

## THE ROLE OF KKG IN IMPROVING TEACHERS PROFESSIONALISM IN BIMA LUKAR CLUTER KEJAJAR DISTRICT

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### Abstrak

Teachers have a place to accommodate their problems in teaching and a place to solve them. As stated in education ministry decree no: 079/c/Kep.I/93, date April 7<sup>th</sup> 1993 about the guidelines for Guidelines for Teacher Professional Development system through School Cluster Formation in Elementary School ( KKG ). KKG Bimalukar which is placed in Kejajar district on Wonosobo Region do the activity in SD N Kejajar as the core of KKG Bimalukar, he has eight members which consist of elementary school on it, and all of them have same purposes that is improving teachers professionalism, it might be useful for teachers, student, and school. The implementation of it starting from planning, realization, and evaluation gathering all of the members.

### Introduction

According to the teacher and lecturers law, teachers have to have undergraduate education or most of people said Strata I (Diploma IV), have great experience to be practice in their class, master in four domain competencies, such as: paedagogie, personality, social and professionalism.

Teachers have an important role in achieving national education purposes, that is develop students potential to become people who faith and fear to their god, noble, healthy, knowledgeable, skilled, creative and independent and always hope from study in school they will be democratic and responsible citizen. Therefore, teachers competences should be continuously developed to become professional teacher (educator) and credit figures. Based on Minister of state for Administrative and bureaucratic Reform that professionalism of teachers is increasing or not depend on their credit scoring in a certain time. Activities are taken into account for credit scoring such as improve professional development and support activities. The continuous professional development could be done through self development, publish the scientific research paper, and innovative work. Improving quality of education, especially in primary school education has been the achieve it is by improving quality of human resources those are teachers. This is very important to teachers or educators for learning management.

Therefore, teachers should be professional in carrying out their duties. But in fact, most of Indonesian teachers are not qualified in their studies most of them are not reach the sarjana degree, as mandated by rule of law no.14 of 2005. It proved by first group (dabin) from fifty five teachers only twenty seven that have sarjana degree (S1/undergraduate education) The change of educational paradigm in this globalization era is requires a change in mindset and followed by the action set for teachers, especially in implementing and developing the curriculum (KTSP) that applies now. A change of paradigma and act for teachers in classroom in globalization era is requires a change in mindset and followed by action set for teachers, especially in implementing and learning process, teachers must be creative and innovative in

improving the quality of education services according to the standard process ( permendiknas no.41 of 2007 ) The shift of paradigm in educational between learners and teacher, between learners and a learning resources in a learning environment. Learning process needs to be planned/ implementation assessed and monitored in order to run effectively and efficiently learning process in and motivate the students to participate actively, also give a chance them to be creative, initiative, and independent according to their talents, interests, physical and psychological development of the learners (Government Regulation No 19 of 2005 article 19 paragraph 1)

In order to improve teachers professionalism need a place to accommodate their learning problems and looking for the way to solving them. In Director General of Basic Education Decree No .079 / C/ Kep I / 93, dated 7<sup>th</sup> April 1993 which is decided the Guidelines for professional development system by creating school cluster in Elementary School, then as the concrete effort to empower and improving teachers competence as an expectation and people needs in dynamic situation. The existence of teacher Working Group (KKG) is a place or professional forum of teacher in school cluster district, region or sub region level which is take an important role to improve their competence so that they would be professional teachers. Through KKG our government hope the learning problems faced by teachers in their classroom can be improve the national education quality. By empowering KKG as teachers organization and their activities, from KKG expected hold a variety professional development for teachers includes accredited training for teachers who have not had sarjana degree or diploma IV without leaving their their works, so they would fill their education qualified.

But the fact most of teachers are not effectively empower KKG with various reasons such as materials are not match with their needs, facilitator are not the expert, they only their friends, the location for meeting of KKG are not reachable or far, there is no principal office accompanying the activity and many task for KKG activities the situations caused by the less awareness of teachers. Such as KKG which is placed in Bimalukar, although

the Bimalukar although the Bimalukar school cluster had been running for a long time since 2009 to 2012 and had has government assistance for this activities so there is no reason not to run the KKG programm ,but the result of it is not satiesfred,the evident of it from fifty there teachers only 75 % .That laziness of teachers caused the teachers profesionalism has not achieved as expected.

### Conditron before Initratve

The implementation of KKG Bimalukar cluter in Kejajar distrik had been running in core shhool that is SDN Kejajar located in Street of Dieng km.17 Kejajar, Whose members contained eight elementary school ,with the following is sues:

1. The laziness of teachers to come KKG
2. There is apart the proffesional ,it prove by they did not do the KKG task.
3. Most of teachers are old ( 49 % of members )
4. The learning process in classroom are still confensional and do not use the props.
5. Teachers are still get diffieulties in making lesson plan.
6. still many teachers who have not able to operate the computer and it give an impact on student achievment.

The profil of teachers as a member of Bimalukar Cluster : Cluster Bimalukar have eight school is SDN Kejajar,SDN 1 Buntu,SDN 2 Buntu,SDN 1 Tambi, SDN 2 Tambi, SDN 1 Sigidang, SDN 2 Sigidang, SDN Kreo

### Initiative and Implementation Strategies.

Basically teachers professional development would be realized if all teachers have the same vision fill their lack of awareness in their profesionalism ,the way to reach it is by empower KKG totally this is needed from self encouragement and external encouragement ( educational office ( UPT ),superintendent ,principlees school and faglitator ) because in KKG programme the paricipant are free to ask everything that they did not know as long as related to education such as preparing asyllabus,lesson plan,determine the effective hours,PKG and ete ,in KKG we can share anything ,for example teachers who just got tranning could pass on his knowledge to others.

#### Purposes

1. Increase teachers awareness to participate KKG program and do the KKG task actively
2. Improve teachers knowledge and their understanding a bout teachers performance assesment (PKG) Sustarnable propessional development and young teachers induction program.
3. Improve teachers knowlengce and skill in managing their class with PAKEM approach.

4. Improve teachers in mastering of curr culum in force (KTSP) especrally arrange the syllaby and National Character lesson plan.
5. Improve teachers in prepare screntific Writing (PTK, Paper, or Critical Studies)
6. 6.Improve teachers knowledge and understanding to learning materials through stundying materials closely especrally ICT.

#### Achievement

1. Achiev for teacher awarness to follow KKG program and active do the KKG tasks.
2. Achieving an improving teachers knowledge and understanding of Theacher Performance Assesmant, Sustainble profesional development,and Young teacher induction programm.
3. Achieving in skill and knowledge improvement in managing their class with PAKEM.
4. Increasing teachers ability to develop the applies curriculum (KTSP) .
5. Increasing teachers ability in preparation of scretific writing (Class Actron Research ( PTK ) ,paper,or Critical studies ) .
6. Improving teacher knowledge and understanding to learning materials through studying materrals closely especially ICT.

#### Benefit

1. Students  
Improving learning quality of students undertaken by teachers as members of KKG Bimalukar ,so it will increaase learners achievment in learning.
2. Teacher  
Improve teachers professionalism
3. School  
Improve educational servicer quality in KKG Bimalukar members.
4. KKG  
Improve KKG Bimalukar member quality where they are participate.

### Prinsip and Approach

The principle which is used to improve teachers professionalism is empower all teachers to participate in KKG programm totally and all programm that will be running would be discuss and planned together all teachers in Bimalukar cluster ,so that most of them have a need and responsible to programm which is planned.

### The Implementation

To achieve all purposes above ,several steps are carried out in stages:

1. Planned meeting which is attended is all teachers in Bimalukar Cluster ,eight

headmaster from eight elementary school, and also supervisors in preparing management structures consist of chairman, secretary, treasurer and board of three days, activities schedule, the funding discussion also determine the KKG employment contract.

2. The facilitators consist of UPT, supervisors, guess speaker and teachers guide, which is held TOT ( Training of Trainers ) from LPMP who also has a duty to prepare the materials that has been scheduled and facilitated KKG.
3. Regular meeting of KKG are carried out in Saturday, at 10.00 am to 02.00 p.m
4. All the tasks done by members and responsible man for each elementary school do the activities as meeting result.
5. Cross study to other elementary schools that more benefit in other districts.
6. All participants has an initiative to give funding for KKG Rp.10.000,00 each teacher in every meeting, to get right : lunch and beverage Rp.6000,00 and simple ATK ( fotocopy and folio )

In order to improve teachers professionalism by empowering KKG activities in meeting planned give a positive effect :

1. The structure board depend on all teachers choices, so the board of complied the responsible and teachers complied the board's decision.
2. The schedule arranged in detail time and materials as needed and determined all the teachers and the consequences for all teachers must follow with responsibility.
3. The task completely with responsible man in Elementary School who has been pointed out in meeting .it helps the the board ,also for elementary school who do has spirit and responsible to their duty.
4. Officers consumption is a primary duty officers according to schedules the elementary school have a responsibility to determines lunch menu for all participants in KKG .The members also have responsible to keep clean the room before and after KKG activities ,and the members would come earlier and leaving late.
5. The eight headmaster of Elementary School would be shift in schedule to give present motivation in KKG activities.

Finally ,the implementation of KKG could be running regular and KKG task can be fill totally.

The board structure of KKG Bimalukar

Chairman	: Pajjan ,S.Pd.SD
Secretary	: Nurul Ngaeni,S.Pd.SD
Treasure	: Sri Yanti,S.Pd.SD
Trainers	: Nurul Ngaeni,S.Pd.SD M.Zamroni,S.Pd Afif Widiyanto,S.Pd.SD

## Real Achievement

After teachers empower the KKG for result achievement ,we can showed by teachers activities :

1. Teachers want to come and follow KKG by their own awareness and responsible to did KKG tasks which planned.
2. Teacher had awareness to improve their professionalism by continuing their study to sarjana degree ,from original data only 53 teachers only 20 teachers who passed the sarjana degree ( S 1 ) and now according to report there are 30 teachers continuing their studies.
3. Teachers already use appropriate learning prop, so the students got better understanding for subject and students achievement are increased ,and most of teachers practice teaching used ( micro teaching ) fun learning .
4. Teachers are skilled to prepare syllabus and lesson plan also implemented in learning activities.
5. Teachers understand various learning model so in their learning proses , teachers more creative ,use learning models which is appropriate to learning materials.
6. Teachers had been master to operate computer support their learnings and also to finished their administrative task.

Increased teacher professionalism it proven by teachers skilled in composing syllabus ,lesson plan,using the model of learning in teachers ,use props also ICT in learning ,the result could be seen as follows :

Students achievement in 2013 :

- Keajar Elementary School got 17 trophies as winner and non academic which is consist of 6 trophies as winner, and 11 trophies as runner up in distric level. Student achievement ( pa ) drawing series story ( pi ) ,reading poetry ( pi ) ,Javaness language olympiade ( pa ) ,Kid atletik Kangas Escape ( pa ) as the runner up in district level .and for reading poetry ,batik craft, Kid Atletik leap frog ( pa ) ,Nursing Olympiade, comic art competition ( pi ) weaving art ( pa ) geguritan ( pi ) pantomim, and choir the winner.
- Kreo Elementary School got 4 trophies ,that is table tennis for male and female students as winner in wonosobo region,takrow as the third winner in local distric,jumping frog ( leupfrog ) as the first winner in distric.
- SD N 1 Tambi as the first winner in : chess ( pa ) ,pantomime ,LCC maple,and become a runner up in nursing olympiade,Science olimpiade.
- SDN 2 Tambi as the runner up in single singing and as the third winner in volley ball ( pa )
- SD N 1 Sigedang as the winner in volley ball ( pa & pi ) ,As the runner up in science olympiade.

- SDN 2 Sigedang as the third winner in mathematic olympiade.
- SDN 1 Buntu as the first winner in choir and kid atletik ( pa ) as the runner up in badminton ,as the third winner in speech competition ( pi ) and painting ( pi )
- Beside the achievement in non academic programme in academic programme also has increasing achievement ,it showed by the 6 th mark in passing grade.The value of passing grade ( NEM ) in 2013 has better than 2012 .SDN Kejajar had been increase ,in 2012 the value average was 7,98 and in 2013 the average was 8,05.

#### Teachers achievement

- As the winner in Wonosobo region for Creating Class Research Action paper ( PTK ) entitled " Effort to Improve Student Achievement by Multiplication Technique " by Triyono from SDN Kejajar.
- As the runner up for Teacher Achievement in 2012 followed by Nurul Ngaeni ,teacher from SDN Kejajar.
- Follow besrt practice symposium in Jakarta 2013 entitle " Use of Multiplication " followed by Triyono from SDN Kejajar.

#### The Lesson to be Taken

The writer got the lesson from improving teachers professionalism through empower KKG as bellowed :

- Involve all teachers and evaluation the programm to foster teachers coopeation and motivation
- Openness among teachers in cluster And complementary to the teachers
- Improve teachers courage to try new model of learnings.
- Increase the willingness of teacher to create good eritical reviews ,articles,paper,and class researeh action ( PTK )
- Increase teachers skill in operating ICT

#### Sustainable of Possibility

- Throughout cooperation and penness between teachers and KKG administrators so that KKG

would be useful place for teacher to improve their professionalism.

- If All teachers have purpose and spirit to go forword ,then KKG is helpful organization to improve teachers profesionalism.

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#### CHAPTER III

#### Closing

Teachers professional development can be realized if the teachers have to complete their lack awareness in its professionalism the way is empower the KKG totally .It is the aim to improve teachers a wareness following KKG program and active do the KKG task ,Teacher Induction Program ,Skills of teachers in managing their class with PAKEM approach teacher mastery in applied curriculum ( KTSP ) especially creating syllabus,and national lesson plan The Ability of teachers in preparing Screntific Writing ( class Action Researcn Paper ( PTK ) ,paper,or Critical studres ).Lening material through closely studied especially ICT.

The expected result ,goals,and beneficial for schools,teachers students and the community.

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