

CHAPTER V

DISCUSSION

Based on the findings of the research results in the form of interviews and documentation, which will then be analyzed, the research findings will be discussed in accordance with theory and logic. In order to be more detailed and unraveled, in this discussion will be presented in accordance with the problems studied. The research here uses descriptive qualitative analysis (exposure) of the data obtained both through documentation, and interviews from parties who know about the required data. Furthermore, these results are associated with existing theories, including the following:

1. Professional development of English teachers during the Covid 19 pandemic at SMAN 1 Gondang Tulungagung

Based on the data findings that have been presented, it is known that there are routine training programs carried out by English teachers, especially MGMP training program activities and webinars. For a more detailed explanation of the professional development training program, the explanation is as follows:

a. Professional development of English teachers at SMAN 1 Gondang Tulungagung before the Covid 19 pandemic

As a teacher, you must always provide the best teaching and guidance to your students and also for your own career. Teachers are professional educators in their fields who have the main task of teaching, guiding, and giving direction to their students in the form of teaching about lessons and providing character guidance to children. In addition, an educator must continue to develop their professionalism as a career advancement and also add knowledge and knowledge along with the development of an increasingly advanced era.

This is in accordance with the opinion of Bolam (2002) says that: Professional development must begin with training for the role of teacher, and continue throughout the course of teachers' professional service.

Professional development is an ongoing process of education that includes teaching practice and support activities.

The MGMP professional development training program is a routine activity carried out by English teachers. The way teachers improve their professionalism is by diligently participating in the training. Exchanging ideas and experiences with other teachers, getting lots of new lessons in classroom learning activities, learning together to find the best solution in solving problems. The government provides a schedule once a month or even once a week. It is the obligation of English teachers to always develop their professionalism as an educator. With the MGMP training program, it will help teachers achieve the desired goals.

This is in accordance with the opinion of (Depdiknas, 2003) which states that:

The role of MGMP is to carry out the development of insight, knowledge and competence so that they have high dedication. Doing self-reflection towards the formation of a professional teacher profile.

The development of professional abilities is actually a conscious and continuous effort to improve the quality of education personnel in an educational institution. Teacher professional development is defined as an effort made to increase the level or degree of a teacher's profession concerning the ability of teachers, both mastery of teaching materials or mastery of teaching methodologies, as well as teacher professionalism regarding the motivation and commitment of teachers in carrying out their duties as teachers. So teachers need to continuously develop their knowledge.

Through MGMP activities, teachers will be able to improve their abilities in the learning process. All forms of difficulties encountered in the field will be easy to find solutions from MGMP participating teachers and supervisors. Likewise, scientific disciplines should interact and cooperate in dealing with various problems

that arise. An interdisciplinary approach in the form of a work team is an absolute must and must be used as a basis for teacher performance.

MGMP aims to foster teacher enthusiasm to improve abilities and skills in preparing, implementing, and evaluating teaching and learning activity programs (KBM); Equalizing the abilities and skills of teachers in implementing KBM so that they can support efforts to improve and equalize the quality of education; Discuss the problems faced by teachers in carrying out their daily tasks and look for solutions that are in accordance with the characteristics of subjects, teachers, school conditions and the environment; Helping teachers obtain technical – educative information related to scientific activities, the development of science and technology, curriculum implementation, methodologies, and evaluation systems in accordance with the subjects they teach; Sharing information and experiences in order to follow and adapt to the development of science and technology, especially in the subjects for which they are responsible.

This is in accordance with the opinion of Glatthron (1995).which states that: Teacher development is the professional growth a teacher achieves as a result of gaining increased experience and examining his or her teaching systematically.

The obvious advantages of professional development for teachers, it is important to provide teachers with a planned and relevant professional development program. Opportunities to participate in in-service training and professional development activities need not only to be provided for teachers but also to be up-to-date, varied, and realistic.

From the explanation of the benefits of teacher professional development above, it is that by carrying out continuous professional development / professional development a teacher will be able to meet standards and develop his competence so that he is able to carry out his main tasks effectively in accordance with the career needs of teachers to face life and challenges related to education in the future.

This is in accordance with the opinion of Collinson (2000) which states that: states that the best results are obtained if the programme is formally and systematically planned and presented with the focus on enhancement of personal and professional growth by broadening knowledge, skills and positive attitudes.

We all know that the COVID-19 Pandemic is an event that spreads the 2019 Corona Virus Disease throughout the world for all countries. The disease is thought to be spread between people mainly through respiratory droplets produced during coughing. These sparks can also be generated from sneezing and normal breathing. In addition, the virus can be spread by touching a contaminated surface and then touching someone's face. COVID-19 is most contagious when the person who has it has symptoms, although it is possible for spread to occur before symptoms appear. The time period between exposure to the virus and the appearance of symptoms is usually about five days, but can range from two to fourteen days. Common symptoms include fever, cough, and shortness of breath. Complications can include pneumonia and severe acute respiratory illness.

This is in accordance with the opinion of WHO said that:

This disease is caused by a new type of coronavirus, named SARS-CoV-2. The COVID-19 outbreak was first detected in Wuhan City, Hubei Province, China on December 1, 2019, and was declared a pandemic by the World Health Organization (WHO) on March 11, 2020.

b. Professional development of English teachers at SMAN 1 Gondang Tulungagung during the Covid 19 pandemic

Webinars are a routine activity carried out by English teachers. The way teachers improve their professionalism is by participating in the training. Knowing new things is more technologically literate and able to meet old friends and greet each other all teachers in Indonesia. The government provides a schedule once a month to attend Webinar training. It is the obligation of the English teacher to

always develop his professionalism as an educator, if you feel the need for the material to be conveyed by the speaker, please follow. The existence of the Webinar training activity program will help teachers achieve the desired goals.

This is in accordance with the opinion of the Director General of GTK Kemendikbud Iwan Syahril expressed three key words related to:

Teacher Learning Webinar Series: Learning Adaptation in the Pandemic Period", namely sharing and learning, mutual cooperation, and focusing on students.

This Webinar series is expected to be able to liven up the discussion space and color the learning spaces of teachers during the Covid-19 pandemic. The professional development of English teachers at SMAN 1 Gondang Tulungagung during the Covid 19 pandemic was by participating in programs from the government as well as training Webinars which were held once a month. Many new things were obtained in participating in the program, all teachers were more technology literate in this condition because many applications were used to support learning activities.

This is in accordance with the opinion of Day (2004).which states that: Teachers around the world experience a *mélange* of reforms, created to introduce shifts in educational policies; such systemwide reforms have a direct impact on teachers' professional development.

2. Difficulties faced by English teachers in developing their professionalism during the Covid 19 pandemic at SMAN 1 Gondang Tulungagung

Based on the data findings that have been presented, it is known that the difficulties faced by English teachers in participating in routine training activities carried out by English teachers, especially MGMP training program activities and webinars. For a more detailed explanation of the difficulties in implementing the professional development training program, the explanation is as follows:

a. The difficulties experienced by English teachers at SMAN 1 Gondang Tulungagung during training activities in their professional development before the Covid 19 pandemic.

The difficulties experienced by English teachers in implementing the MGMP professional development training program are time, distance traveled, facilities and infrastructure, and also finances.

- 1) Time, the time usually collides with the teaching schedule in class as a result, holidays are used which should be vacation time to be with family but must keep the spirit.
- 2) Distance, most teachers' homes are far from the location of the school that is intended for training. This is a difficulty faced by teachers because they are not young enough to take long journeys.
- 3) Facilities and infrastructure, related to the availability of facilities and infrastructure depending on each school. If the school is complete, all the activities can be carried out properly. However, there is one English teacher who thinks that nowadays all schools have complete equipment, at least LCD, computer, although not all rooms are available.
- 4) Finance, this is also one of the difficulties faced by teachers because the training activity program does not receive financial assistance from the government, but uses individual funding. Indeed, the teacher professional development program here is for the needs of the teachers themselves as a condition for promotion, so all costs are borne individually.

b. The difficulties experienced by English teachers at SMAN 1 Gondang Tulungagung during training activities in their professional development during the Covid 19 pandemic.

The difficulties experienced by English teachers in implementing the Webinar professional development training program are the network and also time constraints.

- 1) Network, a connection that sometimes becomes difficult to access. The large number of participants because teachers from all over Indonesia finally found it difficult to enter the zoom link that was given, as a result, they entered the webinar training via the youtube link. This results in not being able to get a webinar certificate if you access the link via youtube.
- 2) Limited time, this webinar training is given a short duration so that it is not satisfied in listening and asking questions. In a short time, you have to be able to catch the material that is explained, moreover this is online so it is difficult to practice the material that has been given. It's different if you can meet face to face, you can directly observe the explanation clearly and understand.

This is in accordance with Merriam-Webster's opinion that:

A webinar (or web seminar) is a "live online educational presentation where participating viewers can submit questions and comments."