

Analysis of Management Strategy for Improving Quality of Senior State High School Excellent Tapaktuan Regency of South Aceh

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Abstract: *This study aims to describe the Management of Senior State High School Excellent Tapaktuan Regency of South Aceh. The research data was collected by observation, interview and document study. Data in the analysis through three levels namely: Data Description, Relationships Analysis and Withdrawal Conclusion. For the validity of data used triangulation technique. The results of this study reveal the findings are a) Strategies that have been applied in Senior State High School Excellent Tapaktuan that is by maximizing activities, planning, organizing, implementing and supervising have been going well. b) The process of applying management strategy in Senior State High School Excellent Tapaktuan through: 1) The curriculum management is based on the National curriculum and supported by the local curriculum. 2) Student management is done from the beginning of admission of new students and for subsequent coaching. 3) Personnel management consists of educative and non-educative employees. 4) Management of facilities aimed at maximizing the procurement of funds and its use in order to support teaching and learning activities. 5) Financial management adheres to the provisions of the government as regulated under the RAPBS. 6) School relationship management with community is done through communication and meeting with parents. C) In conducting the management at Senior State High School Excellent Tapaktuan, South Aceh Regency, there is no significant problem considering the policy pursued based on the needs. While the supporting factor is more emphasized on the willingness and concern of all elements (principals, teachers, and employees) together to advance this school.*

Keywords: *Analysis of Quality Management Strategy Improving Superior Quality*

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I. Introduction

One of the national ideals that must be fought by the nation of Indonesia is the effort to educate the nation through national education. The future of the nation and the superiority of our nation is determined by the superiority of human resources (human resources) it has. High quality human resources (human resources quality) is expected to be a significant development subject to more successfully manage resources for the benefit of the welfare of the community. In turn is the effort of this nation in realizing the Indonesian people as a whole through the implementation of educational equity distribution at every level of society. Implementation of national education can be achieved well, if the empowerment of human resources and non-human resources with the appropriate management strategy (the management strategy).

In South Aceh district there are several Senior State High School Excellent that try to handle smart students or who have high value such as: Senior State High School Excellent Tapaktuan, Senior State and High School Insan Madani. Senior State High School Excellent Tapaktuan is a superior high school from other high schools in the district of South Aceh. Senior State High School Excellent Tapaktuan was established in 2004, which is the result of deliberation between the educational leaders and the local government.

The success of Senior State High School Excellent Tapaktuan is certainly not separated from the influence of school management and teachers, students and school committee and non-educative employees. The author is interested in researching the implementation of quality improvement strategy in Senior State High School Excellent Tapaktuan is because with the existence of high school like this will increase the positive competition, especially high school in South Aceh district and generally Senior State High School in Indonesia in effort to optimize the quality of high school graduates between provinces. Besides the authors see the advantages of Senior State High School Excellent Tapaktuan as a problem that needs special attention, where there are many other high school has not done, although there are some schools that have facilities far more complete than Senior State High School Excellent Tapaktuan. The output produced every year in Senior State

High School Excellent Tapaktuan is increasing, this can be seen from the number of graduates of students who pass 100% as listed in the following table: Graduate Student Table from the academic year 2011/2012 Up to 2015/2016.

School year	Number of Graduates (%)		Average NEM		Amount continuing to Higher Education (%)	
	Amount	Target	Results	Target	amount	Target
2011/2012	40	100%	9,1	8,5	40	100%
2012/2013	33	100%	9,4	8,5	33	100%
2013/2014	44	100 %	9,5	8,5	44	100 %
2014/2015	39	100%	9,6	8,6	39	100 %
2015/2016	42	100%	8,1	8,6	42	100%

From the table above it is clear that every year Senior State High School Excellent Tapaktuan succeeded in graduating 100% students with an average value of NEM above the number 8 and some even reach the number 9 and this is a very proud achievement of the students of Senior State High School Excellent Tapaktuan. The outcome is produced from Senior State High School Excellent Tapaktuan that is, they are able to compete in a sportive manner with other high schools, either in South Aceh district especially or in Aceh province level in general, even also able to compete nationally. This can be seen from the table below:

Table. Number of students of Senior State High School Excellent Tapaktuan who entered the State College of Education Year 2014/2015.

No	Name of PTN	Status	amount	
			Invitation	General Test
1.	Unsyiah	Country	13	13
2.	UIN Ar-Raniry Banda Aceh	Country	-	4
3.	USU	Country	1	-
4.	UNIMED	Country	1	-
5.	POLTEKPOS	Country	1	-
6.	ITS	Country	1	-
7.	UNAND	Country	1	-
8.	UNDIP	Country	1	-
9.	IPB	Country	1	-
10.	STF	Private	1	-

David said that Initially the term strategy used in the military world is defined as a means of using all military power to win a war. In the world of education, strategy is defined as a plan, method, or series of activities designed to achieve a particular educational goal.[1] Thus, the learning strategy can be interpreted as planning that contains about a series of activities designed to achieve certain educational goals. Strategies are structured for Achieve certain goals. This means that the direction of all strategic planning decisions is the achievement of goals. Kemp explains that the learning strategy is a learning activity that must be done teachers and students for the purpose of learning can be achieved effectively and efficiently.[2] In line with the above opinion, Dick and Carey also mentioned that the learning strategy is a set of materials and learning procedures used together to generate student learning outcomes.[3] David said that Strategy definition is a way to achieve long-term goals. Business strategies may include geographical expansion, diversification, acquisition, product development, market penetration, employee rationalization, divestiture, liquidation and joint ventures.[1] Glueck and Jauch The definition of strategy is a unified, broad, and integrated plan that links the company's strategic advantage with environmental challenges, designed to ensure that the company's main objectives can be achieved through proper implementation by the organization.[4] In general, management activities exist within organizations that are directed to achieve organizational goals effectively and efficiently. George R. Terry explains "management is performance of conceiving and achieving desired results by means of group efforts consisting of utilizing human talent and resources".[5] It is understood that management is the ability to direct and achieve desired results with the aim of human efforts and other resources.

In order to achieve organizational goals effectively and efficiently, management must be fully functional in every organization, whether industrial organization, banking, or education. These management functions consist of planning, organizing, actuating, coordinating (coordinating) and controlling. At least these five functions are considered sufficient for managerial activities that will combine the utilization of human resources and material resources through cooperation to achieve organizational goals. Another opinion suggests four functions of management as proposed by George R. Terry which consists of these four fundamental functions of management are (1) planning (2) organizing (3) actuating (4) controlling". In the management activities there are four functions, namely: planning, organizing, mobilizing and supervising.[5] Organizing is a second management function and a strategic step to realize an organizational plan. According to Winardi said

that organizing is a process whereby existing work is divided into manageable components and activities coordinate results achieved to achieve a particular goal.[6]

As the next step of managerial activity is directing, Koontz & O'Donnell suggests: "directing is the interpersonal aspect of managing by which subordinates are led to understand and contribute effeciently to the attainment of enterprise objectives, directing involves guiding and leading subordinates".[7]

In accordance with its basic understanding, an effectife school means that schools have advantages, virtues, virtues when compared to others, so in this context superior schools contain the meaning of model schools that can be referred to as most other schools because of the advantages, virtues and The virtue and the quality it has both academically and non academically. The Ministry of National Education has established a number of criteria that must be owned by superior schools. Includes:

First, the input (input) of students is selected strictly by using certain criteria and procedures that can be accounted for. The criteria are: (1) superior learning achievement with indicator of report card number, Pure Ebtanas score (NEM, now UN value), and academic achievement test result, (2) psychotest score including intelligence and creativity, (3) physical test, if needed.

Second, supporting facilities and infrastructures to meet students' learning needs and channel their interests and talents, both in curricular and extra curricular activities.

Third, a conducive learning environment for the development of the potential of excellence into a real advantage both physical and social-psychological environment.

Fourth, teachers and education personnel who handle must excel both in terms of mastery of subject matter, teaching methods, as well as commitment in carrying out the task. Therefore, additional incentives for teachers in the form of money and other facilities such as housing should be provided.

Fifth, the curriculum is trusted with the development and improvisation maximally in accordance with the demands of learners who have a higher learning speed compared with students his age.

Sixth, the learning period is longer than other schools. Therefore, there should be a dormitory to maximize coaching and accommodate students from various locations. In the dorm complex there needs to be a means that can channel the interests and talents of students such as libraries, sports equipment, arts and other necessary.

Seventh, the teaching and learning process must be of a quality and the results can be accountable to both students, institutions and society.

Eighth, superior schools not only provide benefits to students in the school, but must have social resonance to the surrounding environment. Ninth, the value of superior schools lies in the treatment beyond the national curriculum through curriculum development, enrichment and extension programs, remedial teaching, quality counseling and counseling services, creativity and discipline coaching.

II. Research Methodology

This research is conducted by using qualitative approach, it is based on the intention to describe the behavior of informants such as principals, vice principals, staff members, teachers and school committees in management activities in Senior State High School Excellent Tapaktuan South Aceh district according to the existing social situation. The qualitative research activities that will be carried out have characteristics as described by Bogdan and Biklen, namely: (a) the natural setting as the source of data (b) the researcher is the key instrument (c) qualitative research is more concerned with the process than the outcome (d) Researchers with a qualitative approach tend to analyze data inductively (e) the meanings of those behaviors that underlie their actions are essential aspects of qualitative education.

In interpreting the data on the meaning of informant behavior then used phenomenological interpretation with the pattern of intent, purpose and meaning.[8]

Every object studied qualitatively has a research background. To describe the actual social situation, it is necessary to determine the background of the study. The social situation of this research consists of principals: (1) principals, (2) vice principals (3), teachers (4), employees (5) and school committees. While the location of the actors perform activities, namely (1) schools, (2) administrative space (3), study groups (4), mosques / mosques and (5) library. The activities carried out by the actors consist of teaching activities, learning activities, administrative activities, lead activities, providing guidance, MGMP activities, school board activities, extracurricular activities, and worship activities. The subject of this research is directed to search data from school principals, vice principals, teachers, staff and school committees at Senior State High School Excellent Tapaktuan Regency of South Aceh. Data searching starts from the principal as a key informant using snow-ball sampling, then the next informant is determined based on the instructions of the principal. Data attainment will be discontinued when there is no more data variations appearing on the surface or experiencing saturation. So the number of informants of this study is not determined exactly depends on Required level of data required. Data collection in qualitative research using observation technique, in-depth interview and document review. Overall, researchers themselves plunge spaciuousness as a key instrument (key instrument) in this study. As the

main instrument in this study, the researchers themselves who use some data collection techniques are:

1. Observation

The required data or informants are also collected by observation through direct observation at the research site either openly or veiled. In addition, from the observations made field notes that must be prepared after the observation and make contact with the subject under study. Because field notes in the form of data from observations the researcher must make a very comprehensive field notes.

2. Interview

Interviews of informants as a source of data and information were conducted with the aim of extracting information about the research focus. In other words, more active (moderate) involvement is by trying to participate and engaging and trying to get closer to the principals. Interviews with informants as resource data and information were conducted with the aim of extracting information about the research focus. The researcher then puts forward the questions that have been structured if done formally and unstructured questions if done informally with principals either principals, vice principals, teachers or school committees. The question is to get data related to the focus and problem of research being studied.

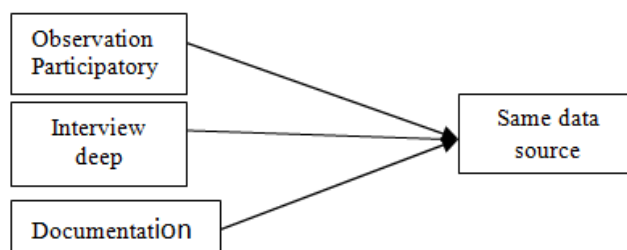
3. Document Study

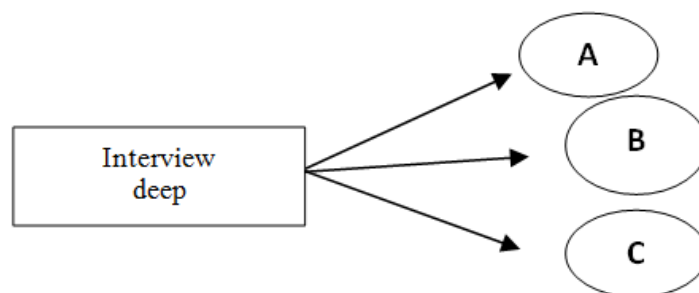
Documents used to obtain information in this study are: announcements, instructions or rules, reports, decisions, and records. In qualitative research method, the researcher is the main instrument (key instrument).

For that, all data is collected and interpreted by the researcher, but the documents related to the research focus. As humans, researchers become the main instruments with special characteristics or advantages. These advantages: (1) humans as instruments, will be more sensitive and faster able to react to stimuli from the environment that are expected to be meaningful or less meaningful for the study. Researchers as instruments react more quickly and interact with many factors in an ever-changing situation (2) the researcher as an instrument can adapt to various situations, and can collect various types of data at once (3) every situation is a whole and researchers as instruments can catch Almost all situations and can understand all the details of the situation (4) a situation involving human interaction, can not be understood with only knowledge, but researchers often need feelings to live it. (5) the researcher as an instrument can immediately analyze the data obtained, so that it can directly interpret the meaning, to further be able to determine the observation direction (6) the researcher as the instrument can draw conclusions based on the data collected at a certain time and can immediately use it as reverse to Obtain new information and finally (7) researchers as an instrument can receive and treat a distorted, even contradictory response to be used to enhance the level of trust and level of understanding of aspects studied. In qualitative research, the factor of data validity is also highly considered.

The effort to create more credible process, interpretation and findings in this research is by (a) the long-standing engagement of the researcher with the investigation carried out unhurriedly so that the collection of data and information about the social situation and Focus of research will be obtained perfectly, (b) persistent observation (persistent observation). On the means of obtaining valid information, (c) perform triangulation, ie information obtained from multiple sources cross-examined and between interview data with observational data and documents (d) discussing with peers who did not participate in the research , So that the research will get input from others (e) negative case analysis that is analyzing and looking for cases or circumstances that disprove the research findings, so that there is no evidence that rejects the research findings (f) reference precision testing of the findings data And interpretation.

Technique triangulation means that researchers use different data collection techniques to get data from the same source. Researchers use postitative observation, in-depth interviews, and documentation for the same data source, as can be seen in the picture below





Triangulation of sources means, to obtain data from different sources with the same technique, as seen in the picture below:

Triangulasi is a lot to do is checking on other sources. In this case, triangulation or cross-examination of data obtained can be done by comparing the interview data with observation data or document review related to the implementation of management strategy in Senior State High School Excellent Tapaktuan, South Aceh Regency.

Similarly, triangulation can be done by comparing data from various informants (data sources) related to interview data about the views, basic behaviors and values emerging from management strategies in Senior State High School Excellent Tapaktuan Kabupaten Aceh Selatan.

III. Result And Discussion

3.1. Research result

Management Leaders have established an Quality Policy of the Institute that is known and understood by all personnel of SMA Negeri Unggul South Aceh.

The above quality policy is built through five main pillars (5K), namely:

- Commitment
- Consistent
- Togetherness
- Conducive
- Excellence

As well as four working attitudes are adopted ie:

- Honest Job
- Employment Responsibility
- Competent Work
- Done

Organizing is one of the management functions that need to get attention from the principal. This function needs to be done to realize the organizational structure of the school, job descriptions of each field, authority and responsibilities become clearer, and the determination of the necessary human and material resources.

As an important component of school organization, the principal must provide quality services. This is important in the current decentralization era of school principals as "The president in the multiversery is leader, educator, creator, innovator, wielder of power pump, he is also office holder, caretaker, inheritor, consensus seeker, persuader, bottleneck but he is mostly mediator. With its independence, the principal is more empowered in developing programs according to his needs and potential. But in the implementation of the principal does not walk alone, but assisted by other components that are not less important.

Based on interviews with principals and administration as well as elements that exist in the arrangement of the chart above is:

a. Head of South Aceh Regency c/q Head of Education Office of South Aceh Regency serves as the organizer of Senior High School (SMA) and has the following duties and responsibilities:

- 1) Preparing facilities for facilities and infrastructure for the implementation of education.
- 2) Selecting educative personnel who will serve in the school.
- 3) Assist finance for operational both technical and non technical activities.
- 4) Advisors and advisors at the wheels of the organization of Senior State High School Excellent Tapaktuan Kabupaten Aceh Selatan work together.

Paying attention to duties and functions of local leaders c/q Head of Education Office is very visible that its existence in the organizational structure of Senior State High School Excellent Tapaktuan South Aceh district is based as a supervisor and supervisor for the wheels organization of Senior State High School Excellent

Tapaktuan Regency of South Aceh this, in addition it is also responsible for the provision of educative personnel In this case the teacher required by Senior State High School Excellent Tapaktuan South Aceh district and also cooperate with related elements for the progress of this advanced educational institutions.

b. School Management, functions and responsibilities include the following:

- 1) Conducting school education for a certain period of time in accordance with the type, level and nature of the school.
- 2) Implement education and teaching in accordance with the applicable curriculum.
- 3) Fostering cooperation between school principals and teachers as well as relevant staff in the implementation of education.
- 4) Fostering cooperation with the community and related institutions.

School management in this case the organization of Senior State High School Excellent Tapaktuan South Aceh district directed at the organizational elements responsible for the implementation of education, conduct counseling teachers and staff and establish cooperation with elements outside the progress of the school.

c. The principal as an educational staff conducting school leadership activities has a major role in achieving educational goals in schools.

The principal's duties and responsibilities are to plan, organize, direct, coordinate, monitor and evaluate all school activities, including the areas of teaching and learning, office administration, student administration, employee administration, equipment administration, financial administration, library administration, Society. Principal, in this case served as educator, manager, administrator and supervisor. Head as educator in charge of conducting teaching and learning process effectively and efficiently. Furthermore, the principal as a manager has the following functions:

- 1) Develop a plan
- 2) Organizing activities
- 3) Monitoring
- 4) Evaluating activities
- 5) Hold a meeting
- 6) Make a decision
- 7) Organize the teaching and learning process
- 8) Set up administration
- 9) Administration, students, personnel, facilities and infrastructure, finance and RAPBS.
- 10) Organizing Student Organization Intra School (OSIS)

Regulate school relationships with communities and other relevant agencies.

3.2. Discussion

Description of duties and responsibilities of principals can be seen from two functions, namely the principal as an administrator and as a supervisor. The principal as an administrator at the school has the duty and responsibility for the entire managerial process that includes planning, organizing, mobilizing, and supervising the entire field of responsibility that is the responsibility of the school. The fields of management can cover the areas of personnel, students, administration, curriculum, finance, facilities and infrastructure, school and community relations and other supporting units. Meanwhile, the principal as a supervisor relates to service activities on improving the professionalism of teachers in order to achieve quality learning process.

The principal as administrator in charge of organizing the administration covering the following matters: Planning, Organizing, Supervision, Curriculum, Student, Administration, Labor, Office, Finance, Library, Laboratory, space skill / arts, counseling guidance, UKS, OSIS, Use, media, warehouse and 7K. Meanwhile, the principal as the supervisor is responsible for supervising the teaching and learning process, guidance and counseling activities, extra curricular activities, administration activities and cooperation activities with the community and related institutions, facilities and infrastructure, OSIS activities and 7 K activities.

Based on the above task description and the function of the headmaster above, it is seen that the presence of the headmaster in the organizational structure of Senior State High School Excellent Tapaktuan Regency of South Aceh district is based on planning, implementation, and supervision of teaching and learning activities and other technical and non technical elements involved in The achievement of the purpose of this teaching and learning activities, and based on interviews conducted by researchers in the field to the principal in performing these tasks and functions can delegate to the vice principal.

d. Deputy headmaster, assigned to assist the principal in the following activities:

- 1) Prepare planning, create program activities and program implementation.
- 2) Organizing, directing, manning, coordinating, monitoring, assessing, identifying and collecting data, and preparing reports.

Other tasks of the vice principal are:

- 3) Curriculum field, covering the following matters: preparation and elaboration of academic calendar, preparing the division of teacher tasks and lesson schedules, arranging the preparation of educational programs in terms of curriculum adjustments, curricular activities, and extracurricular activities, set the criteria program of class increase, criteria Graduation, and student progress reports and the distribution of report cards and diplomas, organizing improvement and teaching programs, managing the use of the environment and learning resources, regulating the development of the MGMP and
 - 1) subject coordinator, arranging student mutations, administering academic supervision and organizing reports.
 - 2) Student Affairs, covering the following matters: organizing group learning programs, organizing and coordinating the implementation of 7 K, organizing and fostering the activities of OSIS, Scouts, PMR / Youth Scientific Group, UKS, and Paskibra, arranging lightning boarding program (Bina Mental) Organize and follow the execution of student exemplary school selection, organize intelligent scrutiny, sport achievement, and selecting prospective students to be proposed to get a scholarship.
 - 3) Facilities and Infrastructure, covering the following matters: planning of facilities / infrastructure to support the KBM process, planning the program, arranging the utilization of facilities and infrastructure, managing maintenance, repair and filling, bookkeeping arrangements and reporting.
 - 4) Field Relations with the Community, covering the following matters: arranging and developing relationships with school committees, organizing social services, field trips, organizing exhibitions of educational outcomes (gebyar student achievement), and preparing reports.

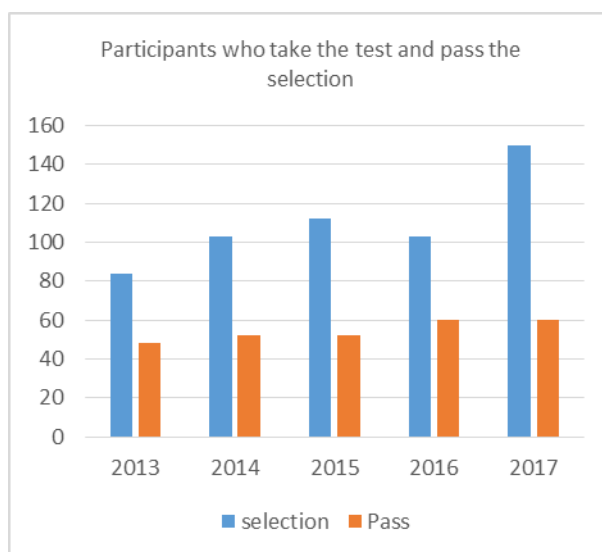
State of Teachers and Administrative Staff

The existence of teachers is an important component in determining teaching and learning activities to achieve educational goals. Therefore, the number and quality of teachers is a measure of the development of a school, the state of teachers of Senior State High School Excellent Tapaktuan Regency of South Aceh currently number 25 people consisting of 7 men and 18 women (identity and background are in appendix 2). Based on background data, teacher education at Senior State High School Excellent Tapaktuan Kabupaten Aceh Selatan can be recapitulated as follows:

No	The Origin of Higher Education	Amount
1.	IAIN	2
2.	Unsyiah	22
3.	Universitas Abulyatama	1
Amount		25

State Student State High School Unggul Tapaktuan

To know the state of student of Senior State High School Excellent Tapaktuan Regency of South Aceh based on data from administrative document can seen in following graph:



Looking at the graph above and supported by the information of the school that to be a student in Senior State High School Excellent Tapaktuan South Aceh district must perform selection stages from the academic ability test, followed by medical tests, and physical tests.

1. Test of academic ability includes knowledge of science and knowledge of religion, distinguishing Al-Quran and speaking Arabic.
2. Health test covers physical and spiritual health.
3. Physical tests include physical toughness tests.

In the course of test all prospective students of Senior State High School Excellent Tapaktuan South Aceh district dikarantinakan (ie placed in the dormitory of Senior State High School Excellent Tapaktuan). The standardization test in Senior State High School Excellent Tapaktuan South Aceh district is the same as the test conducted by prospective students in other Superior High School.

1	Year	Major	Amount		Ket
		General	Man	Women	
1.	2013	48	20	28	
2.	2014	52	23	27	
3.	2015	52	20	32	
5.	2016	60	21	39	
6.	2017	60	15	45	

Based on the above table it can be explained that from 2013 until 2017 the Senior State High School Excellent Tapaktuan Regency of South Aceh program is only the general program that is run that is only prepare the education level in full three years. So in the academic year 2016/2017 the number of students in Senior State High School Excellent Tapaktuan South Aceh district 151 people with the distribution of classes I, II, and III. Overall the total number of students by sex consists of 54 men and 97 women.

Implementation of Management Strategy Senior State High School Excellent Tapaktuan Regency of South Aceh

Implementation of management in Senior State High School Excellent Tapaktuan South Aceh district in general based on the vision and mission of education. As an institution or organization under the auspices of the education office, the vision of SMA Negeri Tapaktuan Unggul Kabupaten Aceh Selatan As stated below which is Superior in academic, intelligent skilled, behave and cultured islami, as well as global insight. And the mission of Senior State High School Excellent Tapaktuan, South Aceh Regency is:

1. Growing the spirit of excellence and competitive intensively to all school residents.
2. Implement learning in an optimal and effective oriented to the achievement of national and international standard competencies.
3. Encourage / motivate students to develop their own potential.
4. Growing appreciation of religion and culture so that the source of wisdom and realized in life Fostering a high fraternity among fellow citizens.

To realize the vision above Senior State High School Excellent Tapaktuan in operational have vision as mentioned above is :

1. Modify and implement the National curriculum
2. Provide students with English, Arabic, Mandarin, and Japanese.
3. Establish physical physical health of students through sport.
4. Giving basic knowledge about organizational leadership.

Considering the vision and mission above it is clear that the mission of education in Senior State High School Excellent Tapaktuan South Aceh district is directed at the effort to equip students have the ability and excellence in self-development and mental and mastery of Islamic science as a whole so that the graduate of Senior State High School Excellent Tapaktuan Regency of South Aceh this South Aceh Has the ability to competitiveness changes that occur in the midst of the times, vision and mission is to become one of the benefits and management of this school plus.

To realize the vision and mission above, the strategy of management implementation in Senior State High School Excellent Tapaktuan South Aceh district follow the following pattern:

a. Curriculum or Learning Management

Understanding management in general is working with several people to determine, interpretation and achieve organizational goals and perform the functions of planning, organizing, staffing, direction, leadership and supervision.

Curriculum management conducted at Senior State High School Excellent Tapaktuan, South Aceh district as stated by the principal as follows: Senior State High School Excellent Tapaktuan implement a developed and enriched curriculum 2013 to improve the ability and talent of students. Furthermore in line with the statement of the principal mentioned above that: for the implementation of curriculum of State Senior High Tapaktuan in efforts to educate the nation's children, has directed his point of view on the development of the curriculum 2013.

b. Student Management

Planning on student management begins with the student's capacity planning at the institution. Student management is also done at the time of student acceptance as stated by the student representatives as follows: Selection and acceptance of students can be made requirements such as prospective students must graduate / graduate from junior high school which has an average value of seven and domiciled in Aceh.

In relation to student coaching, the headmaster and student representatives also mentioned: Senior State High School Excellent Tapaktuan Regency of South Aceh also held a psychology test on first grade students at the beginning of the semester, in order to know the level of intelligence, talent and student interest. This is an early activity to bring together special gifted students with a high level of intelligence. Another goal is for teachers to guide maximally according to talent, and increase confidence, and optimize learning outcomes.

c. Civil Service Management

Staffing management at Senior State High School Excellent Tapaktuan is divided into two parts: Educative staff, ie teachers or permanent and non-permanent teachers, permanent teachers are government civil servants appointed by the government while non-permanent teachers are honorary teachers and non-educative employees, Administrative staff, cleaning / messenger, dormitory staff, and security officers.

d. Facilities and Infrastructure Management

Basically the management of school enforcement is done with the intention that all school facilities are in ready condition. Therefore, the management of equipment empowered by Senior State High School Excellent Tapaktuan South Aceh district, maximize the procurement of facilities and infrastructure to support learning and teaching activities, with the hope of school goals can be achieved optimally possible. Management of facilities and infrastructure is also intended to provide services in a professional field of facilities and infrastructure in order to achieve the process of education in Senior State High School Excellent Tapaktuan South Aceh district effectively and efficiently. In detail, the objectives of the implementation of facilities and infrastructure management are as follows:

1. To seek the procurement of educational facilities and infrastructure through careful and careful planning and procurement systems. With this effort it is hoped that all school equipment will be provided with high quality educational facilities and infrastructure, in accordance with the needs of schools and with efficient funds.
2. To seek the proper and efficient use of school facilities and infrastructures.
3. To seek the maintenance of school facilities and infrastructure, so that its existence is always in ready condition in every required by all school personnel.

e. Financial management

Senior State High School Excellent Tapaktuan Regency of South Aceh uses the legal basis of financial management (budgeting) based on applicable law rules regulated under the School Revenue and Expenditure Budget Plan (RAPBS). (Principals).

In preparing the RAPBS, the principal mentioned that there are two that become the target point that is:

1. The routine budget in the list of activities (DIK) which is the budget used for the salary of permanent employees, employee incentives, the expenditures of daily school necessities, the cost of maintenance and maintenance of official travel expenses.
2. Development budget in the list of projects through operational program, used to finance activities that are technical educative and supporting activities of learning.

Sources of funding for education of Senior State High School Excellent Tapaktuan of South Aceh Regency, according to the headmaster's explanation are from (1) Government Assistance, (2)Parents of Students, (3)Community Donors. The mechanism of school financial accountability is reported by the school principal to the government at the end of the school year.

f. School Relationship Management with Community

To establish cooperation and create good communication (comunication), on several occasions meetings with the community and / or parents, the principal often stated that "this school is not only ours, but this school belongs to us all the whole community" in order to make people feel Has a State High School Unggul Tapaktuan South Aceh district, so people do not hesitate to provide advice, criticism, financial, and other donations to improve the quality of school (school committee). Community support for Senior State High School Excellent Tapaktuan is in the form of (1) Funds, directly or indirectly, (2) facilities and infrastructure, (3) idea contribution, (4) morale (school committee)

IV. Conclusion And Suggestion

5.1. Conclusion

1. Strategy that has been applied in Senior State High School Excellent Tapaktuan is to maximize the activities of planning, organizing, implementation and supervision and has been running well.
2. The process of applying management strategy at SMA Unggul Tapaktuan through: (1) Management in curriculum field at Senior State High School Excellent Tapaktuan Regency of South Aceh, based on National curriculum and supported by local curriculum issued by education department and has been running well. (2) Student management done from the beginning of admission of new students and for the next Conducted coaching in the form of OSIS, Scouts based on Islamic values. (3) Personnel management is classified into two major groups namely, educative personnel, and non-educative employees. To align the two groups, the effort is to provide training in accordance with their respective fields by the government. (4) The management of facilities and infrastructure in Senior State High School Excellent Tapaktuan of South Aceh Regency is directed to maximize the procurement of funds and its use in order to support the teaching and learning activities so that the learning process can run well. (5) The financial management used embraces the provisions of the government as regulated under the RAPBS. (6) School relationship management with the community is pursued by Senior State High School Excellent Tapaktuan Kabupaten Aceh Selatan through communication, meeting or deliberation with parents.
3. In the implementation of management in Senior State High School Excellent Tapaktuan South Aceh district, no significant problems, given the policy pursued based on needs. While the supporting factors are more emphasized on the willingness and concern of all elements (principals, teachers and employees) together to advance this school.

5.2 Suggestion

1. The need to improve management implementation in Senior State High School Excellent Tapaktuan, South Aceh Regency continuously.
2. All school elements should realize that the implementation of management in Senior State High School Excellent Tapaktuan South Aceh district is a joint responsibility as an effort for the management of schools at a better level.
3. Excellence Fund for Senior State High School Excellent Tapaktuan needs to be improved again, so it can motivate teachers in improving their performance in order to produce outstanding students who are able to compete both at district, provisional, and even international level.

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