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Professional Development of Professional Teachers

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Abstract: This is a description of the professional development of the teaching profession. This research uses a literature review, the type of data used is secondary data. The data collection method is literature study. The method that will be used for this assessment is literature study. The data obtained is compiled, analyzed and concluded so as to obtain conclusions regarding the literature study. The data collection method is by taking data from the library, reading, taking notes and processing research materials. The results of the research show that professional development has been facilitated by the government but awareness from teachers is still lacking, even though teachers have functional positions, where this job requires teachers who are professional and have professional rules. Moreover, a teacher has a big responsibility, and has positive values and has a contribution to life in wider society towards the progress of students for life in the future.

Keywords: Teacher Development; Professional Teacher

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1. Introduction

The current problem in the world of education facing the Indonesian nation today is the low quality of education in every type and unit of education, especially primary and secondary education.[1]. The issue of quality of education seems to have become a very important problem over the years for quite a long time. Education is one of the determining factors for the progress of a nation[2]. Therefore, more attention is needed regarding education at this time, it needs review and follow-up, because there may be a lot that needs to be evaluated or thoroughly improved. This has been highlighted by the public, especially education observers who have highlighted the problem of low quality of education at educational levels and units in the context of national education, especially at the basic education level.[3]. Several experts agree that one of the important indicators regarding the quality of our education today is the low quality of teachers at all levels of education, which also results in teacher performance being considered to be still low.[4].

the need for awareness from an educator to become a professional educator. In fact, currently the Government has facilitated programs on teacher professionalism, because it is aware that teacher professionalism is a demand in the current era of globalization[5]. However, this is not just a demand, but an obligation for every teacher to become professional, besides that, educators and education staff are the main key in efforts to improve the quality of education.[6], improving quality is based on the efforts within a teacher to create education that fits the essence of education. There are many ways and alternatives to improve quality in the educational process in a meaningful way, therefore developing teachers to become professionals is a method that must be done by an educator to become a professional teacher.

According to the mandate of Law number 14 of 2005 Article 8 concerning teachers and lecturers, teachers are required to have academic qualifications, competencies and educational certificates. Academic qualifications are obtained through potential higher education pathways in undergraduate programs or four diploma programs. Meanwhile,

the competencies that must be possessed include 4 competencies. An educator certificate is formal proof of recognition given to teachers and lecturers as professionals. Therefore, teachers are seen as a national position so professional educators need to be prepared. Professionalism is defined as an individual's commitment to a set of norms, codes of ethics, or categories of attributes that characterize recognized behavior in that field.[7]. Professionalism is also defined as the suitability of the capabilities of the bureaucracy to the needs of the task[8]. Professionalism also involves a professional mindset which implies that all work must be completed by someone who has expertise in that field or profession[9]. Success in the workplace, a strong professional reputation, and a high level of work ethic and competence are the results of professionalism. Characteristics of professionalism: (1) The desire to always behave in a way that can be used as a model; (2) Strive to develop and maintain professional behavior such as physical appearance, speech, use of language, health, and daily attitudes that must be maintained; and (3) Desire to participate in professional development training to improve and expand knowledge and abilities

In accordance with the Law of the Republic of Indonesia no. 20 of 2003 concerning the National Education System, the position of teacher as an educator is a professional position. For this reason, teachers are required to continue to develop their capacity in accordance with current developments, science and technology, as well as the needs of society, including the need for quality human resources who have the capability to be able to compete both in regional, national and international forums. Considering that teachers' duties are so complex, (potential) teachers must have certain requirements. Over the last few years, awareness of the need for professional teacher development, as well as ensuring quality and effective education programs has become the focus of many countries in the world of education. Teacher professional development is a continuous process to improve educational quality attainment, expand academic knowledge, hone professional skills, and improve teachers' teaching abilities[10]

According to the provisions of article 28 paragraph (1) PP SNP, educators must have requirements such as academic qualifications and competence as learning agents, be physically and spiritually healthy, and have the ability to realize national education goals. Meanwhile, the basic competencies that teachers must have are pedagogical, personality, professional and social competencies. With the regulations mentioned above, apart from being expected to produce professional teachers, it can also provide protection for teachers both legally, professionally, safely and comfortably in carrying out their duties as well as guaranteeing their welfare.

Teacher professionalism is often associated with three quite important factors, namely teacher competency, teacher certification, and teacher professional allowances. These three factors are allegedly closely related to the quality of education. Professional teachers who are proven by their competence will encourage the realization of performance processes and products that can support improving the quality of education. Professionalism refers to the commitment as a member of a profession to continuously improve one's professional abilities[11]Professional comes from the word profession, which means a field of work that someone wants or will pursue[11]In other words, a profession is a job that requires training and mastery of special knowledge. A profession usually has a professional association, code of ethics, and certification and licensing processes that are specific to that professional field[12]. In fact, a professional teacher is someone who teaches as their profession. They are specially educated in teaching methods, and they have certification. The word "professional" is commonly used, so the word professional can be used as a reminder that teachers have had special training and certification that qualifies them for their position[13]. Another possible reason for using the word "professional" is to differentiate between someone with certain qualifications.

2. Result & Discussion

Quality education requires professional teachers who are responsible for their professional abilities. As explained in the Decree of the Minister of National Education Number 35 of 2010 concerning Technical Guidelines for assessing credit scores for functional teacher positions. In this case, it explains that teachers can obtain elements of professional development through (a) scientific writing, (b) finding appropriate technology, (c) monumental works of art, (d) involvement in curriculum development, (d) making teaching aids. The Ministry of Education and Culture, through the Education and Culture Human Resources Development Agency and Education Quality Assurance, published a Guidebook for Management of Sustainable Professional Development in 2012 providing the meaning of sustainable professional development (PKB). The definition of PKB is the development of teacher competency which is carried out according to needs in a gradual and sustainable manner to improve teacher professionalism. With the existence of CPD activities, it is hoped that teacher professionalism will provide improvements to teachers so that their competence will increase, and broaden both knowledge and ability in carrying out increasingly quality learning processes.[14].

Teacher professionalism can be defined as a field of professional work with sociological, ideological and educational dimensions which aims to achieve the highest standards in the teaching profession based on professional formation, knowledge, skills and values.[15]. Teachers as a profession in the field of education have rights and obligations regarding the world of education they are involved in. Of course, professional teachers have the ability to carry out their professional duties effectively and successfully by carrying out their main duties, namely as educators, teachers, mentors, directors, trainers, assessors and student evaluators.[16]With teacher professionalism, the professional competency referred to in this case is the teacher's ability to master subject matter broadly and in depth, including mastery of other academic abilities which play a role in supporting teacher professionalism. For this reason, it is hoped that teachers will have professionalism so they can advance Indonesian education[17].

According to Nana Syaodih Sukmadinata, there are several types of teacher roles in the teaching and learning process, including: conveying knowledge, skills training, learning partners and guiding guidance.[18]. All activities and facilities chosen as well as the role played by teachers must be focused on the interests of students, directed at meeting student needs, adapted to students' conditions, and students mastering what is given or achieving optimal development.[19]. Therefore, it is necessary to increase the competence of a teacher through a profession that is in accordance with what a professional teacher must do.

The definition of a profession is a job or position that requires high special education and a series of intensive and long training[20]defines a profession as a job that requires relatively long specialized preparation in higher education and is governed by a special code of ethics[21]. A profession is a job that requires special knowledge, skills and skills that are deliberately learned for the benefit of others. A professional teacher is essentially a teacher who has a collective and complete awareness of his position as an educator. Meaning as a teacher is not just fulfilling obligations and responsibilities as an educator in front of the class, but the call of his conscience as an educator should be a whip for a teacher to do better than simply fulfilling administrative obligations[19]. There are many things that need to be reviewed and it needs to be emphasized that an educator has a role in learning

Regarding the development of teacher professionalism in Patterson's research entitled: "What Makes a Teacher Effective?", it is clear that it can be concluded that professional teachers have good enough ability to manage classes, facilities and infrastructure.[22]. The same research was also conducted by Feryal Cubukcu, entitled "Student Teachers Perceptions of Teacher Competence and Their Attributions for Success and Failure in Learning", explaining that teachers who have high competence are able to lead positively in the development of students. Conversely, teachers who are not

competent will have a negative influence on students' learning and reduce their understanding. The higher the students' attitudes and teacher competence, the less they act aggressively[23].

In general, the results of this research show how important it is to develop professionalism for a teacher. Professionalism is the condition, direction, values, goals and quality of expertise and authority related to a person's livelihood. Therefore, it can be seen from the quality of education that it is influenced by the professionalism and motivation of teachers in the educational process through the main pillars of their duties, namely educating, training, guiding, assessing, researching, and teaching. Professional teachers should have great motivation from within themselves, be aware of their responsibility to develop their competencies in the teacher professionalism program[24]. In accordance with the meaning attached to the word professionalism, it is the level and qualifications of understanding to carry out substantial work and the motivation required to improve the competence in question. It is also important to be self-motivated and skilled to help achieve the highest standards of professionalism and motivation in the teaching profession[25]. Therefore, in accordance with Law No. 20 of 2003 that education is a conscious and planned effort, it is implied that everything that is done must be in accordance with awareness and the need for a plan to be able to provide the best for improving the quality of a teacher. In the concept of the teaching profession, professional teachers must have commitment and must not be swayed by the tastes of society, because a teacher's duty to his students is to help students learn, assist and guide students in learning.[16].

This concept needs to be known and grasped well by both teachers, because in this case they have important control to realize the desire for better education. The teacher's role in providing concepts or ideas depends on whether this is implemented or not. Because basically an idea that can be implemented and carried out well is in the hands of the idea maker. We need to realize together, if there are too many ideas but if they are not implemented consistently, the results will be the same, and problems will repeat themselves. The teacher's obligation is to develop and improve academic qualifications and competencies on an ongoing basis in line with developments in science, technology and art, and the teacher's obligation is to maintain and foster national unity and so on.[26]

3. Materials and Methods

Literature study on literature review about describing the professional development of professional teachers. The type of data used is secondary data. The data collection method is literature study. The method that will be used for this assessment is literature study[27]. The data obtained is compiled, analyzed and concluded to obtain conclusions regarding the professional development of professional teachers.

4. Conclusions

Teachers play a role in achieving National education goals. It is hoped that good educational abilities can guarantee optimal education[28]. Professional teachers are teachers who always strive to learn more and want to do their best to provide a healthy learning environment for their students, and teachers who strive to excel every day by reflecting on their teaching[29]. Professional teachers must master four competencies: pedagogical competence, social competence, professional competence, and personality competence. Proof that a teacher has mastered these four competencies is that he has a teaching certificate appropriate to his field of teaching[30]. Being a professional teacher means having knowledge and enthusiasm about making learning fun, interesting, higher quality, well organized, making learning plans with strategies that suit children's learning styles, respecting talents or every talent that children have and learning that is aware of learning needs. children so that children are interested in participating in learning[31]

The teacher is the main component in learning and will influence various other components. Therefore, improving quality and creating culture and growing teacher dedication are not just a need but a necessity. As a long-term investment, improving the quality of teachers and schools may not immediately show results, but it is clearly very strategic because it will also determine the future of a nation. Education is the key and the stake of the nation's existence[32]. This professional development has a good impact on teachers, especially if a teacher is aware of the importance of improving their competencies. In accordance with the research results, teacher professionalism is the main concern at the pre-service teacher level, which in essence a teacher in this phase needs to firmly pay attention to the quality of teaching.[33]. This is relevant to his research entitled EFL Teachers Perceptions of Counting Professional Development: A Case of Iranian High School Teachers, which states that in developing professionalism, skills are needed that are obtained from participating in professional development activities.[34]. aware of this, professional development is no longer a matter of obligation, but must be instilled in the mind that this is a teacher's need. Moreover, a teacher has a big responsibility, and has positive values and has a contribution to life in wider society towards the progress of students for life in the future.

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