

## Educational Policy Analysis in the Perspective of Theory, Model, and Implementation in Indonesia

Sri Wahyuningsih<sup>1</sup>, Umi Lathiefah<sup>2</sup>, Jalaludin<sup>3</sup>

isihsuntikno@gmail.com<sup>1</sup>, latifhaumi@gmail.com<sup>2</sup>,  
jalaludin88g@gmail.com<sup>3</sup>

UIN Siber Syekh Nurjati Cirebon

**Abstract:** Education policy analysis is a systematic approach to understanding, formulating, and evaluating public policies in the field of education. This study aims to examine the basic concepts, theories, and models of education policy analysis and their application in the context of Indonesian national education. The research method used is library research with a descriptive qualitative approach. Data were obtained from various scientific literature, journals, and policy documents. The results indicate that education policy analysis plays a crucial role in realizing effective, inclusive, and equitable policies. Three main theories supporting education policy analysis are systems theory, contingency theory, and the theory of change. Meanwhile, frequently used models include the rational model, the systems model, the institutional model, and the CIPP model. The application of these theories and models enables the creation of education policies that are adaptive to social dynamics and student needs. This study emphasizes the importance of a multidimensional, participatory, and Islamic-values-based approach in the development of national education policy.

**Keywords:** Education Policy Analysis, Policy Model, National Education, Educational Management Theory

**Abstrak:** Analisis kebijakan pendidikan merupakan pendekatan sistematis untuk memahami, merumuskan, dan mengevaluasi kebijakan publik di bidang pendidikan. Penelitian ini bertujuan untuk mengkaji konsep dasar, teori, dan model analisis kebijakan pendidikan serta penerapannya dalam konteks pendidikan nasional Indonesia. Metode penelitian yang digunakan adalah penelitian kepustakaan dengan pendekatan kualitatif deskriptif. Data diperoleh dari berbagai literatur ilmiah, jurnal, dan dokumen kebijakan. Hasil penelitian menunjukkan bahwa analisis kebijakan pendidikan berperan krusial dalam mewujudkan kebijakan yang efektif, inklusif, dan berkeadilan. Tiga teori utama yang mendukung analisis kebijakan pendidikan adalah teori sistem, teori kontingensi, dan teori perubahan. Sementara itu, model yang sering digunakan meliputi model rasional, model sistem, model institusional, dan model CIPP. Penerapan teori dan model ini memungkinkan terciptanya kebijakan pendidikan yang adaptif terhadap dinamika sosial dan kebutuhan peserta didik. Penelitian ini menekankan pentingnya pendekatan multidimensi, partisipatif, dan berbasis nilai-nilai Islam dalam pengembangan kebijakan pendidikan nasional.

**Kata Kunci:** Analisis Kebijakan Pendidikan, Model Kebijakan, Pendidikan Nasional, Teori Manajemen Pendidikan

## I. Introduction

Education is a key pillar in developing superior and character-based human resources. Law Number 20 of 2003 concerning the National Education System affirms that education functions to develop abilities and shape the character and civilization of a dignified nation in order to advance the nation's intellectual life. Therefore, education policies must be designed systematically and scientifically to meet the needs of society and current developments.

Education policy analysis plays a crucial role in understanding how policies are formulated, implemented, and evaluated. According to Dunn (2016), policy analysis is an applied social science discipline that uses various research methods and rational arguments to generate relevant information for decision-makers. In the educational context, policy analysis highlights not only technical aspects but also the philosophical, social, and spiritual values inherent in the educational process.

This research focuses on the integration of theories, models, and the application of education policy analysis in Indonesia. Thus, the results are expected to provide a comprehensive view of the direction of ideal, scientifically based education policy.

### Theoretical Review

#### 1. Systems Theory

Systems theory views educational institutions as entities consisting of various elements (teachers, students, curriculum, environment) that interact to achieve common goals (Sumual et al., 2024). The success of educational policies depends heavily on the integration between these elements.

#### 2. Contingency Theory

Contingency theory emphasizes that no single management or policy model fits all conditions. Each policy must be adapted to the social, economic, and cultural context of the local community (Ma'arif, 2024).

#### 3. Theory of Change

This theory explains that educational policies must be able to accommodate change and innovation, such as curriculum reform, improving teacher competency, and implementing learning technology (Fathoni et al., 2025).

#### 4. Policy Analysis Models

- a) Rational Model: emphasizes decision-making based on data and scientific logic (Stokey & Zeckhauser, 1978).
- b) System Model: involves interactions between the government, society, and educational stakeholders.
- c) Institutional Model: emphasizes the legitimacy and role of government in formulating policies.
- d) CIPP (Context, Input, Process, Product) Model: used to evaluate the effectiveness and impact of education policies comprehensively (Arwildayanto et al., 2018).

## II. Research Method

This research employed a library research method with a descriptive qualitative approach. Data were obtained from secondary sources such as books, scientific journals, government regulations, and education documents. Data analysis was conducted through the following stages: (1) data reduction, (2) concept categorization, and (3) drawing conclusions. The analytical techniques used follow the principles of thematic analysis to identify patterns and relationships between education policy concepts.

## III. Discussion

### 1. Basic Concepts of Education Policy Analysis

Education policy analysis is an applied social discipline used to understand the substance of policies, identify problems, and evaluate their impact on society (Wardani et al., 2022). In the Indonesian context, policy analysis serves to ensure that education policies are implemented in accordance with the national development vision and the values of Pancasila.

### 2. The Urgency of Policy Analysis in Education

Policy analysis plays a crucial role in avoiding politically motivated and non-evidence-based policymaking. With scientific analysis, policies can be directed towards achieving educational equity, improving quality, and relevance to the needs of the workforce and the digital era (Ghazali et al., 2021).

### 3. Integration of Theories and Models

The integration of systems, contingency, and change theories with the rational, systems, and CIPP models enables the development of comprehensive education policies. This model emphasizes synergy between policy actors (government, educational institutions, and society) in formulating effective, efficient, and socially just policies.

### 4. Implications for National Education Policy

In the context of Islamic education, policies must be oriented towards the formation of a perfect human being who is faithful, pious, and has noble character. Therefore, every education policy must integrate spiritual values with modern management principles (Fathoni et al., 2025).

## IV. Conclusion

Education policy analysis is a crucial tool for enhancing the effectiveness of public policies in the education sector. By integrating systems, contingency, and change theories, along with analytical models such as rational, systems, institutional, and CIPP, education policies can be designed comprehensively and contextually. Good policies must be data-driven, participatory, and reflect humanitarian and Islamic values. Therefore, enhancing the capacity of education policy analysts in Indonesia is a strategic

necessity for realizing a national education that is superior, character-based, and equitable.

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