

ROLE SUPERVISOR TO FORMATION COMPETENCE PROFESSIONAL TEACHER

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Abstract. Looking at the problematic conditions of a school institution in this millennial era, it can still be found that several teaching staff or teachers have problems and shortcomings in teaching activities in school institutions. This is related to a teaching method or system in the classroom and there are still many school institutions that still have low levels of human resources in teaching at these institutions. Of course, from this incident, a school institution requires supervisors to supervise teachers or develop guides, and motivate them so that the quality of teachers improves much better and makes them professional teaching staff. Thus, this research aims to answer questions regarding the role of supervisors in the formation of teachers' professional competence. This research uses qualitative research methods with a descriptive nature. The data collection used is documentation sourced from literature, articles, books, and other scientific papers that are relevant and related to the theme in the title. The data analysis technique is obtained through data reduction, data presentation, and conclusion. Meanwhile, the research results explain as follows: 1) The role of supervisor is needed by teachers to improve the quality of human resources in teaching in school institutions. 2) A teacher's professional skills as a teacher influence students' teaching and learning activities so that they can master learning in depth. 3) supervisors have a significant role in forming teachers' professional competence in teaching in a school institution.

Keywords. Supervisor Role, Teacher Professional Competency

Abstrak. Melihat kondisi institusi sekolah yang problematis di era milenial ini, masih ditemukan beberapa tenaga pengajar atau guru yang mempunyai permasalahan dan kekurangan dalam kegiatan pengajaran di institusi sekolah. Hal ini berkaitan dengan metode atau sistem pengajaran di kelas dan masih banyak lembaga sekolah yang masih memiliki rendahnya sumber daya manusia dalam mengajar di lembaga tersebut. Tentu saja dari kejadian tersebut suatu lembaga sekolah memerlukan pengawas untuk mengawasi guru atau membina, membimbing dan memotivasi agar kualitas guru meningkat jauh lebih baik dan menjadikannya tenaga pengajar yang profesional. Dengan demikian, penelitian ini bertujuan untuk menjawab pertanyaan mengenai peran pengawas dalam pembentukan kompetensi profesional guru. Penelitian ini menggunakan metode penelitian kualitatif dengan sifat deskriptif. Pengumpulan data yang digunakan adalah dokumentasi yang bersumber dari literatur, artikel, buku dan karya ilmiah lainnya yang relevan dan berkaitan dengan tema yang ada pada judul. Teknik analisis data diperoleh melalui reduksi data, penyajian data dan penarikan kesimpulan. Sedangkan hasil penelitian menjelaskan sebagai berikut: 1) Peran pengawas sangat dibutuhkan guru untuk meningkatkan kualitas sumber daya manusia dalam mengajar di lembaga sekolah. 2) Keterampilan profesional seorang guru sebagai guru mempengaruhi aktivitas belajar mengajar siswa agar dapat menguasai pembelajaran secara mendalam. 3) pengawas mempunyai peran yang signifikan dalam membentuk kompetensi profesional guru dalam mengajar di suatu lembaga sekolah.

Kata kunci. Peran Supervisor, Kompetensi Profesional Guru

A. INTRODUCTION

Education is an action obtained through awareness and ownership a plan for something to create a learning environment and conditions process learning para student nor schoolgirl in develop something potency Which embedded in themselves as students. Not only that, as written in the Law Invite Republic Indonesia chapter 1 paragraph 1 no. 20 year 2003 (Kemendikbud, 2013; Undang-Undang Sistem Pendidikan Nasional No. 20 Tahun 2003, nd.). From the information on Constitution the education has degrees as well as contributions Which are important from construction in each field because education can create something source of Power man Which more Good Again.

Challenges progressing nations and countries in the Century are very diverse and will require various efforts to be overcome, for example, education is one of the main ways to increase source Power man, and education can be done through various forms, Good formal, non-formal, nor informal (Apiyani, 2022; Fakrurridha & Nurdin, 2019). So also For carrying out activity learning, Good in context formal or non-formal, important To have a basic understanding of several aspects (omon abdurakhman, 2015; Uno, 2012). As has been explained on Word Allah SWT about linkages that learning in something science

good that at realm education formal as well as non-formal have value degree which height mentioned also in Qs. Al-Mujadalah (58) sentence to 11 which reads:

يَرْفَعُ اللَّهُ الَّذِينَ آمَنُوا مِنْكُمْ وَالَّذِينَ أُوتُوا الْعِلْمَ دَرَجَاتٍ - 11 .

Meaning: "God will elevate people which belief at between you and people which given knowledge some degree." (Qs. Al-Mujadalah (58) sentence to 11) (Lajnah Pentashihan Mushaf Al-Qur'an, 2022)

And also reinforced by hadith Messenger of Allah SAW which at narrate by Ashes Isa by level hadith authentic as follows which sounds:

وَمَنْ سَلَكَ طَرِيقًا يَلْتَمِسُ فِيهِ عِلْمًا سَهَّلَ اللَّهُ لَهُ بِهِ طَرِيقًا إِلَى الْجَنَّةِ

Meaning: Mahmud bin Ghailan conveyed to us from Abu Usamah, from Al-'Amasy, from Abu Salih, from Abu Hurairah that Rasulullah SAW said "Whoever takes something road for demand knowledge, definitely Allah will make it easier for him road going to heaven" (Kumala Sari Rika, 2017)

Thus, the holistic aspect of education does not only focus on aspects academic but rather aspects that support the development personal and contribute to students' positive attitude towards society and the country. So that educational activities run well and have qualified human resources which is why it is needed someone who is tasked with supervising teachers or teachers to increase their competence Teachers Good in pedagogical, personality, social, And Professional (Ananda, 2019; Farhurohman, 2017; Sanjaya, 2013).

Supervision is something activity That reflects the role of the important supervisor in providing support and guidance to teachers. In this case, supervision has a context education that acts as an instrument to improve the competence and creativity of student teachers. Teachers have a complex role and support from others can be very helpful, especially in understanding all aspects related to educational goals. All information helps teachers provide more effective and tailored teaching to student (Maunah, 2017; Priansa, D. J & Setiana, 2018).

Supervision is carried out regularly because supervision is an effective approach to developing teachers and increasing the quality of education. The approach relies on evaluation And monitoring continuously to performance of Teachers with the objective mainly of Forrepair the way activities are taught so that can reach their dream education (Brett, P. D., 2018; Lestari & Maunah, 2022). With so supervision is a method generally used by supervisors to monitor and evaluate the performance of Teachers in teaching them. Supervision Alone becomes A tool important in the development of professional teachers and in ensuring quality teaching and learning. In this case, when supervising a supervisor can help Teachers identify constraints or problems experienced Teachers, design strategies for increased performance Teachers, and ensure that students accept teaching quality. With expectations that allow a supervisor and teacher to bond contribution with Good (Wahyudin, Zaman, Nisak, & Zuhriyah, 2023).

However, in reality, it is often found that there are several problems with each educational institution that cannot be separated from the quality of human resources at an institution, both from the teaching system, as well as delivery when teachers carry out teaching and learning activities in

class together participant educate. Moment problematic Which experienced para teacher or the need for supervision which aims to improve human resources or the quality of staff teacher. On this basis, the role of the supervisor as a person who supervises teachers plays an important role in improving the quality and forming the competence of teachers or instructors in an educational institution. This is intended to understand the role of the supervisor in form competence Good from personality, social, pedagogy as well as professional Teacher as a teacher in a way direct to participant educate. From the background problem on researcher focuses research questions on what the role of a supervisor is towards teachers and professional competence in teachers as well as the role of supervisors in the formation of professional competence Teachers.

B. METHOD STUDY

Study This uses a approach qualitative with a type of literature review (Lexy J. Moloeng, 2012; Sugiono, 2019; Wahidmurni, 2017), because in the study This gives results analysis and explanation about the title or theme Which will be researched. Meanwhile, for data collection, researchers used documentation when collecting references and similar topics from scientific works such as book references, articles, journals, and literature that has a similar theme as well as data analysis techniques using analysis content with steps data reduction, presentation data as well as drawing conclusions (Adlini, Dinda, Yulinda, Chotimah, & Merliyana, 2022).

C. RESULTS AND DISCUSSION

Improving the professional competence of teachers in educational institutions requires coaching and direction from the supervisor as an observer in each teacher's performance to form competence. With position profession of a Teacher Of course needs to have a planning program for teaching as well as learning because matters reflect the complexity of a teacher's role in providing effective education. The profession as a teacher is not limited to just conveying information but also following as well as designing learning, managing class, evaluator, And mentor. Combination ability This helps create a learning environment that supports student development holistic. This is part of the teacher's professional performance, therefore, a supervisor must supervise teachers to ensure teacher performance in educational institutions more optimal And professional.

Role Supervisors to Teacher

Learning activities are the core of education in schools. Quality of learning is very important and efficient and the effectiveness of learning is the main goal in the activity organization school. Because of That, the role of a supervisor is very important in giving supervision services formulated to make it easier for teachers when carrying out their activities and learning activities taught in school.

With service supervision effective and efficient, expected school can become a more effective learning community, where teachers and students can achieve learning outcomes the optimal one. The role of a supervisor in an educational context is very relevant and important. In matter, This is a supervisor education role That is very crucial in helping teachers reach potency maximum and create an environment Which conducive To teaching And learning effectively. In lower This is more explanation about the roles of the (Irwanto, 2023; Robbins, Stephen P., David A. DeCenzo., 2013; Sahertian, 2010; Wahyudin et al., 2023):

- a. Give Support (*support*): A supervisor in education must give support to teachers in lower supervision. With so supervisor can assist in planning, implementing learning, providing feedbackback Which is constructive, And offering source Power or training addition Which is required. This support helps teachers feel supported in their work and more belief self in

facing challenges That appear.

- b. Helping (*assisting*): Supervisors also have a role in helping teachers when there is a problem. This could mean providing suggestions or solutions to problems certain, providing guidance technical, or supporting the Teacher in development Skills. With the help of teachers, supervisors can increase competence better in their work.
- c. Involving (*Sharing*): Including means sharing knowledge, resources, and information with teachers. Supervisors must ensure that teachers have access to information latest in field education, the method of teaching best, And the development of curriculum. However, This is possible teachers For to Keep growing and follow the trend latest in education.
- d. Create an Atmosphere Which Support: Besides tasks concretely related to teaching, supervisors also have a role in creating a supportive atmosphere in the school environment. This matter includes creating a collaborative work culture, on a teacher Which one they can feel safe for share ideas and developing their creativity without fear of punishment or unconstructive criticism. This supportive atmosphere is important to increase the enthusiasm and motivation of teachers. Teacher.

By playing these roles well, a supervisor in education can contribute in a way significant to the enhancement of quality education and development Teacher- Teachers in lower supervision. So also on moment create environment Which positive in school, Which in turn will give benefit for students. Besides that performance, the supervisor covers the entire activity agenda that supports the realization of the activity process Study Teach Which Good (Makarau, 2022).

In the process of teaching and learning activities (KBM) it is an activity that is carried out deliberately and consciously to achieve learning goals. This process involves a series of activities that must be carried out by teachers before, during, and after the teaching and learning process. The following are some examples of activities that teachers need to carry out in each stage (Aji Wahyudin, Rizki, Nasirudin, & Prayogi, 2023; Amin, 2022; Wahyono, Husamah, & Budi, 2020):

a. Before Process Study Teach

- 1) Planning Learning: Teachers need to plan objective learning, strategy teaching, basic teaching resources, as well as future teaching methods and tools applied.
- 2) Preparation of Lesson Plans: Teachers must prepare lesson plans that include structure time, steps learning, and method evaluation results Study students.
- 3) Preparation Material and Tool Help: The teacher must prepare material learning, source Power, and tools needed for operating lesson.

b. During Process Study Teach

- 1) Active Teaching: Teachers must be active in providing teaching, communicating material, explaining drafts, and facilitating discussion and interaction in in class.
- 2) Use The method Appropriate: Teachers need to choose teaching methods by the intention of learning and student needs.
- 3) Monitoring And Control Class: The teacher must monitor the behavior of students, and guard discipline in class.
- 4) Implementing Formative Evaluation: Teachers can use formative evaluation tools such as questions, quizzes, or exercises to measure the understanding of students during the process of learning.

c. After Process Study Teach

- 1) Evaluation Results Study: The teacher must evaluate the results Study student, Good through tests, tasks, or observation, to judge so far where learning objectives are achieved.
- 2) Reflection and Improvement: Teachers need to reflect on lesson implementation and

identify in the lesson If there are obstacles that need repair.

- 3) Give Bait Come back The Teacher can give bait and come back to students about the results Study them and give additional support if required.

Important to remember that process Study teaching is something process dynamic, And the Teacher must always adapt and respond needs of students. By doing series activities systematically Teachers can achieve learning goals more effectively.

Competence Professional Teacher

The role of teachers in improving the quality of education is very important, and they are the spearhead of the success of the educational process in schools. Teachers have a huge impact on the performance of students and their experience Study they. Efforts to enhancement quality education in some areas depend largely on the quality of teachers, and the various actions taken by local governments is step Which very important for supporting quality Teacher (Dudung, 2018; Inayat, 2014; Wahyono et al., 2020).

Enhancement of quality education is an effort collaborative between Teachers, schools, local government, and various related parties. With a focus on teacher development, procurement source Power, and repair infrastructure, government areas can help create a higher quality educational environment and a positive impact on the future of students and the public.

On competence Teacher covers set knowledge, skills, and behavior required to carry out tasks professionally, especially in context teaching in the classroom. These competencies are the foundation for teaching quality and student learning outcomes. Professional teachers are individuals who have qualities and high competence in carrying out tasks his professionalism. They play a role important in achieving good student learning achievement and have a big influence on the learning process teach (Helmi, 2015; Khanifatul Azizah & Fuadi, 2021).



Picture 1 . Competency Teacher

Source: <https://images.app.goo.gl/ik7ravukepgormcda>

In self a teacher professional own not quite enough answer big in form period front generation young and influence progress public. Because of That, the development of qualified professionals is an important priority in efforts to improve the quality of education (Baharudin, 2017; Hanifuddin, 2018). As stated in the Teacher and Lecturer Law (UUGD) Number 14 of 2005 and Government Regulation (PP) Number 19 of 2005 regulate competence teachers in Indonesia must have, such as pedagogical competence, personality, social, And professional. The education profession become important in

obtaining these competencies. Therefore, teachers are expected to take professional education as an effort to continuously improve and update their competencies (Peraturan Menteri Pendidikan Nasional Republik Indonesia, 2007; Setyani, Fina Zuliyana, Rofitrasari, Nila Amelia, 2019).

Characteristics of a Teacher Which assesses own competence professional, as explained First, teachers have a responsibility. Second, can do it task his profession with Good. Third, can carry out its performance with Good For reaching an educational hope. Fourth, it can realize its performance and function during activities Study teaching taking place in class. With their characteristics, a teacher can make a positive contribution to education. A combination of responsibility, understanding roles, orientation to educational goals, and skills in learning make teachers key elements in the potential development of student (Hanifuddin, 2018; Robbins, Stephen P., David A. DeCenzo., 2013).

Role Supervisors to Competency Professional Teachers

Role supervisor in optimizing the competence of professional Teachers becomes principal important when developing the quality of education. Through these roles, supervisors can help Teachers develop ideas, create situations Study Which fun, and improve teacher competence. Effective supervision can be a tool that is very valuable in efforts to improve the quality of education in schools and collaboration between teachers and supervisors is key to success in the process This (Astuti, Rochman, Farida, & Hasanah, 2020; Dudung, 2018).

Expansion professional teacher is a process that addresses order can improve the professional position of a teacher, both when giving learning materials that are optimal, ways good in teaching, as well as attitude professionalism. Things this includes various efforts done to improve the competency and quality of work teacher (Lestari & Maunah, 2022; Wahyudin et al., 2023). Competence professional teacher covering skills for understanding source aspects of complex learning. In the end, teachers need to have the ability to understand deeply about the lesson they teach including draft, theory, method, And practical application. Besides That, competent professional Teachers must possibly guide participants to reach standard competence Which is set in Standard National Applicable education or curriculum. Likewise, teachers are responsible for directing students to achieve objective education Which is set by authority education (Hanafiah, 2022).

In this case, it depends on the teacher's professional competence in mastering learning material is an important basis for providing quality education and helping students reach their potential. This competency is one of the main elements in improving the quality of education. Meanwhile, educational supervision is more identification-oriented and assessment of teacher errors or non-compliance with established standard work standards by authority education. By history, supervisors can be useful for identifying areas That need repair and ensuring Teachers fulfill standards That have been set as well as increasing the quality of teacher competence as a teacher participant at the institution or school.

With say other, role supervisor in increase competence professional Teacher No free from performance Which Good as well as own ability Which capable in do supervision. Ultimately, the supervisor's job is to be able to coordinate a program in the course of activities, and teachers' teaching methods, provide contribution and guidance, consult every problem teacher Good in a way personal or group, and evaluate quality development in schools and institutions. This is a performance that a supervisor also must own characteristics Which democratic supervisor can accept input and suggestions from other people, whether in the form of the opinion of the head of the madrasah or the head school as well as a para teacher as well as staff school (Maunah, 2017; Priansa, D. J & Setiana, 2018).

Thereby matter This is a step supervisor can increase the ability competence professional teacher when carrying out a professional performance as a teacher and educator in A school or

institution. That a supervisor has role Which main role in education when conducting coaching and evaluating teacher performance, especially if there is a Teacher who is considered unfavorable in the learning process (Priansa, D. J & Setiana, 2018).

D. CONCLUSION

Role supervisor in supervising teachers so important because work Supervision is a service that was created to help teachers from the difficulties faced when teacher performance takes place in educational institutions. As for the role of supervisor Alone as person Which supervises Teacher: exists (*Support*) provide support so that teachers feel that what they do is supported in work and can increase a teacher's sense of confidence in dealing with existing challenges and also the need for (*Assisting*) and (*Sharing*) to help with work- the teacher's work in solving a problem and sharing knowledge or information regarding educational institutions, both optimal teaching methods and methods, as well as those Lastly, supervisors must be able to create a supportive atmosphere in the institutional environment education matter this is related as it is something culture work created in a way collaborative.

Meanwhile, professional competence is a foundation for teaching quality teachers, whose foundation itself has a capacity of knowledge and skills as teacher professionalism in the scope of their performance. By creating professional teachers, Of course, you can maximize teacher performance and be more in control of the current classroom environment and learning activities taking place. Thereby Also on role supervisor to a competent professional Teacher is someone who supervises a teacher or lecturer to improve their skills, master material learning, as well as own something draft And method in learning moment learning activities teach taking place.

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