

The Benefits of Certification in Developing Teacher Professionalism in Efforts to Improve Teaching Quality

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Abstract: *The government has officially declared that the teaching profession is aligned with other professions as professionals. With this it is expected to improve the quality of education because the teacher as a learning agent is the spearhead of improving the learning process in the classroom which will lead to an increase in the quality of education. Recognition of the teacher's position as a professional is evidenced by a teacher's professional certificate obtained through a certification test. An educator certificate is given to teachers who have met the requirements as professional teachers.*

Keywords: *teachers, teacher certification, educator professionalism.*

Introduction

Educators (teachers and lecturers) according to Article 39 paragraph 2, RI Law No.20 of 2003 concerning the National Education System, Article 2 paragraph 1, RI Law No.14 of 2005 concerning Teachers and Lecturers, and Article 28 paragraph (1) PP RI No.19 of 2005 concerning National Education Standards are professionals. Based on these juridical and policy bases, it clearly shows the seriousness and high commitment of the Government in efforts to increase professionalism and respect for teachers which ultimately leads to improving the quality of national education. Taking into account the policy directions implemented as mentioned above, Article 42 of the Republic of Indonesia Law No. 20 of 2003 describes the requirements for educators who must have minimum qualifications and certification in accordance with teaching authority, be physically and mentally healthy, and have the ability to achieve national education goals. This is confirmed by Article 28 paragraph (1) PP RI No. 19 of 2005 concerning National Education Standards, and Article 8 RI Law No. 14 of 2005 which mandates that teachers must have a minimum academic qualification of D4/S1 and competencies as learning agents, which include personal, pedagogical, professional, and social competencies. Teacher competence as a learning agent is formally proven by an educator certificate. Minimum academic qualifications are obtained through higher education, and educator competency certificates are obtained after passing the certification exam (Mocklas: 2006). 14 of 2005 which mandates that teachers must have a minimum academic qualification of D4/S1 and competencies as learning agents, which include personal, pedagogical, professional, and social competencies. Teacher competence as a learning agent is formally proven by an educator certificate. Minimum academic qualifications are obtained through higher education, and educator competency certificates are obtained after passing the certification exam (Mocklas: 2006). 14 of 2005 which mandates that teachers must have a minimum academic qualification of D4/S1 and competencies as learning agents, which include personal, pedagogical, professional, and social competencies.

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The definition of certification in general refers to the National Commission on Educational Services (NCES) which states "Certification is a procedure whereby the state evaluates and reviews a teacher candidate's credentials and provides him or her a license to teach". Teacher certification is the process of awarding educator certificates to teachers. Educator certificates are given to teachers who have met teacher professional standards. Professional teachers are an absolute requirement to create quality education systems and practices. In the Teacher and Lecturer Law it is called an educator certificate. The educators referred to here are teachers and lecturers. The process of awarding educator certificates for teachers is called teacher certification, and for lecturers it is called lecturer certification.

Literature review

1. Protect the teaching profession from incompetent practices, which can damage the image of the teaching profession.
2. Protecting the public from unqualified and unprofessional educational practices.
3. Protecting the public from unqualified and unprofessional educational practices.
4. Protecting educational institutions (LPTK) from internal desires and external pressures that deviate from applicable regulations.
5. Improving the welfare of teachers with the existence of professional allowances.

Research methods

This research is a type of qualitative research with a library research approach. Research with the literature study method is research by utilizing reference sources and theories in obtaining the data you want to find. Thus the scope of this study is limited to materials from library collections without any field research.

Research result

The results of the observations we made in utilizing certification in developing teacher professionalism in an effort to improve teaching quality, in the role of certification for teachers/lecturers is to better understand their rights and obligations as stated in Law No.14/2005 article 14 paragraph 1, among others: (1) earn income above the minimum necessities of life and social welfare insurance; (2) get promotions and awards according to work assignments and achievements; (3) obtain protection in carrying out duties and intellectual property rights; (4) get the opportunity to increase competency; (5) obtain and utilize learning facilities and infrastructure to support the smooth running of professional duties; (6) have the freedom to give an assessment and participate in determining graduation, awards, and/or sanctions against students according to educational rules, teacher code of ethics, and laws and regulations; (7) obtain a sense of security and assurance of safety in carrying out tasks; (8) have the freedom to associate in professional organizations; (9) have the opportunity to play a role in determining education policy; (10) get the opportunity to develop and improve academic qualifications and competencies; and/or (11) obtain training and professional development in their field. (10) get the opportunity to develop and improve academic qualifications and competencies; and/or (11) obtain training and professional development in their field. (10) get the opportunity to develop and improve academic qualifications and competencies; and/or (11) obtain training and professional development in their field. Functional allowance according to the RPP on Teacher Remuneration article 10 between others are given to teachers appointed by the government and regional governments at 50% of the basic salary; and given to teachers appointed by the

community (educational units) by 25%. Special allowances according to articles 11 and 12, among others, are given to teachers who serve in special areas and are entitled to official housing provided by the local government during their retirement. Additional benefits according to article 13 include: educational allowances; education insurance; scholarship; award for the ease of obtaining education for their children; health services.

Health Insurance; and other forms of welfare. The scope of competence includes: pedagogic competence, personal competence, social competence and professional competence. Pedagogic competencies include understanding students, designing lessons, implementing learning, designing and implementing learning evaluations and developing students to actualize their various potentials. Personal competence is a personal ability that reflects personality: (1) steady and stable, acting according to legal norms, social norms, proud as an educator, consistent in acting; (2) mature, showing independence in acting as educators and having a work ethic; (3) wise, displaying actions based on the benefits of students, schools, and society and demonstrate openness in thinking and acting; (4) authoritative, setting a role model for students, having behavior that has a positive effect on students and being respected; (5) having a noble character and being a role model for students.

Based on the opinion above, it seems clear that the teacher is a position or profession that requires a special expertise. Indeed, not everyone can become a teacher, because they must be supported by components that support the profession, such as pedagogical competence, personal competence, social competence and professional competence. Also, in order to become a teacher, special skills are needed, so one must pass teacher training or professional education and must pass a certification exam, both written, performance and portfolio exams.

Discussion

Law of the Republic of Indonesia Number 20 of 2003 concerning the National Education System Chapter XVI Article 61 paragraph (3) states that competency certificates are given by education providers and training institutions to students and members of the public as recognition of competence to do certain jobs after passing a competency test organized by an accredited educational unit or certification body. Whereas the Law of the Republic of Indonesia Number 14 of 2005 concerning Teachers and Lecturers in Chapter IV Article 8 article 13 states that teachers must have academic qualifications, competencies, educator certificates, be physically and mentally healthy and have the ability to realize national education goals.

In line with the above article, there are several aspects that must be contained in the competency as follows:

- a. Knowledge, namely the knowledge of a person to do something, for example, will be able to carry out scientific thinking processes to solve a problem if he has sufficient knowledge about the steps of scientific thinking.
- b. Understanding, namely cognitive and affective depth possessed by individuals.
- e. Skill (skill), is something that is owned by the individual to perform the assigned task
- d. Value (value), is a standard of behavior that has been believed and psychologically has become part of him, so that it will color in all his actions.
- e. Attitude, namely feelings or reactions to a stimulus that comes from outside.
- f. Interest, namely the tendency of a person to carry out an action or deed.

From the description above, competence does not only exist in the order of knowledge but a competency must be described in a pattern of behavior. This means that a person is said to have certain competencies, but what are the implications and implementation of that knowledge in the patterns of behavior or actions he takes. Thus, competence is basically a combination of knowledge, skills, values, and attitudes that are reflected in the habits of thinking and acting.

A good competency test must be carried out based on values and the spirit of accuracy or validity, wisdom and fairness. Accurate or valid means that the competency test instrument is able to determine teachers who really deserve to get an educator certificate as a professional teacher. It is said that because the person concerned is capable or competent as an educator.

Development in the field of education is an effort to educate the nation's life and improve the quality of Indonesian people who are faithful, pious, and have noble character and master science, technology, and the arts in realizing an advanced, just, prosperous, and civilized society based on Pancasila and the Constitution. Republic of Indonesia in 1945.

Teachers are professional educators with the main task of educating, teaching, guiding, directing, training, assessing, and evaluating students in early childhood education through formal education, basic education, and secondary education. Professional is a job or activity that is carried out by a person and becomes a livelihood that requires expertise, skills or abilities that meet certain quality standards or norms and requires professional education. The characteristics and characteristics of the teaching process as a teacher's professional task are as follows:

- a. Teaching is not just conveying subject matter, but is a purposeful and complex work. Therefore, to become a professional teacher, an appropriate educational background is needed, namely a teacher education background.
- b. A teacher must have a clear area of expertise, namely delivering students towards the desired goal. Therefore the failure of the teacher in teaching students means the failure to form a human generation.
- c. In order to be able to carry out their duties properly according to their area of expertise, an adequate level of education is required. Therefore, a teacher not only knows what to teach, but also understands how to teach. Such ability may not come by itself, but may only be obtained from an adequate educational process from a special educational institution, namely a teacher training institution.
- d. The teacher's task is to prepare a generation of people who can live and play an active role in society. Therefore it is impossible for a teacher's work to be separated from social life.
- e. The teacher's work is not a static job, but a dynamic job, which must always be appropriate and adapt to the development of science and technology.

Competence is a rational behavior in order to achieve the required goals in accordance with the expected conditions. Thus a competency is shown by an accountable (rational) appearance or performance in an effort to achieve a goal. As a profession, there are a number of competencies that must be possessed by a teacher, which include personal competence, professional competence and social competence.

- a. **Personal Competence** Teachers are often regarded as someone who has an ideal personality. Therefore, the teacher's personality is often seen as a model or role model (which must be looked up to and emulated). As a model teacher must have competencies related to personality development (personal competencies).
- b. **Professional Competence** Professional competence is competence or ability related to the adjustment of teacher tasks. This competency is a very important competency because it is directly related to the performance shown.
- c. **Community Social Competency** This competence relates to the teacher's ability as a member of society and as a social being, including: (1) the ability to interact and communicate with colleagues to improve professional abilities; (2) the ability to recognize and understand the functions of each social institution and; (3) the ability to cooperate both individually and in groups.

Closing

Based on some of the descriptions that have been presented previously, then it can be concluded the following things:

- a. Teachers are required to have academic qualifications, competencies, educator certification, physically and mentally healthy, and have the ability to realize national education goals.
- b. Teacher competencies include: pedagogic competence, personal competence, social competence, and professional competence obtained through professional education.
- c. Educator certificates are administered by tertiary institutions that have an accredited education staff procurement program as well as educator certification carried out in an objective, transparent and accountable manner.
- d. Professional development requires knowledge, abilities, skills, attitudes, and habits.
- e. Teacher professional competence includes: personal competence, professional competence and social competence.

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