

CHAPTER I

INTRODUCTION

A. Background of the Research

Democratization of school administration is now no longer just an academic idea, but it has become a political decision that obtains legal foundation and conceptual support, even has a holistic theories and has been instrumented to be implemented in the practice of education in Indonesia. In academia, the democratization of school administration have a rational and systematic argument, it is because the essence of democracy is the involvement of all elements in the organization of education, both in the context of encouraging the public aspiration in the evaluation and curriculum development to suit client demand and the development of science and technology, as well as the delegation of authority and giving confidence on the teaching staff and administrative services to do something in the region's authorities.

The idea needs to be developed, because education is the right of all citizens, and they hope to send their son and daughter. Their hopes and desires are needed to be collected and analyzed by the school, so that they can be accommodated within the structure of the curriculum, and implemented in the learning process. It was a mistake if the government bureaucracy is arrogantly claiming to be a representation of the people and establish the structure of the curriculum for all types and levels of education, even set the procedure of learning in the classroom, because they are only facilitators who were given

duties by the people to facilitate the education process to meet expectations and demand school's client. (Saleh, 2007: 2).

Improving the quality of education especially in primary school is focus on giving attention in order to improve the quality of human resources. This is because primary school is the first formal education unit that has responsibility for developing attitudes, skills and provide, knowledge and basic skills (Anonymous, 2010: 4).

In fact, education is not a simple effort, but rather an activity that is dynamic and challenging. Education always will change with the changing times, each time of education always focuses on giving attention and even it is not infrequently become the target of dissatisfaction because education involves the interests of all people, not only about investment and conditions in the future, but also about the conditions and atmosphere of life in the current time. That's why education needs improvement and increase in line with the increasing needs and demands of public life (Fattah, 2000:1). Improvement and increase that have been done is expected to improve the quality of education.

Improving the quality of education, especially elementary school is one of focus on attention in order to improve the quality of human resources. Elementary School is the first formal education unit that has responsibility for developing attitudes, and providing knowledge of basic skills. In carrying out these responsibilities, the school component has a role in

determining the destination set, so the quality of professional education personnel need to be increased (Benzito, 2008: 3).

Elementary School as an educational institution adopts a classroom teacher system, but in this case teacher must be able to carry out teaching duties at each grade. It is not applied expressly in Primary Schools each year considering the rotation that needed to hold the class either as a result of applying the rotation system as a refresher efforts in carrying out the duties.

Teachers play an important role in learning activities in order to determine and direct all activities of teaching and learning. Teaching and learning activities are directed at and intended to achieve educational goals that have been planned, it is not just a formality but it is must be followed by the ability of educators themselves according to their duties. A teacher who interacts with students in the school not only conveys knowledge but also inculcates attitudes, moral values and good skills.

Republic Act No. 14 of 2005, on Teachers and Lecturers reflects that, which is meant by a professional is, "the work or activity that is carried out by someone and become a source of income for life that requires expertise, skills, or skills that meet in certain quality standards or norms as well as require of education profession."

A stunning statement put forward former Minister of National Education Wardiman Djoyonegoro (Mulyasa, 2006: 3) that, "Only 43% qualified of teachers." There are, 57% that are qualified, incompetent, and unprofessional yet. Realizing in this, professional attitude and the ability of

elementary school teachers as educators, teachers, as well as administrative staff need to be increased the professionalism (Sopyan, 2008: 4).

Actually, a process that requires a serious effort is concerning the question of, "What efforts that can be done to improve the professionalism of primary school teachers?" Based on the Decree of The Minister of Education No. 0487 of 1982 on Primary Education, and Director General of Basic and Secondary Education Decree No. 079/C/Kep./I/1993, on Guidelines for Teacher Professional Development System through the establishment of school groups in elementary school, it is clearly enough that, one container or a place that can be used to improve and coach the professional of primary school teachers through teacher's working group (KKG), except the professional improvement through academic ladder in the form of school or formal education (Sopyan, 2008: 4).

Benzito (2008: 6) explains that in teachers professional development systems there are various programs or approaches that can enhance and encourage the teachers have, good attitude, ability, knowledge and skills so as to provide a positive impact in implementing the teaching-learning process which can improve performance student learning ultimately, one of professional coaching system is KKG program (Teacher's Working Group).

Therefore, to repair and improvement of education quality through Professional Development System, strategy outlined is implemented in the field by forming groups consist of one elementary school as a nucleus and other primary schools as a primary outcome, so that one group at most schools

consists of 8 elementary school. At the core in elementary school is formed by Activity Center of Teacher (PKG). The activities in PKG is conducted by Teacher's Working Group (KKG), Principal's Working Group (KKKS), and School Inspector's Working Group (KKPS). The Working Group is as a place of professional quality improvement of teachers and education personnel (Trimo, 2007: 6).

KKG is as working groups of all teachers in one group. It groups are divided into teachers working group in smaller, namely the teachers who working group based on the grade level, and teachers working group based on the subject. The aims of KKG are : KKG (1) To facilitate the activities carried out in the center of teachers activity based on the problems and difficulties that are faced by teachers, (2) To provide the professional assistance to teachers in the classroom and school subjects, (3) To improve the understanding of knowledge, skills and professional attitude development based on kinship and complement each other (sharing), (4) To improve the management of learning processes are active, creative, and fun (Pakem) (Sopyan, 2008: 6).

Through KKG can be developed into several skills and teaching skills, Turney states that (Abin, 2006), the teaching skills of teachers influence the quality of learning strongly, such as skills to ask, give the strengthening of skills, held a variety of skills, skills to explain, skill to open and close the lesson, also skills to lead small group discussions and individual.

KKG is a place for teachers who join in the school group organization that aims to make teachers more professional in improving primary education

through a system approach to professional development and active learning activities. KKG is a workshop in planning, implementing and evaluating teaching and learning activities (KBM). So that, teachers are grouped in KKG container according to their interest. There are groups based on fields of the study, also there are groups based on grade in accordance with the status of the teachers as classroom teachers. Through this KKG container teachers in a school group together, discuss matters relating to the duties of teach / educate. KKG held regular meetings which serve to improve the quality of teaching and learning activities.

Students of Pucang Harapan Group which is located in Mranggen Sub-district have outstanding achievements in various competitions, both at core primary school and impact primary school. Championship is starting from district level up to International level. International awards include the Second Winner of the Indian Mathematical Olympiad, the second winner of Mathematics Olympiad Place in Denpasar, Bali. Awards obtained SD in Pucang Harapan Group is separated from the role of teachers in learning activities. Teachers who are members of teacher's working group at Pucang Harapan Group are active in KKG activities that is done individually or in groups. Based on the explanation above, the researcher interested in conducting research in KKG Pucang Harapan Group in Mranggen sub-district and construct the title **"TEACHER,S LEARNING ACTIVITY ON KKG AT PUCANG HARAPAN GROUP SUB MRANGGEN DEMAK."**

B. Focus of the Research

In accordance with the background of the research above, this research is focused on the characteristics of teacher's learning activity on KKG at Pucang Harapan Group Sub Mranggen Demak. The focus is elaborated into two subfocuses as follows:

1. What are the characteristics of the teacher's individual learning activity on KKG at Pucang Harapan Group Sub Mranggen Demak?
2. What are the characteristics of the teacher's group learning activity on KKG at Pucang Harapan Group Sub Mranggen Demak?

C. Objective of the Research

The purpose of this study that will be achieved in this research are.

1. Describe the characteristics of the teacher's individual learning activities on KKG at Pucang Harapan Group Sub Mranggen Demak.
2. Describe the characteristics of the teacher's group learning activities on KKG at Pucang Harapan Group Sub Mranggen Demak.

D. Benefit of the Research

The result of the research are expected to have theoretical and practical benefits.

1. Theoretical Benefit

- a. For policy makers, the results of this study is expected to increase the repertoire of science in the personnel management, especially in the management of teacher's work group.

- b. For schools, as a study material in the management of school resources.
- c. For researchers, as a reference material for similar studies.

2. Practical Benefit

- a. To The Head of Education Youth and Sports Mranggen District in an effort to develop the quality of the implementation of the School Group program as a container of teacher professional development.
- b. As input to the Chief of KKG at Pucang Harapan Group Mranggen Sub-district, about the learning activities of teachers in the implementation of KKG.
- c. As a reference for other school groups in the program that involves teachers on KKG weeks to develop a Professional Teacher in developing the quality of education.

E. Glossary

1. Management

Management is a activity to plan, organize, mobilize, develop against all efforts in organizing and utilizing human resources, give facilities and infrastructure, achieve predetermined organizational objectives, efficiently and effectively.

2. Teacher's Working Group

Teacher's Working Group is profesional training and development activities for elementary school teachers. The activity organized is an

activity that is associated with learning and effort to improve teachers' skills in teaching.

3. Teacher's Learning Activity in KKG

Teacher's learning activities in KKG are attending KKG activities, facilitating certain activities, contributing thoughts and solving the issues raised in KKG, consistent in applying the results of KKG in the classroom / school of each, and providing feedback to the teachers as the guide of subjects and principal or supervisor kindergarten / elementary school on the application of the results of KKG and upgrading.