

An Integrated Guidance Model For Pastor Candidates In Santo Vincetius Boarding High School Blitar

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Abstract

Integrated guidance model between IQ, EQ and SQ are essential to produce the quality of next generation. Here, the author examines the Seminary of St. Vincent High School Blitar that has specificity in terms of an integrated development model of IQ, EQ and SQ. This study aims to gain a real picture of the integrated high school guidance model is based on stages of planning, organizing, implementation, and evaluation. This study used a qualitative approach with case study design. Techniques used to mengupulkan data such as interviews, observation and documentation. Analysis and data management is done by: data reduction, data presentation and verification of data. To ensure validation of the data it uses triangulation, namely: triangulation of data sources. The results of this study addressed that: 1) development planning has been carried out based assessment company needed guidance. 2) The organization has done well through the establishment of organizational structure and establishment of authority and responsibility. 3) The implementation has been done procedurally by stipulation curriculum and budget amounts 4) evaluation has been carried out with good effective evaluation of the level of reaction, the rate of learning, behavioral level, and the level of impact.

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INTRODUCTION

Integrated guidance between IQ, EQ and SQ as it refers to article 1 of the Education Law of 2003 is an important thing that aims to produce qualified generasi nation, not only in terms of the intellectual but also the emotional and spiritual side. In 2005 study, Fabiola Meirnayati concluded that the level of intellectual, emotional intelligence and spiritual intelligence strongly supports the success in work. Then in 2010, Paisal and Susi Anggraini reinforce this argument with his thesis which showed a very positive influence and significance of emotional and spiritual intelligence in the performance of employees. By 2016, Moh Taoefik in his study stronger the importance of spiritual intelligent in teacher self and conclude that teacher spiritual intelligent take a part as mediator for raising behavior innovative in teacher.

This study is very important for considering this model of development and education that we are living in schools raises unresolved issues where guidance and education tend to emphasize the intellectual aspects and spirituality while the emotional side is often overlooked. The consequence of all this is the appearance of symptoms is not good in the community that is the people who are well educated and even intellectually but fell in the bondage of drugs, corruption, collusion, nepotism, free sex, and various other moral abuses.

In this case the author tries to find a model that can answer issue guidance earlier. And the authors found a high school that has uniqueness in terms of an integrated development model of IQ, EQ and SQ, which is a High School for prospective pastors of the Catholic Church, namely SMA boarding Seminary St. Vincent in Blitar, East Java. The specificity and uniqueness of this SMA are: 1) The school emphasizes the integrated development of IQ, EQ and SQ. 2) In this school the guidance not only takes place in the school but also to all aspects of daily life for 24 hours a day within the scope of the hostel. 3)

High school students that emphasize output have a very good balance between IQ, EQ and SQ with clear benchmarks. In conjunction with the formation of spiritual intelligence Nurma container Goddess in the previous study in 2008 concluded that the family is the most excellent container for fostering spiritual intelligence. And this argument reinforce character education expert Thomas Lickona (2012: 88) who believe that the family is the backbone of personality education. Thomas Lickona explained that families could serve as a good place for children to know and practice various virtues. The parents through family have the opportunity to introduce directly the various virtues to children by example, advice, and intensive daily habits. However differently in IQ intelligence guidance theme EQ and SQ is also Noveliza in his study in 2016 concluded that the establishment of intelligence IQ EQ and SQ is ideal also carried out in the context of a boarding student life. And here he concluded the better the guidance model IQ, EQ and SQ at the dormitory, the greater the personal private menghasilkan graduation who have high intelligence in IQ EQ and SQ. Umi Rochayati In another study in 2017 found that the hostel allows graduates of vocational Syubbanul Wathon in Magelang Tegalrejo have vocational skills, a strong religiosity, self-reliance, self-discipline, the moral noble and foreign language skills And here he concluded the better the guidance model IQ, EQ and SQ at the dormitory, the greater the personal private menghasilkan graduation who have high intelligence in IQ EQ and SQ. Umi Rochayati In another study in 2017 found that the hostel allows graduates of vocational Syubbanul Wathon in Magelang Tegalrejo have vocational skills, a strong religiosity, self-reliance, self-discipline, the moral noble and foreign language skills And here he concluded the better the guidance model IQ, EQ and SQ at the dormitory, the greater the personal private menghasilkan graduation who have high intelligence in IQ EQ and SQ. Umi Rochayati In another study in 2017 found that the hostel allows graduates of vocational Syubbanul Wathon in Tegalrejo Magelang have vocational

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Providing education with boarding system according to experts will indeed be able to steer and control the learners in their daily life to be able to apply the things they learn. Learning in the dormitory system refers more to the holistic education. According Papworth boarding school can be designed and intended for use by learners to shape the attitudes, behavior and character in accordance with the vision / mission schools where learners (boarding), accompanied by a teacher who can monitor progress on an ongoing basis. The students who live in dormitories are equipped with various facilities to support learning and character formation. Through a system of boarding schools designed activities are activities that can motivate the learners (boarding) to achieve the vision / mission that has been set. (Papworth, 2014). In 2007 Che Mustaffa Shu found in his research that the spiritual intelligence of students more effectively formed in the scope of the hostel in the form of habituation positive qualities: love, helping others, shuns negative attitudes, and others. Meanwhile Omar and Mustaffa in his study in 2007 concluded that communication within the family and community hostel both have a positive relationship in the formation of EQ and SQ In 2007 Che Mustaffa Shu found in his research that the spiritual intelligence of students more effectively formed in the scope of the hostel in the form of habituation positive qualities: love, helping others, shun negative attitudes, and others. Meanwhile Omar and Mustaffa in a study in 2007 concluded that communication within the family and community hostel both have a positive relationship in the formation of EQ and SQ In 2007 Che Mustaffa Shu found in his research that the spiritual intelligence of students more effectively formed in the scope of the hostel in the form of habituation positive qualities: love, helping others, shun negative attitudes, and others. Meanwhile Omar and Mustaffa in a study in 2007 concluded that communication within the family and community hostel both

have a positive relationship in the formation of EQ and SQ

This study aimed to gain a real picture of a model of integrated development of IQ, EQ and SQ for prospective pastors in high school seminary boarding Operations Santo Vincentius Blitar which will be analyzed in terms of planning, perorganisasian, implementation, and evaluation. And for the development of education in general, this study aimed to add integrated alternative development model of IQ, EQ and SQ sesuai in this era. It is expected that with the new model of integrated development of the government's efforts to improve the quality of education through the development of IQ, EQ and SQ can be facilitated.

METHOD

This study used a qualitative approach with case study design. The research is to understand the phenomenon of what that reported by the subjects penelitian eg, behavior, perception, motivation, action, and more holistically, and by way of description in the form of words and language, in a specific context naturally and by utilizing various natural methods according Moleong (Moleong, 1992: 60). While the case study design by Robert Yin is a research method that specifically investigate contemporary phenomenon found in the context of real life, which is carried out when the boundaries between the phenomenon and the context is not clear, using a variety of data sources (Robert Yin, 2013: 1),

Techniques used to mengumpulkan data such as interviews, observation and documentation. Interviews were conducted with respondent's representative taking that all the elements that represent the community's high school boarding namely: element builder which includes the rector, coconut school, prefect of discipline priest, pastor Prefect animation domus, teachers, employees and students of class X, XI, and XII. Observation, then documented the result in the form of photographs of activities and facilities that exist

and are attached as a data amplifier in this study. Documentation, the study conducted by dissecting the profile of St. Vincent Seminary High School through the contents of the two main books are: A Handbook Seminary and Seminary Student Life Books Rules of St. Vincent and equipped with a variety of guidance book data and student report cards.

Analysis and data management is done with reference to Miles and Huberman analysis that includes the steps of: data reduction, data presentation, and data verification. First, the data that has been collected through interviews is reduced to be more clear and specific. Second, the data is then presented and produced transkrip interviews that have been clustered and menjawab every instrument of questions that have been made since the drafting of the study. Third, data verification can be done to draw conclusions from the entire data. To ensure data validation author uses triangulation method, according to Miles and Huberman, namely: triangulation of data sources where the results of the whole process has been documented earlier interview confirmed back to the respondents and from there obtained endorsement from them (Miles & Huberman, 1992:16)

RESULTS AND DISCUSSION

The results of this study addressed that: planning has been carried out properly. Follow the stages of Leonard Nadler (1981: 12). It was seen by the planning of development activities are based on the stage of development that is based on the assessment company needed guidance. In this seminary high school planning in advance obviously designed carefully in containers forum attended by all elements of coaches, teachers and school employees. There are eight stages of activities in implementing guidance has been discussed and addressed the manager of the hostel in Annual Meeting relating to: (a) assesment needs guidance, (b) Determination of the purpose of fostering, (c) Determination of material / curriculum development, (d) Determination guidance

instructor, (e) Determination of methods and media guidance, (f) Determination of guidance facilities, (g) determination of guidance schedule.

In terms of organization which, according to Hasibuan, is a process to define, categorize tasks, and setting together, the activities to achieve goals, determine the people who will perform the activity, define the authority of each individual (1990: 27) this school has also performed well , This was shown by the presence of: (a) the establishment of organizational structure and division of tasks, and (b) determining authority and responsibility for the officials and all personnel involved in the organization. In this school all the escorts and teachers participated fostering the intellectual development of students not only in the classroom but also all other aspects of development that is emotional and spiritual. Even at this boarding high school all students are directly involved in the structure of boarding life as fungionaris with all the authority and responsibilities. Nikmah in the study in 2013 recommended the importance of a clear division of tasks on the basis of professionalism in the management of quality hostel.

In terms of implementation, according to Arikunto, which is a form of action taken to apply a whole plan to achieve the goals that have been set (2008: 27), the Senior Seminary of St. Vincent has a procedural implement fully and in pelakasaannya have effective that is related to: (a) determination of curriculum development. The curriculum used in the high school curriculum in 2013 this is by adding local content that is Latin and character building activities that support the emotional and spiritual intelligence along with teachers who live in the dorm. Alif Laela Nez in a study in 2014 recommended the importance of exemplary teachers and the school community to establish a school culture that character. (b) The determination of the amount of budgetary guidance, (Alif Laela Nez, 2014). Especially in terms of funding is the integrated guidance model like in high school seminary boarding costs a very great need of funds because

dormitories Operational representative and also the cost to the builder and teacher staff of competent employees and the number is also very much. The total cost of construction per student should reach about 1.5 million per month. Only in this school the students are charged only for an average of Rp. 500,000.00 per month while the drawbacks are borne by the Church Diocese of Surabaya as the owner of the school.

Phase Phase evaluation was conducted by Kirk Patrick are the stages of evaluation of the reaction rate, the rate of learning, behavioral level, the level of impact (Kirk Patrick, 1998) Evaluation level (reaction): the students so enjoyed the study activities as well as support activities *kehidupam* spiritual and social daily, this looks in their eagerness to follow all the action with joy and discipline. Evaluation level of learning (learning) after attending a guidance model here the students seem to be more mature and mature intellectually, emosional and spiritual. This is evident from the fact that the higher the grade the student is, the more mature maturity also intellectual, emotional and spriritualnya. Evaluation level of behavior (behavior) is felt by the teachers who teach in high school seminary that the seminarians compared to other high schools who look more mature, cheerful, disciplined, respectful, critical, bold and honest. Evaluation of the level of impact is felt the teachers who teach in high school seminary that in the final grade of the students are given the opportunity to teach religion in schools catholic practices also lead worship in churches stations and vote the school and the people showed that the vast majority of high school students seminary already many that meet the criteria of maturity as a teacher and a leader, that is intellectually mature, emiosoinal, and spiritual. And as benchmarks for the evaluation of the entire guidance made in this seminary good value rapot outlined in the report card report cards intellectual and emotional maturity and spirituality. Preparation of this report cards should include all formator so that an assessment be integrated assessment.

CONCLUSION

Based on the results of research and discussion of research on the model of Integrated Development of IQ, EQ and SQ at St. Vincent Seminary boarding high school in Blitar can be concluded as follows:

In terms of planning, the model of Integrated Development of IQ, EQ and SQ at St. Vincent Seminary boarding high school in Blitar been well planned by the manager of the hostel. It is seen that in planning development activities have been carried out with the correct standard that is guided by the stage of development that is based on the needs assesment of guidance in a bid to foster the ability of IQ, EQ and SQ prospective pastor.

The eighth stage of activities in executing a development activities have been discussed and addressed the manager of the hostel in Annual Meeting relating to: (a) assesment needs guidance, (b) Determination of the purpose of fostering, (c) Determination of material / curriculum development, (d) Determination guidance instructor, (e) Determination of methods and media guidance, (f) Determination of guidance facilities, (g) the determination of the guidance schedule.

In terms of organization, Integrated Development Model of IQ, EQ and SQ at St. Vincent Seminary boarding high school in Blitar has done well, where in the organization of the training activities carried out optimally in accordance with the correct staandard and have regard to the principles of organizing. This was shown by the presence of: (1) the establishment of the organizational structure and division of tasks and (2) the establishment of the authority and responsibility for the management and all personnel involved in the organization

And there is typical of the organizational structure of the seminary is the student organization called functionaries. Here the students are directly learning the caretaker of the hostel in the service of other students. Not only theory but practice is the direct leadership.

In terms of implementation, Integrated Development Model of IQ, EQ and SQ at St.

Vincent Seminary High School boarding procedurally Blitar has been carried out properly. This run guidance model that enables all students can truly learn about the integral things intellectually, emotionally, and spiritually.

All existing activities held to refer to the practice of the integrated development of IQ, EQ and SQ. The activities included fabrics: spiritual guidance, adoration, compulsory studies, spiritual reading, instruction, conferences, art music, choir, gardening, sports, Assemblies of the Academy, and others.

In terms of evaluation, the Integrated Development Model of IQ, EQ and SQ at St. Vincent Seminary High School boarding procedurally Blitar has been carried out properly. This is evident from the various evaluations made periodically and clear. Evaluation is run full here.

Detailed evaluation of what is meant here is covering the evaluation of students (which is measured in two report cards) to evaluate not only the intellectual but also emotional and spiritual students. Another evaluation is evaluai on processes that include instruments, motodenya, as well as human resources. And that is conducted periodically once a week on Rabo.

Management of all phases of development from planning, organizing, implementation and evaluation, it can be deduced that an integrated learning model IQ, EQ and SQ in the seminary can run well. The whole process that is described that the guidance process that runs a truly integrated and not separated so that graduates produced also fulfill the vision of the seminary itself is a personal balance between capacity EQ, IQ and SQ or Sanitas, Sanctitas, Scscientia.

SUGGESTION

Suggestions for the Diocese of Surabaya as an owners is that financially in guidance at this seminary has been fulfilled by the Diocese of Surabaya as the owners institute. In this study already confirmed their guidance system that

has been good. But there are less human resources in terms of quantity guardian. In this case the Surabaya diocese should be immediately responded to this need. Of course with the requirement for the additional new HR system guidance IQ, EQ and SQ run here could run more smoothly and quality.

Suggestions for formators or pastor builder are that the builder's role in this process is very important. Teamwork should formators or Trustees that have been executed as expressed in an interview with Pastor Rudy Hermawan to be maintained characterizes good. Student life in the community hostel always requires a clear example of the peminanya. And directly or indirectly a good teamwork of formators or builder will always be an example and a benchmark for the students in terms of relations and cooperation.

Suggestions for teachers and employees is given that the guidance process integrated IQ, EQ and SQ is something that is not easily applied in the context of the school in general, then the need for consistency seminary teacher to maintain the tradition that not only the intellectual aspect that must be developed in personal potential students. Teachers do not easily persuaded to drift in the world of education in general euphoria that always includes the award only on the cognitive or intellectual aspect alone while tending to ignore the emotional aspect and spirituality.

Advice to the government that the presence of an integrated guidance model that is found in the case study in a boarding high school St. Vincent's Seminary authors suggested that this model could be used as one of the models that are biased accommodated for guidance our nation's generation, especially for high school education. Certainly do not rule out efforts to minimize or overcome the existing shortcomings of this model is that operational funding and school dormitories are very high. Of course, with better financial management and robust government option integrated education about IQ, EQ and SQ then this is good to strive for the future of education the State Indonesia.

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