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Implementation Of Teacher Certification Services At The Ministry Of Religion In Medan City

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Abstrak

Pendidikan di Indonesia saat ini menghadapi tantangan yang cukup besar dalam meningkatkan mutu pendidikan untuk menghadapi persaingan global. Salah satu upaya yang dilakukan adalah pelaksanaan sertifikasi guru yang menjadi fokus utama artikel ini. Artikel ilmiah ini menggunakan pendekatan deskriptif kualitatif untuk mengetahui proses dan dampak sertifikasi guru pada Kementerian Agama Kota Medan khususnya pada bidang Pendidikan. Metode pengumpulan data meliputi wawancara mendalam, observasi langsung, dan analisis dokumen resmi terkait. Temuan artikel ilmiah ini menunjukkan bahwa sertifikasi guru tidak hanya berfungsi untuk menilai kelayakan formal, namun juga sebagai instrumen untuk meningkatkan profesionalisme dan kualitas pengajaran. Tujuan artikel ini adalah untuk memberikan gambaran menyeluruh mengenai pelaksanaan sertifikasi guru dan dampaknya terhadap peningkatan mutu pendidikan di tingkat daerah. Dengan mendokumentasikan proses sertifikasi, artikel ini diharapkan dapat memberikan wawasan berharga bagi para pengambil kebijakan dan praktisi pendidikan di lapangan untuk meningkatkan efektivitas pendidikan di Indonesia dan memberikan kontribusi positif bagi pengembangan sistem pendidikan nasional di masa depan.

Kata Kunci: *Guru, Sertifikasi, Pelayanan*

Abstract

Education in Indonesia currently faces significant challenges in improving the quality of education to face global competition. One of the efforts taken is the implementation of teacher certification, which is the main focus of this article. This scientific article uses a descriptive qualitative approach to investigate the process and impact of teacher certification in the Ministry of Religious Affairs in Medan City, especially in the Education sector. Data collection methods include in-depth interviews, direct observation, and analysis of relevant official documents. The findings of this scholarly article show that teacher certification serves not only to assess formal eligibility, but also as an instrument to improve professionalism and teaching quality. The aim of this article is to provide a comprehensive picture of the implementation of teacher certification and its impact on improving education quality at the local level. By documenting the certification process, this article hopes to provide valuable insights for education policy and practitioners in the field to improve the effectiveness of education in Indonesia and make a positive contribution to the future development of the national education system.

Keywords: *Teacher, Certification, Services*

INTRODUCTION

Education in Indonesia is a very substantial problem. In the current era of globalization, Indonesia must be able to improve education, so that it is not less competitive with other countries. In this article, the author will discuss teacher certification at the Ministry of Religious Affairs in Medan City in the field of Madrasah Education (PENMAD). Teachers are one of the drivers and implementers in learning activities in schools. The teacher certification policy made is one of the strategic steps to improve the quality of education in Indonesia.

Educators (teachers) are professionals as mandated in Article 39 paragraph 2 of Law No. 20/2003 on the National Education System, Article 2 paragraph 1 of Law No. 14/2005 on teachers and lecturers, and Article 28 paragraph (1) of Government Regulation No. 19/2005 on National Education Standards. In accordance with the policy direction above, Article 42 of Law No. 20/2003 stipulates that educators must have minimum qualifications and certification in accordance with their teaching authority, be physically and mentally healthy, and have the ability to realize national education goals.

This is reaffirmed in Article 28 paragraph (1) of Government Regulation No. 19/2005 on National Education Standards; and Article 8 of Law No. 14/2005 which mandates that teachers must have a minimum academic qualification of D4/S1 and competencies as learning agents, which include personality, pedagogic, professional and social competencies.

Teacher certification does not only aim to get an educator certificate but with certification it is hoped that teacher performance will be better, can determine the feasibility of teachers in carrying out their duties as learning agents, improve teacher professionalism, improve the process and results. Education, and accelerate the realization of better national education goals. It is important to note that teacher certification is not just a formal document, but also a manifestation of your dedication and competence as an educator. By following certification, teachers not only increase their professional credibility, but also make a positive contribution to the rapid development of the world of education.

RESEARCH METHODS

In this scientific article research using qualitative research methods. qualitative is research that explores and interprets problems that are considered by some people to be social or human problems. The qualitative research process consists of important main activity stages such as asking questions through collecting specific data from respondents, analyzing data inductively, and interpreting data. Qualitative research methods are based on the philosophy of *postpositivism*, to examine natural object conditions with researchers as the main instrument.

The results of the study are obtained using various methods. These methods can be through observation and interviews, but can also be through library references, audio visuals, and even calculation data that is already available, At the data collection stage the researcher will be in direct contact with respondents both as individuals and groups in society, involved in associations with values and the prevailing life order at the same time as the implementation of the research. The place that is made the object of this scientific article research is the Ministry of Religion of Medan City which starts from April 24 to June 24, 2024.

RESULTS AND DISCUSSION

CERTIFICATION

Mulyasa in Munawir, states that certification is a competency test activity in order to obtain a certificate as an educator, and the test is a competency test. This competency is carried out to determine the extent of the teacher's mastery of the competencies that must be possessed so that he is said to be worthy of a certificate. Meanwhile, according to the head of the Madrasah Education section (PENMAD) of the Ministry of Religious Affairs of Medan City, the definition of teacher certification is a form of government program to provide educator certificates to teachers who have competencies and professional standards as teachers as well as the government's efforts to improve the dignity of an educator who

will certainly be rewarded with maximum performance from a teacher in order to improve the quality of education.

Therefore, a qualified and qualified teacher can carry out his or her duties and responsibilities at school. Improving teacher professionalism can be done through seminars, training and learning activities. Professional development of a teacher includes the development of pedagogical competence, personality, professional competence, and social competence. In order to be a professional teacher, a teacher must also have high qualifications.

The Head of the Medan City Ministry of Religious Affairs Office, Dr. H. Impun Siregar, M.A., who was accompanied by the Head of Madrasah Education Section, H. Yose Rizal, M.M., and the Head of Madrasah Supervisory Group, Sariyanto, explained certification within the Medan City Ministry of Religious Affairs. The Head of KEMENAG Office said "Education is the foundation for the progress of a nation, and teachers have a central role in shaping the next generation of quality. Through this teacher certification coaching, we jointly bridge the knowledge and skills gap, so as to provide optimal teaching to our students.

Teacher certification is not the end of the journey, but the beginning of a longer journey in shaping a better future for education. I am sure, with your passion and hard work, we will see positive changes. in our world of education". From the explanation of the Head of the Medan City Ministry of Religious Affairs Office that the importance of education as the foundation of a nation's progress, as well as the key role played by teachers in the process of shaping the next generation of quality. With regard to teacher development and certification. That teacher certification is the first step in our efforts to create a better future for education and through concerted efforts, we can achieve significant improvements in the education system and help shape a brighter future for future generations.

Purpose and Benefits of Certification

In an effort to improve the quality of education, teacher certification is important. Sujanto argues that in addition to improving the quality of education, certification also has the following objectives:

1. Determining the eligibility of a teacher as an educational agent in carrying out their duties
2. Improve the quality and process of education outcomes
3. Improving the dignity of Certification teachers is done for the good of the teachers themselves, the institution, and also the community.

Teacher certification has benefits including:

1. Provide protection for the teaching profession to avoid incompetent practices that

damage the image of teachers.

2. Communities can be protected from unprofessional and unqualified education practices.
3. Improving the welfare of teachers states that certification carried out by teachers will provide benefits for institutions that organize education and education personnel (LPTK) from both internal and external pressures that are not in accordance with applicable regulations.

Teacher Certification Pattern

The teacher certification scheme at the Ministry of Religious Affairs in Medan City follows a series of steps designed to evaluate and ensure that teachers have the necessary qualifications and competencies in accordance with established standards. The process begins with a thorough review of the established requirements, including formal education, teaching experience, and relevant specialized training. Teachers are then asked to submit evidence to support their qualifications, such as academic transcripts and training certificates.

The next stage involves competency assessment, where teachers will be evaluated to ensure that they have the necessary knowledge, skills and attitudes to deliver effective teaching. This assessment process may include various methods, such as interviews, teaching observations, and written exams. After going through all the evaluation stages, teachers who meet all the criteria will be granted certification which confirms that they have met the standards set by the Ministry of Religious Affairs of Medan City.

a. Portfolio

A portfolio is a recognition of a teacher's work experience in the form of a collection of documents describing academic degrees, education, teaching experience, education planning and implementation. Evaluation by superiors and supervisors, academic achievement, professional development work, participation in research forums, organizational experience in education and social fields, and awards in the field of education (Ministry of Education and Culture of the Republic of Indonesia, 2012).

b. Issuance of Live Trainer Certificate (PSPL)

It is a teacher certificate model that is assessed by portfolio documents, given to teachers with a minimum academic qualification of S1 from an accredited university. In the field of study with a minimum grade of IV/b or who complete cumulative credits according to group IV/b; 2) teachers who have the lowest grade IV/c or who fulfill cumulative credits according to group IV/c.

c. Teacher Professional Education and Training (PLPG)

PLPG is a teacher certification model in the form of training organized by LPTK Rayon to meet teacher qualification standards. The learning load is 90 learning hours in 10 days, lectures and workshops.

d. Teacher Professional Education (PPG)

PPG is a government strategy to improve the quality or qualifications of teachers. The purpose of PPG is for teachers to have the expertise and skills to achieve national education goals (Law 20/2003). However, (Regulation of the Minister of Public Education No. 8 on Teachers, 2009) states that the purpose of PPG is for educators to be able to conduct research and develop their professional skills on an ongoing basis, thus producing teachers with character. Competent to plan, implement and evaluate learning. PPG is organized by a Faculty Training Institute (LPTK) appointed by the Minister of Education and Culture.

Dr. H. Impun Siregar, MA, told reporters that teacher certification money, known as the Teacher Professional Allowance (TPG), is one of the government's allowances and attention to teachers as a form of appreciation for their profession in accordance with Government Regulation No. 41 of 2009. The teacher professional allowance is an income allowance given to teachers after fulfilling predetermined requirements. The amount of the teacher professional allowance is one times the basic salary for teachers with civil servant status, and IDR 1,500,000 for teachers with non-civil servant status. A teacher is entitled to receive a teacher professional allowance if they meet the following criteria:

- a. Hold one or more teaching certificates
- b. Fulfill workload as a teacher
- c. Teaching a subject or as a class teacher in an education unit that is linear with his/her teaching certificate
- d. Registered as a permanent teacher
- e. At least 60 (sixty) years old

CONCLUSIONS

Teacher certification at the Ministry of Religious Affairs in Medan City is a strategic step to improve the quality of education. The process not only recognizes teachers' competence and professionalism, but also measures the extent to which they are able to meet set standards. Through rigorous evaluation, including the collection of supporting evidence and comprehensive assessment, certification ensures that teachers have the necessary qualifications to deliver effective and quality teaching.

Certification also provides benefits in the form of teacher professional allowances

(TPG), which are not only a form of appreciation for their dedication, but also an incentive to improve their quality and achievements in educating the nation's next generation. Thus, certification is not just about achieving formal documents, but also about real efforts to improve the education system and ensure that education in Indonesia is on a competitive and globally competitive path.

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