



THE ROLE OF THE MOVEMENT TEACHER IN PREPARING INDONESIA'S EXCELLENT GENERATION

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Abstrak

Menciptakan generasi penerus yang unggul memang tidak mudah akan tetapi jika dengan pendidikan yang tepat, maka akan tercipta generasi penerus unggul Indonesia. Dengan adanya guru penggerak membawa perubahan dimasa depan yang mempunyai dampak besar terhadap lembaga pendidikan untuk terciptanya generasi yang unggul. Guru penggerak dalam merdeka belajar mempunyai peran tugas dan fungsinya. Guru penggerak harus terbiasa dapat berfikir dengan kreatif serta inovatif dalam menciptakan cara-cara baru agar dapat memberikan untuk peserta didiknya yang terbaik, serta pembelajaran dapat menyenangkan dan kreatif. Guru penggerak dalam merdeka belajar mempunyai tujuan yakni meningkatkan kualitas dalam pendidikan yang ada Indonesia. mengingat tugas, fungsi dan peran guru penggerak sendiri lebih menekankan pada pembelajaran yang difokuskan kepada peserta didik. Peserta didik dapat lebih inovatif, kreatif serta dapat mengembangkan potensinya secara optimal. penelitian ini menggunakan penelitian pustaka, Peran guru penggerak serta generasi penerus unggul dalam penelitian ini akan diuraikan dengan mendefinisikan, menganalisis, menjelaskan serta memahami peran guru penggerak sebagai agen yang dapat menggerakkan proses pembelajaran sebagai pengantar sehingga terciptanya generasi unggul Indonesia

keywords: Guru penggerak, Merdeka belajar, Generasi penerus

Abstract

In preparing the fantabulous next generation is not easy, but it is possible with the right education and the existence of teacher movement (*Guru Pengerak*). Teacher mover will have positive impact in preparing students and the educational institution in the future. The teacher mover in freedom to learn has their duties and functions. The teacher mover must be accustomed to think creatively and innovatively in creating the best ways for students, then learning activities will be fun and creative. The goal in freedom to learn is increasing and improving the education quality in Indonesia through the teacher mover. Considering the teacher mover's tasks, functions and roles is emphasizing the learning process that focused on students, students are become more innovative, creative and able to develop their potential optimally. This research uses library research. This study describes about the role of teacher mover and the superior generation in the future by defining, analyzing, explaining and understanding the role of teacher mover as an agent who has the positive impact in learning process and creating superior generation in the future.

Keywords: Teacher mover, Freedom to learn, Next generation

INTRODUCTION

Education is a way to achieve the social welfare. Modern and developed society reflected by their education quality. The education plays the important role as the motion-machine in society and culture. The existing habits in society will change slowly along with the change in educational process in every period. The development of innovation and creative things through the era was begun from educational sector. Education also very helpful for increasing and improving citizen's standart life in a country.¹

In achieving successful education, teachers and students plays important role that cannot be separated. In this case, educators or teachers trying to provide the best education for their students with various teaching methods and teaching material based on the difference of students' need. The role of teachers and students in teaching and learning activities also very helpful in accomplishing the maximum level of learning process. Nowadays, many people become more focus in educational sector because of COVID-19 that diverting all the educational activities by studying at home. This new habit applies from kindergarten into university level that displaced by online learning instead of face-to-face with teacher and the classmates.

The impact of COVID-19 pandemic in Indonesia and another countries has implemented into several policies, one of them is cutting back all the activities in every academic program that cannot avoiding physical contact and creating large crowds. Regarding of this new policy and the condition during COVID-19, the government and head of educational institutions are implementing new alternative in learning activities with still maintaining the learning quality. Although the learning process are not same as before the pandemic, the government will make sure that the new alternative learning activities will not subtracting learning quality. During this situation, all the academic civilization are indirectly forced to face the dynamic changes in educational system massively. It is undeniable about the changing in existing educational system, teachers, especially who have the ability in computer literacy is inadequate. This problem caused non-effective teaching and learning process between students and teachers. However, the teaching and learning activities must to implemented through online learning since the implemented of health protocols among the citizens.²

Educational institutions and systems always considering how to facilitate students in online learning process, since many of parents cannot fully support or the non-conducive environment for learning. Many of parents are worried about economy reduction, and online learning makes students facing hard times during the pandemic. During online learning, students also facing the new problem related to their learning equipment and the connectivity which determined their learning process in home.³

¹ Siti Mustaghfiroh, "Konsep 'Merdeka Belajar' Perspektif Aliran Progresivisme John Dewey," *Jurnal Studi Guru Dan Pembelajaran* 3, no. 1 SE - Articles (2020): 141–47, <https://e-journal.my.id/jsgp/article/view/248>.

² Dina Mardiana, "Merdeka Belajar Di Tengah Pandemi COVID-19: Studi Di Sekolah Menengah Pertama Di Indonesia Pandemi COVID-19 Telah Menjadi Diskursus Hangat Sekaligus Trending Topic Pada Berbagai Riset Di Bidang Pendidikan Dewasa Ini (Sintema , 2020). Dampak Virus Yang " 13, no. 2 (2020): 78–91.

³ Mardiana.

The changes in learning systems was felt by teachers and students. For students, they cannot complete their learning process and assessment normally, this means that students must to adapt in creativity, concrete, and massive thinking through all the changes that implemented by government and educational institutions. Based on these considerations, the concept of independent learning was made and found the massive acceleration movements as the government regulation in December 2019.⁴ The government has been made many regulation in providing the best service in educational sector in advancing Indonesian in facing this era, even several of the regulations are need to be improved. Indonesian community need to take a part in building and developing Indonesia and creating competitive society.⁵

The Minister of Education and Culture, Nadiem Makarim, was issued the freedom of learning movement, as the movement for independence in thinking. Freedom of learning movement aims to get a pleasant atmosphere for teachers, students, and parents as well. In freedom of learning, it is expected for students and teachers in thinking independently and it can be used as the teachers' innovation in delivering material to students. Then, students are become more creative and innovative through freedom of learning movement.⁶ The Minister of Education and Culture said that freedom of learning movement is the independency in thinking, and must be experienced by teachers before students. When teachers haven't experienced it, it will not happen for students. As parents in teaching their children how to ride a bike, it will be more effective when parents have good cycling skills and experience. It will be so much easier in explaining, guiding, and practicing it along with their children. When the children falls, it easier in motivating them to raise their spirit towards cycling.⁷

As an apparatus from The Ministry of Education and Culture, teachers plays important role in implementing the curriculum to the students during teaching and learning process. Teachers are required to understand and implement the policies that set by government regarding of their duties. With the implementation of established policies, it expected that education process will implemented well and able to support the nation building. The regulation made by government are particularly accepted and need to implement well in teaching and learning since teachers as operational implementers and the vanguard in educational system.⁸

In freedom of learning, The Ministry of Education and Culture mentions about teacher-mover, is teacher that prioritize students along with the learning system, actions, and provide the best way in teaching them. The minimum of teacher-mover is one in every educational unit, they eligible in improving the education's quality by creating some innovations. Teacher-mover's task is additional task from previous teachers, its professional teacher based on article 20 UU No.14 year 2005 about teachers and lectures in carrying out

⁴ Mardiana.

⁵ karyono setiya Nagri et al., "MENGKALI PRINSIP DASAR GURU PENGGERAK MELALUI REKONTRUKSI PEMIKIRAN NURCHOLISH MADJID," *Journal of Chemical Information and Modeling* 53, no. 9 (2013): 1689–99.

⁶ Dela Khoirul Ainia, "Merdeka Belajar Dalam Pandangan Ki Hadjar Dewantara Dan Relevansinya Bagi Pengembangan Pendidikan Karakter," *Jurnal Filsafat Indonesia* 3, no. 3 (2020): 95–101.

⁷ Nagri et al., "MENGKALI PRINSIP DASAR GURU PENGGERAK MELALUI REKONTRUKSI PEMIKIRAN NURCHOLISH MADJID."

⁸ Lukman Hadi, "Pro Dan Kontra Kebijakan Merdeka Belajar," *Jurnal Ilmiah Wabana Pendidikan* <https://jurnal.unibrab.ac.id/index.php/JIWP> 6, no. 3 (2020): 295–307, <https://doi.org/10.5281/zenodo.3737983>.

their 4 main obligations as their professional duties. In this era, teachers are required to be able to execute their main task and master the educational academic competence based on their educational field, that's the requirement to become professional teacher. 2020 came up with many challenges for teachers, but it is not increasing their workload. Teachers all around Indonesia need to understand and implement the freedom of learning movement policy along with the teacher-mover.⁹

Teacher-mover in freedom of learning movement aims to improve the learning qualities in Indonesia, and able to compete in industrial revolution 4.0 and globalization era.¹⁰ Students are the nation's assets for Indonesia's next generation. Educators or teachers have the important role in creating quality students that begin from quality of education, along with teacher-mover. With the existence of teacher-mover and the established regulation, it is expected the better educational quality in Indonesia.

In preparing the superior next generation is not easy, but it is possible with the exact educational process in teaching and learning. Along with the existence of teacher-mover, it will change the educational institutions in the future, that change will have a major impact in creating superior next generation. Teachers become reference for teaching and learning activities, while teacher-mover is a way in improving the teachers' ability to qualify the concept in freedom of learning curriculum. Then, how teacher-mover role as the alternative way in creating superior next generation in the future.

METHODS

This research is qualitative research which described descriptively using library research. The research begun by collecting data from various journals references or book, the researchers examined the data or scientific journal to know the research objects and collected the library data. Muhammad Nazir stated that library research's task is to explore the developed theories in various previous studies. In literature studies, it is necessary to know what the extent of knowledge in developed research before finding the data from the secondary sources that will support the research. Mestika Zed conveyed that library research was a series of research activities with library data collection methods, from reading to taking notes of research materials. Library data or secondary sources generally can be seen that the material obtained from the secondary sources is the data that not obtained directly from the conducted research. The characteristics in library research is research based on on text, instead from direct research or person concerned. Normally, research needed to travel around in obtaining the data, but this does not happen in library research where research only need to find related journal through online and library, not directly from the informants. Library data is permanent, not limited by space and time. Besides, the data will never change since it's stored in author's record based on compatible theories in certain field.¹¹ Obtaining the information from similar or related research, and using all the information and thoughts in

⁹ Shavira Ramadhani⁴ Firnanda Noor Khomsa Atika Wijaya, Moh. Solehatul Mustofa, Fadly Husain, "Sosialisasi Program Merdeka Belajar Dan Guru Penggerak Bagi Guru SMPN 2 Kabupaten Maros," *Jurnal Purubita* 2, no. 1 (2021): 46–50.

¹⁰ Atika Wijaya, Moh. Solehatul Mustofa, Fadly Husain.

¹¹ Idi Warsah, "Pendidikan Keimanan Sebagai Basis Kecerdasan Sosial Peserta Didik: Telaah Psikologi Islami," *Psikis : Jurnal Psikologi Islami* 4, no. 1 (2018): 1–16, <https://doi.org/10.19109/psikis.v4i1.2156>.

related research. Then, examined the problem, collected the information, examined related theories, submitted theoretical foundations and deepen knowledge based on research field. This research was described by defining, analyzing, explaining and understanding the role of teacher-mover as an exclusive way in creating Indonesia' next superior generation.¹² What the relation between teacher-mover's role and next generation, and what kind of teacher's role that will affecting the excellence of next generation. This will be explained considering that the teacher-mover is one kind of invented policy by Minister of Education and Culture during the pandemic in achieving freedom of learning, where the role of the teacher-mover influence their students, and what will teachers do in achieving a superior generation in the future. In accordance with literature research method, this research is discussing about teacher-mover, the next generation, how education in Indonesia through obtained data from relevant journals and books. Since teacher-mover policy was launched recently by Minister of Education and Culture during the pandemic, it was not much different from the current situation in education, where teachers trying to impelement the freedom of learning well, along with the existence of teacher-mover. Researchers hoped that this research able to explain about teachers-mover and next generation in educational science and in the future, as well as anything that need to explore for the better quality in education.

DISCUSSION AND ANALYSIS

Teachers are the vanguard in preparing nation's future through fun learning process in the classroom. Freedom of learning concept is an alternative to rebuild the national education system to keep it up to date with today's condition.¹³ at the end of December 11th 2009, Nadiem Makarin as the Minister of Education and Culture stated in his speech that the freedom in learning along with the existence of teacher mover was the new breakthrough in the national education. From the freedom to learn's concept, it is expected the freedomness of school, teachers, and students to create the innovative, independence, and creative learning.¹⁴ The Minister of Education also stated that freedom of learning program is government effort to ease the administrative burden that limits schools and teachers in innovating flexibility. With the existence of freedom of learning, it is expected teachers to have "growth mindset", then they can implement the effective learning innovations for students. Beside, freedom of learning is able to create "psychological safety" in the learning process for students, then they will used to asking a lot of questions, trying, and working without fear of failure.¹⁵

Teacher mover is one of a program contained in freedom of learning policy. The purpose of this program is to boost the learning freedom potential in teachers and students. Teacher mover is a part of educational reform in avhieiving better education for students in the future, and there are fundamental roles in the implementation of freedom of learning policy. The Ministry of Education and Culture launched episode 5 of freedom of learning as

¹² Wahyu Satriawan et al., "GURU PENGGERAK DAN TRANSFORMASI SEKOLAH" 11 (2021): 1–12.

¹³ Muhammad Yamin and Syahrir Syahrir, "Pembangunan Pendidikan Merdeka Belajar (Telaah Metode Pembelajaran)," *Jurnal Ilmiah Mandala Education* 6, no. 1 (2020): 126–36, <https://doi.org/10.36312/jime.v6i1.1121>.

¹⁴ Atika Wijaya, Moh. Solehatul Mustofa, Fadly Husain, "Sosialisasi Program Merdeka Belajar Dan Guru Penggerak Bagi Guru SMPN 2 Kabupaten Maros."

¹⁵ Satriawan et al., "GURU PENGGERAK DAN TRANSFORMASI SEKOLAH."

an identification and training program for future education's leaders. Teacher mover are future agents who can become principals, school supervisors, and trainers in teachers training programs. In the teacher mover program, teacher is a reform agent who has an important role to change the school culture to make it innovative and superior, as stated by Minister of Education and Culture. Mr. Iwan Syahril as the general director of teachers and education staff said that teacher mover have a role in advancing education in Indonesia with student-centered learning changing learning mindset for better education system in Indonesia. All of these things can be with persistent spirit and sincerity to learn and share with teacher mover as the keys conducting every educational process as well as educational transformation.¹⁶

The freedom of learning policy is an educational breakthrough, since there are lots of pros and cros when it was first launched. Everyone must to support this policy as a spirit for the advancing education in the future. Teacher mover program aims to increasing teacher's competence in order to create student-centered learning system. It is expected that the existence of teacher mover program are able to encourage changes to existing education in their area with the following ways: 1) Mobilizing learning communities for teachers in schools and region. 2) Become a practical teacher for other teachers regarding to learning development in schools. 3) Encouraging an increased students' leadership sense in schools. 4) Organizing a positive discussion space and collaboration between teachers and related parties inside and outside the school in improving learning quality. 4) Become a leader in learning that can encourage the existing educational arrangement's safety in schools.

The teacher mover program obtained through selection and participation in the teacher mover education program. Not everyone understands the existing concepts in this program, including educational institutions.¹⁷ The new and good concept can be disseminated throughout Indonesia, and there is assistance in its implementation with the implementation of teacher educational program for teacher movers. The program is a leadership education program for teachers to become learning leaders. There is a teacher who is a leader type and in line with a government policy, Ministry of Education and Culture. The government is in the process of forming learning's leader through teacher mover program. It means, it is possible to create the learning's leaders. In the teacher mover program, teachers are trained for 9 months in several activities, such as online training, workshops, conferences, and mentoring. In the teacher mover program, teachers are forced to change until produce a new culture. This culture is a competence that the government has hoped for.¹⁸

Teachers in freedom of learning must have readiness in dealing with various possibilities of what they have done, failure, students' rejection, and teachers who may difficult in accepting alteration. From the teacher mover education program, there will be teacher movers who capable in doing the following things: 1) Developing theirselves and other teachers by reflecting, sharing and collaborating independently. 2) Maturity in morals, emotions and spirituality, then teachers' behavior remains with code of ethics. 3) Planning, executing, reflecting and evaluating students-centered learning with parents' involvement. 4)

¹⁶ Satriawan et al.

¹⁷ Atika Wijaya, Moh. Solehatul Mustofa, Fadly Husain, "Sosialisasi Program Merdeka Belajar Dan Guru Penggerak Bagi Guru SMPN 2 Kabupaten Maros."

¹⁸ Sugiyarta SL et al., "Jurnal Profesi Keguruan," *Jurnal Profesi Keguruan* 5, no. 1 (2019): 15–22.

Collaborating with parents and the community for school development and student leadership growth. 5) Developing and leading for the realization of a school vision based on students-centered and relevant to the community needs around the school.¹⁹

A teacher mover must be able to explore and develop the various potentials of students based on the results in their academic values. Teacher mover also become an example and role model for students and other school's members and can be used as an inspiration in building the good character. Beside that, teacher mover must be able to create a conducive environment and learning atmosphere as well as fun learning in motivating students to be better for themselves and their environment. These tasks is possible through sincerity, responsibility, and collaborate with other teachers in order to provide the best for students. With the presence of a teacher mover, it becomes a basic need for schools to innovate, grow and develop the students' creativity and develop their potential optimally.

The requirement to become teacher mover are teachers need to provide themselves with adequate reference sources, able to understand the learning character of Z and Alpha generation, which has its own challenges and problems in each of them. In this case, teacher tries to find the best way through experiments and classroom action research to find strategies, models, learning methods and develop teaching materials and appropriate assessments based on students' need. The teacher mover must be able to identify what the interests, talents, needs, and characteristics each students and grouping them according to their characteristics, Then arrange a learning content based on students' characteristic group and develop a lesson plan that can be directly understood and practiced by students. Simpler RPP can provide more time for teachers to practice along the students, and make class as a fun and excellent learning community according to students' characteristics and school's conditions.²⁰

The teacher mover program for curriculum development is a learning as well as the evaluation system for school and education unit, and the development is flexibly expected according to students and communities need. The national standart only specified in central government for BSNP, Dekdikbud, and Depag, while madrasa and school as the developer. The authority in curriculum development and their evaluation system is a requirement for the implementation of teacher mover program in freedom of learning. In this teacher mover program, they have the authority in curriculum development and they have great potential in creating professional school principals or madrasa, teachers, and educational manager unit.²¹

The learning process will be not effective without the existence of curriculum, because curriculum is a guide for students. Curriculum itself has no meaning in educational system without the teachers, because teachers are important factor in curriculum implementation. Ideally, a curriculum is supported by teachers' ability to implement it, then teacher's role is a key position in implementing the curriculum. For the curriculum development, teachers play many roles in the classroom. The role of the teacher at this level is as follows: 1) Implementers, teachers have a role in applying the existing curriculum. In the implementation,

¹⁹ H.E Mulyasa, *Menjadi Guru Penggerak Merdeka Belajar*, ed. Lia Darojah, 1st ed. (Jakarta: Bumi Aksara, 2021).

²⁰ Mulyasa.

²¹ Mulyasa.

teacher only accept the formulated curriculum. 2) Adopters, the teacher's role in this case is curriculum implementers and also curriculum aligners according to students' characteristics and needs as well as regional needs. 3) Developers, Teachers have the authority to design a curriculum. Teachers able to make strategies that will be developed and measure the result. 4) Researchers, teachers have the responsibility to test the curriculum components, such as materials, program effectiveness, strategies and learning models, also collecting data based on students' success in achieving the curriculum targets.²²

The implementation of teacher mover program is required to change the teaching-centered learning into student-centered learning. The teacher-centered learning is not in accordance with students' need, because it is not competent with character-based education and several other factors, such as rapid development of digital technology which caused difficulties toward teachers to access it, the need of flexible learning materials and process as the change of skilled competences, and the need to accommodate skills learning in 21st century.

The implementation of teacher mover in freedom to learning is an alternative for developing students with competencies that oriented in characteristics, needs, and experiences, and can be involved in optimal learning process. After completing the educational program, students expected to have good personality and ready for the changes. This way is to minimize the students' confusion after their graduate from educational institutions, and make them are unemployed, and involved in society problems. The implementation of the teacher mover specifically aims to: 1) Introducing what is life to students by learning to know, learning to do, learning to be, and learning to live together's concept. 2) Raising students' awareness of the importance of learning in planned and systematically life. 3) Providing learning facility for students, then they can learn in peaceful and fun way. 4) Organizing the conducive learning process for student potential development through implementation of various basic competencies.²³

Teachers is the unity between roles and functions that cannot be separated, from the ability to educate, guide, teach, and train the students, these abilities are integrative abilities, that cannot be separated from each other. The essence of learning is an interaction process between students and their environment, then there was a change for the better behavior. In this interaction, there are many factors that influence students both internally and externally.²⁴ The role of teacher mover in freedom to learn includes making changes, from small changes in the classrooms by learning and guiding students to keep it relevant with today's condition. The changes from teacher's innovation and creativity for students and educators in schools will encourage students change as well if it is implement seriously along with good communication. As the Minister of Education and Culture stated, if all teachers does the change simultaneously, whatever the small change is, it will move the big ship, our big ship is Indonesia. There is no possibilities in this world. A teacher mover in freedom to learn is able to understand and do the following things: 1) Accepting students as they are, from their

²² Mulyasa.

²³ Mulyasa.

²⁴ Ahmad Sopian, "Tugas, Peran, Dan Fungsi Guru Dalam Pendidikan," *Raudhah Proud To Be Professionals: Jurnal Tarbiyah Islamiyah* 1, no. 1 (2016): 88–97, <https://doi.org/10.48094/raudhah.v1i1.10>.

shortcomings and weaknesses. 2) Loving students, able to understand their feelings and problems. 3) Establishing collaboration with parents and society in understanding the students, then teacher will help to solve problems faced by students. 4) Developing students' self-confidence, bravery, and responsibility for their actions. 5) Familiarizing students to keep in touch with other people properly. 5) Developing socialization process properly between students, other people, and their environment. 6) Developing students' creativity in adjusting their potential optimally²⁵

Teacher mover have role in creating freedom in learning for students, then they can be creative in school. Teacher mover also prepare various learning resources for them to be active developing and building good character. There are several things of change that can be implemented by teachers in schools, such as involving students in discussions, providing space for students to play an active role, developing social service project by involving all of school's members, motivating students for those who lack of confidence, and collaborating with other teachers to solve students' problems. From these way, it will require a long process until it turns into creative, innovative, and productive habits in schools. (34) The new policies issued by the Ministry of Education and Culture are adapted to the current conditions. The policy of teacher mover in freedom to learn has its role and function. Teacher mover must be accustomed to think creatively and innovatively in creating new ways to provide the best learning experience for their students, then teaching and learning process is fun and creative. Teacher mover have a variety of innovations. They worked without any command, creating learning system that make students think critically, not mechanically. By thinking critically, they will able to achieve brilliant future in the millennial era. Being a teacher mover is not easy, but in today national education's world, it is need to change the educational face, for preparing better next generations, and it is formed by education.²⁶

Teacher mover in freedom to learn has heavy duty and function in preparing the higher quality of nation's next generation. In this program, where teachers are required to develop and mould the students' character. The students will have good character and behavior towards society and their environment, and able to creating better changes in the future. Therefore, the role of the teacher is very influential in preparing excellent next generation, considering the duties, functions and roles of teacher mover that emphasize on students center learning. Students can be more innovative, creative and able to develop their potential optimally. With the increasingly and advanced challenge in every era, the education sector is encouraging the learning implementation according to the era and adjust the character of each student and educational institutions. Teacher mover plays the role in preparing better next generation with learning system that emphasized to students, where they can develop by innovating more, being creative and more critical in thinking. Then, they can become excellent generation that able to build Indonesia better. The Indonesia's superior next generation are the nation's children who have good character and reliable. All of these things can be prepared through good quality education. Quality education is influenced by the

²⁵ Mulyasa, *Menjadi Guru Penggerak Merdeka Belajar*.

²⁶ Mulyasa.

quality of teachers. To produce a superior generation, teachers are required to have an excellent quality.²⁷

Being an excellent next generation is required to understand the challenges in every era. Currently, we faced with 4.0 industrial revolution, and maybe they will face the 5.0 revolution and so on in the future. In this situation, the generation is faced with an increasingly advanced digital system in life. The development of science and technology is very fast. At this time, teachers are challenged to adapt in responsive and wise way. Teachers able to operate science and technology products well, especially those related to education in using multimedia in increasing students' interests in learning. Teachers also need to filter the using of science and technology in teaching process for students in preventing the negative impact for the next generation. Excellent next generation is very important to have intelligence in digital literacy. With the digital intelligence, the next generation are able to master everything and it can be applied for both of themselves and others.²⁸ Therefore, teacher mover are equipped with various skills that can support the education progress, to face the era. It becomes a serious challenge if human resources do not have enough preparation for the excellent next generation of Indonesian. In this case, teacher mover is preparing the excellent next generation through meaningful education. Then, teachers provides skills in think critically, constructively, innovatively, with the good character.²⁹

In the nation's life, people are required to carry the task out as the next generation to make changes, have responsibility to advance and improve the Indonesian nation. The next generation must able in proceeding the development and improvement of the nation. The up to date, young and fresh mindset is need to change the culture, in building the nation, it required the intellectual maturity, creative, innovative, and high spirit generation. In line with the goals of teacher mover in educating students to have all of these things, the next generation also need to responsible by implementing good values. Education in Indonesia is lacking in prioritizing character education, where mostly teachers only focus on science and intelligence for students. The teacher mover role is not only to hone the creativity and innovation in teaching process, but it is expected the education can be conveyed properly and students able to implement their knowledge along with the good characteristics education.³⁰

Preparing the superior generation requires the mindset change in educational world. Education is not only about the intelligence and science, but also with the character development. Teacher must to prepare the balance between academics and character from now on for the comprehensive intelligent generation, who is productive, innovative, good socialization in society and natural interactions, and have an excellent civilization. The current generation is equipped for developing Indonesia as a developed country in the future. Then, the excellent next generation is preparing by the changes in education world by some effort

²⁷ Putri Mahanani, "PROFIL GURU IDEAL KUNCI KEMAJUAN KUALITAS GENERASI EMAS 2045 PEMBAHASAN Peran Guru Dalam Pembelajaran," no. 2006 (2010): 51–58.

²⁸ Florianus Dus Arifian, "PERAN LEMBAGA PENCETAK TENAGA KEPENDIDIKAN (LPTK)," no. 10 (n.d.).

²⁹ Erna Pujiasih and S M A Negeri Bantul, "MEMBANGUN GENERASI EMAS DENGAN VARIASI PEMBELAJARAN ONLINE DI MASA PANDEMI COVID-19 BUILDING A GOLDEN GENERATION BY APPLYING VARIOUS ONLINE LEARNING IN THE PANDEMIC OF COVID-19" 5, no. 1 (n.d.): 42–48.

³⁰ Binov Handitya, "1menyamai Nilai Pancasila Pada Generasi Muda Cendikia" 2 (2019): 13–23.

from government and teachers to realize all of the expected goals in the future. In creating reliable human resources who able to make change towards the attitudes and increase the knowledge.³¹ The development in education cannot be separated from the interest value based on analyzed of educational unit, then it may different for its implementation of character development based on the condition of each educational unit.³²

Educated human beings deserve to serve the community, as leaders, innovators, and citizens. Therefore, the education must to improve basic knowledge, intellectual and skills, critical thinking, values, attitudes and motivation, creative and innovative power, culture appreciation, social responsibility, and understanding the modern world. The next generation must have all of these criteria in achieving excellent next generation of Indonesia and become the Indonesian's hope in the future. Education is a central medium to prepare the next generation, and the main component in education is quality character with values and norms. Education is not only in learning about science and knowledge, but also developing students' character in preparing them as excellent next generation.³³

CONCLUSION

The teacher mover program is a policy from Minister of Education and Culture in freedom of learning movement. The role of teacher mover are able to create innovative and creative learning, using methods and strategies to make teaching and learning process is fun and not monotonous, lead students to keep it up to date with today's condition through sophisticated technology that can support the educational process. In teacher mover program, the learning process are focus on students to make them become innovative, creative, and develop their potential optimally. Students are able to learn by themselves along with the teachers as the guide with proper strategy and method based on students' characteristic. Then, it is achieving the higher education quality in preparing the excellent Indonesian's next generation in the future. Teacher mover program is a way to improve the Indonesia's education system better and able to create good knowledge and character in next generation for facing the challenges through their era, and able to become good netizen in society. The excellent Indonesian next generation need to innovative, creative, think critically, facing the challenge through their era, and have good characteristic and personalization.

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