

Teachers Professional Development at SMAN 1 Matauli Pandan Tapanuli Tengah

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Abstract

This research was motivated by the relatively good professional development of teachers at SMA Negeri 1 Pandan Tapanuli Tengah. The purpose of this study is to determine the self-development carried out by teachers through the activities carried out. The data collection method used consists of observation, direct interviews with the principal and teachers. This research is supported by documentary data and supporting literature relevant to the problem described. This study uses qualitative descriptive analysis method with the aim of describing how the continuous professional development of SMA Negeri 1 Pandan Tapanuli Tengah teachers and how to deal with the problems faced in carrying out teacher sustainable professional development. The results of the study: 1) The self-development of teachers at SMA Negeri 1 Pandan has been carried out well with functional training activities and Teacher Working Groups (KKG); 2) Scientific Publications of SMA Negeri 1 Pandan Teachers, have been carried out well with three activities, namely, achievements in scientific forums, scientific publications in the form of research results or scientific ideas in the field of formal education and publication of textbooks, enrichment books or teacher manuals; 3) The innovative work of teachers of SMA Negeri 1 Matauli Pandan has run smoothly and optimally.

Keywords: *self-development; scientific publications; innovative work.*

Abstrak

Penelitian ini dilatarbelakangi oleh pengembangan keprofesian berkelanjutan guru di SMA Negeri 1 Pandan Tapanuli Tengah relatif baik. Tujuan penelitian ini adalah untuk mengetahui pengembangan diri yang dilakukan guru melalui kegiatan – kegiatan yang dilakukan. Metode pengumpulan data yang digunakan adalah terdiri dari observasi, wawancara dan studi dokumentasi. Penelitian ini didukung oleh data dokumentatif serta literatur pendukung relevan terhadap masalah yang dideskripsikan. Penelitian ini menggunakan metode analisis deskriptif kualitatif dengan tujuan menggambarkan bagaimana pengembangan keprofesian berkelanjutan guru SMA Negeri 1 Pandan Tapanuli Tengah dan cara menghadapi masalah yang dihadapi dalam menjalankan pengembangan keprofesian berkelanjutan guru. Hasil penelitian: 1) Pengembangan diri guru di SMA Negeri 1 Pandan sudah dilakukan dengan baik meliputi kegiatan diklat fungsional dan Kelompok Kerja Guru (KKG); 2) Publikasi Ilmiah Guru SMA Negeri 1 Pandan, telah terlaksana dengan baik meliputi tiga kegiatan yaitu, prestasi pada forum ilmiah, publikasi ilmiah berupa hasil penelitian atau gagasan ilmu bidang pendidikan formal dan publikasi buku teks pelajaran, buku pengayaan atau pedoman guru; 3) Karya Inovatif Guru SMA Negeri 1 Matauli Pandan sudah berjalan dengan lancar dan optimal.

Kata Kunci: *pengembangan diri; publikasi ilmiah; karya inovatif.*

INTRODUCTION

Teacher professional development is carried out based on the needs of institutions, teacher groups, and individual teachers themselves. The teaching profession has the main task of serving the community in the world of education. In line with that, it is clear that professionalization in the field of teaching means increasing power and effort in order to optimally achieve services that will be provided to the community. To improve the quality of education today, the professionalization of teachers (educators) is a must, moreover especially looking at the current objective conditions related to various things encountered in implementing education, namely: (1) Development of Science and Technology, (2) Global Competition for Education Graduates, (3) Regional Autonomy, and (4) Implementation of Education Unit Level Curriculum (Syafuruddin, 2008: 98).

Professional teachers as required in Law of the Republic of Indonesia No. 20 of 2003 article 10 paragraph 2 a, that educators and education personnel are obligated: to create an educational atmosphere that is meaningful, fun, creative, dynamic and dialogical. Teachers are believed to be one of the dominant factors that determine the level of success of students in determining the teaching and learning process in schools.

Advances in information technology as it occurs today cannot replace the role of a teacher, therefore experts disrupt education, teachers must be able to utilize super-fast information technology to improve the quality of the teaching and learning process in each educational unit in order to prepare superior Human Resources and global competence.

According to Coetzer, Continuing Professional Development encourages teachers in every activity that aims to improve teachers' knowledge and skills through orientation, training and support. Continuing Professional Development for learning teachers is explained that Continuing Professional Development is carried out through self-development, scientific publications and innovation works. The implementation of the teacher Continuing Professional Development program is expected to improve teachers' basic competencies and support competency development. In order for

teachers' continuing professional development to run effectively, policy, moral, infrastructure and financial support is needed (Rahyasih, 2020: 130-139). Continuing Professional Development is a demand of the Regulation of the Minister of State Apparatus Empowerment and Bureaucratic Reform No. 16 of 2009 (PERMENPAN No. 16 of 2009) concerning Teacher Functional Positions and Credit Scores to achieve this goal, that teachers who already have educator certification are required to carry out Continuing Professional Development. Implementation in Continuing Professional Development of teachers boils down to activities, actions, actions or the existence of a mechanism of a system. Implementation is not just a teaching and learning activity, but a planned activity and to achieve goals in learning (Muda, 2017: 6). The urgency of this continuing professional development is: increasing knowledge, promotion / position and being able to increase the teacher profession.

Based on the results of interviews that have been conducted by researchers to 3 teachers at SMA Negeri 1 Pandan, according to Joko Sulaksono, Continuing Professional Development has benefits that can increase knowledge in the field of learning, experience and training on mathematics education discussions. He has carried out self-development, scientific publications and innovative works. According to Sadiyah, the benefits of Continuing Professional Development are able to improve teacher professionalism in facing the teaching and learning process in the implementation of learning. She has carried out innovative works such as creating learning media in teaching, while self-development and scientific publications have not been carried out. Meanwhile, according to Indah Juwita, continuing professional development is useful to increase the insight of a teacher in carrying out his profession. She has not carried out self-development and scientific publications, while innovative work has been carried out in teaching, namely making learning media.

The purpose of this study is to find out the self-development of teachers at SMA Negeri 1 Pandan, to find out the scientific publications of teachers at SMA Negeri 1 Pandan, to find out the innovative work of teachers at SMA Negeri 1 Pandan, to find out the problems faced by teachers at SMA Negeri 1 Pandan in participating the

Continuing Professional Development.

RESEARCH METHODS

This research was conducted at SMA Negeri 1 Pandan. This school is located in Pandan, Central Tapanuli Regency, North Sumatra. This research has been carried out from March to October 2023. The subjects in the study were all teachers in the school. Researchers collect data with several techniques, namely observation, documentation and interviews. To ensure the validity of the data, researchers provide an extension of research time, observe diligently such as the characteristics and elements of the issues raised and pay more attention to the issue. Then researchers compare the data (data triangulation) obtained and information data from other people. There are three data processing and analysis techniques used in this research, namely data reduction, data presentation and conclusion drawing.

In this research, researchers use a type of qualitative research where qualitative research utilizes open interviews to examine and understand the attitudes, views, feelings and behaviors of individuals or groups of people. Descriptive method is a method in researching the status of a human group, an object, a set of conditions, a system of thought or a class of events in the present. Because researchers describe professional teachers at SMA Negeri 1 Pandan.

RESULTS AND DISCUSSIONS

The specific findings in this research are based on the formulation of the problem, namely the Continuous Professional Development of teachers at SMA Negeri 1 Pandan. The discussion in this special finding is focused on the results of interviews with teachers at SMA Negeri 1 Pandan obtained in the field which are associated with the results of observation, interviews, and documentation.

The results of this research were obtained by interview, observation and direct documentation techniques in the field. The results of each instrument are divided into several categories according to the results found in the field. Then the researcher compares each instrument result.

Continuing Professional Development is the development of sustainable

professional activities that are very important in the world of education and learning, Continuing Professional Development is a sustainable activity so that teachers can carry it out gradually and according to their needs. The vice principal said:

"Continuing Professional Development, in my opinion, continuing professional development is one of the programs from the government or service that is carried out continuously as long as the teacher is still active. What is often done in this school is functional training that is useful for improving the profession of a teacher. The difference between teachers who participate the Continuing Professional Development and those who do not participate, there must be, as I see in teaching teachers who participate in Continuing Professional Development are more active in teaching than those who do not participate the Continuing Professional Development, teachers in this school have not fully participated the Continuing Professional Development"

The statement from the vice principal means that continuing professional development activities consist of several activities that are useful for improving the professionalism of a teacher. However, not all teachers have participated the continuing professional development. However, there is a difference between teachers who follow and teachers who have not followed such as in teaching, teachers who follow Continuing Professional Development are more active in learning compared to teachers who have not followed. Another teacher added:

"Continuing Professional Development is a continuing, gradual and planned program, which aims to improve a teachers' knowledge".

Based on the above opinion, it can be concluded that the views of teachers at SMA Negeri 1 Pandan towards continuing professional development as an activity that is useful and beneficial for the benefit of teachers. Teachers who have high intentions and abilities to showcase their talents and this outbreak of Continuing Professional Development. The benefits of participating in Continuing Professional Development are very much for teachers who carry it out such as improving the profession of a teacher, improving the position of teachers as Civil Servants (PNS) and increasing knowledge insight, skills in teaching.

Continuing Professional Development is carried out with the needs of teachers because teachers can choose from three aspects, namely self-development, scientific

publications, and innovative works. Continuing Professional Development can also be used for promotion or position. Apart from the purpose of teachers to increase insight, knowledge, improve quality and raise ranks or positions in following, Continuing Professional Development is also a professional development that is very beneficial for teachers and schools.

1. Teacher Self-Development at SMA Negeri 1 Pandan

This self-development program in Continuing Professional Development is a program that contains several activities in order to improve the quality of teachers to be more professional in teaching their students. This self-development includes:

a. Professional Training

Functional training is a professional development activity regulated by the government, education office, and other educational institutions. The implementation of training is carried out with different periods and durations depending on the type of activity carried out. In addition, this training activity is carried out depending on the quota of participants who will follow provided by the education office. This limitation makes teachers unable to participate in development due to insufficient quotas. The teacher said "I once wanted to take a functional training issued by the agency, but when I wanted the quota list given to have run out, I couldn't follow it".

Teacher N added: "I have participated in self-development, in the field of training to become a professional teacher, and there we were trained how to be a good and professional teacher".

b. Collective activities of teachers

The collective activity of the teacher means that it will cooperate with other teachers. Collective activities bring together teachers with different experiences, workplaces and abilities. This activity became an outbreak for

teachers to exchange opinions and get information. Collective activities can also be a motivation to develop because teachers can see the abilities of other teachers.

The collective activities of teachers at SMA Negeri 1 Pandan were workshops, seminars and Teacher Working Group. Guru N said "I was once a seminar presenter with the theme Building the Future of the Nation through Free Learning in the Digital Era, and I have attended workshops and Teacher Working Group ". In addition, teacher D added: "well I have attended workshops and also Teacher Working Group but only in this school with teachers who are in this school as well, which teacher I consider more experienced than me with the teacher that I exchange ideas".

Based on the results of the interview above, it can be concluded that functional training and collective activities of teachers at SMA Negeri 1 Matauli Pandan are carried out in workshops, Teacher Working Group and seminars. Seminars are conducted in KKG activities per class. The Teacher Working Group activity, which was carried out at SMA Negeri 1 Matauli Pandan, was carried out according to the planned schedule. In addition, other activities are in the form of mental development studies and Teacher Performance Assessment (TPA). The results of the documentation obtained by researchers in the field from collective activities are certificates that have actively participated in the activity "technical guidance on the use of problem solving in mathematics learning according to content standards, the use of teaching aids as learning media, and the introduction of software for education and research.

2. Teachers' Scientific Publication at SMA Negeri 1 Pandan

Continuing professional development activities in the form of scientific publications are a form of teacher professional development activities carried

out in the form of scientific work and research reports. This scientific publication activity consists of:

a. Achievement Activities at Scientific Forums

The second component in Continuing Professional Development is scientific publications, the activities in which are achievement activities in scientific forums where these activities can build abilities and increase the knowledge or experience of a teacher who follows them. As explained by one of the teachers, "Talking about scientific forums, thank God, I have participated a lot, such as the "National Science Olympiad for Teachers of Mathematics Subjects at the North Sumatra Provincial Level in 2018" and also I have won the third achievement in the selection of outstanding high school teachers at the provincial level in 2020.

b. Publication of Research Results or Innovative Ideas in the Field of Formal Education

The second activity in scientific publications is scientific publicity or innovative ideas in formal education where here teachers can express their ideas in making a work such as journals or research results and publish to social media. As the results of an interview in the field with Mr. Iso Suwarso, "I also made a journal that discusses Students' Critical Thinking in Solving Mathematics Problems in terms of Mathematical Ability which thank God I have published on social media".

c. Publication of textbooks, enrichment books or a teachers' guidance book

The last activity in scientific publications is the publication of textbooks, enrichment books or teachers' guidance book. Here a teacher can also make written works such as textbooks, enrichment books or a teachers' guidance book that are useful to facilitate teachers in teaching and training work making.

Interview with Mr. Iso Surwarso said: "talking about textbooks, enrichment books and guidance book for teachers, I have written many of

these books, and have been circulated through the publication of teachers' media such as with the book "Student Problem Based Learning Mathematics Problem Solving Competence", this book contains guidelines and teacher actions in improving student problem solving competence, then the book "Balada Sang Guru di Sekolah Covid-19", this book discusses the basic thoughts of teachers in learning during the Covid-19 period, then the book "Sukses TPA-TPS Materi Matematika Dasar" this book contains a summary of the material, questions and discussions, there are many more books that I have published and published".

3. Innovative Work of Teachers at SMA Negeri 1 Pandan

The last Continuing Professional Development activity, namely in the form of innovative work based on the provisions of the official government, is carried out in four forms of activities, namely the discovery of appropriate technology, the invention / development or creation of works of art, the invention / modification of learning tools / media and participating in training / making the preparation of standards, guidelines, questions at the national and provincial levels.

a. Invention of Appropriate Technology

In the third component of Continuing Professional Development there are appropriate technology discovery activities, in this activity teachers are required to make technology that is useful for learning so that students more easily understand a material. As explained by the following teacher D." I have also made innovative work in which the discovery of appropriate technology, which I have participated in innovative work on making Information Technology media".

b. Creation of Works of Art

The creation of rich art is the second activity in the innovative work of teachers where the observation of researchers in the field is that none of the teachers at SMA Negeri 1 Pandan run it, this is due to the lack of teacher

participation due to the lack of teacher ideas in the creation of artwork.

c. Making Learning Media

In terms of making learning media, Teacher A mentioned "Well, if I myself, the innovative work I make in teaching is only learning media so that students can easily understand the lessons that I teach".

Teacher N added, "Innovative work, I have not applied and have not thought about making such an innovative work because also in teaching I prefer to use projector / power point, videos or pictures because I see students are also easier to understand."

Teacher Y added "I have made class XII learning media, the media I made operation material on Integral." The teacher added "I have made my physics props, the props I made are about the properties of water that presses in all directions, if I get pressure or power from outside, I want to make these props in large quantities, maybe other teachers and other schools are suitable in using the props"

From the results of interview data at SMA Negeri 1 Matauli Pandan, it can be concluded that continuing professional development in the field of innovative work runs smoothly. Innovative work done by teachers makes learning media simple in the classroom, but no other activities have been carried out such as the creation of works of art. The results of the documentation obtained by researchers in the field from the innovative work activities of teachers at SMA Negeri 1 Matauli Pandan.

Based on the activities that teachers participate in the continuing professional development in which self-development activities consist of functional training such as functional training or special training, collective activities such as seminars and Teacher Working Groups. Then scientific publications consisting of achievement activities in scientific forums, publication of research results or innovative ideas in the field of formal

education, publication of textbooks, enrichment books or teachers' guidance book. The last innovative work consists of several activities such as the discovery of appropriate technology, invention / development or creation of works of art, invention / modification of learning tools / media and attending training or making the preparation of standards, guidelines, questions at the national and provincial levels. There are many benefits for teachers who follow them. As explained by one of the teachers at SMA Negeri 1 Pandan. "The benefits for me of participating the Continuing Professional Development in self-development activities, firstly functional training can increase my knowledge insight, improve my position, the second is that the teacher's collective activities benefit me if I follow this if we hold knowledge that I have not obtained I can know / get. Then scientific publication activities consisting of several activities such as achievement activities in scientific forums such as seminars, well, I have also been a resource person in seminar activities at SMA Negeri 1 Matauli Pandan benefits me, I can transfer the knowledge I know to the audience / listener besides that I am also trained to be a speaker in front of many people. Then my scientific publication also made a journal, well, and thank God I have published it on social media. The benefit for me is that I can pour the ideas I get into my writing".

Teacher Y added "The benefits of Continuing Professional Development for me, can add insight into knowledge, can exchange ideas with other teachers if they follow teacher self-development, become a place to express ideas if they make a journal and it is contained in scientific publications, yes and lastly my innovative work only makes learning media useful for me, I am easier to teach the material, that's it".

Teacher A added "The benefits / uses of participating in Continuing Professional Development are the same as the opinions of other teachers, can improve the position of a teacher, add insight into skills in teaching and can

increase professionalism in teaching / educating".

The Vice Principal explained the benefits of Continuing Professional Development for teachers "What I know is that the benefits of continuing professional development for teachers who participate in self-development activities in functional training activities and collective activities can improve teacher positions and increase teacher professionalism. Scientific publications whose activities publish the results of research are beneficial for teachers, the knowledge obtained by a teacher can be poured into this paper. And finally, innovative work here teachers can also pour their work in teaching, for example when teachers teach, teachers bring learning media and this teacher is easier to explain the material in teaching".

Based on the results of interviews and documentation of researchers with principals and teachers at SMA Negeri 1 Pandan, the benefits of continuing professional development of teachers in self-development are able to improve teacher professionalism, increase teacher credit scores, increase knowledge insight, skills in teaching and can improve teacher positions. In the field of scientific publications as a plague / place to host ideas in his papers. And finally, the innovative work of teachers is easier to teach if using learning media.

CONCLUSION

Based on the results of research and discussion of this research, the following conclusions can be drawn:

1. The self-development of teachers at SMA Negeri 1 Matauli Pandan carried out is a functional diktat activity and a Teacher Working Group. In addition, other activities are in the form of mental development studies and Teacher Performance Assessment.
2. Scientific Publication of Teachers of SMA Negeri 1 Matauli Pandan, consists of three activities, namely, achievements in scientific forums, scientific publications in the form of research results or scientific ideas in the field of formal education and

publication of textbooks, enrichment books or teachers' guidance. Most teachers have done it, but some are still not done perfectly due to the lack of interest and busyness of each teacher.

3. Innovative Work of Teachers of SMA Negeri 1 Matauli Pandan. That continuous professional development in the field of innovative work has run smoothly and optimally. Innovative work done by teachers makes learning media in the classroom. Teachers have made learning media that are used in the learning process.
4. Problems that occur at SMA Negeri 1 Matauli Pandan in participating in Teacher Continuing Professional Development, which is related to learning where teachers still lack participation of a small number of teachers in participating in activities and in making journals by teachers.

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