**CHAPTER IV**

**FINDINGS**

This chapter deals with the findings which are related to the formulated question which has been decided by the researcher. It shows the data and it is divided into data presentation and data finding.

1. **Data Presentation**

In this section, the writer would like to present the data which is gotten from observation and interview to the English teacher. The data presentation is the part related to how the efforts of English teacher in developing their professionalism in SMAN 01 Ngunut.

1. **The Teachers’ Efforts in Developing Their Professionalism**

In developing their professionalism, the subject provided themselves by; (1) Fulfill the standard of academic qualification and teachers’ competence, (2) they join seminar, training and workshop of education, (3) making literary or articles, and making self assessment.

1. **They Fulfill or Meet the Standards of Academic Qualifications and Competence of Teachers**

Standard Competence of teacher refers to the competence which must have by the teacher as professional, which are pedagogy, professional, personal and social competences.

**1) Teacher 1 (T1)**

The researcher classified the finding of efforts in developing her professionalism collected from the result of having interview to the English teacher 1 (T1) who taught in SMAN 01 Ngunut and also the observation in English class.

Based on the results of interview on May 9th 2015, the researcher got information about the competence in T1 as English professional teacher. T1 gave explanation about her teaching in the classroom. T1 could manage the class and the students well in teaching learning process. In teaching, T1 planned his teaching by using long plan or called as syllabus as a guide to make lesson plan. T1 made daily plan to be applied in her daily teaching. It made her easier in doing something when she prepared everything before teaching in the classroom. Then, T1 said that “When we make lesson plan before teaching, it could easier to the teacher in teaching and could achieve the purpose of teaching”. T1 showed to the researcher, she arranged the activity in lesson plan starting from opening, stimulating, giving instruction, closing and following up. Lesson plan or daily plan in teaching helped T1 to making the teaching and learning process did not separated or out of the guideline that made before. Before taught the whole of the material, T1 discussed with her students about what they are going to do in the lesson, it would make the students know about the advance of the material for them.

Meanwhile, related to theory practice, the subject (T1) used some methods and media that helped them easier in explaining the material. By using methods and media, students would more interesting and interactive in accepting the material and they did not bored with the lesson. As it is, T1 stated that:

“*Saya selalu menggunakan metode-metode dan media ketika saya mengaajar, seperti Grammar Translation Method ketika saya mengajar tenses, kalau menganalisis sebuah teks saja juga menggunakan Audio Lingual Method mbak, bervariasi sesuai materi*.”

*(I always use some methods and media when I teach, such as, Grammar Translation Method when I teach about tense, analysis text; I also use Audio Lingual Method*”).

T1 continued her statement, she always browsing from Google and web to support the material. By using the internet, it added and supported the material, and students got knowledge not only from the book and their teacher but also the other sources in out of the school. In other day, May 18th 2015, the researcher conducted observation in class X-E, based on observation the research knew T1 delivered the teaching material very well and the students understand what the teachers said. She taught her student appropriated with the lesson plan which made before. Furthermore, she used some method like Grammar Translation Method when she explained about *news item text*. T1 decided her students in groups and she asked them to analyze the text together.

After analyzed the text she asked the student to practice in front of the class. By used various methods in teaching, it facilitated her to teaching some material. Not only used the methods in teaching T1 also use media when she taught the material such as laptop, and LCD. T1 also asked her students to browsing in internet when needed. That media was very important for her to convey the material. Before closing the class, she reviewed the material to know that her students understand with the material. T1 asked one by one to the students, and the students gave response to her. In this case, when students gave response it means that they understand about the material. T1 was never forget to give student homework, as she said;

“*Yang tidak lupa, saya memberi PR anak-anak, supaya mereka bertanggung jawab dengan tugasnya”.*

(*I give them homework because I try to give them responsibility to their self)’*.

Sometime T1 asked them to exchange their homework or task to their friend and they corrected together. She also gave questions related to the material in order to know the students’ understanding and it was also one of her ways to evaluate the process of teaching learning.

As a teacher, T1 had a good personality, it showed when she was in the classroom, she always wearing dress neatly, and have good behavior. She was also give motivation to her students if her students had a problem with their

study or their home. The researcher tried to prove with interview some students who taught by T1 that conduct on May 13th 2015. The student said:

*“Guru saya selalu memberikan motivasi ketika kita malas, beliau juga selalu memberikan support kepada kita untuk belajar di rumah”. (“My teacher always give motivation when we lazy miss, she always give support to us to study hard at home).*

The tasks of teacher not only teach students but also give motivation, and support to their students. As teacher, T1 tried to build good relationship with the students not only teach to them. In other side, T1 tried to build good relationship with other teachers and the parent of students. When other teacher had class and she forget, the other remembering. Then, when the student had problem, T1 tried to solve, as the way, she asked the parent and try to solve the problem together.

Based on the data above it concluded that, T1 had effort in developing her professionalism by meeting or fulfilling the standard of academic qualification and competence of teacher. She applied the competence of teacher such us pedagogic, professional, personal and social competence in daily teaching and learning. This effort was very important to the teacher because by meeting the standard of teacher. It showed, as a teacher T1 met criteria as a professional teacher.

**2) Teacher 2 (T2)**

The researcher had classified the findings of teachers’ efforts in developing professionalism from the result of having observation in the class and interview to the teacher (T2) and also the student of teacher.

Before teaching, like T1, T2 also planned her teaching by preparing syllabus or long-range plan as a guide to make lesson plan. From syllabus, she made daily plan in order to make her teaching more focused. Based on observation on May 12nd 2015, the researcher followed in T2’ class, the researcher saw that T2 opened the class with good atmosphere. Because that day is listening class, T2 asked the student to the language laboratory. T2 played tracks that consist of task, and the student answer the question in the task book. It showed that T2 exploited the media to explain the material. Therefore, it was not make the class boring, and the students enjoyed the material. From interview, T2 stated

*“Saya tidak pernah lupa untuk menggunakan media untuk menjelaskan materi, sehingga murid itu jadi ndak bosen”, (I never deviated to use media to explain the material, so students will not bore”).*

T2 also ordered the student to look for the other material in the library because many sources could be find in there and not only from the teacher’ book the students got knowledge but also from other sources. T2 always evaluated the material before closing the class, by asking students to review the

material, she also gave them question related to the material and sometime made summary about what students got from the teacher’ explanation.

Similar to the T1, T2 made good relationship with students not only in the class but also outside of the class. By building good relationship with students and other teacher, it depicted that T2 meeting the personal and social competence in the standard of teacher. Sometime she asked the student when she/he had problem with their home or their school. She also gave motivation to them to become a good student. So, when the teachers build a good relationship it made good effect to the teaching learning process. The students were easy to accept the material when the teachers care and respect to the students. Some students were happy when the teacher corrected the error in their speaking, because they know the teacher listened what they talk. Beside build relationship with the students and other teacher, T2 also build a good relationship with the parent of the students. It used to know deeply about the students’ family background.

From the result above, T2 fulfill the first effort by meeting the standard of academic qualification and competence of teacher. In the classroom she applied the pedagogic and professional competence when she taught the material. She also did not forget about personal and social competence that important things in teaching learning process.

Based on the first data presentation, it concluded that between T1 and T2 tried to develop their professionalism in teaching and learning by fulfill the four competences that have been determined in law of education. Both T1 and T2 they had similarities, the four competences applied in the teaching learning process. They had good skill as a teacher, such managed the class very well and used variation in the methods, approaches when they teaching. Before starting the lesson they prepared the lesson plan to made teaching and learning process run well. Beside that, they build good relationship with their students, other teacher and students’ parent. They also always gave motivation, respect to their students, because T1 and T2 knew the role as a teacher not only teaching, as a controller, tutor, and resource, but also as a parent in the school for the students. Related to it, between T1 and T2, they met criteria as a professional teacher and they fulfill the standard of academic qualification and standard competence of teacher.

1. **Join the Seminar, Training and Workshop of Education**

Before discussed about the teacher effort in developing their professional trough join in seminar, training and workshop, first, the researcher showed the little definition about the them based on researcher’ opinion.

1. Seminar is educational events that feature one or more subject matter experts delivering information primarily via lecture and discussion.
2. Training is about the acquisition of knowledge, skills, and abilities through professional development.
3. 3) A workshop has the sense of being a relatively small event with all parties involved in the discussion Workshops tend to be smaller and more intense than seminars.
4. **1) Teacher 1 (T1)**

Based on interview that held on May 9th 2015, the efforts from T2 in developing her professional in teaching English also joined in trainings, seminars and workshops. When the teacher joined the training, they got new experience in a way to teach English. They could share their experience in teaching with their collage, sometime teacher discuss about how to develop material, how to develop students’ book, and everything about education. Not only it, but also they got new knowledge in that event, like T1 stated:

*“Di dalam seminar, saling tukar pengalaman dengan teman guru untuk pengembangan materi*”.

(*“In seminar we can exchange our experience to other, so it can help us to develop our material”.)*

When the teachers exchange their material and their experience it could make the teaching learning process not monotonous. From documentation, T1 showed to the researcher about the certificate which got, such as *International Seminar Education for Nation Character Building.* In those seminars, T1 got many new experiences and knowledge to develop their career in teaching.

From the result, it concluded that the certified teacher (T1) had criteria that were active in the organization of education activities. She was also active, creative, and innovative to develop learning and always up to date on information or problem that occurs around by join the seminars, trainings, and workshops.

**2) Teacher 2 (T2)**

This teacher also joined in seminar that held by other institution. Based on interview with T2, the researcher got information that in seminar and training the teacher got training to develop material. The teacher shared what she has been taught in the class about her experiences in teaching and the other teachers could take the knowledge from it, such us T2 lack or weakness in teaching and how to solve it, so the teaching learning process will run well again. They also shared about the good methods, approaches in teaching English that they could apply in the classroom. There were many other discussions about education, especially in English teaching in the seminars, training and workshops that the teacher (T2) has been follow.

In the middle of interviewing her, the teacher (T2) also added that:

*“Seminar atau training itu dapat membantu guru, membantu kita untuk dalam mengembangkan keprofesionalan, sebab kita bisa mendapat banyak pengalaman di dalamnya, khususnya tentang pengajaran dan pembelajaran*”. (*“Seminar or training can help us to develop our professional in teaching because we can get experience in it, especially, about teaching and learning”).*

Furthermore, as a professional, she was active in education program and active as member, because T2 was aware it was important to her career. She always developed her knowledge by participate in the events that hold by institution. So, by joined in those events, she got new experiences in teaching.

Based on the second explanation above, both T1 and T2, they participated in some events or organization in education like the explanation above. By joined it, they could more active creative, and innovative to develop learning and always up to date with the information of education. so, it concluded that between certified (T1) and non-certified teacher (T2) had the effort in developing their professionalism in teaching and they met the criteria as professional teacher.

1. **Making Literary or Article**

**1) Teacher 1 (T1)**

Beside fulfill the standard of teacher and teachers’ competence, joined seminars and trainings, the third effort from the teacher (T1) in developing her professionalism was this teacher also made literary or some articles. She never stops to learn, because by making the literary or making classroom action research, it helped her to develop her skill. She also developed her teaching material with other teachers. Based on interview, T1 stated and showed to the researcher about her literary.

*“Sometime mbak, saya buat artikel kemarin tentang bullying dan membuat PTk juga untuk disamping meningkatkan kemampuan menulis, dan juga mengetahui permasalahan-permasalahan itu tadi”. (“Sometime I make literary article about bullying and Action Research to develop my skill in writing English and to improve my skill in teaching, and to know the problem in the class”.*

From documentation, the researcher saw her literary about “*Bullying Students”*, and the sample of classroom action research. The third effort that was T1 done, it not only showed that she tried becoming a professional for herself and her career but tried to shared her knowledge to other. Furthermore, the result of her work, could use as a reference by the other teacher or novice teacher in teaching English.

**2) Teacher 2 (T2)**

Although T2 did not certified yet, this teacher tried to improve her knowledge and skills through writing. She wrote some articles to develop her skill, to add her knowledge about education. T2 also made classroom action research about *“Improving students’ writing ability”.* She said with writing, she could show her skills and she could express her feeling. After teaching, not only self assessment for her students, bu also T2 made self assessment for her self to know how she taught the students today. As it is, she said”

*Saya membuat coretan berupa apa ya, tentang koreksi diri setelah mengajar, self assessment penting mbak sebab untuk mengetahui kesalahan di dalam saya mengajar dan memperbaikinya untuk kelas lain.”*

*(“I make scratch about self assessment, self assessment is important for me because it can show my error in teaching and I can repair it in other class and also other material”).*

Beside asked students to make self assessment, T2 also made it because through the self assessment this teacher knew the weakness of her teaching, and it could as a guide to made the teaching and learning better than today.

The researcher got information, between T1 and T1 they had same effort in developing material, such: They fulfill the Standards of Academic Qualifications and Competence of Teachers. Both of them had similarities, they met the criteria of professional teacher and they applied the four competence (pedagogic, professional, personal and social competences) in the daily teaching. They had a teachers’ skill and they knew the role as a teacher. Certified (T1) and non-certified teacher (T2) had good pedagogy and professional competences. They always made lesson plan and prepared the material before teaching English, they searched in the internet and other books when they need the material, and they also managed the class very well.

In personal and social competences, T1 and T2 applied it very well. They build good relationship with the students and other teacher. Both of them were very kinds and care with their students. If the students had problem about their school or their home, those teachers also tried to help and solve it. T1 and T2 made discussion with parent, and tried to find the solution. In build good relationship with the other teacher, T1 and T2 often discuss about the material, they exchange and shared their idea in teaching through joined seminars, trainings, and workshops. In those education programs, they would more innovative to showing their idea in developing learning. They also more update with the information that occurred around them. Beside that, the effort from T1 and T2 in developing their professionalism was making literary, article, doing classroom action research. They stated to never stop to learn about English and education.. But any little different from T1 and T2, in her efforts, T2 include self assessment to know the weakness from her teaching.

1. **Data Findings**

This part present the findings about what are the efforts of the selected teachers in developing their professionalism. Based on the data presentation above, it concluded that both certified teacher (T1) and non-certified teacher (T2) had similar efforts in developing their professionalism, such they fulfilled the standard of academic and competence of teacher, they joined education program like seminars, training for teacher, and workshops. Being active in the organization, it could make them active, creative and innovative to develop the learning, material, and always update with the information that occurred around them. They also made literary, articles, and doing classroom action research. They never stop to learn because they knew as teachers should have skill and they also should develop her skill. However, in the efforts in being professional teacher, T1 and T2 had differences. Beside asking students to made self assessment about what they understood in material and about the weakness, T2 also made self assessment or self reflection from her teaching. It used to know what the weakness or lack from her teaching and also as a guiding in the next teaching.

In this research, the researcher also classified the effort from the teacher into 2 categories that were formal and informal efforts. The teachers fulfilled the Standards of Academic Qualifications and Competence of Teachers, and join to seminar, training, workshop, in classified in formal effort. Making literary and made self assessment classified in informal effort to develop their professionalism in teaching English.

Based on Standard Academic Qualification and Teacher Competence, there are four competences that are pedagogy, personal, professional, and social competence teachers must have to become professional teachers. Furthermore, the researcher found in Teacher 1 (T1) and teacher 2 (T2) fulfill the four competence and they tried to apply the competences in the teaching learning. They knew how to manage the class well, and they always prepared the material before they teaching. Sometime T1 and T2 monitored their students, such they did not responsibility with their work. The teachers also respected to their students because they understand as a teacher they had a role as a parents in the school. They guided their student to achieve the material, and they discussed about the material, it used to showing students’ idea or students’ opinion about what they knew from the material. It was showed that both T1 and T2 not only had good competences as a teacher, but also they applied their competences in daily teaching.

Based of the result on observation and interview, the teachers’ efforts as a professional teacher in SMAN 01 Ngunut were both T1 and T2 fulfilled the Standards of Academic Qualifications and Competence of Teachers, join to seminars, trainings, workshops, and making literary or articles, they also doing classroom action research to know in developing their skill. Meanwhile, T2 also made self assessment in efforts she develops her professionalism in teaching English.

The following table is presented the summary of the teachers’ effort in developing their professionalism conducted interview and observation in the classroom.

Table 4.1: The summary of the teachers’ efforts in developing their professionalism.

|  |  |  |  |
| --- | --- | --- | --- |
| **NO.** | **TEACHERS’ EFFORTS IN DEVELOPING THEIR PROFESSIONALISM** | **English Certified Teacher (T1)** | **English non-Certified Teacher (T2)** |
| 1. | Fulfill The Standard of Academic Qualification And Competence of Teacher | √ | √ |
| 1. The teacher had skill in managing the class | √ | √ |
| 1. The teacher planned the material before teaching. | √ | √ |
| 1. The teacher evaluated before closing the class. | √ | √ |
| 1. The teacher facilitated their students to convey the idea and opining about the material. | √ | √ |
| 1. The teacher developed the learner to actualized potential that they have. | √ | √ |
| 1. The teacher used some methods, approaches and media in teaching English. | √ | √ |
| 1. The teacher had ability which is mature, steady, consistent and wise, have good behavior and can be a model for the students | √ | √ |
|  | 1. The teacher improved the personal quality of their students by giving motivation and support to the student. | √ | √ |
| 1. The teacher builds good relationship with the students, other teacher and the parent of student. | √ | √ |
| 2. | Join seminars, trainings, workshops to develop the learning, and more up date with the information. | √ | √ |
| 3. | Making the literary, articles, and doing classroom action research. | √ | √ |
| 4. | Making self assessment or self reflection. | √ | √ |
| 1. The teacher made self assessment for their student. | √ | √ |
| 1. The teacher made self assessment for themselves. | - | √ |