The performance of elementary school physical education teacher base on principle assessment in kerinci regency

Jeki Haryanto[1*)], Syahrial Bakhtiar[1], Damrah[1]
[1]Universitas Negeri Padang, Indonesia

ABSTRACT

The aim of this research is to assess the performance of elementary school physical education teacher in Kerinci regency base on the principle perspective. This research is using descriptive method and quantitative approach. The performance of physical education teacher data was collected by questionnaire. The result of the research shows that the performance of elementary school physical education teachers in Kerinci regency is at a sufficient category.

Corresponding Author:

Haryanto, J.,
Universitas Negeri Padang
Email: jekiharyanto@fik.unp.ac.id

Introduction

All of the countries in the world try to improve their educational quality, to improve it the goverment must to enhance the performace of the teacher (Sobandi et al., 2021) it is because teachers have a very important role in the success of the learning process in schools, the performance of teachers in the learning process is supported by a positive culture in the environment of the school, besides the climatic factors work will also be a determinant of the performance of teachers in schools (Gustina, Matin & Supriati, 2019; Susanto, 2013). Moreover teachers should be able motivate their student in the class, they also have to create a good condition to learning proccess (Iskandar, 2013; Zubair, 2017). Therefore these factors must continue to be developed so that teacher performance improvement can be optimized, bearing in mind that teacher performance is a determining factor in achieving educational goals. This was also stated by Slameto (2015) that one of the effective learning processes was determined by the teacher's factor in its function as a learning planner and implementer. Considering the important role of the teacher in learning, it is necessary a supervision, assessment, and coaching for teachers to be there, this can be done by the principal as a supervisor, so that the quality of teachers performance remain on the specified standard (Imamuddin & Sri, 2019). Therefore, good communication between the teacher and the headmaster must be maintained so as to create an atmosphere of mutual support in the school environment. The commitment of schools to continue to improve the performance of their teachers must be maintained so that the quality of education will be more optimal.

Before the learning process begins, there are two important things that must be considered by the teacher. First, a good teacher should design a form of learning that will be used when teaching. Both teachers also need to think about the effectiveness of the division of time when the learning process takes place. If these

two important things go unnoticed by the teacher, the learning will be undirected and a lot of time will be wasted (Pambudi, Winarno, & Dwiyogo, 2019).

Teacher comfort when in the school environment will improve teacher performance, with an element of excitement when working, the teacher will be able to work for a longer period of time. This is certainly needed by the leadership so that the work can be done optimally (Jannah, Yetti, & Akbar, 2019). Strong commitment and intention to provide good quality of learning to students must be owned by the teacher. Understanding of the subject matter to be delivered, understanding of how to design good learning, as well as understanding in good teaching techniques will affect teacher performance (Estrada, Pujianto, & Arwin, 2019) Learners attending elementary schools and high schools have developmentally cognitive, affective, and psychomotor differentiation. This diversity must be able to be analyzed by the teacher so that when designing learning to be taught there does not occur a mismatch between the stages of development that is being experienced by the material provided by the teacher (Delfia & Nurhafizah, 2019).

But in reality the average teacher performance scores in Kerinci district are still not optimal, this can be seen from the results of the 2018 teacher competency test which places the Kerinci district as the district with the lowest score on the test results with the acquisition of an average score of 48, 27 (Kemendikbud.go.id, 2018) , whereas a teacher who has passed and is entitled to obtain certification must be able to obtain an average grade of 80. Sanjaya (2005) explained that to measure teacher performance can be seen from the following indicators: (1) Teachers are able to plan teaching and learning activities; (2) Teachers can carry out teaching and learning activities; (3) The teacher can evaluate the learning process he has done. Based on the teacher performance data above, it is necessary to conduct a review of the performance of physical education, sports and health teachers in Kerinci district based on the principal's assessment. There are several studies that have been conducted on the problem of improving teacher performance, one of which is research conducted by.

Method

The quantitative approach is used in this research to reveal the data of physical education performance and the method used in this study is descriptive. All of the elementary school physical education teachers in Kerinci regency are used as a population in this research. The data was collected using a distributed questionnaire to 50 principles chosen as samples in this study. Before the questionnaire was distributed to the sample for collecting data, the researcher tested the validity and reliability and doing some corrections of those statements that were unvalid. After all of the statements in the questionnaire are valid and reliable the questionnaire was given to the sample. Statistical analysis used in this research was descriptive. The score interpretation classification is using a formulation by Azwar (2 010).

Table 1 The score interpretation classification

Category Norm	Category
X ≤ (Mean - (1, 5 x SD)	Very low
(Mean - (1.5 x SD) > X ≤ (Mea n - (0.5 x SD)	Low
(Mean - (0.5 x SD) > X ≤ (Mean + (0.5 x SD)	Sufficient
(Mean + (0.5 x SD) > X ≤ (Me + n + (1.5 x SD)	High
(Mean + (1.5 x SD) > X	Very high

Results and Discussions

Launch Data of Grab Start Technique
From the data of research results that have been carried out, all incoming data meet the requirements to be processed and analyzed. In short, it can be stated that this data description reveals information about the amount of data, mean, median, mode, minimum value, maximal value um, and standard deviation obtained. Data teacher performance PJOK collected throug cookie sooner (questionnaire) to 50 respondents.

From the data processing is seen that only two people or as many as 4% of teachers PJOK that has score the highest. Then it can also be seen that 11 people or 22% of PJOK teachers who have good ratings in the eyes of the school principal. As many as 4 people or 8% of PJOK teachers have very low ratings, 10 people or 20% of PJOK teachers are judged to have low performance by school principals, and the majority of PJOK teacher performance in Kerinci based on the principal's assessment is in the sufficient category this can be seen in the numbers which is presented in the table below that there are 23 people or 46% of PJOK teachers obtain the score.

Table of Frequency Distribution of PJOK Teacher Performance

Score Range	Frequency	Percentage	Category
≤ 69	4	8	Very low
70-74	10	20	Low
75 - 79	23	46	Enough
80-84	11	22	High
≥ 85	2	4	Very high
amount	**50**	**100**	

Source: Processed MS Data. Excel 2007
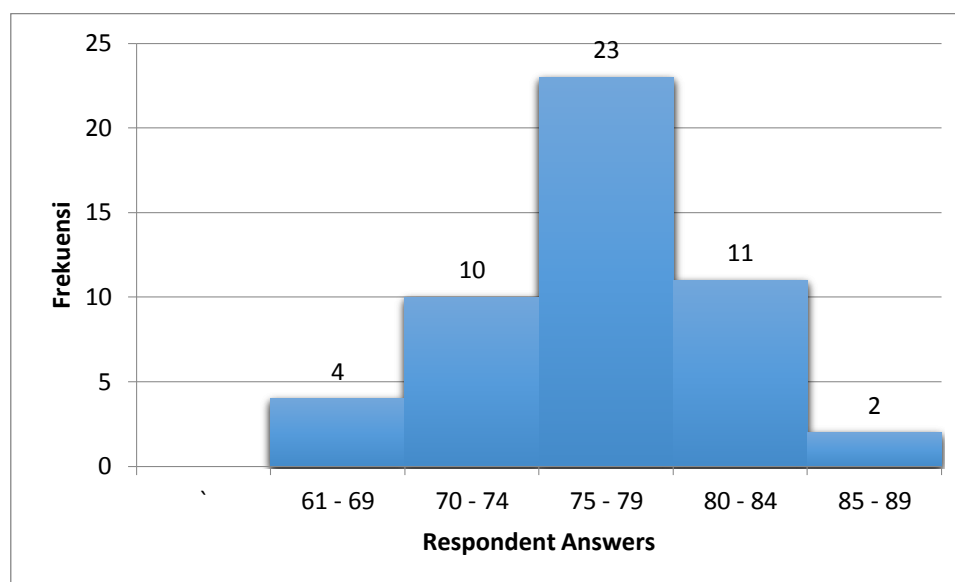

Figure 1 <Histogram PJOK Teacher Performance Level>

The results of data collection conducted by distributing questionnaires to several school principals show that the performance of PJOK SDN teachers in Kerinci Regency based on the school principal's assessment is in the sufficient category. With the results of this study, it is expected that the performance of PJOK teachers can be improved. Teacher performance must continue to be improved so that the quality of education, especially in the field of sports, does not lag behind other provinces in Indonesia which have previously improved themselves. Coaching on how to design learning must continue to be done so that teacher performance can continue to be improved (Astuti, 2019). The effectiveness of learning time will improve with the training so that it is also expected to have an impact on the learning outcomes of high students. (Mulyani, 2019) suggested in his research that to improve teacher professional training needs to be held, teachers must also frequently attend seminars so that their knowledge can continue to develop.

The ability of teachers to plan learning to be carried out is very necessary to be improved both through coaching and the ability of the teacher himself to learn independently which of course must be supported by high achievement motivation. Without planning before learning begins, the direction of the lesson will not be clear, this will also have an impact on wasted time. The teacher's ability to teach must also continue to improve in the future. With the ability of teachers who are reliable when teaching, students will be happy when learning. If such conditions can be created by the teacher, students will be able to absorb more learning material compared to the boring learning conditions. There are many ways to improve teacher performance, one of which is to conduct ongoing training, with training in designing and implementing guided learning, the competency of teachers will increase which will ultimately lead to good quality education (Aisha, 2019). Teache need to guide all of the student in the class, he need to motivate and mentain an excellent learning climate where both the teacher and the student fill happy to learnt a new thing togather (Sodik et al., 2019; Putro et al., 2013)

The evaluation also holding certain important role, without any evaluation of the teacher and the students do not know the extent of their success in learning and teaching as well as what are the weaknesses in the teaching and learning process a distance will not be known there for teacher performance must be evaluated by the head principle in the school in order to know what happed right now in that school, the head

principle also will know what to do in the future after evaluating the teacher performance inthe current condition (Hasanah & Kristiawan, 2019)

Technological progress has touched almost all aspects of life, including in the field of education. Teachers must now be able to master several types of technology so as not to lag behind their students. Professional, pedagogical, personal, and social competencies are no longer enough to keep up with the rapid pace of technological development. Application-based learning media force teachers to add a new skill that is a skill in using technology (Faizah, 2019; Kusuma, 2021). Moreover the goverment support has an important role, they have to provide a good equipmmet for the success of the learning proccess in the school, becaus teacher can perform well when they are supported by a good facilities in the school (Lailatussaadah, 2015), another research finding showed that teacher in the remote area they are not well educated and the facilities of learning proccess are not sufficient enough, the teacher in the rural area should get a god training as well, so that the gap betweed teacher performance in the city and in the rural area is not too big (Ling et al., 2020). Teachers motivation in the rural area tend to has lack of motivation, they also need some motivation from the goverment because the live in the disadvantages area, they must be trained well too by the goverment (Utomo et al., 2019). Furthermore the lack of motivation not only happen in the teacher who live in the rural area but also in the big city, some teacher in the city also need some motivation and well trained to improve their ability to adapt with the new technolgy in the new era. There are some new technologies for the learning process so that the teacher should keep learning and adapting to the new application for supporting the learning engagement (Sojanah et al., 2021). Teacher performance will be developed well when the goverment set a good plan for the future direction of education in their country. The development of the teacher competency must be done countinuously (Desa et al., 2021)

Conclusions

The conclusion of this research shows that the performance of elementary school physical education teacher at Kerinci's Regency base on the principle assessment is at sufficient category. Government, supervisors, principals, and teachers should have to discuss and find the best solution so that teacher performance can be improved in the future.

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