

EVALUATION AND MONITORING IN EDUCATION MANAGEMENT

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Abstract

Evaluation and monitoring in education management are critical components that support the improvement of the quality and effectiveness of educational institutions. Therefore, it is important to implement a comprehensive evaluation and monitoring system as a tool to analyse and optimise the teaching and learning process as well as the day-to-day operations of educational institutions. Through evaluation, the strengths and weaknesses of the education system can be identified, providing a basis for strategic decision-making and more efficient resource allocation. Continuous monitoring ensures that any quality improvement initiatives are not only implemented but also receive systematic feedback for further refinement. In addition, this process supports increased transparency and accountability of educational institutions, strengthens public trust and promotes a culture of continuous quality improvement. Thus, evaluation and monitoring become not only a measuring tool for institutional performance but also a catalyst for the development of education that is innovative and responsive to future challenges.

Keywords: Evaluation, Monitoring, Education Management.

Introduction

In the context of evaluation and monitoring in education management, it is important to recognise their importance as essential instruments in improving the quality of education. Effective education management includes not only planning and implementing policies but also involves systematic evaluation and continuous monitoring to ensure that educational goals are achieved efficiently. (Kuzmishina, 2020).

Effective education management is key to achieving learning objectives in educational institutions. The need for a system that can routinely evaluate and monitor learning processes and outcomes shows its significance that cannot be ignored in the modern educational context. This process enables education stakeholders to identify deficiencies in the system and make timely decisions for improvement. (Fuentes-Favila, 2024)..

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Without good management, existing resources such as teaching staff, curriculum, facilities and infrastructure, and intellectual capital will not be utilised to their full potential. Effective education management ensures that each component of education is aligned with the overall goals of education. This means that policies made, strategies implemented and teaching and learning practices must be consistently reviewed and updated to meet the needs of learners and society. (Sitopu et al., 2024); (Guna et al., 2024). Quality assurance processes through efficient supervision and strong educational leadership can directly impact on student learning outcomes, improve academic performance, and better prepare them for future challenges (Fomenko, 2020).

Furthermore, education management plays an important role in anticipating and responding to changes in the external environment, such as technological developments, socio-economic changes, and new education policies. With the ability to adapt and integrate innovations and best practices, educational institutions can continue to provide relevant and quality education. Responsive and proactive management also helps identify opportunities for improvement, encourages collaboration between educators, and ensures that resources are allocated efficiently to support the learning process. (Ramos-Jaubert et al., 2024).. Thus, efficient education management not only facilitates the achievement of academic targets but also supports the development of learners' competencies that they can take with them and apply in various aspects of their lives.

Evaluation and monitoring in education management act as tools to measure, assess and improve the quality of the education process and education outcomes. Without an effective evaluation and monitoring system, an educational institution may be overwhelmed by internal and external challenges and miss opportunities to develop and adapt to changing educational needs. (Bazilevich et al., 2023)..

Although education management theory has long recognised the importance of evaluation and monitoring, the implementation of these practices is often inconsistent and faces various obstacles. This gap arises from various factors, such as a lack of resources, resistance on the part of educational institutions and deficiencies in technical capabilities to carry out effective evaluation and monitoring. (Kalinova & Dmitrieva, 2024)..

With the increasing demands for accountability in education and the need for high standard learning outcomes, it has become imperative to correct and improve evaluation and monitoring practices. This improvement will help educational institutions not only in achieving the set standards but also in strengthening public trust in the quality of education. (Tarasevich, 2020); (Fawait et al., 2024).

Given this reality, the priority in this research is to understand in depth the processes, challenges and impacts of evaluation and monitoring in education management.

Research Methods

The study in this research uses the literature research method. The literature research method is a process in which researchers collect, analyse and interpret data from published sources, such as books, scientific journals, articles, working papers and electronic documents. The purpose of this method is to gain an in-depth understanding of the research topic or problem through an extensive review of the existing literature. (Firman, 2018); (Suyitno, 2021).

Results and Discussion

Education Management Concepts

Education management is a process of planning, organising, directing and monitoring to achieve educational goals effectively and efficiently. It involves the use of human, material and financial resources within the education system to improve the quality of learning and educational outcomes. Education management emphasises the creation of optimal conditions for teaching and learning, including curriculum development, assessment, teacher professional development, and parental and community involvement (Savinykh et al., 2014). (Savinykh et al., 2021)..

In education management, planning plays a vital role as the first step in determining the educational goals to be achieved. The process involves identifying needs, setting goals, formulating strategies and determining resource allocation. The aim is to ensure that each component of education works as designed to achieve the desired outcomes. Effective planning enables educational institutions to anticipate changes and adapt them into educational practice. (Mindzaeva, 2020); (Syakhrani & Aslan, 2024); (Judijanto et al., 2024).

Organising is the second step in education management that deals with the structuring of resources and activities. It involves the division of tasks, delegation of authority and coordination among personnel and units to create a coherent system of work. Good organisation ensures that each individual and work unit within an educational institution has a clear role, as well as the necessary resources to perform their functions effectively. (Korostelev, 2021).

Directing and supervising are other important components of educational management. Directing involves motivating, communicating and providing guidance to staff and students to achieve educational goals. Meanwhile, supervision involves monitoring, evaluating and adjusting strategies to ensure conformity between educational practices and established standards. These actions aim to ensure continuous improvement in teaching and learning processes and educational outcomes. (Rosmalina & Elfrianto, 2024)..

Furthermore, quality development and improvement is an integral part of education management. This involves initiating and implementing innovative

programmes designed to improve teachers' competencies, learning effectiveness and students' learning experiences. The application of technology in the teaching and learning process, improved assessment methods and school leadership development are some examples of initiatives that can be taken. Continuous professional development for teachers and educators is also a priority in education management, given their vital role in the learning process. (Sholeh, 2023).

In a global context, education management must also be able to adapt to new challenges and needs, such as global education integration, multiculturalism and the need for 21st century skills. This requires a flexible, innovative and adaptive approach to education management that is able to respond effectively to changes in the social, technological and economic environment. (Mateo, 2021).

Thus, the concept of education management is that a structured and integrated approach is necessary to achieve effective and efficient educational goals. The success of education management depends on the ability of educators and education managers to plan, organise, direct and supervise effectively, and to adapt to new changes and challenges. Continuous development and improvement of the quality of education is the main key to creating an education system that not only meets today's standards but is also ready to face the challenges of the future. As such, education management plays an important role in shaping a brighter and more inclusive educational future for all.

Concept of Evaluation in Education

The concept of evaluation in education is one of the critical aspects that help in ensuring the quality and effectiveness of education. Educational evaluation not only assesses the knowledge acquired by students, but also measures how the learning process and teaching methods affect student achievement and development. The main purpose of evaluation is to provide constructive feedback to all parties involved, including students, teachers and administration, thus assisting in the improvement and development of curricula as well as more effective teaching methods (Ojaswini et al., 2022); (Sartika & Fransiska, 2024); (Iksal et al., 2024).

In practice, educational evaluation can be conducted through a variety of different methods and techniques. Evaluation can be summative or formative. Summative evaluation takes place at the end of a learning period to measure the extent to which learning objectives have been achieved, often through exams or final tests. Formative evaluation, on the other hand, takes place throughout the learning process, providing useful feedback to modify teaching methods and learning materials in real-time in order to improve student understanding (Sobeh et al., 2022)..

The application of technology has brought significant changes in the way educational evaluations are conducted. Digital tools and online learning platforms allow for real-time data collection and more in-depth analysis of student responses. This helps in providing more personalised and precise evaluations. In addition, technology also

enables the implementation of more interactive and engaging evaluation techniques, which can increase students' motivation to learn and provide a more accurate picture of their abilities. (Soetan et al., 2024)..

Finally, it is important for educational institutions to implement an inclusive and fair evaluation system. This includes using a variety of evaluation methods that accommodate the different learning needs of students, including those with special needs. Evaluations should be designed to encourage all students to reach their full potential, regardless of background or individual ability. Continuity in auditing and refining these evaluation processes is also vital to support progress and equity in education, ensuring that every student has an equal opportunity to succeed.

Education Monitoring Concept

The concept of education monitoring refers to an ongoing process that involves monitoring, reviewing and analysing various aspects of the education system. The process aims to ensure that established educational standards are achieved and to identify areas that require improvement. Education monitoring is important because it helps stakeholders (including teachers, administrators and policymakers) in understanding the effectiveness of implemented policies, teaching methods and teaching materials and in evaluating the overall achievement of educational goals (Blankov et al., 20). (Blankov et al., 2024)..

One important aspect of educational monitoring is systematic data collection. Data collected can include learning evaluation results, student attendance, participation in school activities, and feedback from students and parents. This approach allows schools and educational institutions to monitor progress and identify problems early, facilitating timely and effective interventions to overcome obstacles faced by students or teachers. In addition, continuous monitoring allows for the evaluation of the utilisation of resources, both human and financial, in achieving the set educational goals. (Ramos-Jaubert et al., 2024)..

In today's digital era, information and communication technology (ICT) has had a significant impact on the way education monitoring is conducted. The use of education management information systems (SIMPENDIK) and e-learning platforms provide the convenience of managing data in real-time and accurately. This not only improves efficiency in the monitoring process but also provides deep insights into student learning patterns, the effectiveness of teaching methods and more. Technology enables broader data collection and more comprehensive analyses, which in turn improves the school's ability to better respond to student needs (Jani, 2021).

However, the success of education monitoring also relies heavily on the active participation and collaboration between all stakeholders. Parental involvement, for example, is crucial in ensuring student success. Cooperation between teachers, parents and students is necessary to create a supportive and positive learning environment.

Therefore, it is important for schools and educational institutions to develop effective communication strategies to build good relationships with all parties involved. Through this collaborative and sustainable approach, education monitoring can create significant change and ensure the achievement of inclusive and quality education goals.

Implementation of Evaluation and Monitoring in Education Management

The implementation of evaluation and monitoring in education management is a crucial stage that ensures that the learning process is effective and educational goals are achieved. Evaluation and monitoring is not only limited to student academic assessment, but also extends to evaluating teacher performance, curriculum effectiveness, learning facilities, and overall school management. It allows educational institutions to measure their success in delivering quality education and identify areas that require improvement or further development. (Lobkov & Lobkova, 2023).. Thus, evaluation and monitoring are key in the process of improving education quality and making school management more accountable and transparent.

In its implementation, evaluation and monitoring requires the development of an integrated and comprehensive system that includes a variety of metrics and performance indicators. These systems usually include systematic data collection methods, such as surveys, interviews, classroom observations and document analyses. (Marín-Casas et al., 2024).. It is also important to utilise information technology, such as education management information systems, to facilitate efficient data collection, management and analysis. The use of these technologies not only improves the accuracy and speed of data processing but also enables trend analysis and predictions that can help in strategic decision-making (Leiber, 2020). (Leiber, 2020).

Effective implementation also requires the active involvement of all education stakeholders, including teachers, students, parents and communities. Involving these groups ensures that evaluation and monitoring include diverse perspectives, making the results more relevant and able to reflect important aspects that affect the quality of education. For example, feedback from parents and students can provide valuable perspectives on the effectiveness of teaching methods and learning environments, while teachers can provide insight into professional development needs and educational resources. (Kholiavko, 2020); (Irwan et al., 2024).

Finally, to optimise the outcomes of evaluation and monitoring, it is important for educational institutions to implement an effective follow-up system. This means that the findings from the evaluation and monitoring process should be translated into concrete and realistic action plans. This action plan should include the setting of specific targets, the allocation of adequate resources and a clear implementation schedule. In addition, the evaluation and monitoring process should be repeated periodically to ensure that the interventions implemented are effective and to identify new

development needs. Thus, evaluation and monitoring become a continuous cycle that supports continuous improvement of education quality.

The impact of evaluation and monitoring on education management

Evaluation and monitoring have a significant impact on education management, especially in improving the effectiveness and efficiency of educational institutions' operations. Through a structured evaluation process, education stakeholders can gain a deeper understanding of the performance of various aspects of school operations, from teaching to curriculum to administration. This allows for the systematic identification of strengths and weaknesses so that school management can allocate resources more appropriately and design effective intervention strategies to improve the quality of education. (Rumenya & Kisimbi, 2020)..

From the perspective of improving teaching quality, evaluation and monitoring provide valuable data for teacher professional development and improving teaching methods. Information obtained from teacher performance evaluations, for example, can be used to develop training programmes that meet the skill development needs of teachers. In addition, student evaluation results can indicate which parts of the curriculum may need to be changed or strengthened, providing important inputs to the curriculum revision process that can maximise student learning outcomes and achieve the stated educational goals. (Sobeh et al., 2022)..

Furthermore, evaluation and monitoring also contribute to increased accountability in education management. With objective data and facts, educational institutions can be more transparent in reporting their performance to all stakeholders, including parents, government and the general public. This transparency not only increases public trust in educational institutions but also motivates all relevant parties to continuously strive to improve the quality and effectiveness of teaching and learning. (Saleh & Karia, 2024); (Beam, 2024); (Fiteriadi et al., 2024); (Juliani & Aslan, 2024).

Finally, the continuous evaluation and monitoring process supports data-driven decision-making, which is crucial in the strategic management of educational institutions. By identifying trends and patterns in education data, school leaders and decision-makers can be more predictive in addressing challenges that may arise in the future. It also enables schools to adapt to changing educational conditions or student needs quickly and effectively, ensuring that the education provided is always relevant to current needs and contexts.

Conclusion

Evaluation and monitoring in education management plays an important role in ensuring the quality and effectiveness of the teaching and learning process, as well as overall school operations. It not only helps in identifying the strengths and weaknesses of the system but also provides insights for continuous improvement. Through a

systematic and continuous evaluation approach, educational institutions can develop more appropriate strategies in resource allocation, policy development and adaptation to changing needs and challenges. Thus, evaluation and monitoring become crucial tools in the endeavour to achieve higher quality education and create effective and inclusive learning environments.

From an accountability and transparency perspective, evaluation and monitoring provide a solid basis for educational institutions to report their performance to interested parties. This not only increases public and stakeholder trust in educational institutions but also promotes a culture of continuous quality improvement within the educational environment. Effective and efficient implementation of evaluation and monitoring will lead to a responsive, dynamic and adaptive education system that is ultimately able to provide high-quality education to meet the needs and aspirations of the wider community.

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