DEVELOP TEACHER PROFESSIONALISM THROUGH MASTERY OF LEARNING EVALUATION

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ABSTRACT

So important is the role of teachers in learning evaluation, the fact is that it is not accompanied by teacher professionalism. Many teachers still face challenges in evaluating learning. This is a complex problem and requires serious attention from various parties. Therefore, it is time for the development of teacher professionalism to be carried out with the aim of mastering learning evaluation skills. The method used in this research is descriptive qualitative method. This research presents data descriptively. The data collection technique is using literature study. The data analysis method is carried out descriptively. The results of this study show that developing teacher professionalism through mastery of learning evaluation is 1) attending training or workshops on learning evaluation, 2) reading books, journals, or scientific articles on evaluation, 3) Discussing with other teachers about best practices in evaluation, 4) Reflecting on the evaluation practices that have been carried out.

Keywords: Professionalism, Teacher, Learning Evaluation

1. INTRODUCTION

Improving the quality of education is a very important and complex issue. Education is a long-term investment for every individual and nation. High quality education will produce a generation that is smart, creative and ready to face global challenges (Kandia, 2023). However, improving the quality of education is not an easy task. It involves various complex interrelated factors, ranging from government policies, teacher quality, school infrastructure, curriculum, to a conducive learning environment (Kapoh et al, 2023).

The quality of a nation's education is highly dependent on the quality of its teachers (Kartika & Mustika, 2023). Teachers, often referred to as unsung heroes, have a very crucial role in the learning process (Santika & Konda, 2023). They are not only the conveyors of knowledge, but also the motivators, mentors, and character builders of students. In reality, teachers are role models who interact with students the most. The attitudes, behaviors, and values shown by teachers will become role models and be internalized by students (Kartika & Putra, 2023).

Teachers also act as facilitators who create a conducive learning environment, design interesting learning activities, and provide guidance to students so that they can reach their maximum potential (Khatimah et al, 2022). In addition, the teacher is also a motivator whose role is to motivate students to continue learning, develop interests and talents, and overcome various challenges in the learning process (Sila et al, 2023). No less important is the teacher's role as an assessor who assesses student learning progress, provides constructive feedback, and makes improvements if needed.

As the main pillar in the world of education, teachers have a very crucial role, not only as teachers, but also as evaluators. Evaluation conducted by teachers is a systematic process to measure student learning achievements, both cognitively, affectively, and psychomotorically (Mahendra & Rony, 2023). The role of teachers as evaluators is very important in learning (Mahendra & Pali, 2024). By conducting evaluations, teachers can map the extent to which students have achieved the

learning objectives that have been set. This allows teachers to provide more specific and targeted feedback to students (Santika et al, 2022a).

Through evaluation, teachers can identify difficulties or weaknesses experienced by students in understanding the subject matter (Santika, 2017). This information is valuable for teachers to make improvements in the learning process. Evaluation results can be taken into consideration for teachers and schools in developing a more relevant and effective curriculum. Evaluation that is conducted objectively and fairly can increase students' motivation to learn. When students feel their progress is recognized, they will be more encouraged to continue learning (Santika et al, 2022b). Evaluation also serves as a form of accountability for teachers and schools. Evaluation results can be used to measure the success of the learning program that has been implemented.

So important is the role of teachers in learning evaluation, the fact is that it is not accompanied by teacher professionalism. Many teachers still face challenges in conducting learning evaluation. This is a complex problem and requires serious attention from various parties. Therefore, it is time to develop teacher professionalism with the aim of mastering learning evaluation skills. That is why this article takes the title Developing Teacher Professionalism Through Mastery of Learning Evaluation.

2. RESEARCH METODOLOGY

The method used in this research is descriptive qualitative method. This research presents data descriptively. The data collection technique is using literature study. The data analysis technique uses 1) data reduction, namely selecting data that is in accordance with the research formulation, 2) data presentation, which is done descriptively, and 3) drawing conclusions, which is to facilitate research in knowing the results of the research.

3. RESULTS AND DISCUSSION

Teachers not only act as teachers, but also as effective evaluators (Santika et al, 2019). The quality of evaluation conducted by teachers will greatly affect the success of the learning process. Mastery of learning evaluation is one of the important aspects in developing teacher professionalism competencies. Effective evaluation not only serves to measure student learning achievement, but also as a tool for teachers to improve the learning process (Sila et al, 2023). Some ways that can be done to improve teacher competence in mastering learning evaluation are:

A. Training: Attend training or workshops on learning evaluation. Learning evaluation training provides teachers with skills and knowledge that are critical to improving the quality of learning. Through this training, teachers can:
   1. Understand the concept of evaluation more deeply: The training will help teachers understand the different types of evaluation, their purposes, and how to implement them in different learning contexts.Mastering Various Evaluation Techniques: Teachers will be introduced to various innovative and relevant evaluation techniques, such as authentic assessment, portfolio-based assessment, and the use of technology in evaluation (Rony, 2023).
   2. Improve Data Analysis Skills: Teachers will learn how to effectively analyze evaluation data to make informed decisions to improve the learning process.
   3. Applying Good Evaluation Principles: The training will emphasize the importance of validity, reliability and objectivity in evaluation.

4. Providing Effective Feedback: Teachers will learn how to give constructive and motivating feedback to students.

Benefits of learning evaluation training for teachers:
1. Improving the Quality of Learning: With effective evaluation, teachers can identify students' strengths and weaknesses, so they can adjust learning to better suit their needs (Sila, 2024).
2. Strengthening Teacher-Student Relationships: A well-conducted evaluation can strengthen the relationship between teachers and students, as teachers can provide more personalized and meaningful feedback (Rai et al, 2022).
3. Increases Student Motivation: Varied and relevant evaluations can increase students' motivation to learn (Sujana & Mustika, 2023).
4. Improve Teacher Professionalism: Teachers who have good evaluation competence will be more confident in carrying out their duties (Abidin et al, 2023).
5. Improve Learning Quality: With effective evaluation, teachers can identify students' strengths and weaknesses and adjust learning to better suit their needs (Purana & Sanjaya, 2023).
6. Strengthens Teacher-Student Relationship: A well-conducted evaluation can strengthen the relationship between teachers and students, as teachers can provide more personalized and meaningful feedback (Santika, 2021b).
7. Increases Student Motivation: Varied and relevant evaluations can increase students' motivation to learn.
8. Improve Teacher Professionalism: Teachers who have good evaluation competence will be more confident in carrying out their duties.

B. Literature Study: Reading books, journals or scientific articles on evaluation.
Reading literature on learning evaluation is an effective way for teachers to (Santika & Sudiana, 2021a):
1. Update Knowledge: The world of education is constantly evolving, and so are evaluation methods. Reading the latest literature helps teachers stay up-to-date with the latest developments.
2. Gaining Inspiration: Through literature, teachers can find new and creative ideas to design more interesting and effective evaluations.
3. Understand Deeper Concepts: Books, journals and scientific articles often provide more in-depth explanations of evaluation concepts, such as validity, reliability and objectivity (Sudiarta & Uma, 2023).
4. Improving Evaluation Quality: By understanding the principles of good evaluation, teachers can develop more valid and reliable evaluation instruments (Retnaningrum et al, 2023).
5. Finding Best Practices: The literature often provides examples of best practices in learning evaluation that teachers can adopt.

C. Collaborative Discussion: Discuss best practices in evaluation with other teachers.
It is great that teachers want to discuss this with fellow teachers (Winaya et al, 2023). Evaluation is an important part of the learning process, and by implementing best practices, we can help students reach their full potential. Here are some topics that we can discuss further:
1. Tailoring Evaluation to Student Needs:
Differentiated Assessment: How can we create assessments that suit the different learning styles, abilities, and interests of each student? Accommodations for Students with Special Needs: What are some effective

strategies for evaluating students with disabilities or other learning difficulties? (Sutika et al, 2023)

2. Measuring 21st Century Skills:

   Critical Thinking Skills: How can we evaluate students' ability to analyze information, solve problems, and make decisions? Collaboration Skills: How can we assess students' ability to work together in teams and communicate effectively? Creativity Skills: What are the tasks or projects that can stimulate students' creativity and how can we evaluate them? (Sujana et al, 2023)

3. Incorporating Technology in Evaluation:

   Online Evaluation Tools: What are some platforms or apps that we can use to create and manage evaluations more efficiently? Adaptive Evaluation: How can technology help us automatically adjust the difficulty of test questions based on student performance? (Winaya et al, 2022)

4. Providing Effective Feedback:

   Specific Feedback: How can we provide clear and concrete feedback to help students improve their performance? Timely Feedback: When is the most appropriate time to provide feedback so that students can take immediate action? (Wahyuni et al, 2022)

5. Involving Students in the Evaluation Process:

   Self-Evaluation: How can we encourage students to self-reflect and assess their own learning? Peer Assessment: What are the benefits of peer assessment and how can we implement it in the classroom? (Tuhuteru et al, 2023)

D. Self-Reflection: Reflecting on the evaluation practices that have been carried out.

Reflecting on evaluation practices is an important step for a teacher to continue to improve the quality of learning (Sujana & Pali, 2024). By reflecting on what has been done, we can identify strengths and weaknesses in the evaluation process, so that improvements can be made in the future. Here are some questions that can help teachers in reflecting:

1. Evaluation Objectives:
   a. Have the evaluation objectives that I have set been achieved?
   b. Are these objectives relevant to broader learning objectives?
   c. Do students understand the objectives of each evaluation they do? (Sutika et al, 2024)

2. Evaluation Design:
   a. Are the evaluation instruments that I use valid and reliable?
   b. Is the level of difficulty of the questions appropriate to the students' abilities?
   c. Have I considered the various learning styles of students in designing the evaluation?

3. Evaluation Implementation:
   a. Did the evaluation process run smoothly?
   b. Were there any obstacles encountered during the evaluation?
   c. Was the time allocated for the evaluation sufficient? (Suarningsih et al, 2024)

4. Evaluation Results:
   a. Do the evaluation results provide an accurate picture of student achievement?
   b. Is there a significant difference between the evaluation results and the overall student learning outcomes?
   c. Can the evaluation results be used to improve the learning process?

5. Feedback:
    a. Have I provided constructive and specific feedback to students?
    b. Do students understand the feedback given?
    c. Does the feedback given encourage students to continue learning and improving themselves? (Suarningsih, 2024)

4. CONCLUSION

The results of this study show that developing teacher professionalism through mastery of learning evaluation is 1) attending training or workshops on learning evaluation, 2) reading books, journals, or scientific articles on evaluation, 3) Discussing with other teachers about best practices in evaluation, 4) Reflecting on the evaluation practices that have been carried out.

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