

ABSTRAK

Penelitian ini bertujuan mengungkapkan upaya kepemimpinan Kepala Sekolah awam dan cara guru dalam menginternalisasikan dan mengimplementasikan nilai-nilai Serviam sebagai upaya peningkatan mutu sekolah. Penelitian ini merupakan penelitian deskriptif kualitatif yang subjek penelitiannya adalah Kepala Sekolah dan perwakilan guru di unit karya: KB-TK Santa Maria II Sidoarjo, SD Santa Maria Surabaya, SD Santa Maria II Sidoarjo, SMP Santa Maria II Sidoarjo, SMP Santo Yusup Pacet, dan SMA Santa Maria Surabaya yang merupakan unit karya di bawah naungan Yayasan Paratha Bhakti. Teknik pengumpulan data dilakukan dengan observasi, wawancara, dan dokumentasi. Sebagai prapenelitian, diadakan kuesioner melalui *google form*, untuk mendapatkan respon secara umum. Analisis data menggunakan model interaktif dari Miles & Huberman yang meliputi langkah-langkah: reduksi data, penyajian data, dan penarikan kesimpulan. Hasil penelitian menunjukkan bahwa upaya kepemimpinan Kepala Sekolah awam dan cara guru dalam menginternalisasikan dan mengimplementasikan nilai-nilai Serviam terwujud dalam program-program kegiatan, baik yang bersifat pembiasaan maupun program kegiatan jangka pendek dan jangka panjang dalam unit karya masing-masing. Nilai-nilai Serviam yang meliputi: cinta dan belas kasih, integritas, keberanian-ketangguhan, semangat persatuan, kesungguhan/totalitas, dan semangat pelayanan mampu mendukung capaian mutu sekolah terutama pada aspek karakter dalam diri Kepala Sekolah, Guru, Tenaga Kependidikan, Tenaga Penunjang, dan Siswa-siswi melalui berbagai pembiasaan dan program-program kegiatan yang diselenggarakan unit karya. Faktor yang mendukung penginternalisasian dan pengimplementasian nilai-nilai Serviam yaitu adanya program-program yang disusun oleh Kepala Sekolah bersama Guru serta keteladanan dari Kepala Sekolah dan Guru dalam pelaksanaan nilai-nilai Serviam. Faktor penghambat penginternalisasian dan pengimplementasian nilai-nilai Serviam di antaranya pemahaman dan penghayatan yang terbatas akan indikator-indikator nilai-nilai Serviam untuk dituangkan dalam pengembangan keragaman program kegiatan dari beberapa guru dan kurangnya daya juang guru yang tidak mau repot.

Kata Kunci: internalisasi, implementasi, upaya Kepala Sekolah, kinerja Guru, nilai-nilai Serviam, mutu sekolah

ABSTRACT

This research aims to disclose the leadership effort of the lay School Principal and the ways of the teachers in internalizing dan implementing the Serviam values as the efforts to improve the school quality. This research is a descriptive qualitative research where the subject of the research are the School Principal and the teachers representative in the work unit; Playgroup – Kindergarten Santa Maria II Sidoarjo, Santa Maria Surabaya Elementary School, Santa Maria Sidoarjo Elementary School, Santo Yusuf Junior High School Pacet, and Santa Maria Senior High School Surabaya which are the work unit under the auspices of Paratha Bhakti Foundation. The data collection technique is done by the observation, interview, and documentation. As the pre-research, the questionnaire is done through the google form to get the response in general. The data analysis uses the interactive model from Miles & Huberman which covers the steps; data reduction, data presentation, and conclusions drawing. The result of this research shows that the leadership efforts of the lay School Principal and the way the teachers internalizing and implementing the Serviam values are materialized in the activities program, whether it's about the habituation or short-term program and long-term program in the respective unit works. The Serviam values which cover love and compassion, integrity, courage and toughness, spirit of unity, sincerity/totality, and spirit of service can support the school quality achievements especially to the characteristic aspects of the School Principal, Teachers, Education Personnel, Support Staff, and the students through the habituation, and activities program which are held by the unit works. The factor which support the internalization and implementation Serviam values is the existence of the programs which are arranged by the School Principal together with the teachers and also the exemplary from the School Principal and the teachers in the implementation of Serviam values. One of the inhibitor factors for the internalization and implementation of the Serviam values are the understanding and the appreciation which are limited about the indicators of Serviam values which will be implemented in the diversity development program from several teachers and the lack of struggle from the teachers who don't want to be bothered.

Key Words: internalization, implementation, School Principal effort, teacher performance, Serviam values, School Quality.