

MANAGEMENT OF TEACHING SKILLS AS AN EFFORT FORMATION OF MADRASAH STUDENTS' CHARACTERS TSANAWIYAH AT THE Islamic boarding school MODERN

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Abstract

Teaching staff as educators at an Islamic boarding school are usually an ustad or ustadzah with the skills they have as a medium of delivery to students so that morals can be created as the basis for behavior. The aim of this research is to determine the learning plans of ustad and ustadzah at Madrasah Tsanawiah and their abilities in forming students' moral character after the COVID-19 pandemic. The method used is a qualitative method with respondents from ustad and ustadzah from modern Islamic boarding schools in Serang City. The research results obtained were by providing training related to karimah by providing examples of good morals in providing appropriate learning methods No boring and pay attention to students so it's more active and creative.

Keywords: Karimah's morals; Skills Management; Madrasah Tsanawiyah

INTRODUCTION

The rapid development of science and technology is causing more and more The dynamic progress of the modern era means that there is a need for significant changes in developing human resources who have quality in ethical development. In the regulations contained in the National Education System Law Number 20 of 2003 concerning the creation of quality educators who are knowledgeable and devoted to God Almighty, religious, virtuous, have personality, independent , intelligent, creative, disciplined, successful and responsible. answer. This is the main basis for the development of education in Indonesia, where if education in Indonesia is not in line with the national education goals that have been set, it will result in reduced moral and technical implementation in the continuity of education. At the secondary level in Madrasah Tsanawiyah , education is the most important factor in supporting the continuity of education so that dreams can be realized. - national educational aspirations . In general, according to several experts, education is the main gateway that is effective in creating human resources of good quality (Azzet, 2014).

With this increase in quality, education in Indonesia can become the basis for guidelines for educators to educate students who will become assets for the future of the nation who have good morals and skills. The problem faced in Indonesia recently is that the level of education has become a benchmark for modernization in Indonesia and even in the world, where the more modern the level of education in Indonesia, the more developed the nation will be. Education is the most important aspect of life so that the role of teaching staff becomes an important element in the continuity of education which pays attention so that education can run in a directed manner and can achieve the nation's ideals as stated in the 1945 Constitution (Ministry of National Education, 2010). As teaching staff, you must have quality skills to be able to provide learning so that students and female students with good morals

are formed. Salahudin and Alkrienciechie (2013) stated that character formation in the field of education is one of the efforts to shape the personality of students through training which becomes a means of education through planning that is implemented consistently. Meanwhile, according to Samani and Hariyanto (2013), character formation is based on the assumption that the formation of morals is the result of training efforts that are not obtained instantly. This is in line with research conducted by Lickona and Amirulloh (2015) which states that the skills of an educator indirectly greatly influence the formation of students' behavior so that these skills can be instilled in students, especially students, to instill obedient values and comply with regulations in the school environment and achieve optimal learning outcomes.

Good learning outcomes are a series of words that are strengthened by efforts to review the learning that has been obtained, but meaningful learning outcomes are not influenced by any intervention (Nasution, 2000). If further development of learning review activities is carried out, it will focus more on the ideas and skills possessed by an educator and learning tools so that learning outcomes can be achieved. Therefore, the capacity that educators must have in managing skills plays an important role in the development of the learning process. This is in line with research conducted by Zubaedi (2012) which states that the social environment of students is one of the determining factors in the formation of student behavior, where many crimes occur due to environmental damage due to the emergence of fights, brawls and even delinquency between students such as students who consume alcoholic drinks so that this problem causes the education process in Indonesia to not be optimal in forming future generations in instilling moral values. An educator, especially a teacher, is required to have good management skills which aim to reflect the quality of education (Mulyasa, 2012).

In the post-COVID-19 pandemic period, the learning system is carried out online, where teaching staff are required to be able to work together with parents and guardians in supporting the learning process so that they not only prioritize excellence but also prioritize ethics and morals which are important points in realizing quality education. The role of education must have a direction in guiding students, especially santri and female students, in forming ethics (Zubaedi, 2012). This is different from the students who are in Islamic boarding schools, during the pandemic they continue to study as usual in class, because the environment is closed from society external and sterile. It's just that study hours are limited to reduce interaction with students other.

RESEARCH METHODOLOGY

The research was conducted at Madrasah Tsanawiyah in Modern Islamic Boarding Schools in Serang City. The research methodology used in this research is a qualitative method (moleong, 2019). The choice of this qualitative method is based on the problem being studied where this research is a long process that requires data that is objective, factual and complete and is a relationship between the problem being studied with primary data from the research subjects so that the characteristics of each subject studied are used in determining the data. resulting from. The data analysis used in this research uses a manual data analysis procedure (MDAP) with the assumption that the user of the procedure is emic, is in the personal and social life of the informant, so there is a need for a list of informants' attendance from the beginning to the end of the research. The research stages involved making daily notes in the form of data coding, themes and categorization which gave birth to memos.

The data collection technique used in this research is direct observation of the skills possessed by teachers at Madrasah Ibtidaiyah as well as an interview guide that is used to collect data information directly. The data analysis process uses the triangulation method which aims to test the level of reliability of qualitative research by verifying data from the same source using different techniques and the researcher also carries out a membership check (agreement) which aims to verify the data.

RESULT AND DISCUSSION

The presentation is based on field findings Already through reduction process.

Table 1. Description data study

Draft	Dimensions	Observation Results
Educator Skills	Startup skills and close the lesson	Ustad and Ustadzah provide stimulation to arouse students' enthusiasm for learning, especially in class. Students become active in interacting both with Ustad and Ustadzah and with their friends. Ustad And Ustadzah has provided visuals of the material presented to students
	Class Mastery Skills	Ustad And Ustadzah provide interesting explanations so that the students' attention is focused only on Ustad and Ustadzah
	Material Explanation Skills	Ustad And Ustadzah try holding two-way communication to explain what is being conveyed is clearly understood by the students
	Skills stage variation	Ustad And Ustadzah Several variations of learning methods are provided so that students do not get bored while in class during class hours After convey the material , Ustad And Ustadzah hold discussions with Students For find out the extent of the students' understanding . Compete to be the best in a healthy manner through lesson discussions which are generally carried out individually or in groups.
Karimah Morals of Students (Santri)	Morals to parent	Skills give strengthening Ustad and Ustadzah provide discussion space for students who are considered difficult to understand the lessons given Ustad And Ustadzah Also seen givepersonal attention to students during the learning process in class by asking about the lessons they receive.
		Santri always seem to try to be respectful person old, matter This seen from their behavior when they meet you person Which more old in cottage Good That Ustad And Ustadzah nor guardian

Draft	Dimensions	Observation Results
and Santriwati)		student Which is visiting to cottage
		The students admitted that they had tried to obey their parents, for example by being diligent and disciplined in their studies with enterprising And notice What Which be delivered by Ustad And Ustadzah moment learning taking place
		Santri and female students I listen carefully every advice Which given by Ustad And Ustadzahnor her parents
		Students seen talk to personits old with polite And polite, as taught by Ustad And Ustadzah in Cottage. Students give answer Which gentle to parents' questions, nosnapped or say rough .
Morals to Ustad and Ustadzah		Students always do the tasks Which givenUstad and Ustadzah
		Students seen always listen And notice Ustad carefully And His Ustadzah when study in class
		It was observed that students were not busy themselves when learning takes place . Although There is a number of Santri who are still not focused, but still... whole they always notice Ustad And Ustadzah when currently give material

Planning Learning In Madrasah Tsanawiyah Cottage Boarding school Post Pandemic Covid-19

Covid-19 has passed but everyone must continue to apply health protocols wherever they are. At Islamic boarding school institutions that have been sterile from contamination from outsiders, the implementation of learning is certainly different, where students can still study in the classroom, while schools outside carry out teaching and learning using online methods. In Islamic boarding schools, the teaching and learning system remains face-to-face in class, only the duration of time is reduced to minimize interaction with friends. The teaching staff, ustad and ustadzah provide material directly in the classroom but still maintain a safe distance. Ustad and ustadzah give additional assignments that the students will study and do while in their rooms or in the term outside, they are given homework. This is done in order to achieve maximum learning. There are many methods used by ustad and ustadzah to deliver learning material to their students, reading books, printed books, the internet and so on. It is hoped that the students will not be left behind, especially as

developments in the increasingly rapid era are very important and have a significant impact regarding support in the teaching process. and convey detailed information so that students understand what the ustad and ustadzah are conveying in class.

Based on the results of interviews with ustad and ustadzah, it was stated that they also read and equip themselves with story books, ethics books in addition to basic textbooks. By providing this equipment, ustad and ustadzah can share their stories with the students in class, ustad and ustadzah instill good morals in themselves so that they become role models and students can see good teachers telling good lessons. In practice, ustad and ustadzah first look and always find out about the condition of their students, make plans and always think carefully about what they will convey to their students so that what is conveyed can be accepted by the students, they can listen and understand what is meant by the students. ustad and ustadzah.

Ustad and ustadzah are required to know the problems being faced by students so that ustad and ustadzah can modify the delivery of the material in class, with thorough mastery it is hoped that all learning plans will run smoothly. Making students active in class, happy interacting with ustad and ustadzah and their classmates, it is hoped that good and noble morals will grow in their souls, respect their teachers and love their friends. ustad and ustadzah evaluate what classes have been run and how and what happened during the teaching and learning process and look for solutions related to the problems found.

Which in line with (*RAMAYULIS, 1994:1*) saying that Muhammad kosim (t. Th:89-90) There is Lots project Which provided by Teacher in process education they For created that person. Among them , use the best methods until you get it accepted by small children. Such as using balloon games or writing and reading methods and other methods relevant and acceptable to all students they . (Arifin, 2002 : 14). (Tafsir, 1992: 46). All something What teachers or educational staff do, in this case ustad and ustadzah, is carefully designed and thought out. Not only does it transfer knowledge, but more than that it forms the noble moral personality of the students.

Based on the explanation above, it can be concluded that to plan coaching morals student:

1. Teacher in matter This Ustad And Ustadzah always prepare by equipping themselves before entering the classroom to teach
2. Ustad And Ustadzah always tries to find out and understand what his students are facing
3. Ustad And Ustadzah create an appropriate program that is easy for students to understand when they deliver lessons

4. Ustad And Ustadzah creatively designing a game Which it 's appropriate with condition cottage so that Students can be happy and active always .

The students are not only given theory but are also given practice in order to hone their skills in producing products and innovations so that the students have soft skills but remain Islamic people. Based on observations and interview results, it can be concluded that the form of education used by ustad and ustadzah is always based on ahlakulkarimah. Formal education of ustad and ustadzah is very important and is needed by institutions in order to produce students who meet expectations. An ustad and ustadzah must always supervise his students inside and outside the classroom, especially how they behave towards their parents when they receive visits at the boarding school and are implemented wherever they are. ustad and ustadzah are personal and motivators for each of their students. In order for students' abilities to develop optimally, they must always be monitored and assessed periodically to achieve standards, especially when they graduate, they must meet national standards, namely:

1. Believe, that religion must be understood And practiced and believed in life .
2. Understand, obey and be responsible for fulfilling their rights and obligations.
3. Communicate actively, think logical, critical, creative , innovate, c a n solve problem, And understand various media.
4. Understand and Enjoy art.
5. Lead a healthy lifestyle .

Studying with a roof over your head for a limited duration during the Covid 19 pandemic and adapting to post-pandemic with health protocols which must continue to be implemented in accordance with the provisions that have been determined by the government through the Covid 19 task force which limits the movement of everyone not only in Indonesia but also in the world. All systems have changed to online or online in all fields, starting from working from the office (WFO) which has changed to working from home (WFH), not only in the world of trade work, we have also shifted to online shopping, then what about education? The government has also planned to study online or study at home using internet media. These media include WhatsApp, Google Classroom, YouTube, internet, e-mail And media ppt (power points). In practice learning, Teacher No only use One media but combine with media other For makes it easier inner students understand material Which given Teacher.

From there, more and more various online learning methods and applications have emerged, both free and paid. Different from Tsanawiyah madrasas which are located in Islamic boarding schools, they still study in the classroom only just time O'clock lesson. Which in reduce, However Ustad and Ustadzah skills in using online teaching and learning media must still be possessed in order to keep up with the increasingly dynamic development of online media. The students were also given lessons about computers and how to access the internet

From the results of the questions and answers, it is known that the learning method used by ustad and ustadzah is that creativity is very important. Here, competent ustad and ustadzah can make it easier for students to receive the transfer of knowledge provided covering various aspects including cognitive, emotional and psychological aspects. By having the skills, it is hoped that students will be able to face and solve the problems they face, including the work they will carry out later when dealing with the external environment. In today's online era, ustadz and ustadzah are expected to have abilities in all fields, especially the increasingly dynamic virtual world so that ustadz and ustadzah are not left behind and are always updated so they can convey it to their students. The use of materials is also no less important, not only knowledge about the lessons, but provision of behavior is also important to give the students an understanding of the noble morals of being a true Muslim. Shaping the personality of students through exemplary stories, giving gentle advice and being an example for their students. So that students do it not because they are told to, but with full awareness and responsibility.

CONCLUSION

Through Supervising moral education, and guiding students so that they can look at virtues that are good and commendable so that they can grow and shape them into human beings having noble character and becoming a true generation of Santri, that is become a good person who is respected, useful in society Later. With method This Students can apply knowledge, kindness And avoid moral Which despicable And improperly. They must realize that has morals Which glorious And follow rule Which validity is a must. Ustad And Ustadzah push students to understand what they get in class. Previous research can withdrawn conclusion that for see problem study that is through planning learning provided by teaching staff in this case are ustad and ustadzah at Madrasah Tsanawiyah post-term Covid19 pandemic by taking an approach to instilling students' personalities. from character of the students using the case method or according to the situation and conditions of the students themselves, in this case the students, through approach individual and group.

Ustad and Ustadzah the situation and conditions faced by students is a very important consideration for Ustad and Ustadzah determining what methods will be used in the teaching process. The success of the moral development of the students is greatly influenced by the methods used by the ustad and ustadzah . By being role models for their students, ustad and ustadzah must be creative in delivering lessons so that the students don't get bored in class and can quickly digest what the ustad and ustadzah convey.

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