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Research Article

## Teacher Professionalism in Learning in Madrasah Ibtidaiyah Muhammadiyah Tegalurung Balongan Indramayu

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**ABSTRACT.** In the world of education, the teacher is an educator, mentor, trainer, and curriculum developer who can create conditions and a conducive learning atmosphere, namely a fun, interesting, and not boring learning atmosphere. A professional teacher is a determining factor for a quality education process. The purpose of this study is first to determine the professionalism of teachers in learning at MI Muhammadiyah Tegalurung. Second, to determine the quality of teachers in developing learning at MI Muhammadiyah Tegalurung. As for the data collection method that the authors use in this study is a descriptive qualitative method in its elaboration in the form of; interview, observation, and documentation. And the object of research is the teacher and head of the madrasa at MI Muhammadiyah Tegalurung. The results of the study show that in the development of teacher professionalism in learning at MI Muhammadiyah Tegalurung are (1) the professionalism of teachers

in learning at MI Muhammadiyah Tegalurung is that there are 2 programs that have been implemented, namely the certification program and the supervision program. The certification program at MI Muhammadiyah Tegalurung has been well implemented, and the supervision program has also been optimal. (2) The quality of teacher professionalism in learning development at MI Muhammadiyah Tegalurung is stated to be of quality as evidenced by documentation data from madrasahs and interview results regarding the teaching and learning process at the madrasah.

**Keywords:** Teacher Professionalism, Learning, Madrasah Ibtidaiyah.

## INTRODUCTION

Education is a need and demand to guarantee the development and continuity of life, in order to achieve quality human resources. This quality is very dependent on the successful implementation of learning from an expert and qualified teacher. The meaning of education in simple terms can be interpreted as a human effort to develop his personality in accordance with the values in society and culture. Thus, however simple the civilization of a society in which an educational process occurs. That's why it is often stated that education has existed throughout human civilization. Education is essentially a human effort to preserve his life (Noor Syam: 1998).

Teacher professional expertise is one of the skills that must be possessed by every teacher at the educational level. In the Law of the Republic of Indonesia concerning teachers and lecturers, the competencies that teachers need to have include: pedagogic competence, personal competence, social competence and professional competence obtained through professional education (Ramayulis: 2002). In the world of education, the teacher is an educator, mentor, trainer, and curriculum developer who can create conditions and learning atmosphere that are fun, interesting, provide a sense of security, provide space for students to think actively, creatively, and innovatively in exploring and collaborating on their abilities.

The teacher is one of the components of education that has the task of preparing quality Human Resources (HR). The teacher in this case is not only burdened with developing students' abilities in terms of the cognitive domain, but also the affective and psychomotoric domains. What's the use of attacking children who have more cognitive abilities, but are not supported by good (affective) and psychomotor attitudes as well. It can happen that with its high ability it is actually misused for things that are not in accordance with the values prevailing in society. "Currently there are not a few smart children but their actions are not in accordance with the rules of the Islamic religion" (Ramayulis: 2002).

According to the Ministry of National Education (2010) as stated in the national policy master book for the development of national character in 2010-2025, character development that is currently developing, such as: disorientation and the values of Pancasila have not been internalized; limitations of integrated policy tools in realizing Pancasila values; shifting ethical values in the life of the nation and state; fading awareness of the nation's cultural values; and the later weakening of the nation.

In order to support the realization of the ideals of character building as enshrined in Pancasila and the 1945 Constitution and address current national issues, the Government has made character building one of the national development priorities. This spirit is clearly emphasized in the 2005-2015 National Long-Term

Development Plan (RPJPN), in which character education is placed as the basis for realizing the national development vision, namely "Creating a society of noble character, morality, ethics, culture and civility based on the philosophy of Pancasila." In relation to efforts to realize character education as mandated in the RPJPN, what is actually meant is contained in the functions and objectives of national education, as mandated in Law Number 20 of 2003 concerning the National Education system, namely: "National Education functions develop and form dignified national character and civilization in the context of educating the nation's life, aiming at developing the talents or skills of students so that they become human beings who believe and fear God Almighty, have noble character, are healthy, knowledgeable, capable creative, independent and become citizens A democratic and responsible country (Haitami Salim: 2012).

## **METHOD**

This study uses a qualitative approach. Qualitative research is a study that aims to describe and analyze phenomena, events, social activities, attitudes, beliefs, perceptions, thoughts of people individually and in groups. Qualitative research has two main objectives, namely the first is to describe and reveal and the second to describe and explain (Nana Syaodih: 2013). This qualitative research uses a qualitative descriptive method. Study Descriptive qualitative is a research method that aims to describe in full and in depth about social reality and various phenomena that occur in society which are the subject of research so that the characteristics, characteristics, traits and models of the phenomenon are described.

## **RESULTS AND DISCUSSION**

In an increasingly advanced society, the problem of finding identity in individuals becomes increasingly complicated. This is due to the demands of an advanced society on its members becoming heavier. The requirement to be accepted as a member of society is not only physical maturity, but also psychological, cultural, vocational, intellectual and religious mental maturity. This complexity will continue to increase in developing societies, it will also be a challenge for individuals or students. "Given the importance of character in building human resources, educational institutions, especially schools that have teachers as facilitators, are seen as a strategic place to build character" (Haitami Salim: 2012).

This is intended so that students in all their speech, attitude and behavior reflects a good and strong character. Character education in schools is directed at creating a conducive atmosphere so that the educational process allows all elements of the school to directly or indirectly provide and participate actively in accordance with their functions and roles. Besides that the teacher is also the main thing in the formation of student character, the teacher must also have his own way to be able to attract the attention of students.

Competence comes from the English "competence" which means skills and abilities. According to the Big Indonesian Dictionary, competence is the authority (power) to determine abilities or skills, so this is closely related to the possession of teacher knowledge, skills or skills. Competence is a set of knowledge, skills and

behaviors that must be owned, internalized, and liked by teachers or lecturers in carrying out professional duties.

To obtain data on the quality of teacher professionalism in learning development, researchers conducted observations and interviews with the teachers concerned. Completing the research data, researchers interviewed teachers. In general, in learning activities the teacher uses learning tools that have been prepared beforehand.

The steps that emphasize quality in carrying out the program are very important with an emphasis on teacher certification and all the instructors there, "In my opinion the professional development of teachers in learning is very important, to support learning outcomes for students at MI Muhammadiyah. Therefore, teachers here have been included in the certification program for the realization of teacher professionalism here. Elidah also explained the advantages of lecturing as a method that is applied in learning, because according to her, without reducing the value of the efficiency of other methods, the lecturing method accompanied by demonstration or discussion methods is very relevant to the quietness of schools due to the ongoing pandemic.

Research on the professional development of teachers, which on several occasions was assisted by the head of the madrasah and their teachers in the research process at MI Muhammadiyah, went well and some was carried out through an interview process, producing several benchmarks and research results with several practical programs such as; a. Certification Program. b, Supervision.

a). Certification Program

The existence of a Certification Program that is closely related to the development of the professionalism function is one of the supporting factors at MI Muhammadiyah Tegalurung. According to Syamsul Arifin S.Pd.I when asked for information regarding this program, the school responded positively by following government procedures. And this development asserted from the government's efforts, "The certification program is very influential in developing teacher professionalism, so that in MI Muhammadiyah Tegalurung most of the teachers have been certified to support teacher professionalism in this madrasa, while new teachers have not been certified. In this program we follow government programs, all are followed based on applicable regulations.

b). Supervision Program

In addition to emphasizing confidential certification, the school also emphasizes an important flow in proportional managerial upgrading in the form of supervision. This was explained by the principal of the school with some description of the existing flow. In this case the principal has full responsibility for supervising. This is based on the statement of the head of MI Muhammadiyah Tegalurung following the interview results: "Regarding the emphasis on managerial supervision that has been realized are; Supervision of class visits, to find out how teachers teach in class, is the task of the head of the Madrasah. Then invite the teacher to discuss to find out if there are problems that occur and together find the best solution to the problem. Provide motivation for teachers to be able to solve problems or complete assignments in teaching in class, then we give appreciation so that the teacher can

maintain his performance, that is individual supervision. Teachers are given coaching and guidance on what has been done in learning, with the intention of optimizing the ability of teacher performance in improving learning.

Supervision related to the development of potential that students can capture properly, always refers to the area of expertise and the linearity of learning. Based on the results of the interviews and observations above, it can be concluded that this supervision activity is very important for teacher professionalism. In this case, where the madrasa head performs his duties of observing and evaluating the performance of teaching staff using individual techniques, namely the class visit method. In addition, the head of the madrasa held discussions with the teacher for evaluation.

Most of the teachers at MI Muhammadiyah who graduated from PAI have been certified as MI class teachers according to government regulations. So that the ongoing learning practices can be accounted for with the preparation of lesson plans. Other than that, sufficient facilities and infrastructure enable us to elaborate on the situation.

The learning tools are syllabus and learning implementation plan (RPP). In addition to the syllabus and lesson plan, each teacher also has an annual program, semester program, and others. Choosing the appropriate learning method or model requires the teacher's knowledge of learning methods and models. This means that teachers have the authority and role to determine appropriate learning methods for students. From the interview information above, it can be concluded that at MI Muhammadiyah Tegalurung the teachers who teach are in accordance with their areas of expertise. Every teacher before teaching prepares material to be taught to students, the facilities and infrastructure are all good. In the professional competence of teachers students can understand and easily accept this learning and teachers already have preparations to teach students. The teacher's good and polite behavior is an example to students so that they can be an example to the surrounding community and teachers at MI Muhammadiyah are already professionals in learning at madrasas.

Interviews that focused on teacher professionalism in learning at MI related to coverage competence; Pedagogy, Personal, Social, and Professional was further explained by Mr. Muhamad as the fifth grade teacher, "Thank God, in my opinion, the teachers here are capable and have developed, and have even advanced in delivering material, in providing teaching or education to students. So it's different from other teachers, the term is still professional but now it's modern using IT and so on and thank God the teachers here are said to be capable."

It is said to be pedagogically capable here, he continued, "In fact, it is a requirement that every teacher must have the ability to face potential. Because in class administration we as teachers record data so that after we collect data, we direct the student. So the teachers already have data about what this child's potential is. Because in class administration a teacher makes it. Administrative management based on IT and the procurement of technology learning systems as good values can also be seen through the statement of Mr. Muhamad, "Alhamdulillah, I have said that now the teachers are extraordinary in the sense that they can keep up with the times. The point is that the insights of teachers from before and now are different from the changes or developments of the times, but thank God, teachers who are older, let's say they are

already old, can follow them and teachers here can also apply them. What else now can to find teaching materials. And information technology is very important during this pandemic and the benefits are also great. From the results of the interviews above, it can be concluded that teachers at MI Muhammadiyah are already professional in learning as evidenced by the results of statements from these students.

## CONCLUSION

There are 2 programs that have been implemented in teaching and learning at MI Muhammadiyah Tegalurung, namely the certification program and the supervision program. From the interview information above, it can be concluded that at MI Muhammadiyah Tegalurung the teachers who teach are in accordance with their areas of expertise. Every teacher before teaching prepares material to be taught to students, the facilities and infrastructure are all good. In the professional competence of teachers students can understand and easily accept this learning and teachers already have preparations to teach students. The teacher's good and polite behavior is an example to students so that they can be an example to the surrounding community and teachers at MI Muhammadiyah are already professionals in learning at madrasas. The certification program at MI Muhammadiyah Tegalurung has been well implemented, and the supervision program has also been optimal.

The quality of teacher professionalism in developing learning at MI Muhammadiyah Tegalurung in teacher professional development activities is very influential on the quality of learning at MI Muhammadiyah Tegalurung. This was stated to be of good quality as evidenced by documentation data from madrasas and the results of interviews regarding the teaching and learning process at madrasas. At MI Muhammadiyah Tegalurung, some of the teachers have been certified as teachers at SD/MI, so it can be concluded that they are professional, and with the professional development program carried out by teachers at MI Muhammadiyah Tegalurung, such as training, seminars, workshops, it also supports teachers in obtaining new information or knowledge about managing effective, innovative and creative learning to be applied to students in order to create an interesting and fun learning atmosphere and improve the quality of learning.

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