

ABSTRAK

Penelitian ini bertujuan untuk mengevaluasi proses perencanaan strategis pengembangan kapasitas manajemen sekolah dalam menginternalisasi nilai-nilai Serviam di Sekolah Tinggi Pembangunan Masyarakat (STPM) Santa Ursula Ende, serta menganalisis faktor-faktor pendukung dan penghambat yang memengaruhi perencanaan strategis tersebut. Teori yang digunakan dalam penelitian ini mencakup teori pengembangan kapasitas manajemen organisasi sekolah yang berfokus pada aspek kepemimpinan, struktur organisasi, dan profesionalisme tenaga pendidik, serta teori pendidikan karakter yang relevan dengan nilai-nilai Serviam. Metode penelitian yang digunakan adalah metode penelitian kualitatif dengan pendekatan studi kasus. Data dikumpulkan melalui observasi, studi dokumentasi, dan wawancara terhadap pemangku kepentingan di STPM Santa Ursula Ende.

Hasil penelitian menunjukkan bahwa meskipun STPM telah menunjukkan komitmen awal dalam mengintegrasikan nilai-nilai Serviam ke dalam visi-misi, implementasinya dalam kebijakan strategis lainnya belum sepenuhnya optimal. Faktor pendukung yang ditemukan termasuk komitmen kepemimpinan, sedangkan faktor penghambat utama adalah keterbatasan pemahaman mendalam terhadap filosofi nilai-nilai Serviam dan kurangnya integrasi dalam dokumen strategis. Rekomendasi utama penelitian ini adalah perlunya peningkatan pemahaman filosofis nilai Serviam di kalangan pemimpin dan tenaga pendidik melalui workshop dan *sharing knowledge*, serta penguatan integrasi nilai-nilai tersebut dengan membangun struktur organisasi yang fleksibel dan mendukung internalisasi nilai dalam seluruh aspek kebijakan dan program strategis STPM Santa Ursula Ende.

Kata Kunci: *Perencanaan Strategis, Kapasitas Manajemen Sekolah, Nilai-Nilai Serviam, Pendidikan Karakter, STPM Santa Ursula Ende*



ABSTRACT

This research aims to evaluate the strategic planning process for developing school management capacity in internalizing Serviam values at the Santa Ursula Ende Community Development College (STPM), as well as analyzing the supporting and inhibiting factors that influence this strategic planning. The theory used in this research includes the theory of developing school organizational management capacity which focuses on aspects of leadership, organizational structure and professionalism of teaching staff, as well as character education theory which is relevant to Serviam values. The research method used is a qualitative research method with a case study approach. Data was collected through observation, interviews and documentation studies of stakeholders at STPM Santa Ursula Ende. The research results show that although STPM has demonstrated an initial commitment to integrating Serviam values into its vision and mission, its implementation in other strategic policies has not been fully optimal. Supporting factors found included leadership commitment, while the main inhibiting factors were limited in-depth understanding of Serviam's philosophy of values and lack of integration in strategic documents. The primary recommendation of this study is the need to enhance the philosophical understanding of Serviam values among leaders and educators through workshops and knowledge-sharing sessions, as well as to strengthen the integration of these values by establishing an organizational structure that is flexible and supportive of value internalization across all aspects of STPM Santa Ursula Ende's strategic policies and programs.

Keywords: *Strategic Planning, School Management Capacity, Service Values, Character Education, STPM Santa Ursula Ende*

Lembar Persetujuan Pembimbing / Approval of Thesis's Supervisor

