Pengembangan Profesionalisme Guru Di Mts Nu 3 Plompong Sirampog Brebes

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ABSTRAK

Penelitian ini adalah masih kurangnya kompetensi profesional guru di MTs Ma’arif NU 3 Plompong, belum tercapainya standar kompetensi profesional guru, yang dilakukan oleh Kepala Madrasah dalam Pengembangan profesional guru, dan hambatan yang dihadapi dalam Pengembangan profesional guru di MTs Ma’arif NU 3 Plompong.Tujuan dari penelitian ini adalah untuk mengetahui Pengembangan Kompetensi Profesional Guru di MTs Ma’arif NU 3 Plompong, dan untuk mengetahui usaha-usaha yang dilakukan Kepala Madrasah dalam Pengembangan kompetensi profesional guru, serta hambatan-hambatan yang dihadapi di MTs Ma’arif NU 3 Plompong.Penelitian ini menggunakan pendekatan kualitatif, dengan metode pengumpulan data menggunakan wawancara, observasi, dan dokumentasi. Teknik analisa data menggunakan reduksi data, penyajian data, dan penarikan kesimpulan. Sedangkan teknik pemeriksaan keabsahan data melalui uji kredibilitas.

Temuan yang dihasilkan dalam penelitian ini antara lain, Ada Pengembangan kompetensi profesional guru di MTs Ma’arif NU 3 Plompong, melalui pengembangan Profesionalisme beberapa komponen seperti kualifikasi akademik, baik melalui kualifikasi formal dan non formal, hal ini dibuktikan dengan: Guru memiliki kualifikasi akademik sesuai dengan mata pelajaran yang diajarkan, Guru telah mengikuti workshop/pelatihan dan MGMP, KKG, guru mampu menyusun RPP, Sebagian guru di MTs Ma’arif NU 3 Plompong telah mampu memanfaatkan tekhnologi pembelajaran dengan mengoperasikan komputer, dan internet dalam kegiatan pembelajaran, melalui pendidkan dan pelatihan guru di MTs Ma’arif NU 3 Plompong, Berdasarkan hasil analisis petikan wawancara dalam berbagai aspek diketahui bahwa ada Pengembangan profesionalisme guru yang signifikan di MTs Ma’arif NU 3 Plompong. yang digunakan untuk meningkatkan kompetensi profesionalisme guru MTs Ma’arif NU 3 Plompong yaitu: melalui optimalisasi pada kopetensi pedagogik, kopetensi kepribadian, kompetensi sosial kompetensi personal. pelatihan Pengembangan kompetensi dan profesional, pemanfaatan sumber daya manusia yang ada di luar Madrasah kerjasama dengan instansi lain. Hambatan yang dihadapi dalam Pengembangan kompetensi profesional guru antara lain: keterbatasan anggaran biaya dan waktu jam pembelajaran, kemampuan ekonomi siswa yang sebagian berasal dari masyarakat yang kurang mampu.

Kata Kunci : Pengembangan Profesionalisme Guru, Pendidikan, Pelatihan

Teacher Professionalism Development At Mts Nu 3 Plompong Sirampog Brebes

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ABSTRACT

This research is still a lack of professional competence of teachers at MTs Ma'arif NU 3 Plompong, the standard of teacher professional competence has not been achieved, which is carried out by the Head of Madrasa in teacher professional development, and The obstacles faced in the professional development of teachers at MTs Ma'arif NU 3 Plompong. The purpose of this study was to determine the Professional Competence Development of Teachers at MTs Ma'arif NU 3 Plompong, and to find out the efforts made by the Head of Madrasas in developing professional competence. teachers, as well as the obstacles faced at MTs Ma'arif NU 3 Plompong. This study used a qualitative approach, with data collection methods using interviews, observation, and documentation. The data analysis technique uses data reduction, data presentation, and drawing conclusions. Meanwhile, the technique of checking the validity of the data is through a credibility test.

The findings generated in this study include, There is a development of professional competence of teachers at MTs Ma'arif NU 3 Plompong, through the development of professionalism of several components such as academic qualifications, both through formal and non-formal qualifications, this is evidenced by: Teachers have academic qualifications according to with the subjects taught, the teacher has attended workshops/training and MGMP, KKG, teachers are able to prepare lesson plans, some teachers at MTs Ma'arif NU 3 Plompong have been able to utilize learning technology by operating computers and the internet in learning activities, through education and training. teacher training at MTs Ma'arif NU 3 Plompong. Based on the analysis of interview excerpts in various aspects, it is known that there is a significant development of teacher professionalism at MTs Ma'arif NU 3 Plompong. which are used to improve the professional competence of teachers at MTs Ma'arif NU 3 Plompong, namely: through optimization of pedagogic competence, personality competence, social competence, personal competence. Training Competency and professional development, utilization of existing human resources outside Madrasahs (in collaboration with other agencies. Barriers encountered in developing teacher professional competencies include: limited budget and time for learning hours, the economic ability of students, some of whom come from underprivileged communities. capable.

Keywords: Teacher Professionalism Development, Education, Training