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## NATURAL SCHOOL MANAGEMENT: A NEW CONCEPT OF EDUCATION

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**Abstract:** A good managerial of the institution or school will lead the resources in it to become effectively and efficiently to achieve a certain goal. As a result, it is important to investigate the natural school management in order to give another perception, understanding, and variation in managing the school based on the perspective of the natural school as a new concept of the 21st education. This study used a qualitative method with a case study approach. The data were collected through semi-structured interviews, observation, and documentation. The data were then analyzed, described, and interpreted comprehensively. The data revealed that the school has good management in creating and preparing the character of the elementary students to become a good leader in the future.

**Keywords:** educational management, natural school

### INTRODUCTION

In the education 21st century, there are many choices of the school offered. From public school to the private schools that give the uniqueness of the school itself. One of the latest concepts proposed in the educational field is Natural school or sekolah alam. The natural school brings an alternative education that applied the universe as an object of learning. For example a place of learning, teaching material, and strategies of the teacher. This is in line with the concept of outdoor learning. According to some experts (Bilasa & Arslangilay, 2016; Çelik & Kasapoğlu, 2014; Öztürk Aynal, 2013; Preston, 2014; Price, 2015) in Husen and Islam (2017) believe that outdoor education in teaching and learning is increasingly being used as an effective approach for the realization of activities related to active learning and for teaching abstract concepts. It is also supported by other researchers that outdoor education is considered as an effective way of realizing active learning.

Several earlier studies have also linked this nature-based school to the positive impacts that have on children's development in the learning process. Some of the specific benefits that are identified by contact with nature are; improved awareness, reasoning, observation skills, co-ordination, balance, and reduced sickness (Driessnack, 2009; Dowdell et al.,) in Husen and Islam (2017). Besides that Dayment and Bell (2008) and Dowdell et al., (2011) in Gautheron (2004) add that when given a choice, children tend to choose an atmosphere related to nature, students will be more motivated and full of challenges in learning on objects surrounding objects.

This research is intended to explore and to describe how the management process in the natural school developed in order to achieve its goals. Furthermore, from the background above, the researcher needs to answer a question, what makes this school different from the other schools in the context of the management, which consists of planning, organizing, actuating, and controlling.

## **LITERATURE REVIEW**

### **Management**

Humans in living their life activities have different qualities between yesterday, now, and the day to come. As a creature that is intelligent and cultured, certainly wants a positive change in achieving life goals. The difference in quality obtained by every human being can be influenced by how each individual organizes, plans, manages every activity carried out. The success of each goal to be achieved is determined by each individual or institution in planning, organizing, implementing, and controlling every activity.

The activities of planning, organizing, implementing, and supervising are called management. Because of that, human activity is inseparable from activities called management, so that the activities carried out can run as desired the process of directing and facilitating the work of people organized informal groups to achieve the desired goal (is a process of directing and providing work facilities to people organized informal groups to achieve goals).

Another definition of management is as described by Terry in Hasibuan (2009) who states that management is a distinct process consisting of planning, organizing, actuating and controlling performed to determine and accomplished stated objectives by the use of human being and other resources (management is a typical process consisting of planning, organizing, implementing, and controlling actions taken to determine and achieve the targets that have been determined through the use of human resources and others). Koontz and O'Donnel in Hasibuan (2009: 3) define management as follows: Management is getting things done through people. In bringing about this coordinating of group activities, the manager, as a manager plans, organizes, staffs, directs, and control the activities of other people (management is an effort to achieve a certain goal through the activities of others). Thus the manager coordinates the amount of activity of others which includes planning, organizing, placement, direction, and control.

Therefore, the manager coordinates the amount of activity of others which includes planning, organizing, placement, direction, and control. Other experts, Hersey and Blanchard in Siswanto (2005: 2) provide management constraints as follows:

Management as working with and through individuals and groups to accomplish organizational goals (management as an effort made with individuals or groups to achieve organizational goals). In this case, more emphasis on the definition is not intended only for one type of organization, but can be applied to various types of organizations, where individuals and groups combine to realize a common goal. In addition to some of the definitions above, there are several other definitions of management from experts. According to Hasibuan (2009: 2) the definition of management is the science and art of regulating the process of utilizing human resources and other resources effectively and efficiently to achieve a certain goal.

Based on the statements and various definitions above, it can be understood that management is the process of achieving goals which include planning, organizing, implementing, and controlling by utilizing human resources and other resources carried out jointly by individuals or groups to achieve organizational goals.

### **Management function**

Management in an organization is to carry out activities so that an objective is achieved effectively and efficiently. Strictly speaking there is no similar formula and generally accepted for the management function, however, the management function can be reviewed from the activities carried out by a manager. Management functions according to Deming in Mulyati and Komariah (2008: 92) are Planning, Do, Check, Act (PDCA), and according to Oey Liang Lee in Hasibuan (2009: 38) management functions are planning, organizing, directing, coordinating, and controlling. Another opinion regarding the management function expressed by Siagian in Hasibuan (2009: 38) is Planning, Organizing, Motivating, Supervising, and Evaluating. While management functions according to Terry in Hasibuan (2009: 38), management functions are known as POAC acronyms, namely Planning, Organizing, Actuating, and Controlling.

Based on the opinions of experts regarding the management functions above, it can be described regarding the management function of the activities that must be carried out at each management function. In business activities to achieve goals must carry out these functions. Every manager in carrying out his tasks and activities to achieve goals must do the planning, organizing, directing, and supervising.

### **School Management**

Drucker (in Tatang, 2015: 17) states that the principles of school management are based on targets that place school leaders and stakeholders together to formulate a vision, mission, and educational goals that are applied in schools. Sagala (in Nurochim, 2016: 11) argues that school management or education management is the application of management knowledge in the process of coaching, developing, and controlling business and educational practices that take place in schools. Douglas (in Tatang, 2015: 17) mentions the principles of school management consisting: 1) prioritizing goals above personal interests and the interests of work mechanisms; 2) coordinate authority

and responsibility; 3) give appropriate responsibilities to school members; 4) understand the psychological factors of members, and 5) the relativity of values in school.

Nurochim (2016: 17) explains that where school management is a set of human resources in the school becomes the executor based on the distribution of tasks that have been determined and cooperate with each other to achieve the expected educational goals and school goals. Based on the explanation, it is synthesized that school management is the application of management concepts and functions to the school management process in accordance with the goals to be achieved by the school.

### **Natural school**

The concept of this school emphasizes nature as a source of inspiration for students, which is realized in the form of integrated learning space design with outdoor space (Veronika, 2012: 1). Maulana (2016: 24) states that the natural school is a school model that provides opportunities for students to develop according to their potential without being limited by external activities in the form of standard arrangements. Natural schools are unique school concepts compared to conventional schools, where in natural schools there are visual, spatial, kinesthetic, and naturalist elements.

A broader understanding was expressed by Nasir (in Hadziq, 2016: 24) who argues that natural schools are an effort to implement an education system that comprehensively integrates the concept of balance between values, attitudes, knowledge, intelligence, skills, abilities, communication, and awareness of ecology environment. Heather (2014: 12) that natural schools are educational approaches and programs that apply starting from the majority of study time until almost all of the learning time is done outside the classroom.

### **RESEARCH METHODS**

This study was designed as a qualitative method with a case study approach. Qualitative method is appropriate to this investigation as it produces detailed data from a small group of participants (Coll & Chapman, 2000) while exploring feelings, impressions, and judgments (Best & Kahn, 2006). Moreover, the qualitative method is suitable to develop hypothesis for further testing, understanding the feelings, values, and perceptions that underlie and influence behavior. Qualitative is a multi-method in focus, involving an interpretative, naturalistic approach to its subject matter, which means that the researcher sees things from different angles or different points of view (Malik & Hamied, 2016).

A "case" in this context is research that was carried out in one of the natural schools at the level of Elementary in Jambi. The natural school at the elementary school level was categorized as the pioneer of the natural school in Jambi and it was established in 2008. This vision and mission of this school are to make the students become a good role model or a good leader in the future.

The subject of this study was the headmaster, the founder, teachers, and also some teachers. The researcher delivered some questions related to the management of the

school to those people. In addition, observation and documentation were also held in order to support these findings. After all the data collected, the researcher then transcribed into the text on the computer and make coding based on the theory.

## **FINDINGS AND DISCUSSIONS**

Results and outcomes achieved in research are grouped into: Planning, Organizing, Actuating, and Controlling or known as POAC according to Terry's theory in Hasibuan (2009: 38).

### **1). A Good Planning Comes from The Mature Concept**

The concept of natural schools is a new environment in the world of education, especially in Jambi. There is one Natural School in the level of elementary in Jambi province as the first pioneer or founder of the establishment of a natural school in Jambi. Based on the interview and observation that was done by the researcher to this school, the researcher found that this school has a good attitude in preparing the students to become a leader in the future. It can be seen from the concept that is formed by this school which focused this school on the attitude of the students or “akhlak” of the students. The founder of this school stated that this school has a concept of Islamic school which utilized nature as one of the media in the learning process.

In addition, not only from the students but also the concept of the classroom is different from the other school which designed openly like a gazebo. In this school, students do not surround by walls. There is good communication and coordination between teachers and students in managing classroom for example, the teacher invited the students to learn outside the class in order to know about how an animal's life. Based on this experience, it helped the students in understanding and involving in the learning process itself.

### **2). Curriculum as a Part of Good Organization**

Other interesting findings from this school can be seen from three curricula applied in this school. They are the curriculum 2013, the IT curriculum, and the BBA curriculum or learning with nature. Those three curricula synergized each other in order to reach the vision and mission of this school. What makes this school different from the other is because the IT curriculum and BBA curriculum are emphasized in order to design the students in becoming a good leader. For example, the IT curriculum is defined as an integrated Islam curriculum that focused on the students' religion. Here, the students learn tahfidz (reading a holly Qur'an) and the Arabic language. For the BBA curriculum or learning with nature means that this natural school directed the students on their institute development and local wisdom, especially in highlighting Jambi culture. Thus, based on three curricula adopted, the management of this natural school provides many opportunities for the students for their self-development.

### **3). Activity in Actualizing the Theory**

Another interesting natural school activity is to form children with an entrepreneurial spirit. The students do not only learn in school, or outside the school but also take part in the community in order to train the students in having a good instincts and initiative. For example, one of the supporting activities is the "market day". It is an activity where the child has been prepared for several months by the teacher to cultivate the school garden, and in the end, the teacher asked the students to sell all their crops both to the parents of the students themselves, teachers and people who around the school.

#### 4). The Leader is the Main Controller

The leader is the main controller. In this case, the founder of this natural school is the main controller who has the responsibility for the headmaster and teacher in communicating some problems related to the school or students. In addition, the chairman of the foundation has the highest authority in which finance, general affair (related to employees), and education are related to kindergarten, elementary, and junior high schools. The principal/headmaster and teachers always hold regular meetings to evaluate the work done by all educational devices and adjust them to the key performance indicators. Some work meetings are held annually, while leadership meetings are always held between the principal and the head of the foundation every day after dawn.

Furthermore, the founder also indirectly teaches the teachers, principal, and school devices in managing time. For example, the founder asked the teachers and principal in conducting the meeting in the early hours of the day (after subuh time). As a result, the teachers and principle have good preparation in the morning when they meet the student. Another interesting aspect done by the leader or founder is giving some kinds of good words or motivation to the school devices to make them more optimistic about the day they worked.

### CONCLUSION

Based on the results of research and discussion, it can be concluded that the managing system in this natural school has a good organization in many aspects such as; from the goals of the institution, curriculum, students, and also teachers. The management of natural schools can be adopted by other schools in order to improve the educational atmosphere.

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