

Being Professional Teachers Trend and Challenges for Germany Teacher in Surabaya and Sidoarjo

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ABSTRACT

Nowadays, being a professional teacher is a demand. It is stated in the policy of the PERMENPEN Number 19 about the functional position of teachers and lecturers. In this policy is written that teachers and lecturers are required to develop their academic competencies continuously. This continuous development is based on sciences and technology. Therefore, the professional teacher and lecturer must have standard competencies, including pedagogic competence and professionalism. The product of scientific-academic work produced shows an indication of the teachers' professionalism. So, this seminar paper is written to describe the reality of being a professional educator and focusing on the problems and challenges for Germany teachers in local Surabaya and Sidoarjo. This article discusses (a) professionalism for German language teachers in Surabaya and Sidoarjo, (b) the problems and the challenges, and also (c) the solutions and the alternatives.

Keywords: *Professionalism, Professional Teacher, Germany Teacher in Surabaya and Sidoarjo.*

1. INTRODUCTION

This article tries to describe being professional teachers, especially for the Germany teacher who teaches Germany in senior High school local in Surabaya and Sidoarjo.

Nowadays, teachers and lecturers must have good academic competencies, which include pedagogic competence and professionalism. The needs and demands for these competencies are applied for all teachers in Indonesia, including for Germany teachers. Good academic competencies in this context for Germany teachers means that the teachers must know about teaching concepts for their classroom. In addition, the teachers also have to be teachers' professionalism which is shown by the products of scientific-academic work from the teachers. So an excellent academic qualification is a must.

Good competencies in pedagogic here mean that the teachers must know well a lot of factors and the component of teaching. It is also involved in didactic

methods [7]. It is crucial, since teaching is actually not only about giving materials to the students, but the meaning of teaching is more than that. Teaching is also defined as not only giving knowledge; in this case, the students are given the opportunity as much as possible to learn the language itself. At the same time, they are getting chances to learn effectively [4]. More than that, based on the history of the teaching profession, The duty of the teacher is teaching, which is teaching and taking over the duty from the parents of the students to lead and teach their children with special knowledge, skill, and attitude [1][7].

Nowadays, having good pedagogic competence and professionalism as a teacher is demanded and needed. Based on the regulation from the ministry No 19 of 2005, the teachers should also be professional teachers. This regulation confirms that the teachers are required to develop their academic qualifications based on-going and in line with science and technology. It means that the regulation above has shown that teachers should

have an excellent standard of competence as professionalism.

As we know, the prerequisite as a professional (Germany) teacher is that the teachers also have knowledge in scientific writing. Based on these professionalism demands, there are various efforts to improve this situation. This effort has purposed to make these professional teachers real as soon as possible on both sides, from academic and employee affairs.

The observation in various meetings with Germany teachers in Surabaya and Sidoarjo has been identified that there were a lot of problems faced by the Germany teachers in Surabaya and Sidoarjo. At about 40 teachers in Senior high school in Surabaya and Sidoarjo have problems developing their academic competencies and writing scientific. One of the biggest problems is that the teachers have some difficulties producing papers for scientific writing and publication or innovative product in the teaching process. In fact, writing scientific are the preconditions to being a professional teacher, supporting their career as Germany teachers.

2. METHODS

This is a case study in Germany teachers in Surabaya and Sidoarjo. It was conducted from August until September 2021. In the implementation process, the writer and researcher involved herself in making observations to the teacher and doing interviews based on this case. Moreover, the subjects of this case study were forty teachers. They are observed as a participant and interviewed. After passing this process, the teachers were chosen and identified that the teachers' most problems have limited knowledge about scientific writing. Most of them (more than fifty percent) also have the consequent that they can improve their career level because they do not have enough scientific writing.

3. RESULTS AND DISCUSSION

3.1. Professionalism for Germany Language Teachers in Surabaya and Sidoarjo

Teachers are one of the important elements in the education field. Teachers are professional educators who have the main job, such as teaching the learners, educating the learners, guiding, leading, training, until giving evaluation to all learners. It happens in formal school, pre-school, primary school, and also in secondary education [6]

In General, to improve the education or establishment in the education nationally, all teachers must be professional teachers. This also applies to Germany teacher, especially for Germany teachers in Surabaya and Sidoarjo. The Teachers in this situation have important roles to make education nationally in

Indonesia better. They have a great and vital role in the quality of education. So the quality improvement of teachers must be made. The quality of teaching has a meaning not only automatically good in the classroom but also the teacher can impact the learners. The indicators for good Germany teachers here are (a) giving opportunity for students to enjoy the comfortable and democratic situation, (b) giving attention to all of the students, (c) building a good atmosphere for the students in teamwork in the classroom, (d) to open opportunities for the students to develop other competencies [10].

Further explanation, the teachers as professionals must do what they have to do as academic duty such as an educator, guide, and instructor in a professional school. Furthermore, teachers have other duties and workloads, as stated in ministry regulation. The demand of teacher performance is stated in the regulation of ministry number 14 of 2005 about teacher and lecturer, which clearly states that the teachers must have four competencies as mandatory.

Regarding professionalism, this demand definitely refers to the understanding of teachers' ability to do their main job as educators and teachers. Moreover, it means that they should be able to plan the lessons until giving evaluation for their students. All these process required to have a good teaching material, and also to lead interaction during the lessons. All these requirements refer to the guidelines in ministry regulation Number 14 of 2005 about teachers and lecturers. In this regulation which are mentioned that teachers should have four competences including pedagogic competences, personality competences, professional competences, and social competences. In addition, the teacher also has a performance of teaching, a teacher also must have a wide acknowledge, have a wise attitude, and have competence in socializing well [6].

The Germany teachers in local Surabaya and Sidoarjo have made many efforts to create and complete these requirements from both sides. There are the academics side and employee affairs side. On various occasions of meetings with Germany teachers in Surabaya and Sidoarjo, through forum organization for Germany (MGMP), it has found the problems in the employee and career. There are many teachers are still having difficulties and obstacles to continue their career level. This happens because they have a lot of lack of competencies to write scientific-academic papers and innovative products in the learning process. In reality, this is a precondition to be on the next level of their career, for example: from level 3a to level 3b.

In conclusion, we can say that both scientific writing-academic papers and innovative works are urgent as prerequisite for Germany teachers in Surabaya and Sidoarjo to become professional teachers.

On the other side, the government is also trying its best to create professional Germany teachers. This effort from Germany teachers could be seen in the improvement of standard education. The schools and education authorities also support this effort to do activities. These activities are such as:

1. Having a higher education level for these teachers minimal standard Bachelor for all of these teachers.
2. Launching the program called the certification teacher program.
3. Giving a lot of and various training for the teachers.
4. Launching the reading program from the minister of education program, it called G2M. This program is for teacher Movement to read more and more.
5. Making a professional organization for the teacher, it called KKG/MGMP. Furthermore, through this professional teacher Organization, these teachers can discuss a lot of things in the education area.
6. Making a lot of best practices in order to can be productive in creating works in the education field [8].

3.2. Problems and Challenges for Germany Teachers in local Surabaya and Sidoarjo

The description of this reality and all of the above shows that the implementation process still has difficulties. It is not easy to write because writing is an activity done by the author to produce their ideas and feelings [5]. Writing is also not too easy since writing needs proses and exercises [2]. Furthermore, writing is more complex because writing is an activity such as making a report, making letters, or expressing feelings [3].

Furthermore, it should not be doubted that the teachers are realized these requirements, especially for the Germany teachers in Surabaya and Sidoarjo. The pre-observation which have done on various occasions of meetings with Germany teachers in Surabaya and Sidoarjo gave the data that the demands are understandable. This data shows that:

1. The motivation of the Germany teachers in Surabaya and Sidoarjo is quite good. However, they do not have a regular culture and habit of writing academic and scientific well.
2. They have not enough time to write because the teachers have many things or duties to do during online classes.

3. The existence of apathetic attitude to be on the higher promotion.
4. There are not many teachers who are worked as Government employees.
5. A big part of Germany teachers' status has not gotten the teacher certification program.

3.3. The Solutions and the Alternatives

It should also be understood that one of any solutions is to follow the government's policies. There are:

1. The improvement of academic quality by doing their studies until Bachelor,
2. To join and could be able to pass the teacher certification as a professional teacher, and
3. The competence enhancement is based on doing work in their professional workgroup [9].

In particular, based on the problem from the teachers in Sidoarjo, these solutions are as follows:

1. Giving a seminar through the forum of MGMP Surabaya in Surabaya and Sidoarjo. This seminar discussed didactic methodic for the teachers as a refresher.
2. Involving the teachers in the second seminar to stimulate their idea, so they have a lot of ideas in scientific writing.
3. Giving best practice (practice) for writing scientific for Germany teacher continuously.

4. CONCLUSION

Being a professional teacher is required to improve the quality of education. However, all teachers have realized that have improved that condition, especially for the Germany teachers in Surabaya and Sidoarjo. However, the effort to reach the highest good quality Germany teachers is still trying to become true for the teachers based on the standard stated in the ministry regulation. The solutions to this problem are doing (a) self-development, (b) taking part in seminars and best practices, and (c) scientific publications. These three conditions are required to fulfill the demand. However, doing this enhancement must have continuously and doing their best from Germany teachers must be tried well in writing to finish all the challenges and problematics until it worked successfully.

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