

CHAPTER IV

DATA DESCRIPTION AND FINDING

A. Data Description

1. *Kyai Leadership in Academic Field at PLK Bima Sakti, Nurussalam Islamic Boarding School, Sayung, Demak.*

Academic activity is an activity that is related to the teaching and learning activity of learner. Its success is not only depended on the educators, but also the educational institution's leadership. It is same with a special service education at *PLK Bima Sakti, Nurussalam Islamic Boarding School, Sayung, Demak*. This educational service was established in 2010 and has developed very rapidly. The development cannot be separated from the role of *Kyai* (its leader) who is capable to manage the academic activities both in the cabin and in a school environment where the students get an education. Students of this school get an opportunity to learn with the leader of the school. Here is the explanation of Sole, the leader and *Kyai* at *PLK Bima Sakti, Nurussalam Islamic Boarding School, Sayung, Demak*.

"As a leader, I need to understand the characteristics of our students who have a different personal problem. Our students are mostly street children, weak economic children, social dropout, juvenile delinquents, and others. The children are very difficult to control, especially when required to attend school. We recognize the importance of learning, so in addition to studying religion at the cottage, we also cooperate with various institutions to provide learning facilities for our students. Not necessarily in formal education, but we also invite the children to learn in non-formal institutions such as Package A, B or C".

The above explanation of the leader of *PLK Bima Sakti*, Nurussalam Islamic Boarding School, Sayung, Demak informed that the diversity of students influences the leader of the institution to provide educational facilities out of the Islamic boarding school environment.

Types of academic activities organized by *PLK Bima Sakti*, Nurussalam Islamic Boarding School, Sayung, Demak are not only the formal and non formal education, but the religious education too. The various academic activities makes the leader of this institution chooses a qualified educator in order to be able to handle students.

The leader of *PLK Bima Sakti*, Nurussalam Islamic Boarding School, Sayung, Demak informed that *Kyai* of this Islamic boarding school seeks several strategies to get the qualified educators, such as through selection and training. It is also relevant to the interview with Gudel, one of educators and administrators of *PLK Bima Sakti*, Nurussalam Islamic Boarding School, Sayung, Demak.

"When I signed up to become educator in *PLK Bima Sakti*, Nurussalam Islamic Boarding School, Sayung, Demak, I was interviewed by the leader of this institution regarding the work ethic, my ability, as well as religious knowledge I have. Incidentally, I was mandated to be the educator who deal with street children, poor, and so through non-formal education. *Kyai*, as head of the institution, gives training and education to educators to make our performance be better ".

Based on the above interview can be seen that *Kyai* held a selection to get the qualified educators. *Kyai* also sent educators in training in order to being able to manage learning activities optimally and produce skilled and creative students.

Policies, which are related to the academic activities especially learning which is organized by *PLK Bima Sakti*, Nurussalam Islamic Boarding School, Sayung, Demak are discussed with all staffs. Those policies are determined by considering the human resource and providing facilities to support the academic activities at this school. Here is the interview with Gudel, the educator of this school.

"Although our infrastructure is still limited, but for other components are facilitated by the leader. We already have the skill room that is used for non-formal activities such as the package A, B, and C. Classrooms are also been provided that will be used for reading Holy Qur'an or religious activities."

The above explanation informed that as the leader, *Kyai* provided facilities which were needed in the academic activities, such as the physical facilities, educational method, and also the curriculum. The curriculum used in *PLK Bima Sakti*, Nurussalam Islamic Boarding School, Sayung, Demak was made this school and based on the national curriculum.

Based on the interview and documentation, it is known that in academic activities, *Kyai*, as the leader of *PLK Bima Sakti*, Nurussalam Islamic Boarding School, Sayung, Demak gave attention to the facilities needed in organizing the academic activities. Those facilities included the physical facilities and also the curriculum. To support it, *Kyai* was assisted by several staffs in the curriculum, infrastructure, learning, and public relation affairs, community empowerment and partnership cooperation, and staff identification and need assessment. Here is the explanation of

Rudi Hartono, one of students *PLK Bima Sakti*, Nurussalam Islamic Boarding School, Sayung, Demak.

"We are very pleased to learn in this school. We do not only have Science and technology, but also equipped with the skill, as well as religious knowledge so that we do not get lost in life. For example, in formal education, I attend the formal school. I was given an individualized learning, remedial, and also given the opportunity to participate in private lesson with a note not to disrupt the learning activities in the lodge. The boarding party had invited outside party to give input and direction. At night we read Holy Qur'an and listen the speech."

The above student's explanation informed that the participation of all parties in the academic activities gave benefit to students.

PLK Bima Sakti is not only in Sayung, but there are some *PLK Bima Sakti* in Demak regency. The existence of some *PLK Bima Sakti* inspires *Kyai* to conduct cooperation with other *PLK Bima Sakti*. Collaborative activities are performed for a variety of experiences and help resolve problems of each *PLK Bima Sakti*.

Based on the interview can be seen that in academic education, *Kyai* has a role as the supervisor, motivator, and also facilitator. He conducts an evaluation meeting which discusses the supervision which has been done by him every month. As a motivator, *Kyai* has a good educational concept which is outlined in the curriculum of *PLK Bima Sakti*, Nurussalam Islamic Boarding School, Sayung, Demak. As the facilitator, *Kyai* is always open and democratic by giving opportunity to his subordinates to express opinion and facilitating it.

The barriers faced in organizing the academic activities at *PLK Bima Sakti*, Nurussalam Islamic Boarding School, Sayung, Demak comes from the aspects of students, infrastructure, and also the academic activities fund. Not all students are discipline in following the academic activities, there are students who want to return to the streets and back to the parent without getting school. For operational fund for education, *PLK Bima Sakti*, Nurussalam Islamic Boarding School, Sayung, Demak receives from the government, but it's not quite. Therefore, the foundation is also heavily in the search for funding.

2. *Kyai* Leadership in Non Academic Field at *PLK Bima Sakti*, Nurussalam Islamic Boarding School, Sayung, Demak.

Non-academic activities are activities carried out out of learning activities. Non-academic activities held in *PLK Bima Sakti*, Nurussalam Islamic Boarding School, Sayung, Demak is through extracurricular activities. Activities organized by this special service education has a goal to make the students has a productive mindset and also has an independent attitude. *Kyai* at *PLK Bima Sakti*, Nurussalam Islamic Boarding School, Sayung, Demak organizes some extracurricular programs to equip skills for students. Here is the interview with Sokeh, *Kyai* of *PLK Bima Sakti*, Nurussalam Islamic Boarding School, Sayung, Demak.

"Extra-curricular activities that we held include sewing, poultry, agriculture and other activities that will equip the students to have an entrepreneurship power, and do not rely on other people".

The above explanation of *Kyai* informed that non academic activities, especially extracurricular is focused on the life skill education.

To support the life skill activities, *Kyai* organizes an entrepreneurial training. The training activities are followed by all students, without the cost. The speakers who are invited by *PLK Bima Sakti*, Nurussalam Islamic Boarding School, Sayung, Demak have a good competence in the entrepreneurship field. Here the interview with Sokeh, *Kyai* of *PLK Bima Sakti*, Nurussalam Islamic Boarding School, Sayung, Demak.

"I have tried to develop the students' talent in order to become a high creativity human and full of work. This is accomplished through entrepreneur training and skill by inviting speakers who are competent, then I Include an internship as experience in the field ".

Based on the above interview can be seen that *Kyai PLK Bima Sakti*, Nurussalam Islamic Boarding School, Sayung, Demak not only organizes life skill program activities, but also develop and train student's potential by providing entrepreneurial training and skill. Students who follow those activities have more insight and skill. As a follow up of those training activities, *Kyai* asked students to practice in the business place owned by *PLK Bima Sakti*, Nurussalam Islamic Boarding School, Sayung, Demak.

The services provided in non-academic activities are not only life skill service, but also social service. This service forms the student's personal to be able to socialize in the community. Here is the result of

interview with Andra Saputra, one of students from *PLK Bima Sakti*, Nurussalam Islamic Boarding School, Sayung, Demak.

"We have time for social service activities. On the sidelines of our activities, *Kyai* gives a social service. In the service, we get the material on how to behave properly. The Social Department staff was invited here and conducted socialization. *Kyai* also asked us to participate in community activities such as mutual aid, community service, and so forth".

In building the ethic and good attitude for students, *Kyai* of *PLK Bima Sakti*, Nurussalam Islamic Boarding School, Sayung, Demak holds a religious approach. It is the approach to the students by asking students to follow the teaching contained in the hadith and the Holy Quran. Providing of the advice is done slowly, considering the students' attitude is rough and has a high selfish attitude. With this approach, students more easily understand the material and can be implemented their daily life.

To increase the faith and devotion of students, *Kyai PLK Bima Sakti*, Nurussalam Islamic Boarding School, Sayung, Demak gives religious materials after the students finishing the academic activities both in the formal and informal activities. To increase the faith, *Kyai* provides material about the attitudes of faith which were shown by the prophet through the material of Prophet Biography. Here is the result of interview with Sumari, one of educator at *PLK Bima Sakti*, Nurussalam Islamic Boarding School, Sayung, Demak.

"In addition to making students be productive and creative, we also have a duty to promote faith and devotion in students. The prophet biography that consists of the prophet's example we give to students. Students will learn from the example of the attitude of the prophet. For example, worship on time and not procrastinate, postpone".

Islamic sharia is given to students by *Kyai of PLK Bima Sakti*, Nurussalam Islamic Boarding School, Sayung, Demak. Sharia is God's provision or more known as Islamic law. The Sharia material makes the students know how to behave and forward-looking.

The observation which was done by the researcher showed that the students had a good attitude. When meeting other students, they greeted, helped, and worked together to clean up the environment such as the Islamic boarding school and so forth. The impact of non academic activities for students was explained by Sokeh, *Kyai of PLK Bima Sakti*, Nurussalam Islamic Boarding School, Sayung, Demak.

"The impact of non-academic activities for students is that students have discipline, confidence, responsibility, self-reliant and also practice the religious education in everyday life. But not all students have this attitude, we can only try and wait to make students who have these attitudes. Experts and facilities are also still needed to be added".

The above explanation informed that there are several things that need to be repaired in organizing non-academic activities. Educators and the supporting facilities are still needed, especially the equipment required for the life skill service.

B. Finding

1. *Kyai* Leadership in Academic Field at *PLK Bima Sakti*, Nurussalam Islamic Boarding School, Sayung, Demak.

- a. Most of students of *PLK Bima Sakti*, Nurussalam Islamic Boarding School, Sayung, Demak are the street children, not capable children in economic, social dropout, juvenile delinquent, vagrant children, and also mentally retarded children.
- a. *Kyai* of *PLK Bima Sakti*, Nurussalam Islamic Boarding School, Sayung, Demak provides a formal and informal educational service.
- b. *Kyai* of *PLK Bima Sakti*, Nurussalam Islamic Boarding School, Sayung, Demak build a cooperation with the Social Department of Demak regency.
- c. *Kyai* selects the educators based on the criteria of the mastery of science and technology and religious study.
- d. *Kyai* sends educators in training of teaching competence improvement.
- e. *Kyai* provides the physical facilities in the form of skill room.
- f. *Kyai* makes the curriculum policy by implementing a national curriculum, and also made his own religious curriculum.
- g. The method used in providing education for student is the pedagogy and andragogy.
- h. *Kyai* gives students the opportunity to get individual learning, remedial, and private lesson.

- i. Techniques used in the academic implementation are the persuasive and motivational principles, and also the consultative and participative principles.
 - j. *Kyai* builds a cooperative relationship with other *PLK Bima Sakti* in Demak Regency to discuss the academic activities.
 - k. *Kyai* has a role as the supervisor, motivator and also facilitator in the academic activities.
 - l. *Kyai* resolves conflicts with the familial way.
 - m. The barriers faced in organizing the academic activities at *PLK Bima Sakti*, Nurussalam Islamic Boarding School, Sayung, Demak come from the aspects of student, infrastructure, and also the academic activities.
- 2. *Kyai* Leadership in Non Academic Field at *PLK Bima Sakti*, Nurussalam Islamic Boarding School, Sayung, Demak.**
- a. *Kyai* organizes extra-curricular program in life skill.
 - b. *Kyai* develops students' talent through entrepreneurship training, skill, and apprenticeship.
 - c. *Kyai*, as head of *PLK Bima Sakti*, Nurussalam Islamic Boarding School, Sayung, Demak not only give attention to the educational service, but also provide social service.
 - d. *Kyai* of *PLK Bima Sakti*, Nurussalam Islamic Boarding School, Sayung, Demak uses a religious approach to build the students' ethic and good attitude.

- e. The Prophet's biography material is given to improve students' faith.
- f. Shariah material is given to students to give an overview on how to behave.
- g. Educators and facilities still need to be added to facilitate non-academic activities.