

## PRIMARY SCHOOL TEACHERS SELF REFLECTION TRAINING TO IMPROVE TEACHER PROFESSIONALISM

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**Abstract:** This article discusses self-reflection training for elementary school teachers that is closely related to the call of the soul of elementary school teachers to be more professional in carrying out their duties as teachers. A person's interest in the teaching profession will make him work happily and feel responsible. Interest is not enough to become an elementary school teacher, but the calling of the soul as a teacher is needed. How can you keep an elementary school teacher's interest and vocation? One way is reflection. What is reflection? Reflection is a way of reflecting on the experience gained in order to improve itself in order to live better. With reflection, elementary school teachers will get to know themselves more so that they can communicate with students who are in desperate need of attention from their teacher. When someone becomes an elementary school teacher and in accordance with his soul call, then all thoughts and wills are focused on developing his students. Sometimes someone who works as an elementary school teacher does not have a call and interest as a teacher. This is evident by the transfer of the teacher to other professions because he considers the teacher to be a promising profession. Besides that there is also a teaching profession which is only considered as a stepping stone before getting a job. We can imagine the character of children who are educated by teachers who do not love them. Reflection training held on an ongoing basis will make elementary school teachers get to know themselves so that the calling of their souls and interests is increasingly fostered so as to improve their professionalism as elementary school teachers.

**Keywords:** *self-reflection, teacher professionalism, elementary school teachers, calls, interests*

## 1. Introduction

Education is a major factor in the formation of human persons. It is expected that with a good education system will emerge the nation's next generation who are qualified and able to adapt themselves to living in a society, nation and state. A good education system is one that pays attention to three domains, namely cognitive, affective, and psychomotor. During this time formal education only paid attention to the cognitive aspects of its students because the demands of grades on report cards have not yet reached the core competencies that work on the spiritual and social relations of students towards others. Education is not only in the form of transfer of knowledge from teachers to students, but also internalizing values into the soul, personality, and structure of awareness of the students. With the 2013 Curriculum taking into account these three domains, the Government began to pay attention to other aspects besides the cognitive aspects. The question is, can human resources in the field of education, namely teachers transform values into the soul, personality, and structure of awareness of students?

The state of Indonesian teachers as published in *KOMPAS.com* written by Fachrudin (2010), Minister of Education and Culture Muhadjir Effendy said, teacher professionalism has not met the expectations of the government. Because not all teachers can carry out their duties professionally. Muhadjir admitted, there were still many efforts needed to make the work of teachers better and better in the future. Therefore, the government will continue to seek various ways to improve teacher professionalism, for example with teacher certification etc. "However, the effort will be in vain without the strong will of the teacher itself," Muhadjir said. What the Minister of Education and Culture said that teachers in general were not professional in carrying out their duties.

How Indonesian adults, including educators, can internalize values if educators themselves lack values that are exemplary. How will students have a good personality and awareness if the teacher who is obliged to transform these values does not have values that must be transformed to his students? Interest and self-awareness that being a teacher is a call is an important thing that must be owned by every teacher, especially teachers of Elementary School Education. We can imagine what happens to the future of elementary school if at the beginning they get Elementary school Education teachers who make them uncomfortable and even fear and assume that school is something that is not fun. How many emotional wounds have been created by teachers, among them Elementary School Education teachers, to children who will later live as imperfect adults because of the bad experiences they have gained in educational institutions?

Professional Elementary School Education teachers will have an interest in educating students and faithful in their call as a teacher if they always behave with full awareness that he is a teacher. How to ? One way to always have self-awareness is by reflection training. Reflection means moving backwards to reflect on what has happened and done. Reflection must be done consciously and planned with the aim of self-recognition in order to live well. Borgias (2014) said that self-knowledge is one of the demands and important conditions so that humans can live and act as rational and moral beings. Without self-knowledge, it's hard to imagine people can act and live rationally and morally. People can reach such a state and awareness through a process of continuous reflection on their lives. That is and therein lies the importance of reflection in the learning process. Self-recognition is the basis of progress in the student process. It is only obtained through reflection and contemplation, through reflection on life and self.

One of the objectives of reflection training is to improve the professional competencies contained in Minister of National Education Regulation no. 16 of 2007 point 23, which reads "Develop professionalism on an ongoing basis by doing reflective actions". Actions that must be taken are in addition to reflecting on their own performance continuously, as well as reflecting on life experiences so that teachers can be educated well because they are healthy. According to Law no. 14 of 2005 the first and second sections explained that professional teachers are teachers who have talents, interests, vocations, and idealism; has a commitment to improve the quality of education, faith, piety, and noble morality. By having this, the next sections contained in professional teachers can be owned by the teachers.

It is hoped that after the training on self-reflection is complete, Elementary School Education teachers will conduct self-reflection activities independently and continuously because they feel the

benefits. By having a high interest and awareness about the call as a teacher, the professionalism of Elementary School Education teachers will also increase which will affect the formation of students who will become adults who can be proud and useful for themselves, their families, nations and countries, and especially please before the Creator.

## **2. Literature Review**

- 1). Undang-Undang Dasar 1945 Bab XIII on Education and Culture article 31 paragraph 1 states that 'Every citizen has the right to education'. This shows that our country supports every citizen to get education, including citizens who work in the education sector
- 2). Undang-Undang Republik Indonesia no. 14 tahun 2005 concerning Teachers and Lecturers Chapter XIII article 7 point 1a and b said that a teacher must:
  - a. have talent, interests, vocation, and idealism;
  - b. has a commitment to improve the quality of education, faith, piety, and noble morality;
- 3). Peraturan Menteri Pendidikan Nasional no. 16 tahun 2007 concerning Professional Competence which reads "Develop professionalism on an on going basis by doing reflective actions".

### **4). Education and Training**

Oemar Hamalik said (2003: 5) in general education and training is a series of activities that aim to increase the knowledge, skills and attitudes of an employee in this case the teacher, in order to carry out their duties. Training and development as a human resource training area that focuses on identifying, assessing and through a learning process that plans to help develop key capabilities that enable a person to carry out their work.

## **3. Purpose**

The purpose of writing this article is:

- 1). Describing Elementary School Education teacher reflection training is a necessity
- 2). Describing reflection training can improve teacher professionalism Elementary School Education

## **4. Reflection Training Increases Professionalism of Elementary School Education Teachers**

By reviewing Undang-Undang no. 14 tahun 2005, a professional teacher is a person who has special skills and expertise in the field of teacher training so that he is able to perform his duties and functions as a teacher with maximum ability. Or in other words, professional teachers are well-educated and well-trained people, and have rich experience in their fields. Professional teachers have talents, interests, vocation, and idealism and are committed to improving the quality of education, faith, piety, and noble character. Professional teachers have the opportunity to develop professionalism on an ongoing basis with lifelong learning, the teacher must always be willing to improve themselves by reflecting on the experiences of learning activities and life experiences. This reflection is one of the points of teacher professional competence contained in Permendiknas no. 16 tahun 2007 which reads "Develop professionalism on an on going basis by doing reflective actions". Ornstein, Levine, and Gutek (2011) said the National Education Association (NEA) states that to be a professional teacher, one needs to make professional preparations for a long time.

Professional preparation includes self-reflection. In self-reflection it is expected that a teacher always realizes that being a teacher is an interest so that they are always happy in doing his teacher's work. Ancok (1987) said that someone's interest in choosing a type of work is something that is important for one's success in his work. Roe (1964) added that the interest possessed by a person can help achieve one's success because with an interest in a person can cause feelings of liking, and a sense of interest that can affect the intensity response given by someone on conditions or stimuli that occur in their environment. In other words, teachers who have an interest in their work will tend to always try to improve their teacher competencies for their students. Both personal competence and professional competence. Interest is very instrumental in bringing forth the professionalism of the

teacher. Interest will encourage the emergence of a desire to base themselves more with a skill or intelligence that is the embodiment and call of his conscience to carry out his duties correctly.

In through self-reflection it is expected that a teacher always realizes that being a teacher is a calling of the soul. If it is not for the calling of the soul, it seems very difficult for someone to choose a teacher to become his profession. Maybe the story raised in the film *Laskar Pelangi* tells us how the struggle to become a teacher in the past. At present the struggle is still experienced by teachers in some remote areas. Constraints in the form of inadequate teaching and learning facilities and rarely receiving teachers salaries never discouraged the teacher from continuing to educate the country's children in reaching their dreams and honoring the motherland's name. This is called the calling of the soul. The main goal of a teacher who has a calling for the soul is not about money and position, but his desire to educate the nation's children so that when they grow up they can become complete human beings

Silberman (2006) said that training is a method to improve human performance. Sometimes a person's ability is limited by lack of knowledge or skills. This makes one look for solutions to bridge the gap by providing the necessary guidance. Likewise with reflection training that requires the involvement of Elementary School Education teachers. The key to efficient and effective reflection training is how training activities are designed so that Elementary School Education teachers gain reflection knowledge and skills. Not only take it for granted, but how to interpret it as well as its implementation and sustainability after the reflection training has been followed. In order for Elementary School Education teachers to get results from this reflection training, they must be willing to listen, see, ask, discuss, and the results are transferred to others. If this reflection activity is held continuously, it is expected that through the process of creating a spiritually healthy Elementary School Education teacher, who is cured of his inner wounds, who is always optimistic, has a positive outlook, is always grateful, and has noble character. By having these values, their professionalism will increase and the students under their guidance will become students who are always full of joy in attending school activities.

The design planned for the teacher's self-reflection activities is initiated by instilling the importance of reflecting on the experiences of everyday life as individuals who are always faced with problems. After the teacher is aware of the importance of self-reflection, Elementary School Education teachers are given training that includes reflection material and how to lead reflection activities. Rona (2013) explained that a good presentation is always based on solid presentation material. Solid material is material that is right on target according to the needs of the audience, well structured, timely and contains a strong and steady content content. Likewise with self-reflection material. Reflection material consists of material related to "Know Your Self, Like Your Self, and Accept Your Self" as expressed by Dr. Brian Roet in his book entitled "The Confidence To Be Your Self" in Fatimah (2010). By knowing and realizing themselves, all tasks as a teacher will be carried out with gratitude and thus the learning process will take place so that the professionalism of the teacher increases. While the way to lead reflection is given to the teachers because after the training is over, they must be able to lead this self-reflection activity in turn. Zainudin (2016) said that a person's lead activities are carried out with all their abilities to influence, encourage, direct and mobilize the people they lead so that they want to act with trust and enthusiasm.

## **5. Conclusions and Recommendation**

### **a. Conclusion**

The teacher of the education figure must have the motivation to continue to improve themselves through trainings that enhance the teacher's professionalism in improving his personal, social, and pedagogic competencies. It is undeniable that many students become victims of "illness" suffered by their teacher.

The teacher can transform the values that students must possess if the teacher has values that will be transformed to his students. How many teachers do not have these values. Elementary School

Education teachers are teachers who are first known by students so they must have self-awareness in each of them to speak and act on their students. To always have that self-awareness, self-reflection training is needed.

If the training is held properly, many teachers will become more spiritually healthy and can improve their professionalism. This will have an impact on increasing education in Indonesia because it creates Indonesian children who are spiritually healthy, do not have emotional wounds, are always optimistic, have a positive outlook, are always grateful, and have noble character. Hopefully.

#### **b. Recommendation**

For The Departement of Education and Culture/ Kemendikbud and schools the authors suggest that they pay attention to the training that is oriented to the personality competency of teachers because only teachers who have a healthy personality can create healthy students as well.

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