



ADVANCING EDUCATION SUSTAINABLE GROWTH IN NATIONAL TRAINER DEVELOPMENT

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Abstract:

In this study, the researchers wanted to discuss how sustainable improvements were made by guardians in the development of the nursery. Researchers use a qualitative method that aims to explain the truth of a phenomenon that has the aim of obtaining objective data. Based on the results of the research, it can be concluded that in carrying out continuous improvement with the guardian in the development of the foster care there are several steps that have been applied among them: (a) to know closer with the centurion, to engage in close proximity with the clergyman as a guardian requires challenges that must be overcome on its own. Understanding the unique personality of each centri is pleasant when we are able to communicate with the heart. (b) Loving the mother-in-law, the guardian must provide emotional support as a key aspect. Listening attentively to their stories, their excitement, or their concerns is a first step in building a strong bond. One of the things to pay attention to is the fulfilment of basic needs, such as food, shelter, and clothing. The guardian should also ensure that the guardian has adequate access to educational facilities and learning facilities. (d) the prayer of the clergyman, the guardian is not only limited to the physical and educational aspects, but also includes attention to the spiritual dimension of the centurion.

Keywords: *Evolution of Education, Sustainable Improvement, Caregiver, Trainer*

INTRODUCTION

Evolution is a process of gradual change in which something changes into another more complex, complex, or better form. (Pratama, 2021). Evolution can happen because societies try to adapt to new needs, circumstances, and conditions that arise as societies grow. The change that happens through evolution happens by itself naturally, without a specific plan or will. (ismail sumartono, 2023). In the context of education, the evolution of education refers to the change and development of education systems over time, including in the way students are prepared to become competent teachers, the modernization of school forms, the creation of teacher curricula, and adaptation to technological developments. (Iswanto & Wahjono, 2022). The evolution of education also reflects adaptation to environmental changes, such as technology, which affects the needs of teachers as educators and students as educated. (Wulandari et al., 2021).

Pondok Pesantren Nurul Jadid is an educational institution that has an important role in shaping the character and personality of the centri. (Prastiono & Tijaniyah, 2019). However, trainees also face challenges in self-development, such as social change and technological advances. In the Nurul Jadid Nursing House there is a nurse who handles the day-to-day nurses known by the term guardian, the guardian is

the person responsible for the well-being and development of students or students in educational institutions, such as schools or nursing homes (Ilmy et al., 2021). The guardian has an important role in helping students or guardians in dealing with personal, social, and academic problems, as well as helping them in developing their own potential. (Agus R & Aliah, 2020). In training, the guardian also has an important role to play in assisting the development of the central character through trilogy-based counselling services and the central consciousness panels. In this case, the guardian can help the trainee in developing sustainable improvement strategies that can improve the quality of education and form a good center character. Therefore, the role of the caregiver is crucial in the development of education in educational institutions, including in the trainees.

Caregivers must be sensitive to the problems or obstacles experienced by their caregivers, the problems often encountered by the caregiver in the residence involve various aspects including social adaptation, academic stress, and mental health (Aisyah & Zakiyah, 2023). The process of adaptation to the new environment, especially for new caregivers and those who come from outside the area, often creates a sense of homesickness and difficulties in social interaction. The academic pressure of an intensive training curriculum can also be a burden, increasing the level of stress between centers. (Kusaini, 2021). In addition, mental and emotional health can be affected by a lack of recreational facilities, inter-cultural conflicts, and feelings of isolation, especially if the trainees apply restrictive policies against the use of modern technology. This is where the role of the guardian is so crucial in the life of the clergy in dealing with the various challenges facing to ensure a balanced and positive education experience for them. (Karim & Masrukin, 2020).

Shinta Nislaus Syuroya in her research explains that the theory of continuous improvement can be an alternative strategy that can be applied in the institution of the boarding house to improve the quality of the institution. (Shinta Nislaus Syuroya, 2022). Then Wildan Agus Wicaksono explained that research using the PDCA theory (Plan, Do, Check, Act) showed that the Plan phase includes the analysis of problems and the setting of objectives, quantity and quality of learning activities. The Do phase involves implementation by the institutions and independently by the center. The Check phase involved measurement of the effectiveness of solutions with self-evaluation and written by the Training House. Finally, the Act phase represents the holistic process of implementation of the solution with a focus on improvement and setting of standards by the Center Training House of the Qur'an (Shinta Nislaus Syuroya, 2022).

Many related research on guardianship such as the research carried out by Ahmad Kasiful Anwar and Hasan Baharun, showed that the role of the guardian as a technical assistant in the Nurul Jadid Pondok in improving the quality of guardian learning was realized through learning assistance, giving motivation, improving student abilities, and support from Nurul Jalid Motivation Institute (LMNJ). (Baharun, 2021). In addition, Abu Hasan Agus R & Firdausul Jannatul Aliah explained in his review that the guardian implemented several strategies to strengthen the understanding of the *furudhul ainiyah centri*. It involves material training, intensive support, and weekly evaluation on Thursday night to monitor the capabilities and development of each center individually, so that the construction of the *ainiyah furudhul* can be more structured and optimized. (Agus R & Aliah, 2020). Achmad Fawaid later stated that the custody pattern in the nursery emphasizes the important role of the guardian as a substitute for the parent, implements the custodial pattern system as an educational practice, and emphasises the performance of the caregiver that requires attention from all sides. It involves the responsibility of the chancellor as a guardian, the guidance of the nurse, and the support of a nurser to control and provide solutions in a custody program. (Fawaid, 2021).

In this study, the researchers want to discuss the benefits of sustainable improvement with the caregiver in the development of the *centri* in the *nurul jadid* nursing home, because the guardian has a crucial role in the growth of the nurses. In an

effort to strengthen the capacity of the guardian, the triologic values-based guardian service and the center awareness bench at the Nurul Jadid Hostel became an important focus. However, in its implementation, effective guardian services for individuals remained an obstacle, especially because the minimum of guardians appointed as replacement guardian in the Nurull Jadid hostel. Therefore, the strengthening of guardian capacity through the trilogy-based custodian services and the Center Awareness Bench at Nurul Jaddid's Hostel has become important to address the problems faced by the custodians and strengthen their capacity to pattern the better. Thus, sustainable improvements with the caregiver at Nurul Jadid's Training House can help the trainees to continue to grow and adapt to changing environments, including technology, so that they can meet increasingly complex and diverse educational needs. The aim of this study is to understand the continuous improvement made by the guardian at Nurul Jadid's Nursing House in developing the nursing house.

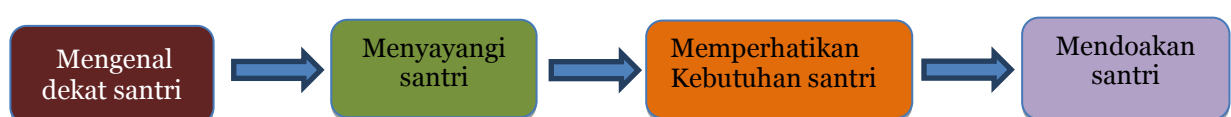
RESEARCH METHODS

The method applied in this research is a qualitative method, which aims to identify or explain the reality of a phenomenon with the intention of obtaining objective data. (Sejati, 2022). According to Moleong, qualitative research can be defined as "research that seeks to understand phenomena experienced by the subject, such as behavior, motivation, and so on." (Dendi, 2023). The research focuses on understanding social phenomena from the perspective of the participant, who is an individual who is interviewed, observed, or asked for information about a point of view, idea, or perception. Informants, on the other hand, are respondents or research participants who provide information that is relevant to the data required by researchers.

Within the framework of this concept, qualitative research is described as a natural research approach, with the data obtained being descriptive. The data collection methods applied in this study include interviews, observations, and documentation. The location of the research was carried out at the Nurul Jadid Paiton Probolinggo Pondok Pesantren. The selection of Nurul Jadid Training Cottage as the location of the research was carried out for two reasons: first, Nurul jadid Training cottage is one of the Favourite Training Centres, even included in the 10 largest training cities in Eastern Java; second, the quality of the orphanage kwali system so that it helps in the development of the Nuruljadid Training House. Data analysis techniques are a step to be taken in a study. Sugiono argues that the data analysis activity is carried out after obtaining data from all respondents or sources. The data analysis process consists of three stages, i.e. (1) data reduction; (2) data display; and (3) drawing conclusions and conducting verification. (Martin et al., 2022).

RESULTS AND DISCUSSION

The term "Continuous Improvement" refers to the Japanese Kaizen concept which means continuous improvement. Originally applied in manufacturing and business, this concept is now adopted by educational institutions, in particular Total Quality Management (TQM). This continuous improvement could be a solution for educational institutions to address the problems that have arisen. (Jannana, 2021). According to Rahmat Toyyib selaku Kabid BKWA Pondok Pesantren Nurul Jadid explains that the Continuous Improvement applied by the guardian in dealing with the problems that occurred to the santri there are several stages namely to know closer with the Santri, to love the santrio, to pay attention to the needs of the santro and to pray for the Santrio.



Get to Know Santri More Closely

In getting to know the center more closely, you will experience social dynamics that are not apart from social contact that is communication. Communication is a very fundamental thing in human social life. Effendi states that in the process of communication there is a concept called "interest" or common interest. Basically, communication is a process in which a communicator conveys a message to a communication. Therefore, the guardian needs to have good communication skills so that the guardians feel comfortable and not embarrassed when interacting with the caregiver. (Fauziyah et al., 2022).

It's a guardian's responsibility to educate the mother-in-law, because the caregiver replaces the role of the parent who takes care of the sisters every day in the hostel. He said that the guardians should have their own skills in how to educate the guardian properly. However, getting closer to the maid is part of the challenge to do on its own and of course as a guardian has a way for each maid must have a unique personality and is very pleasant to recognize, which we can see and observe as we begin to get closer and can communicate with him from heart to heart. He explained that the guardian should have good communication skills, because the guardians also have to interact and communicate with the custodian guardian in order to establish a good relationship.

To make a closer approach to the centers, a creative and needs-oriented approach is needed. First, it is important to use interactive and exciting learning methods, such as educational games or creative activities. Moreover, building a positive and inclusive relationship with each centri can be realized through a personal approach, listening attentively to the ideas and aspirations of the centri. Aligning the learning material with the interests and personal experiences of the centers can also enhance their involvement. By combining all these elements, the approach to the centers can create a positive learning environment, support the growth of creativity, and build their confidence in the learning process (Suhermanto, 2023).

Besides, closeness to the center can also be done in a variety of ways, depending on the goal to be achieved. Some of the approaches that can be done include an emotional approach, a historical approach, an interactive, a rational, an equivalence approach, and a customization approach. 1) The emotional approach is carried out by giving attention and emotional support to the center, so that it can improve the observance of the center to the rules in the training. 2) The historical approach is done by giving emphasis to the learning activities based on history. 3) The interactive approach is performed by giving an approach done by the teacher/teacher educatively, one with the one between the center and the centre, between the other center, or the center with the learning resource. 4) The rational approach is made by giving moral reasoning in determining devout morals to the parents role in receiving, living, dealing with, and by practicing religious values and teachings. 5) The approach of simplicity is done with giving a good example by teachers/teachers and all citizens of the centre. The training approach is carried out by creating a learning environment that can support students in practising, trying, practicing, and accustoming good behaviour in accordance with the values contained in the teachings of Islam. (Rosad, 2019).

Loving Santri

A guardian must love the clergy with affection as if they were their own children is a form of deep and transformational emotional connection. Ibn Sahnun, Al-Qabisi, and Ibn Khaldun argue that one of the signs of a good educator is to have a loving attitude (Fauziyah et al., 2022).

According to Taufik Hidayah selaku Kasi. BK district and Construction of Santri, there are some steps that need to be taken by a guardian to revive this concept. In this case, the caregiver should provide emotional support as a key aspect. Listening attentively to their stories, their excitement, or their concerns is a first step in building a strong bond.

This is in line with the provision of Kabid. BKWA and the Construction of the Chairman of the Pondok Pesantren Nurul Jadid that a guardian needs to take some steps to get to know the chairman closer by providing emotional support as a crucial aspect. Giving counsel and guidance with affection, as given to children, can help them cope with the challenges of everyday life.

Besides, providing academic support is an important aspect in supporting their development. Guidance in learning and giving impetus to achieving achievement in the world of education is an investment that has a major impact on the future of education. This approach reflects the same responsibility of parents towards their children. No less important is the attention to the practical needs of the center. Providing financial support, providing clothes, and ensuring that they have adequate school supplies is a concrete form of affection. It creates an environment in which the clergyman feels accepted and supported with all his heart (suhermanto, 2023).

Being a moral advocate and giving a positive example involves an active presence in the life of the centurion. Engaging in training activities, participating in discussions, and celebrating their achievements are real ways to shape character and strengthen a sense of dependence. The importance of providing time, listening unceasingly, and providing unconditional support cannot be ignored. Through these actions, the concept of loving a mother-in-law as her own child becomes more than just a phrase; it becomes a commitment to creating an environment in which a woman feels loved, appreciated, and supported, along with a family bond growing in the midst of the party. (Muawaroh, 2020).

Paying Attention To The Needs Of The Centri

Santri has needs that involve aspects related to their everyday lives in the hostel. One of the most important central needs is the fulfillment of spiritual needs through religious learning, worship, and the development of moral values. In addition, the school also needs formal education to develop general knowledge and skills. Daily life also involves aspects of physical needs such as food, clothing, and a comfortable home. (Dudin, 2020).

Rahmat Toyyib explains that as a guardian it is very important to pay attention to the needs of the centri so that they can provide optimal support in their development. One of the things to pay attention to is the fulfillment of basic needs, such as food, shelter, and clothing. The guardian should also ensure that the guardian has adequate access to educational facilities and learning facilities. Taufik Hidayah also informed that the guardian should always pay attention to the needs of the guardians, so that they are able to be in the training because their daily needs are well met.

In addition to physical and educational needs, guardians also need to understand central spiritual and moral needs. Providing support in the development of religious and moral values is an important aspect of the role of guardian. Speaking and listening attentively to the feelings, expectations, and challenges faced by the centri can also help to understand their emotional needs. Social support should also be provided by guardians, either through direct interaction or involvement in group activities. Understanding career aspirations or future wishes of midwives can also help the caregiver provide appropriate guidance and support their development.

Basically, the caregiver needs to be a supportive figure who can understand and respond to the various needs of the center holistically, covering the physical, educational, spiritual, emotional, and social aspects. (Dewi, 2020).

Pray Santri

In training, religious science is not only taught through physical efforts such as intensive teaching and intercession and examples of teachers and teachers, but we also know what is called an inner effort, one of which is prayer. Prayer is an activity that uses words either publicly together or personally to make a request to God. Ibnu Arabi in Dadang Ahmad Fajar sees prayer as "a form of communication with God as an attempt to purify and eliminate the values of corruption within" (Sutoyo, 2020). As a

substitute parent, the responsibility of the guardian is not only limited to the physical and educational aspects, but also includes attention to the central spiritual dimension. Prayer is not just a routine obligation, it is a sincere expression of the heart that wants to involve the spiritual dimension in every step of development. Prayer is not merely a word, but a prayer filled with hope, affection, and desire that every step of life should always receive the grace and guidance of God. When a guardian prays the clergy, he creates a profound spiritual bond, reflecting the role of a companion who cares not only about the material aspects, but also about the spiritual growth of clergymen.

In the pastoral life, prayer becomes a bridge to connect the guardian and guardian with God. Every prayer is a request for His protection, blessing, and guidance in every aspect of the life of the clergy. A teacher should always pray to his disciples for understanding in religious science. Regarding the prayer of the teacher to his disciple, al-Qadhi 'Iyadh explains in *Tartib al-Madarik wa Taqrib al-Masalik*, that there was a noble teacher who came to the Ka'bah and prayed:

اللَّهُمَّ أَيُّمَا عَلَامٍ عَلَّمْتُهُ، فَاجْعَلْهُ فِي عِبَادِكَ الصَّالِحِينَ

Allah, whomever I have taught, make him one of Thy righteous servants.

Through prayer, the guardian expresses his hope that every effort of learning, every test, and every centri journey in the world of the education of the custodian will always be blessed. Prayer can also create an environment in which the priest feels supported, directed, and empowered spiritually. The prayer of the centurion is proof that the caregiver understands that every individual has a spiritual dimension that needs attention. By acknowledging the existence of this dimension, the guardian is not only an educational guide, but also a spiritual companion who understands the importance of a balance between science and spiritual values. Thus, prayers are not just a routine task, but an integral part of an effort to create a holistic and enabling educational environment.

CONCLUSION

Based on the research can be drawn a conclusion that in carrying out continuous improvement with the guardian in the development of the training, Kabid BKWA Pondok Pesantren Nurul Jadid implemented some of these steps: a). To get to know Santri is part of a challenge to do on your own and of course as a caregiver has a way for each lady to have a unique personality and is very pleasant to recognize, that we can see and observe as we start getting closer to the lady and can communicate with her from heart to heart. b) Loving Santri, the guardian must provide emotional support as a key aspect. Listening attentively to their stories, their excitement, or their concerns is a first step in building a strong bond. c). As a caregiver, it is important to pay attention to the needs of the caregivers so that they can provide optimal support in their development. One of the things to pay attention to is the fulfilment of basic needs, such as food, shelter, and clothing. d). As a substitute for the parent, the responsibility of the guardian is not limited to physical and educational aspects, but also includes attention to the spiritual dimension of the parent. Prayer is not just a routine obligation, but is a sincere expression of the heart that wants to involve a spiritual dimension in every step of the child's development.

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