes in the curriculum of Islamic boarding schools, which are moving in a better direction, prove that Islamic boarding schools can improve quality the same as other educational institutions ([Ariani & Syahrani, 2022](#)). This is done with the aim that educational institutions match the expected goals. Various factors were carried out to achieve the goal, including improving the education system, which continues to innovate, such as renewing the curriculum, improving educational facilities and infrastructure, as well as improving the quality and better management of education ([Tohet et al., 2021](#)).

Nurul Barokah Islamic boarding school education has experienced significant progress in recent periods. This is based on the awareness of the people involved in it in order to improve the quality of Islamic boarding schools with the acquisition of several achievements have been achieved. The ability of *pesantren* stakeholders to formulate the right strategy will determine their prospects ([Yunus et al., 2019](#)). Besides that, several other factors in improving the quality of Islamic boarding schools include the availability of quality infrastructure and human resources.

Longitudinal studies provide important sources of information when investigating how differences in various national and regional school policies, practices and compositional characteristics relate to differences in student achievement over a period of time ([Rahman et al., 2019](#))([Rodríguez et al., 2023](#)). This means that longitudinal achievement is the difference in student achievement in a specific period related to policies, practices, and school characteristics. Thus, with longitudinal achievement, educational institutions can determine student achievement progress in a certain period.

Several previous studies relevant to this research were carried out by Aini, which revealed that the quality planning management of education through Islamic boarding schools meets the requirements of quality Islamic boarding schools and has the advantage of integrating the general education curriculum and the Islamic boarding school curriculum into formal education ([Aini, 2021](#)). In line with this research, Adilah stated that the quality of education could not be achieved without the right strategy to improve the quality of all

components; there are problems with teacher professionalism, qualification standards for university graduates, practical learning and programs that do not support achieving quality (Adilah & Suryana, 2021). Of course, this then has implications for the student's comfort in learning, and the result is an achievement by the students.

Meanwhile, there is relevance or linkage between strategic management and the quality of education because the quality of education refers to everything that becomes the standard for achieving quality education, both in terms of student achievement, teacher quality, and school programs in general (El Koshiry et al., 2023), which is one of the benchmarks for the ability of the success of an educational institution (Susilowati, 2019). Therefore, the existence of strategic management is fundamental to be implemented in order to improve the quality of an educational institution.

METHODS

This research approach uses qualitative research with a descriptive type, namely, to examine the condition of natural objects and collect data directly. Methods of data collection in this study through interviews, observation, and documentation. In this study, researchers attempted to analyze, understand, and describe the strategic management carried out at the Nurul Barokah Islamic Boarding School in improving the quality of Islamic boarding schools over a certain period (longitudinal achievement). The location used as the object of research is the Nurul Barokah Islamic Boarding School, Suboh Situbondo. Meanwhile, the research subjects consisted of caregivers, heads of Islamic boarding schools, and assistant heads of the Islamic boarding schools themselves. After all the data is collected, the data analysis process includes data reduction, data presentation, and conclusion. The analysis used is the descriptive analysis which outlines some of the data that has been collected, and then conclusions are drawn. Data reduction in this study summarizes the information collected from the field and then chooses the main topics according to the research focus. In this study, the researcher first wanted to know how the implementation of strategic management at the Nurul Barokah Islamic boarding school improved the quality of Islamic boarding schools in a certain period (longitudinal achievement). Presentation of data in this study using narrative text, charts, and so on from the study results. Presentation of the data helps to understand something that is happening and then can carry out further analysis based on an understanding of the data that has been presented. This study concludes that knowing about strategic management in improving student achievement can improve and apply management that has been carried out in the next few years.

RESULTS AND DISCUSSION

Results

Management coordinates activities through other people so that the activities concerned can achieve maximum results (output) with an efficient and practical approach. Strategic management is the implementation of planning and evaluation that is carried out continuously for all the needs needed by the organization to achieve its goals. In other words, strategic management is a series of activities in which decisions can be made through various processes and lead to formulating strategy, implementing, and achieving goals in an organization.

Pondok Pesantren Nurul Barokah is a modern Islamic boarding school founded in 2006 as an educational institution and a religious institution that develops Muslim personalities who can play an active role in modern society. Nurul Barokah Islamic boarding school is located in Suboh village, Suboh sub-district, Situbondo district. With a land area of

4010 m². The distance from the Suboh sub-district is about 30 km east of Situbondo City.

To foster female students consisting of two formal institutions, MTs and SMK. The formal education system is the basis for educational learning. Not only that, but at the Nurul Barokah Islamic boarding school, there are also non-formal education, namely TPQ, Madrasah Diniyah Wustho, and Madrasah Diniyah Ulya. In addition, there is the study of the Qur'an (tajwid science), yellow books, and languages, namely Arabic and English, which are now developing with the classical or madrasah system.

The quality of an educational institution is influenced by the ability of the educational institution to control all its activities, starting from teachers, students, curriculum, learning process, infrastructure, and achievements. Globalization and rapid modernization are a challenge for the world of education, including Islamic boarding schools. Therefore, the education system in Islamic boarding schools also needs to be integrated following the changing times to respond to the demand that educational institutions in Islamic boarding schools be the same as other educational institutions.

The curriculum is an integral part of the learning system. Curriculum changes continue along with the times and technology. The Islamic boarding school curriculum is also reflected in the curriculum that can meet society's expectations with a quality education system.

Nurul Barokah Islamic Boarding School is a boarding school with its curriculum. The curriculum is based on the Depak Islamic Boarding School curriculum, and the curriculum is adapted to the needs of Nurul Barokah students. Of course, various old learning methods, such as reciting from the Yellow Book, are still effectively used. Until now, the Nurul Barokah Islamic Boarding School used learning about other yellow books, which can be translated to make it easier for students to learn them. With the existence of this pesantren curriculum, it is hoped that the Nurul Barokah Islamic boarding school can improve the achievement competence of the students.

Table 1. Tilawatil Quran Learning System

Program	Implementation
Al-Miftah	Learning which is held every Sunday
Muhadhoroh	Which is held on Friday nights
Dzibaan Al-Banjari	Which is held on Tuesday nights
Istighosah	Which is held on Wednesday nights
Extracurriculars	Which is held on Friday

Every Islamic Boarding School is identified with Al-Quran learning. This also applies to the Nurul Barokah Islamic Boarding School, which focuses on the Tilawatil Quran learning system. In improving the quality of Islamic boarding schools, Nurul Barokah Islamic Boarding School also conducts an annual evaluation. Some have added to the pesantren curriculum, such as adding new programs, namely the Al-Miftah Program and the Alfiah Program.

The Nurul Barokah Islamic Boarding School has several weekly activities participated in by students, including Al-Miftah learning which is held every Sunday, Muhadhoroh which is held on Friday nights, Dzibaan Al-Banjari which is held on Tuesday nights, istighosah which is held on Wednesday nights, extracurriculars which is held on Friday.

Development of human resources is one of the tactics to support the existence of pesantren. Human resource development is needed to guarantee the quality of graduates

produced by Islamic boarding schools because those whom complete education produced by Islamic boarding schools directly interact with the community as graduates of these Islamic boarding schools.

Human resource management is a management that focuses on managing existing human resources for their research. Pondok Pesantren Nurul Barokah was originally a very simple school. In this case, all pesantren activities still depend on the kyai as the axis of the pesantren learning system.

Over the years, the teaching staff at the Nurul Barokah Islamic Boarding School brought in productive teachers in their respective fields. In addition, the Nurul Barokah Islamic boarding school graduates who also studied education at other Islamic boarding schools also participated in the learning activities. The pattern of coaching educational staff is also carried out to improve the competence of educators through coaching and training activities, quality improvement workshops, and developing the competence of educators.

One of the success factors of education is the availability of facilities that support learning activities. The existence of facilities can help learning activities run effectively and efficiently. That is, managing school infrastructure is a process of linkages between all activities in the learning process.

The Nurul Barokah Islamic Boarding School, seen in the procurement of facilities and infrastructure, is the adjustment of funds owned by the Nurul Barokah Islamic Boarding School. Because the budget system is still centered on the nanny's family. In addition, for development, there is also assistance from the government.

Pondok Pesantren Nurul Barokah does not charge students to make development payments, contributions, or other things. Because, at the Nurul Barokah Islamic boarding school, students with less well-off backgrounds are accepted, some of the funding at this pesantren is affordable and even free. The cottage caretakers themselves manage all financial systems.

Over increasing years, Islamic boarding schools have also experienced an increase in the procurement of infrastructure, including increasing land or land, buildings and rooms built by Islamic boarding schools with all the facilities in them, inventory, namely all belongings of the Nurul Barokah Islamic Boarding School have been neatly inventoried in the inventory list of goods.

Regarding the public relations management model (PR), the Nurul Barokah Islamic Boarding School tends to be a "traditional model" where madrasah committees still dominate madrasah communication with other administrators. Pondok Pesantren Nurul Barokah is in the middle of a rural area where the majority of the people still do not know or are aware of the importance of education, so they still need a specific approach, especially to the guardians of students about the importance of education in the life of society, nation, and state, also in matters of religion.

One of the pillars of human resource development is the quality of education which is very important for national development. The future of a nation lies in the current quality of education, so quality education only occurs in quality educational institutions. Therefore, efforts to improve the quality of education is a strategic point that can create quality education.

Effective learning according to management principles, starting with planning, organizing, actuating, and controlling (POAC), can require serious effort and cooperation from various educational components. Thus, madrasa attention can increase student efficiency in academic and non-academic achievements.

Discussion

Based on the reality that occurred in the field and following the results of interviews, several achievements have been achieved at the Nurul Barokah Islamic boarding school. In several periods, namely: the first period, from 2006 to 2010. The achievements include; the first winner in the quiz competition in commemoration of National Education Day in 2007, which took place at the Suboh sub-district, third place in the debate competition in the competition to commemorate National Santri Day in 2007, and second place in the Nadhom Alfiah memorization competition between Islamic boarding schools in Suboh sub-district in 2007-2009.

The second period was from 2011 to 2015. Some of the achievements achieved include; second place in the da'wah competition between Islamic boarding schools in commemoration of the Prophet's Birthday in 2011, 2nd place in the District level Madrasah Science Competition (KSM) to be precise in 2009, 2nd and 3rd place in the Regency level integrated science competition to be precise in 2012.

The third period, from 2016 to 2020. Some of the achievements achieved include; being the first winner in an English speech competition at the sub-district level in commemoration of Heroes' Day in 2016, to be exact the third winner in the Arabic speech competition in the district-level student interest talent contest to be precise in 2017, 3rd place winner in Story Telling in the Gebyar Academic Achievement Competition, creation and art level Situbondo Regency in 2019.

The fourth period, from 2021 to 2024. Some of the achievements achieved include; second place in the Al-Qur'an Tartil competition between Islamic boarding schools in commemoration of the Maulid Prophet at the sub-district level in 2021, 3rd place in the book reading competition between Islamic boarding schools in the Achievement Santri Festival commemorating National Santri Day in 2021, 1st place winner in Arabic speech between Islamic boarding schools pesantren in commemoration of the birthday of the Prophet at the sub-district level in 2024.

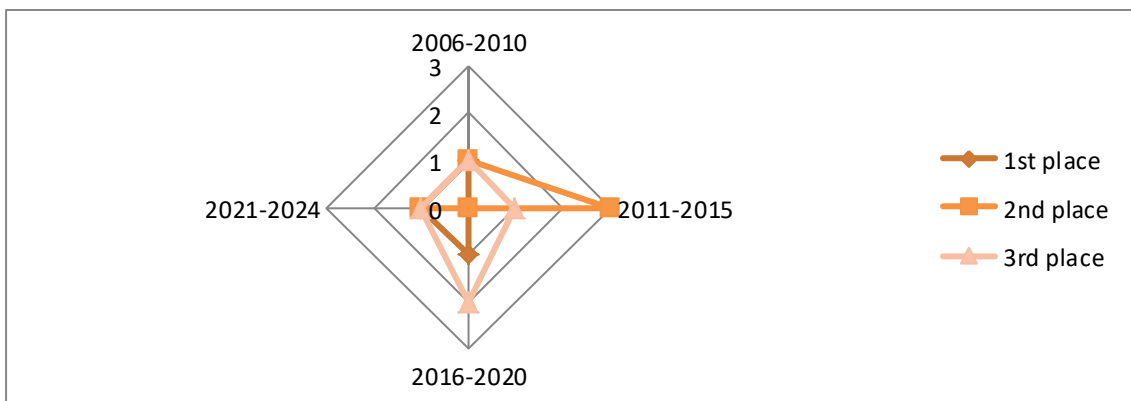


Figure 1. Winner in the Quiz Competition in Commemoration

Competition from all fields in the world today is inevitable, as well as what is happening in the world of education. Each educational institution competes with each other to be the best and try to get students, especially in private institutions. In private educational institutions, the number of students affects the existence and sustainability of these institutions. Therefore every educational institution at this time must be self-aware, improve themselves and develop strategies to excel in competition. When one cannot compete, the worst impact is bankruptcy because of the difficulty in getting students. One strategy to win or excel in competition is improving human resources quality, commonly termed a strategic management model based on human resources (resources-based view), which is often

abbreviated as RBV. The better the quality of human resources in an organization, the more open the ability to achieve organizational goals formulated in strategic management will be.

Factors supporting strategic management in improving achievement at Pondok Pesantren Nurul Barokah include; infrastructure, additional computers, skills, and an internet network (wifi), where the Nurul Barokah Islamic Boarding School can improve their skills. Therefore the head of the madrasa as a party has a sense of responsibility in designing these supporting factors to fully support the management of human resources so that they can continue to improve these achievements. The existence of supporting factors will significantly affect the performance of the Nurul Barokah Islamic Boarding School. The inhibiting factor for HR management in improving achievement at the Nurul Barokah Islamic Boarding School is teachers' lack of interest in the management of information technology (IT); only some teachers have an interest in learning technology. In general, IT management can support and develop all elements of management activities because IT is global. However, with these supporting factors, the principal always tries to remove these inhibiting words so that all management activities can function optimally.

At least from some of the results of the achievements above, there is a type of management used at the Nurul Barokah Islamic Boarding School to improve some of these achievements, namely: The type of management used at the Nurul Barokah Islamic Boarding School in improving these achievements for several periods is using democratic management, democracy here means the head Schools must understand the existence of teachers and their strengths and weaknesses. A democratic school principal always provides opportunities for teachers to be more creative, accepts teacher input, does not hinder visible progress from partner teachers, and consistently leads effectively.

The implementation of strategic management must be based on democracy, which positions managers, executives, and students to carry out tasks with full responsibility to achieve goals. Effective and efficient, namely a set of strategic management activities that must pay attention to efficiency and effectiveness to achieve goals. These activities provide beneficial results with relatively little cost, effort, and time.

Creative school principals must show great creativity in the progress of the school they lead so that it becomes quality education. This high creativity involves three dimensions: process, person, and product. In terms of using an eclectic process as a criterion for creativity, all products produced are innovative products.

As a school principal, the implementation of administrative tasks must be well-planned. The purpose of planning is to focus on knowing what works best for education. The principal reason management can fail at design is to design failure itself. Then the principal must make a plan and how the principal can create a good organization around the Nurul Barokah Islamic Boarding School so that the principal and other teachers can interact well with each other.

In addition, the school principal must implement the program's vision, mission, and goals set by the school by mobilizing all the resources grouped by the school principal into one container so that the vision and mission can run well and improve student learning achievement. The final role of the principal as a leader is to oversee all programs running at the Nurul Barokah Islamic Boarding School, both in terms of curriculum, facilities, and infrastructure. This control is intended to minimize errors in the field. With the supervision of the principal, the teaching and learning process can be improved by the teacher to improve student learning outcomes.

The strategy implemented by the school principal to increase the effectiveness of student learning is to establish binding guidelines for all stakeholders in the Nurul Barokah

Islamic Boarding School, namely; (1) Encouraging discipline, (2) empowering teachers as well as possible, (3) establishing cooperation with the community and creating a conducive and clean working atmosphere. As Allah says in surah An Nisa' verse 59:

يَا أَيُّهَا الَّذِينَ آمَنُوا أَطِيعُوا اللَّهَ وَأَطِيعُوا الرَّسُولَ وَأُولَى الْأَمْرِ مِنْكُمْ فَإِنْ تَنَازَعْتُمْ فِي شَيْءٍ فَرُدُّوهُ إِلَى اللَّهِ وَالرَّسُولِ إِنْ كُنْتُمْ تُؤْمِنُونَ بِاللَّهِ وَالْيَوْمِ الْآخِرِ ذَلِكَ خَيْرٌ وَأَحْسَنُ تَأْوِيلًا

“Wahai orang-orang yang beriman! Taatilah Allah dan taatilah Rasul (Muhammad), dan ulil amri (pemegang kekuasaan) diantara kamu. Kemudian, jika kamu berbeda pendapat tentang sesuatu, maka kembalilah kepada Allah (Al-Quran) dan Rasul (sunnahnya), jika kamu beriman kepada Allah dan hari kemudian. Yang demikian itu, lebih utama (bagimu) dan lebih baik akibatnya.” (QS. An Nisa' [4]: 59).

From the surah of the Qur'an, it can be explained that with a disciplined attitude and obedience to the leader's orders, strong attention and time management, responsibility for the task being entrusted, and sincerity towards the area of expertise occupied. That way, what has been done well can avoid temporary neglect.

This policy is based on the results of deliberations between the school principal, teachers, and staff of the Nurul Barokah Islamic Boarding School. Therefore, the four strategies described above are based on the guidelines set by the principal.

Some of the management and achievements above in specific periods since its establishment in 2006 until now show that Pondok Pesantren Nurul Barokah has made significant progress. The management procedure goes according to a well-organized plan in which the management should start with effective and efficient planning, organizing, implementing, and controlling, to realize a good increase in performance at the Nurul Barokah Islamic Boarding School.

CONCLUSION

Strategic management in improving student achievement can improve and can also apply an administration that has been carried out in several years, as is the case in Islamic boarding school activities, in efforts to achieve goals that have been planned. Factors supporting strategic management in improving achievement at the Nurul Barokah Islamic Boarding School include; infrastructure, additional computers, skills, and an internet network (wifi), where Pondok Pesantren Nurul Barokah can improve its skills. The inhibiting factor for HR management in improving achievement at the Nurul Barokah Islamic Boarding School is teachers' lack of interest in the management of information technology (IT); only some teachers have an interest in learning technology.

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