



School Administration: The Key to Success in Modern Educational Management

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ABSTRACT

Education management in the modern era is increasingly complex and dynamic, along with technological developments, social change, and the demands of globalization. The purpose of this study is to explore and analyze various approaches to effective school management in modern education management, as well as to recommend models that can be implemented in various types of schools. This study uses a library study method, which is a systematic approach to collecting, analyzing, and analyzing relevant information from various available literature sources. The results of the study concluded that the recommended school management model is a combination of transformational leadership, school-based management, technology utilization, and data-based management. This model allows for flexibility, community participation, and optimal use of resources. In addition, schools must also develop a dynamic and future-oriented curriculum and apply the principle of sustainability in their operations. With this research, it is hoped that it can provide insight for educational leaders, educators, and policy makers in formulating better education management strategies that are relevant to the needs of the times.

Keywords: Education Management; Modern Education, School Administration

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INTRODUCTION

Changes in the field of education are currently taking place very rapidly, especially in the modern era today. Advances in information and communication technology have driven the development of the educational process, including the emergence of dare learning methods and e-books. If utilized optimally, this development can contribute to improving the quality of learning outcomes. This digital technology has a major impact on education, making everything easier and more practical, with cellphones capable of storing many books without the need to carry physical books (Fatoni, Santoso, Syarifuddin, & Budiyo, 2024a).

It is undeniable that the development of information and communication technology is very difficult to avoid (S, 2022). This technology makes life easier, but also raises concerns regarding its negative impact on the current generation. Therefore, it is important to ensure that these developments are utilized for positive things and not misused for detrimental things.

The demands of the future are increasingly competitive and closely related to advances in technology and information (Rezky et al., 2019). The learning system that is developed must be able to quickly correct existing deficiencies. Therefore, educational institutions need to continue to strive for programs that are relevant to the development of the times in order to compete in this era.

The era of society 5.0 has brought major changes globally. Human life has become easier with the rapid development of technology (Fatoni, Santoso, Syarifuddin, & Budiyo, 2024b). This change is reflected in various educational models, such as homeschooling, independent learning, and distance learning, which are now trends in the era of society 5.0.

The management of education in the modern era is increasingly complex and dynamic, along with technological developments, social change, and the demands of globalization (Puspa et al., 2023). In this case, school management is an important aspect that must be considered to ensure optimal quality of education. Good school management not only includes administrative aspects, but also curriculum management, human resource development, and community involvement.

Along with advances in information technology, schools are required to adapt and integrate technology into the learning process (Oviyanti, 2013). Innovations in teaching methods, the use of digital devices, and distance learning are integral to effective educational management. Therefore, school leaders need to have the right vision and skills to manage these changes (Farika, 2023).

In addition, the challenges faced in modern educational management include the need to create an inclusive learning environment that is responsive to students' needs. Schools must be able to accommodate the diversity of student backgrounds and provide relevant learning experiences. This requires a holistic and collaborative approach to educational management. The success of school management can be measured through various indicators, including student academic achievement, stakeholder satisfaction, and professional development of teaching staff. Therefore, it is important for stakeholders to understand how school management can be optimized to achieve maximum results.

Based on previous research, many schools have implemented various different management models, but not all of these models show satisfactory results (Uhansyah, 2017). Therefore, more in-depth research is needed to identify best practices in school management that can be adapted and applied in various educational contexts. The purpose of this study is to explore and analyze various approaches to effective school management in modern education management, and to recommend models that can be implemented in various types of schools. With this research, it is hoped that it can provide insight for

educational leaders, educators, and policy makers in formulating better educational management strategies that are relevant to the needs of the times.

RESEARCH METHODOLOGY

This study uses a library study method, which is a systematic approach to collecting, analyzing, and analyzing relevant information from various available literature sources. This method was chosen because it aims to gain a deep and comprehensive understanding of the topic being studied, namely school governance in modern education management. Research literature allows researchers to access various theoretical perspectives, empirical data, and previous studies that have been conducted by experts in related fields. Thus, the results of the study are expected to be a strong foundation for formulating practical and applicable recommendations in education (Zed, 2014).

The library research process is carried out through several systematic stages. The first stage is literature search, where researchers actively seek and identify relevant reference sources. These sources include scientific books, academic journals, articles published in conferences or seminars, research reports, and other related documents. In this stage, researchers use certain keywords related to school governance, education management, educational technology, and other concepts that support the research.

After the literature sources are collected, the next stage is selection and classification. At this stage, researchers sort the literature based on the relevance, credibility, and quality of the information contained therein. The literature selected is that which has a strong connection with the topic, both in terms of theory and practical application in school management in the modern era. The literature selected does not only come from current research, but also includes classic references that are the basis for developing the concept of school management and education management.

The next step is literature review. Here, researchers read and understand the contents of each selected source in depth. In this review process, identification is carried out of key concepts, school management models that have been implemented, and the results of previous research that are relevant to the research objectives. In addition, researchers also identify knowledge gaps in the literature, so that they can provide new contributions in the form of critical analysis and recommendations.

To analyze the data obtained from the literature, descriptive-qualitative analysis techniques are used. This descriptive approach aims to present the information collected in a clear and systematic manner, so that readers can understand the various perspectives and findings in the literature. Through a qualitative approach, researchers not only explain the data descriptively, but also interpret the findings of the literature. This is done by connecting various findings, identifying patterns or tendencies, and compiling a synthesis that can provide a comprehensive picture of school management in modern education management.

Finally, through a comparative analysis process, researchers compare various approaches and models of school management that have been found in the literature. This approach aims to see the strengths, weaknesses, and potential applications of each model

in the context of modern education. Thus, researchers can provide recommendations that are more relevant and can be implemented in various types of schools, both at the local, national, and global levels.

RESULT AND DISCUSSION

Good school management is the foundation for the success of modern education. In this increasingly complex and competitive era, school management must be carried out with a strategic and systematic approach. School management does not only concern administrative matters, but also includes all operational aspects, from human resource management to the provision of adequate learning facilities. In this context, school management is considered the key to success that can determine the success or failure of educational institutions in achieving their main goal, namely producing quality students (Fatoni et al., 2025).

Definition of School Administration

The word "administration" has its origins in Latin, consisting of two parts, namely "ad" and "ministrare." The word "ad" in Latin can be interpreted as "towards" or "to," which has the same meaning as the word "to" in English. Meanwhile, "ministrare" means to serve or direct, which can also be translated as "to serve" or "to conduct" in English. These two words form the basis of the concept of administration, which is generally related to service, direction, or arrangement to achieve certain goals (Napitupulu et al., 2022).

In English, the word "to administer" is interpreted as organizing or managing something, both in terms of maintaining and directing. So, in essence, administration includes all forms of activities that involve arrangement, service, and direction. All activities that focus on providing assistance or directing processes to achieve desired results can be considered administration. This emphasizes that administration is not only about implementation, but also about planned coordinative efforts.

According to some experts, such as The Liang Gie, administration refers to a series of activities that regulate the main work carried out by a group of people in a collaboration. This administration involves coordinating various activities needed to achieve common goals. In this view, administration has a very important role in ensuring that various organizational or group activities run according to plan (Hantoro et al., 2021).

Another opinion put forward by Sondang P. Siagian states that administration is the entire process of implementing decisions that have been taken. This process is carried out by more than one person, which means that administration involves cooperation between various individuals. The main purpose of this process is to achieve previously determined results. In other words, administration is the operational steps in achieving the goals that have been formulated (Alauddin, 2020).

When this concept of administration is applied in education, especially in schools, school administration becomes an important part of the management of educational institutions. Schools as formal, non-formal, or informal institutions are responsible for

providing education through the learning process. School administration not only includes the teaching aspect, but also various managerial aspects that support the smooth operation of the school.

Schools can be established by the government, the private sector, or through cooperation between the two, and the goal is to provide quality education. Administration in schools plays a role in ensuring that teaching and learning activities run according to plan and educational goals are achieved. In this case, the principal, teachers, and administrative staff work together to manage the daily activities of the school (Elyati et al., 2022).

Thus, school administration covers various aspects ranging from resource management, policy setting, to controlling the teaching and learning process. Good administration in schools will ensure that all components, both teaching staff and facilities, are managed effectively. This will create a conducive environment for optimal learning.

School administration can be defined as a series of regulatory and management activities involving various parties to achieve educational goals. Collaboration between the principal, teachers, staff, and students is very important in this process. Through well-organized administration, schools can carry out their functions optimally and provide quality education to students.

The Key to Success in Modern Education Management

One of the important elements in effective school management is good leadership. In managing modern education, transformational leadership has proven to be an effective approach. School leaders, especially principals, play an important role in creating a clear shared vision and inspiring staff to work towards that goal. With this approach, the principal not only focuses on administrative tasks, but also seeks to empower teachers and staff through professional development and innovation. Transformational leadership encourages a collaborative and adaptive climate, where every member of the school has the opportunity to contribute and develop (Marliya et al., 2021).

School-Based Management (SBM) is an approach that has been widely adopted in modern education management. In SBM, schools are given greater autonomy to manage their resources, including finances, curriculum, and staff development (Junindra et al., 2022). This approach allows schools to be more responsive to local needs and strengthens community involvement in decision-making. SBM also emphasizes the importance of accountability and transparency in resource management, thereby creating an ecosystem that supports improving the quality of education (Mustakim & Saberan, 2019).

Human resources are the main asset in effective school management (Akilah, 2018). The competency-based management approach focuses on the recruitment, development, and evaluation of educators based on the skills and competencies needed to achieve educational goals. Effective management of teachers, administrative staff, and other support staff is critical to the success of school operations. A structured recruitment, training, and performance evaluation process helps create a professional and highly

competitive team. In addition, the performance-based management approach can encourage improvements in the quality of educators so that learning goals can be achieved more effectively (Andriyani & Mitrohardjono, 2020).

Innovative curriculum management is an important element in modern education. This approach involves designing a curriculum that focuses not only on academic aspects but also on developing 21st-century skills such as critical thinking, collaboration, and creativity. Schools that implement this approach are able to adapt the curriculum to the needs of students and the changing world of work. Thus, the curriculum is not only static, but dynamic and responsive to global and local changes (Fatoni, Santoso, Syarifuddin, & Hanani, 2024).

The use of information technology in school management is one of the important approaches in modern education management (Rosali & Tolla, 2020). Technology can increase efficiency in various aspects of management, such as administration, finance, and performance evaluation. A technology-based management system allows for more effective monitoring of the learning process and student learning outcomes (Maulana & Ikasari, 2023). In addition, technology also supports distance learning which is becoming increasingly relevant in the development of increasingly flexible modern education (Mukaromah, 2020).

In the digital era, data-based decision making is an approach that needs to be known in school management. Data-driven management involves systematic analysis of information obtained from various sources, such as student learning outcomes, teacher performance evaluations, and school financial conditions. This data is then used to formulate more accurate and targeted policies and strategies. With data-driven management, schools can more quickly identify problems and opportunities for improvement, so that the decision-making process becomes more focused and results-oriented (Junindra et al., 2022).

A transparent and accountable financial management approach is essential in ensuring the sustainability of school operations (AYu & Girindratta, 2024). Schools must have a good financial management system, which allows for efficient allocation of resources to support the learning process. Effective financial management is not only related to budgeting, but also to monitoring and evaluating the use of funds periodically. Thus, schools can ensure that available funds are used to improve the quality of education optimally (Habibatulloh & Widodo, 2022).

Partnerships between schools and communities, including parents of students, local governments, and the industrial world, are an important approach in supporting modern education management (Simamora & Abni, 2023). This collaboration can provide financial support, resources, and broader learning opportunities for students. Schools that are able to build good relationships with the community will find it easier to get support in implementing educational programs. Strong partnerships also help schools adapt learning programs to the needs of the local community.

In modern education management, the concept of sustainable schools is becoming an increasingly relevant approach. Sustainable schools do not only focus on academic

aspects, but also on the application of sustainability principles in daily operations. This includes environmentally friendly school environment management, efficient energy use, and the application of environmental education to students. The sustainable school model can increase students' awareness of the importance of preserving the environment and integrating these values into the curriculum.

CONCLUSION

The school governance model is suggested to involve integration between transformational leadership, school-based management, technology, and data-based management. This approach allows for the creation of school management cessation, active community participation, and efficient resource utilization. Transformational leadership focuses on empowering teachers and staff to achieve innovation, while school-based management gives schools autonomy to make strategic decisions according to local needs. The use of technology plays a role in accelerating the learning and administration process, and data-based management allows for more appropriate decision-making based on accurate information. Schools must also focus on developing a dynamic and future-oriented curriculum, so that they are able to respond to global changes and the needs of the world of work. In daily operational activities, the principle of longing needs to be applied to ensure that education is not only of high quality but also socially, economically, and environmentally sustainable. With this holistic approach, schools not only increase management effectiveness, but also prepare students to face global challenges and become adaptive, innovative, and responsible individuals.

This research is expected to provide valuable insights for educational leaders, educators, and policy makers in developing more effective and modern educational management strategies. With the information and findings produced, stakeholders in the education sector will have a deeper understanding of how to improve the quality of educational management. In addition, the results of this study can also be a guide in formulating relevant and innovative policies, so as to be able to answer the challenges faced by the world of education today. Thus, the resulting educational management strategy can be implemented optimally to support the success of education in the future.

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