

ABSTRAK

Kualitas pendidikan tidak dapat dipisahkan dari kemampuan sekolah mencapai visi dan misi yang telah ditetapkan. Visi, misi dan nilai-nilai keutamaan Compassion, Character, *Consciousness* dan *Competence* (4C) telah ditetapkan oleh Yayasan Salib Suci agar diimplementasikan di lingkungan Sekolah Ignatius Slamet Riyadi. Penelitian ini bertujuan untuk mengetahui efektifitas, proses implementasi, kendala yang dihadapi, faktor pendukung dan penghambat serta proses monitoring dan evaluasi implementasi visi, misi dan nilai-nilai 4C di lingkungan Sekolah Ignatius Slamet Riyadi Karawang. Penelitian ini menggunakan pendekatan kualitatif dengan metode studi kasus. Informan yang digunakan dalam penelitian ini terdiri dari Yayasan, para Kepala sekolah, wakil guru dan orang tua siswa. Reliabilitas dan validitas data penelitian dilakukan dengan triangulasi data wawancara dari informan, studi dokumentasi dan observasi. Hasil penelitian menunjukkan bahwa visi, misi dan nilai-nilai 4C di SMP Ignatius Slamet Riyadi diimplementasikan dalam program karakter Khas ISR (Ignatius Slamet Riyadi) sedangkan di jenjang SMA diimplementasikan dalam program intrakurikuler, ekstrakurikuler dan kokurikuler. Strategi pengembangan yang dilakukan di SMP adalah Related Diversification sedangkan di SMA menerapkan strategi Unrelated Diversification. Kualifikasi Guru serta tata kelola organisasi yang belum maksimal menjadi kendala implementasi sedangkan faktor kepemimpinan sekolah serta sumber daya keuangan merupakan faktor pendukung implementasi visi, misi dan nilai-nilai 4C. Lemahnya sistem komunikasi yang dibangun antara Yayasan dengan sekolah menjadi faktor penghambat proses implementasi visi, misi dan nilai-nilai 4C. Proses monitoring dan evaluasi yang dilakukan merupakan jenis evaluasi proses, namun dalam pelaksanaannya belum ditindaklanjuti dengan *corrective action*. Dengan demikian visi, misi dan nilai-nilai 4C di lingkungan sekolah Ignatius Slamet Riyadi secara nyata telah diimplementasikan dan perlu terus dievaluasi sehingga sekolah akan makin berkembang.

Kata kunci: **implementasi, visi, misi, nilai keutamaan**

ABSTRACT

The quality of education cannot be separated from the school's ability to achieve the vision and mission that has been set. The vision, mission and primary values of Compassion, Character, Consciousness and Competence (4C) have been established by the Holy Cross Foundation to be implemented within the Ignatius Slamet Riyadi School environment. This research aims to determine the effectiveness, implementation process, find out what the obstacles are, supporting and inhibiting factors as well as the process of monitoring and evaluating the implementation of the vision, mission and values of 4C in the Ignatius Slamet Riyadi Karawang School environment. This research uses a qualitative approach with a case study method. The informants used in this research consisted of the Foundation, school principals, teacher representatives and student parents. The reliability and validity of research data was carried out by triangulating interview data from informants, documentation studies and observations. The research results show that the 4C vision, mission and values at Ignatius Slamet Riyadi Middle School are implemented in the Khas ISR (Ignatius Slamet Riyadi) character program, while at the high school level they are implemented in intracurricular, extracurricular and co-curricular programs. The development strategy carried out in junior high school is Related Diversification, while in high school the Unrelated Diversification strategy is implemented. Teacher qualifications and organizational governance that are not optimal are obstacles to implementation, while school leadership and financial resources are supporting factors for implementing the 4C vision, mission and values. The weak communication system established between the Foundation and schools is an inhibiting factor in the process of implementing the 4C vision, mission and values. The monitoring and evaluation process carried out is a type of process evaluation, but its implementation has not been followed up with corrective action. In this way, the vision, mission and values of 4C in the Ignatius Slamet Riyadi school environment have actually been implemented and need to continue to be evaluated so that the school will continue to develop.

Key words: implementation, vision and mission, priority values