

Management of Facilities and Infrastructure on Optimalization of Talent Development for Deaf Students

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Abstract

This research article aims to discuss the importance of management of educational facilities and infrastructure in an effort to optimize talent development for deaf students. The management of facilities and infrastructure in education is a supporting point in the process of developing talents in children with deaf disabilities. This research was conducted at SMP LB Negeri Tamanwinangun Kebumen on deaf students at the SMP-LB level. This research is qualitative in nature using a theoretical study of POAC (Planning, Organizing, Actuating, Controlling) with informants from the head of SMP LB Negeri Tamanwinangun Kebumen, the deputy head of facilities and infrastructure, a supporting teacher in the field of Makeup skills, and a number of deaf students majoring in Makeup skills. . This research was conducted in March-May 2023. The results of this research show that (1) the management of educational facilities and infrastructure for deaf students influences efforts to optimize the talent development of deaf students at SMP-LB Tamanwinangun Kebumen, (2) talent development is focused on cosmetology skills, (3) management of facilities and infrastructure includes management functions, namely the process of planning facilities and infrastructure used, organizing, implementing, and supervising, (4) optimizing talent development as evidenced by the results of cosmetology work in accordance with the plan .

Keywords: *Infrastructure Management, Talent Development, Deaf Students*

Introduction

Education is an effort carried out by the government in an effort to educate the nation's life as well as to create quality human resources. Education is also interpreted as a place for students to develop their interests and talents. In this regard, education providers need to be properly regulated and organized so that in the implementation process they do not deviate from the goals that have been set previously. Infrastructure management is the main benchmark and the key to the success of educational institutions in schools. To achieve the goals of school education requires adequate facilities and infrastructure in accordance with national education standards. According to Soejipto and Muhammad Mastari, the management of educational facilities and infrastructure is manifested as a process or function consisting of certain steps in a systematic manner, and the process includes planning, procurement, inventory, use, maintenance, elimination and accountability. Management of facilities and infrastructure is very important in an educational institution. One way to create quality education is to provide effective and efficient facilities and infrastructure. The management of educational facilities and infrastructure has the duty to regulate and maintain educational infrastructure so that they can make a maximum contribution to the educational process.

In addition, good management of educational facilities and infrastructure is expected to be able to create schools that have adequate learning tools or facilities, both in quality, quantitative, qualitative, and also relevant to needs and can be utilized optimally for the benefit of the educational process. Not only general education, but special education also really needs to be considered, especially in special schools which require different facilities and infrastructure than public schools. The same is true in the educational process of talent development in children with special needs. Every child has a talent and different potentials, therefore the facilities and infrastructure used are more complex and must be adequate to facilitate the educational process for optimizing the development of their talents. The management of educational facilities and infrastructure includes management functions including the planning process, the organizing process, the implementation process, and the monitoring or evaluation

process. In this era, intellectual intelligence is not the only measure of success. Students need to be equipped with skills, one of which is the development of interests and talents which can be a second choice for those with special disabilities. This is unique for someone because it is different from other individuals so that it can help various competitions in life. This is where educational institutions have an important role in developing the skills of students with special needs. Because schools are the second home for them to get education and develop their skills through the interests and talents they pursue in education.

In this regard, the researcher is interested in conducting research at SMP LB Negeri Tamanwinangun with the aim of being able to see the direct condition of infrastructure management in developing talent in deaf children. In this study we focused on one skill area, namely salon. Salon skill is a make-up activity that is much favored by female students. This is supported by the management of facilities and infrastructure for salon skills. Procurement of facilities and infrastructure for salon skills is fairly adequate, as evidenced by the availability of tools used during the learning process. In this regard, a research was conducted on the management of facilities and infrastructure in optimizing the development of deaf children's talents.

SMP LB Negeri Tamanwinangun Kebumen is an educational institution that is able to facilitate various areas of skills to develop students' talents. The school consists of five departments namely, Deaf, Physical Impaired, Blind, Mentally Disabled, and Autistic which is equipped with seven skill areas namely, Batik, Sewing, Salon, Catering, Welding, Screen Printing, and Salted Egg making. Where all of these skill areas are determined based on the consideration of teachers and guardians of students by looking at the child's abilities.

Methods

The type of research used by researchers is qualitative research. Qualitative research method is a research method used to examine the natural condition of objects, where the researcher is a key instrument, data collection techniques are carried out in a triangulation (combined) manner and data analysis techniques are carried out in three stages, namely data condensation or data simplification, data presentation or organize data so as to allow for conclusion drawing, and data verification. Data analysis is inductive, and qualitative research emphasizes meaning over generalization. The research design uses descriptive qualitative research, with the aim of knowing the management of facilities and infrastructure to optimize talent development for deaf students at Tamanwinangun Kebumen SLB. The subjects of this study were junior high school students with hearing impairments in the development of cosmetology talents. The research informants were school principals, deputy heads for facilities and infrastructure, deputy heads for skills, and cosmetology teachers. While the object of research is the facilities and infrastructure for developing the talents of students with hearing impairments. According to George R. Terry management functions consist of: planning (Planning), organizing (Organizing), implementation (Actuating), supervision (Controlling) (POAC). In research data collection techniques are carried out by observation, documentation, and interviews,

Findings/Discussion

Management is an activity that is used to organize everything properly, so that activities run effectively and efficiently. Management in educational institutions is very influential on these institutions, so that the application of management must adapt to current developments and must be managed properly. One of the successes of educational activities is influenced by various factors, such as curriculum, teaching and learning methods, teachers, and educational facilities and infrastructure. In addition, to facilitate educational goals, it is necessary to have support from human and material resources, facilities and infrastructure. Management of facilities and infrastructure is one of the important factors in the success of quality education. Management of educational facilities and infrastructure is a process of cooperation in the process of utilizing all educational facilities and infrastructure effectively and efficiently. In learning activities, facilities and infrastructure are very influential in supporting the process of these activities, so that the management of facilities and infrastructure must really be considered in educational institutions. Facilities and infrastructure are everything in the form of goods, either directly or that support the process of learning activities. Facilities and infrastructure are very important in supporting learning, because without the support of

facilities and infrastructure learning activities do not run optimally. In addition, the adequacy of facilities and infrastructure in talent development activities for students also influences the achievements to be achieved. Every student has different potential. Likewise, students with special needs also have potential. The task of educational institutions is to facilitate and develop this potential so that it can become the work of students. In the talent development process, it is necessary to have adequate management of facilities and infrastructure so that the talent development process can run optimally. Without the facilities and infrastructure that support the educational process, the educational process will not run smoothly.

Tamanwinangun State Extraordinary Junior High School (SMP LB) Kebumen is one of the educational institutions that has various fields of skills, one of which is the field of Cosmetology skills. Where this field of skills has the most interest by students with deaf disabilities. Therefore the researchers focused on the management of facilities and infrastructure as an optimization of talent development in deaf students. In the process of developing talents in deaf students, various facilities and infrastructure are needed in an effort to optimize the development of their talents, therefore educational institutions must implement management functions which include planning processes, organizing processes, implementation processes, and monitoring or evaluation processes. Thus the talent development process will run smoothly and get maximum results.

Planning For Facilities And Markets As An Optimization Of Talent Development For Deaf Students At SMP LB Negeri Tamanwinangun Kebumen

Every activity of the principal of an educational institution must begin with a plan that must be prepared so that the work program can run well. One of the work programs in SMP LB Negeri Tamanwinangun Kebumen is a talent development program in Cosmetology for deaf students. At this planning stage students can choose which ones are of interest to students with assistance from students' parents. In addition, talent development for deaf students at SMP LB Tamanwinangun Kebumen also looks at current developments. Preparation of KIAD for the learning process or practice in accordance with existing provisions and rules. Based on the observations of researchers, one of the work programs in Tamanwinangun Kebumen State Junior High School LB is a development program for deaf students. Schools provide education and talent development programs that suit the abilities and needs of each student, as well as mentoring and support that teachers can provide to make students successful. At this planning stage, deaf students at SMP LB Tamanwinangun Kebumen can choose which ones are of interest to students with assistance from students' parents. In addition, planning for facilities and infrastructure that support talent development needs to be prepared according to the needs so that activities run well. Planning for educational facilities and infrastructure is the process of designing efforts to purchase, rent, borrow, exchange, recycle, recondition, rehabilitate, distribute or manufacture equipment and supplies as desired.

Based on the explanation above, SMP LB Taman Wingun Kebumen has carried out a systematic plan based on joint analysis and agreement, considering the scale of priorities and the funds provided, based on needs and goals, and planning according to the short, medium and long term. SMP LB Tamanwinangun Kebumen in the planning process has formed a clear structure. So, the planning of facilities and infrastructure must be carried out by each educational institution according to the needs and see what is really needed right away.

Organizing facilities and markets to optimize talent development for deaf students at SMP LB Negeri Tamanwinangun Kebumen

Organizing or organizing can be interpreted as the activity of dividing tasks among people involved in educational collaboration to facilitate the implementation of work, usually done by creating an organizational structure. Organizing is also done to divide tasks according to the responsibilities of the people involved in this matter. The organization that was carried out at SMP LB Negeri Tamanwinangun Kebumen related to facilities and infrastructure in an effort to optimize the talent development of deaf students can be divided as follows:

- a. Setting the organizational structure in accordance with the field, such as management of facilities and infrastructure managed by the Waka Sarpras, areas of skills by the Deputy for Skills and teachers/educational staff related to talent development according to their expertise.
- b. There is a division of work tasks/job descriptions, this division is adjusted according to the hours of work assignments and the field.
- c. Arrangement of practice tools and materials as well as arrangement of practical activities. Setting the tool in accordance with the place with the aim of facilitating student practical activities. In addition, there is infrastructure to support activities and equipment (infrastructure) can be well maintained. Supporting infrastructure for optimizing talent development activities for deaf students at SMP LB Negeri Tamanwinangun Kebumen, namely:

Table 1 Supporting Infrastructure

No	Makeup Make Up	Description of goods (tools)	
		There is	No
1	Beauty Blender	✓	
2	Concealer	✓	
3	Foundation	✓	
4	Blush on	✓	
5	Mascara	✓	
6	Highlighter	✓	
7	Lipstick	✓	
8	Powder	✓	
9	Eyeliner	✓	
10	Fan Brush	✓	
11	Eye Shadow	✓	
12	Blending Brush	✓	
13	Make up mirror	✓	

Table 2 Supporting Infrastructure

No	Hair Stylist Makeup	Description of goods (tools)	
		There is	No
1	Comb	✓	
2	Hair Dryer	✓	
3	Flat Iron	✓	
4	Hair Curler	✓	
5	Backwash Unit	✓	
6	Hair Steamer	✓	
7	Hair Clip	✓	
8	Hair scissors	✓	
9	Chair	✓	

Table 3 Supporting Infrastructure

No	Facial Make Up	Description of goods (tools)	
		There is	No
1	Facial Cleansing Brush	✓	
2	Blackhead Vacuuming Tool	✓	
3	Deep Cleansing	✓	
4	Facial Handband Bando	✓	
5	Electric Blackhead Cleaner	✓	
6	Face Iron Tool	✓	
7	Blackhead Extractor	✓	
8	LED Light Therapy	✓	

- d. The role of the school principal who provides guidance and supervises the organization of facilities and markets as optimization

Implementation of facilities and markets to optimize talent development for deaf students at SMP LB Negeri Tamanwinangun Kebumen

The implementation process is one of the most important management functions and forms the core of the management process. In an organization or educational institution a successful implementation process is if it is in accordance with a predetermined planning process. Based on the results of observations made by researchers that the implementation process in SMP LB Tamanwinangun Kebumen related to the management of facilities and infrastructure as an optimization of the development of children's talents in deaf students cannot be separated from the assistance of parents of students. The school always communicates with parents of students in determining the talents that deaf students will pursue by considering the abilities of each student. Because each student has different abilities even though they are both in the Deaf major. Deaf people with disabilities also have levels of deafness. Deaf are individuals who have permanent or temporary (non-permanent) hearing impairments. Deafness is classified based on very light hearing (27-40 dB), mild hearing (41-55 dB), moderate hearing (56-70 dB), severe hearing (71-90 dB), extreme hearing or hearing impairment (above 90 dB). The talent development process is carried out on Tuesdays and Wednesdays every week. The talent development process begins at 07.30 to 14.00 WIB and goes through several stages as follows:
Preparation of tools and materials

This stage is the initial stage to prepare the equipment and materials needed during the practicum process. This step is ideally carried out together with the supporting teacher. In carrying out the process of preparing tools and materials, do the following:

- Make sure the tools to be used are ready for use.
- Ensure that the tools to be used are in good condition and clean.
- Ensuring tools and materials are still functioning according to their needs.

Introduction To Tools And Materials

The next stage is the process of introducing tools and materials. The introduction of these tools and materials is carried out in order to ensure students are not mistaken in their use and function. The introduction process is carried out by the supervising teacher by going through several things, namely:

- Explain in detail and carefully each tool that will be used so that students can understand the function of the tool.
- Practicing directly the tool to be used according to its function.
- Ensure students understand and are able or know how the tool can be used.

Process

The next stage of the process is the introduction of each student's talents according to their abilities. There is talent for hair, makeup, facials, and others. Each student is taught starting from the most basic things and in accordance with the procedures that have been set at the planning stage. In this process there is more practice than delivering material because students understand it more easily by direct practice.

Supervision of facilities and markets as an optimization of talent development for deaf students at SMP LB Tamanwinangun Kebumen

The process of supervision in an activity really needs to be done. Supervision is carried out to see how much success is obtained. In this case the assessment related to supervision becomes a reference for future improvements. The results obtained from supervision are taken to improve the process of implementing activities as well as supervision for subsequent activities, or what we often call recontrolling. This monitoring process is carried out during the implementation process. Where later the results of the assessment from the supervision will be used as a re-evaluation which is carried out at the end of the activity. Based on the results of researchers' supervision of facilities and infrastructure at SMP LB Negeri Tamanwinangun Kebumen as an optimization of the development of deaf children's talents in the field of Cosmetology which is carried out every 6 months or every semester, the things that are always considered are aspects in the management supervision system of facilities and infrastructure, including namely:

- a. Aspects of supervision of the analysis and preparation of needs plans which contain a list of tools and materials needed in the learning process in the field of talent development for deaf children.
- b. Aspects of supervision of the procurement of facilities and infrastructure.
- c. The aspect of supervision of the storage of facilities and infrastructure contains a safe place and temperature for the tools and materials used must be appropriate.
- d. The aspect of supervision of the implementation of the inventory of facilities and infrastructure contains a list of goods or tools and materials that are available for use in collecting school administration data.
- e. The aspect of supervision of the maintenance of facilities and infrastructure contains maintenance of tools and materials used in the educational process.
- f. The aspect of supervision of the removal of facilities and infrastructure that contains related goods or tools and materials that are no longer used and cannot be repaired, must be included in the list of items that must be deleted for renewal.

Conclusion

The conclusion of this research shows that the management of educational facilities and infrastructure for deaf students influences efforts to optimize the talent development of deaf students at SMP LB Tamanwinangun Kebumen. The talent development process is focused on deaf junior high school students in the Cosmetology department, which has a total of 9 students. Management of facilities and infrastructure includes the process of management functions, namely the planning of facilities and infrastructure used, organizing, implementing, and supervising. Optimization of talent development is evidenced by the results of work in the Cosmetology skills sector according to plan.

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