



THE PERFORMANCE OF CERTIFIED AND NON-CERTIFIED TEACHERS IN IMPROVING LEARNING QUALITY OF STATE JUNIOR HIGH SCHOOLS IN SAMATIGA DISTRICT

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ABSTRACT

This research aims to determine the performance of certified and non-certified teachers in improving learning quality of State Junior High Schools (SMPN) in Samatiga District, West Aceh. This research uses a quantitative approach, the research sample is 15 people. Data collection techniques were carried out using questionnaires and documentation. Based on the research results, it is known that certified teachers in improving learning quality of State Junior High Schools in Samatiga District, West Aceh, seen from the aspects of professional, pedagogical and social competence, are quite good, even personality competence is classified as good. Non-certified teachers in improving learning quality of State Junior High Schools throughout Samatiga District, West Aceh, seen from the aspects of professional, pedagogical and social competence, are quite good. However, personality competence is still relatively lacking.

Keywords: *Performance, teacher, certified, non-certified*

INTRODUCTION

According to Khairan (2020: 61), teacher certification is a breakthrough in the world of education to improve the quality and professionalism of a teacher, so that in the future all teachers must have a certificate as a license or teaching permit. Thus, efforts to form professional

teachers in Indonesia will soon become a reality and it is expected that not everybody can be a teacher and not everybody will use the teaching profession as a stepping stone to obtain work.

Based on the results of initial observations on November 20th, 2023 in several State Junior High Schools in Samatiga District, West Aceh, it is known that some teachers who have been certified have not been able to carry out their mandate properly according to the criteria that have been set. There are indications that certified teachers are no longer as productive as they were when they did not receive professional allowances. And the tendency towards things that are instantaneous makes most teachers less creative in planning the learning process. This is supported by research by Novia (2017) which states that the teacher performance of some certified physical education teachers in physical education learning based on professional competence and pedagogical competence is still relatively low.

The results of observations on November 20th, 2023 at State Junior High Schools in Samatiga District, West Aceh also showed that citizenship education teachers were less creative in conveying the lessons, sometimes when teaching they did not make a Lesson Plan (RPP), physical education teachers were less prepared to carry out their duties as physical education teachers or sports teachers, teaching practice by differentiating the material taught to male students (football material) and female students volleyball or rounders material) at the same time, allowing students to be active on the field just by being given a ball without any direction from the teacher, while the teacher sits on edge of the field. This is supported by research by Fajri (2020) which states that the ability of physical education teachers to develop creativity related to physical education facilities and infrastructure has not implemented creative ideas to support learning.

This proves that teachers are less able to develop every potential that students have, for reasons of limited existing infrastructure, and the extent to which teachers want to convey physical education material so that students are not only given the same material (monotonous). But material must also be provided by modifying the game using fun methods and media that can be easily understood by students. Likewise, the teaching and learning process of school's subjects in State Junior High Schools throughout Samatiga District, West Aceh still looks passive where students are not active in teaching and learning activities in class. As in sport subjects, many students expect continuous practical learning outside the classroom. In that case, of course a teacher, especially one who has received certification recognition, has an important task in efforts to improve the teaching and learning process for students at SMPN throughout Samatiga District, West Aceh.

METHODS

The approach in this research uses a quantitative approach. According to Sugiyono (2019:8) quantitative research is a research method used to research certain populations or samples, data collection uses research instruments, data analysis is quantitative or statistical, with the aim of testing the proposed hypothesis. As for the samples in this study, the researchers were limited to 15 teachers, both certified and non-certified, in State Junior High Schools throughout Samatiga District, West Aceh. Sampling in this research used a purposive sampling technique. Sugiyono (2019:50) stated that positive sampling is a sampling technique by determining the criteria for the sample from 15 teachers, 8 of them are certified and other 7 are non-certified.

Data were collected using a questionnaire consisting of four (4) choices, namely: Strongly Agree (SS), Agree (S), Disagree (KS), Disagree (TS) and Strongly Disagree (STS). In this study, a Likert scale was used. To determine the level of performance of certified and non-certified teachers, statistical formulas are used. The steps in analyzing the data are calculating interval values, determining average values, calculating Standard Deviation, calculating percentages.

RESULTS AND DISCUSSION

Based on an analysis of research findings related to the performance of certified and non-certified teachers in State Junior High Schools in Samatiga District, West Aceh, when viewed from the aspects of professional, pedagogical, social and personal competence, it can be described as follows:

2. Professional Competency

Judging from the professional competence of certified teachers in improving learning in State Junior High Schools throughout Samatiga District, West Aceh, the average score of 40 is in the sufficient category. Likewise, non-certified teachers, seen from the aspect of professional competence, obtained an average score of 39 in the sufficient category. This is supported by research by Mulyana (2021) which states that teachers who have professional competency certificates are in the good category. Related to this professional competency in the National Education Standards Article 28 paragraph (3) point c includes the ability to master learning material broadly and in depth which enables guiding students to meet the competency standards set out in the National Education Standards.

3. Pedagogical Competence

The pedagogical competence of certified teachers in improving learning in SMPNs in Samatiga District, West Aceh obtained an average score of 78 in the

quite good category. Meanwhile, the average score obtained for pedagogical competence was 32, which is also in the quite good category. Mulyana's research (2021) also states that teachers who have professional certificates are seen from their pedagogical competence as being in the good category.

Like the performance of certified teachers, non-certified teachers also show quite good performance. Both seen from the aspects of professional, pedagogical, social and personality competence. This is also because in the view of school principals and academic representatives, certified teachers at State Junior High Schools in Samatiga District, West Aceh have carried out their academic duties starting from providing learning plans such as RPP, Syllabus, Prota, Prosem and other supporting facilities for learning activities. Likewise, in learning activities, teachers have taught well, both theoretically in class and practice in the field in various sports. In evaluation activities, certified teachers also objectively assess students' knowledge, attitudes and skills in learning.

This is reinforced by research by Silaban (2018) which states that there is no difference in the performance of certified and non-certified teachers, because certified and non-certified teachers are both required to appear professional in carrying out their main duties of educating, teaching, guiding, directing, training and evaluate students. So certification does not affect the performance of certified or non-certified teachers.

4. Social Competence

The performance level of certified teachers in SMPN in Samatiga District, West Aceh, seen from social competency, is 42 in the quite good category. Meanwhile, the performance level of certified teachers in SMPNs in Samatiga District, West Aceh, seen from social competency, is 32, which is also in the quite good category. This is supported by research by Mulyana (2021) which states that teachers who have a certificate in terms of social competence are in the good category.

Social Competence is also mentioned in the National Education Standards Article 28 paragraph (3) point d, it is stated that what is meant by social competence is the ability of teachers as part of society to communicate and interact effectively with students, fellow educators, education staff, parents/guardians of students, and the surrounding community.

5. Personality Competence

The personality competency of certified teachers obtained an average score of 42 in the good category. This is supported by research by Tristiana, et al (2021) which states that the performance of certified teachers is quite good with

a figure of 67% in implementing learning. Likewise, Kutikasari's research (2013) states that the performance of certified physical education teachers in physical education learning is good in terms of professional competence and pedagogical competence, which is quite good/medium. Meanwhile, the personality competency of certified teachers obtained an average score of 42, which is in the poor category. Mulyana's research (2021) states that teachers who have professional certificates in terms of personality competency are also classified as good.

CONCLUSION

Based on the results of the research and discussion above, it can be concluded that certified teachers in improving learning quality of State Junior High Schools in Samatiga District, West Aceh, seen from the aspects of professional, pedagogical and social competence, are quite good, even personality competence is classified as good. Non-certified teachers in improving learning quality of State Junior High Schools throughout Samatiga District, West Aceh, seen from the aspects of professional, pedagogical and social competence, are quite good. However, personality competence is still relatively lacking.

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