



## Implementation of Teacher Development Policy in Indonesia

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### Abstrak

Perkembangan kebijakan diciptakan untuk menggantikan industri Konsep teknologi ini bertujuan agar kehidupan manusia tidak tergerus oleh adanya teknologi serta dapat menyelesaikan beberapa masalah yang terjadi saat ini, khususnya dalam bidang pendidikan. Penelitian ini bertujuan untuk menganalisis implementasi *society* terhadap kebijakan pengembangan guru di Indonesia serta penelitian ini menggunakan metode *library research*. Adapun beberapa masalah yang terjadi saat ini yaitu kurangnya pengembangan guru dan kurangnya pengetahuan guru terhadap penggunaan teknologi media pembelajaran. Kebijakan-kebijakan yang disusun oleh pemerintah untuk menanggulangi permasalahan tersebut sudah ada, namun segi implementasinya masih ada kekurangan apalagi perkembangan teknologi sekarang semakin hari semakin pesat, maka dari itulah perlunya penyesuaian antara *society* terhadap kebijakan pengembangan guru dan penggunaan media pembelajaran saat ini.

**Kata kunci : Perkembangan Kebijakan Guru**

### Abstract

Policy was created to replace industry. This technology concept aims so that human life is not eroded by technology and can solve some problems that occur today, especially in the field of education. This study aims to analyze the implementation of *society* on teacher development policies in Indonesia and this research uses library research methods . Some of the problems that occur today are lack of teacher development and lack of teacher knowledge on the use of learning media technology. The policies prepared by the government to overcome these problems already exist, but in terms of implementation there are still shortcomings especially technological developments are now increasingly rapid, therefore the need for adjustments between *society* to teacher development policies and the use of learning media today.

**Keywords: Teacher Development Policy**

## Introduction

Speaking of the era *Society 5.0*, this industrial revolution was launched in Japan in 2019. *Society 5.0* is a technological concept that facilitates human life in society. The goal is to build a human-centered society and use technology as its basis. *Society 5.0* was created as a step to anticipate the turmoil of disruption. The phenomenon of disruption turmoil is characterized by changes in habits among people from the real world to cyberspace and this phenomenon arises as a result of industry 4.0 which has created various technological innovations in the industrial world so that it raises concerns among the public. If not anticipated, industry 4.0 will erode human values that have been maintained by mankind.(Son, 2019)

In implementing *society 5.0*, the government is very supportive of the process of technology transition, besides that the government also makes an educational program called freedom of learning. Freedom of learning is a process of approach made to students in order to choose the lessons they are interested in. The program created by the government can be achieved if teachers can develop their potential in the teaching and learning process as well as adequate infrastructure and technology and according to educational objectives.

But currently, there are factors that cause the processes of implementing learning called independent learning to experience many obstacles. Obstacles from the learning process such as lack of teacher development, and lack of knowledge about the use of learning media technology by teachers make the teaching and learning process hampered.

This lack of teacher development is crucial and needs to be corrected. Based on data from the Ministry of Education and Culture and Technology in 2021, there are two groups of teachers, namely the group of teachers who have graduated (S1) and the group of teachers who have not graduated. "The competency score of civil servant teachers who have graduated is 51.43 points". Then "permanent teachers of the foundation get a score of 52.82 points, honorary teachers of the district score of 48.21 points, and non-permanent teachers (GTT) have a score of 49.19 points". Furthermore, for "the group of

civil servant teachers who have not graduated get a score of 41.45 points". "Foundation permanent teachers who have not graduated get a score of 46 points, regional honorees who have not graduated get a score of 41.92 points and non-permanent teachers (GTT) who have not graduated get 42.63". Meanwhile, the average teacher competency score was at 50.64 points.(Hilmi, 2021) Ironically, the scores of district honorary teachers and teachers did not remain below average. As written in Law No. 14 of 2005 concerning Teachers and Lecturers, that teacher coaching and development includes professional and career coaching and development, strategic policies for teacher professional and career development and development in educational units organized by the Government, local governments, or communities stipulated by Ministerial Regulations, and teacher professional development and development including pedagogic competencies, personality competence, social competence, and professional competence. In addition, the use of learning media technology in the era of *society 5.0* in education is a supporting means in the implementation of learning, both as a means of accessing learning resource information or as a means of supporting learning activities and related to tasks. Therefore, the use of technology as a learning medium is very necessary to make learning more effective.

According to the results of previous research, teacher development is very important so that education in Indonesia is better. Teacher development is not only on improving the level of education, the number of training certificates or educator certificates, but teacher development on perspectives, paradigms, professionalism and behavior in teaching. If teachers have not been able to develop these things, it will create a boring learning process for the students themselves and the quality of education is lacking.(Hairuddin et al., 2021, p. 109) In addition, teachers as educators must understand very well about the use of learning media, student character and even the classroom atmosphere must be considered because it will all affect learning outcomes, if the use of learning media is still not in accordance with students and not in accordance with the classroom atmosphere then the target of learning outcomes will not be

realized properly, besides that the use of a media must also be considered. Learning media does not have to be expensive and does not have to be cheap but must provide a learning experience that students can understand. (Goddess, 2019, p. 775)

From the explanation above, one way to welcome and deal with it is to develop teachers, because teachers are the front line in education. Rapid and massive technological advances require the education sector to be able to adapt to the digitalization of the education system which needs to be packaged and prepared carefully by utilizing learning media well. The focus of this research is to discuss the implementation of *society 5.0* on government policies on teacher development in Indonesia that will be faced today so that it can be used as one of the recommendations in developing teachers in today's technological age that continues to progress.

### Method

This research uses methodology in accordance with what will be discussed, which includes types of research methods, data collection techniques, and also has problem limitations that will be explained as follows. This study used a literature review. Data collection techniques, researchers will explore data in accordance with the discussion on the implementation of *society 5.0* on teacher development policies in Indonesia. Data obtained from various books, literature, documents, journals, articles and information from print media and other electronic media that are relevant in the problems observed. After that the data is collected, selected and grouped, then

discussion and analysis will be carried out. Data analysis in *this* library research is content *analysis*, which is research that is an in-depth discussion of the content of written or printed information in mass media

### Result and Discussion

*Society 5.0* is a technological concept that is centered on human social life, and aims to replace industry 4.0 which erodes human life from the real world to the virtual world. The way it works is to use an artificial intelligence to collect various data about people's lives. It is hoped that this concept can harmonize technology and human life without eliminating the order of life and human culture itself.

#### B. Teacher Development Policy

Policy can be interpreted as written rules derived from the decisions of an organization, which aim to direct and create an orderly behavior in society. In this case, teacher development policy is a consideration based on teacher performance appraisals and situational factors. These considerations are then used as a reference in the implementation of activities carried out by teachers such as teaching in class, being a role model, using learning media when teaching, developing teacher professionalism, increasing teacher competence, and so on.

Education is an effort that is carried out consciously and planned to create an atmosphere in the learning process so that students can actively cultivate the potential that exists within them to have religious spiritual strength, self-control, good personality, intelligence, noble *ahklak*, and skills needed by themselves, the environment, and society. (Abd et al., 2022, p. 3)

Furthermore, Abdurrahman al Nahlawi argued that education comes from the word *al-Tarbiyah*. Linguistically tarbiyah comes from the word *Rabp-yarbu* which means to increase, grow as found in Q.S. Ar- Rum verse 39, the second is *Rabiya-Yarba* which means to be great, third of the words *Rabba-Yarubbu*, which means to repair, master affairs, guide, guard, maintain. (Son, 2019)

From some of the understandings above, the process of the course of an education must have an educator, because it is the educator who manages the course of learning in the classroom and instills good values to students, and educators become good role models for their students. Therefore, it is very necessary to develop teachers in teaching in class and the use of learning media properly.

Teacher development is an adjustment activity between the professional abilities of teachers and the demands of education that exist today. This teacher development is carried out by improving teacher professionalism, evaluating teacher performance objectively and transparently, and increasing teacher motivation in teaching in class and outstanding teachers. (Dwi et al., 2017, p. 203)

Educator development is needed so that quality activities with reference to the Strategic Plan, Operational Plan, and annual program can be carried out properly. These matters also refer to Government Regulation No. 19 of 2005 concerning National Education Standards, directly related to education quality assurance which is carried out gradually, systematically.

### **C. Teacher Development Policy**

In general, policy comes from the English word that is *policy*. The policy in question is different from the policy (*wisdom*) and virtue (*virtue*). Policy is a collection of principles or ways of acting that are chosen for

with achievement targets and predetermined time schedules.

Teacher development in general has functions, namely; as a reference system for carrying out in-service training activities (*In-Service Training*) suitable for teachers; as a provision for schools to improve the quality of their programs; and create an atmosphere or condition that allows teachers to develop their potential optimally as much as possible. (Sueb et al., 2020)

In addition to teacher development, the process of technological development and communication is running so rapidly, encouraging teachers and the world of education to develop new learning media. In the development of learning media, teachers must have the ability to manage technology and creativity in making learning media. The learning media used is in accordance with the learning objectives, teaching materials to be delivered and in accordance with the capacity of the intelligence level of students. Likewise, the learning media used must be fun and must make students more active in the learning process.

According to Hadiningsih, there are changes in human life, even changes in every second. This change can be in the form of positive and negative aspects, and this change does not only occur in the development of an increasingly modern technological era, but indirectly penetrates the world of education, so an educator is required to further hone and explore his abilities in educating and educating the nation's children, so it is hoped that there will be changes to positive aspects in education. (Magdalene et al., 2021, p. 430) From the opinion above, indirectly teacher

the decision-making process. (Iwan et al., 2020, p. 123) A policy is a written rule derived from a formal organizational decision, which is binding, governing behavior aimed at creating a new value system in society. Policy will be the main reference for members. According to Laswell, policy is an. Policies

## Conclusion

By understanding these important The era of *Society 5.0* is a technological concept created to replace industry 4.0. This concept aims to harmonize technology with human social life. In addition, the emergence of this technological concept can change aspects of life, especially in education. Teacher development policies have been regulated in Law no. 20 of 2003, Law no. 14 of 2005, Permendiknas no. 16 of 2005, Government Regulation no. 74 of 2008, Government Regulation no. 19 of 2007. Apart from the law, teacher development policies are also regulated in the Qur'an, especially in Q.S. Al-Qalam verses 2-3. Then the policy regarding the use of learning media has been regulated in Permendiknas no. 16 of 2007 and Permendiknas no. 41 of 2007. The implementation of *society 5.0* on teacher development policies contains several abilities that must be improved, including; good communication, critical thinking, being

able to solve problems, being responsible, accepting differences of opinion, adapting to the community, recognizing the potential of students, liking their work, liking challenges, implementing an idea, and achieving learning targets so that they can be used as an evaluation for them alone.

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