

Individual Development in Increasing Teacher Professionalism at SMA Negeri 1 Cirebon City

Suklani Suklani ¹, Imam Sibaweh ²

¹ Sheikh State Islamic Institute Nurjati Cirebon, Indonesia; suklani@syekhnurjati.ac.id

² Sheikh State Islamic Institute Nurjati Cirebon, Indonesia; sibawehimam01@syekhnurjati.ac.id

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Abstract

This research aims to determine the picture of teacher professionalism at SMA Negeri 1 Cirebon City. Teacher professionalism requires individual development and organizational development. One of the individual developments is carrying out professional teacher education and training. This improvement requires teacher expertise in educating and teaching students with various approaches and learning models. The research used quantitative descriptive analysis methods on 16 teachers as respondents at SMA Negeri 1 Cirebon City and interviews to ensure the validity of the instrument answers distributed through the survey. Data collection techniques were carried out using observation and survey instruments. The results of the research show that the development of teacher professionalism has four aspects, namely: the development of teacher professionalism for 16 teachers at SMA Negeri 1 Cirebon City has four aspects, namely: (1) expertise, including (a) mastery of the material (37.5%) (b) class mastery (31.255%), and (c) pedagogical mastery (31.25%), (2) sources of income, including: (a) meeting basic family needs (62%), (b) being able to share with others (25%), and (c) not lacking financially (12.5%), (3) improving quality, including: (a) increasing student achievement (50%), (b) increasing school achievement (31.25%), and (c) increasing personal achievement (18.75%), and (4) code of ethics, including (a) maintaining integrity (100%), (b) honesty (100%), (c) discipline (100 %), and (d) responsible (100%). Teacher professionalism development must be carried out periodically and continuously.

Keywords

Profession; Professional; Professionalism; Professionality; Teacher Professional Development

Corresponding Author

Imam Sibaweh

Sheikh State Islamic Institute Nurjati Cirebon, Indonesia; sibawehimam01@syekhnurjati.ac.id

1. INTRODUCTION

Professional education is a field cultivated in science related to organization education. Organizational education always touches with the teacher, and the teacher's learning process requires skills and expertise. Teacher skills require education and training. For forming professional teachers, the development of teacher education needs to introduce strengths and weaknesses that become based on knowing individual teachers. Development requires master teachers' professionalism in terms of concept and implementation. The introduction profession gives refreshment that the teacher is working gloriously. Work that provides knowledge to participants with various discipline knowledge (Azizah



et al., 2024; Sulastri et al., 2020).

Teachers who prioritize principles of honesty, discipline, polite, authoritative, and responsible answers. The teacher's personality reflects something professionalism a teacher. The teacher's competence provides something continuous professional teacher development develops every time, especially since the demands of the times are increasing day need mastery of various technologies, provide something outlook enormous knowledge _ in create innovation and creativity teaching, development teachers provide something introduction continued knowledge _ contemporary (Famahato Lase, 2016). Professional teachers influence successful education. Change education needs teacher dedication in applying the latest knowledge, especially in development education, which must include (1) equalization and expansion of access to education, (2) improvement quality, relevance, and power competitiveness, and (3) strengthening governance, accountability, and public (Yasin, 2022).

Research conducted by (Kristian & Rahmat, 2017) enhancement teacher professionalism must be own knowledge and motivation through Skills. Study This assumption that the teacher's work professionalism should not be postponed again, something work that requires innovation and training to establish quality norms. Research conducted _ (Dudung, 2018) teachers is professional educators who educate, teach, guide, direct, train, assess, and evaluate participant education and organization school from the lowest level _ until level school.

Study Sit down focuses on professional and pedagogical aspects. Research conducted by (Darmadi, 2015) professional teacher attitudes are developed from behavior and attitude role models and have tested professionally and awakened a spiritual attitude based on moral and ethical values. Research conducted _ (Kartowagiran, 2006) showed teachers who get incentive certification are Still Not yet satisfied with 17 indicators, either seven indicators that are Good enough with indicator 10. Research (Rowan et al., 2021) related to teacher education and diversity participant education provides knowledge in problem-solving, finding solution education, research that describes teaching strategies, and few consider _ diversity teaching. Research implications _ in teacher development and improving reflection teacher education.

This is very interesting compared to the previous study, which focuses on the professional aspects of teacher performance; teacher performance includes the learning process, which covers planning, implementation, evaluation, and impact. Studying this is very interesting in developing professional teacher education and training. Professional teacher education and training funded training _ government. Study This own

An assumption is that many teachers haven't comprehensively developed their professionalism for the classroom learning process. They are still learning _ Not yet at the maximum the teacher does as needed to refresh and upgrade their knowledge about professional teachers. In line with the study (2022), professional teachers form quality of education, with indicators namely: (1) teachers must be capable of pushing educational transformation, and (2) teachers must have strong dedication _ to applying the best learning. Study Previously, it was still very common. Not yet touching on aspects of the performance of professional teachers provides something of understanding that is intact for teachers who must do it for the development of the learning process. Planning, implementation, evaluation, and impact _ _ part management education with teacher education and training _ comprehensive. This matter Can compared to the statement Sitting (2018).

This study focuses on teacher professional development, including the learning _ aspect, mastery material, mastery class, and mastery pedagogy. Teacher with work is a profession capable of sufficient need family, capable share, and not lacking finances, so quality guaranteed an increase in indicator performance students, improvement performance school and personal improvement.

2. METHODS

Research methods qualitative approach analysis descriptive, technique collection data using surveys, developed indicators from aspect expertise, aspect quality and aspects income become a growing instrument by need research, methods This deeper and research as subject and object study. Use analysis descriptive describe condition field education. Research sites were conducted on 15 teachers at SMA Negeri 1 Cirebon City, and the time study was from January to February 2023. Interview results were done processing with analysis critical especially at interviews with transcribing and deductive coding and observation done processing Analyze sis condition school, study documentation done processing analyze document school.

Observations were conducted by observing school facilities, teacher and principal work spaces, environmental conditions, and the learning process. The school facilities have various sports facilities, prayer rooms, and adequate study rooms. The observation looks at the real condition of the school with adequate supporting capacity. The documentation study looks at existing documents in the school, such as curriculum and school programs. Document analysis describes the actual situation, including the consistency of vision, mission, and goals.

Cirebon City 1 Public High School is located on Jalan Wahidin Sudiro Husodo No. 81 Sukapura sub-district, Cirebon city prosecutor's sub-district, West Java province, state school status with national school principal number 20222364 under the guidance of the Ministry of Education, Culture, Research and Technology, auspices of the regional government, Establishment Decree number 1823/C.C4/LL/2009, date of Decree Established on 06-24-2009, operational decree number 1823/C.C4/LL/2009, operational decree date 06-24-2009, accredited A, land area 9,510 m², since it was first established in 1944 until now, there have been many school principal leadership styles last variation in 2021-now led by Mrs. Hj. Naning Priyatnaningsih, S.Pd, M.Pd.

3. FINDINGS AND DISCUSSIONS

Findings

Figure 1 shows the development of teacher professionalism in 16 teachers at SMA Negeri 1 Cirebon City in aspects skill with indicator mastery material six teachers with a percentage of 37.5 cents and mastery indicator class there six teachers with a percentage of 31.25 percent, as is the mastery indicator pedagogical there is six teachers with percentage 31.25 percent. In logic analysis, when the divider three results big, it means success, while on aspects of skill, all the indicators are above 30 percent. That figure shows that the teacher who has the most numbers more expertise _ Good.

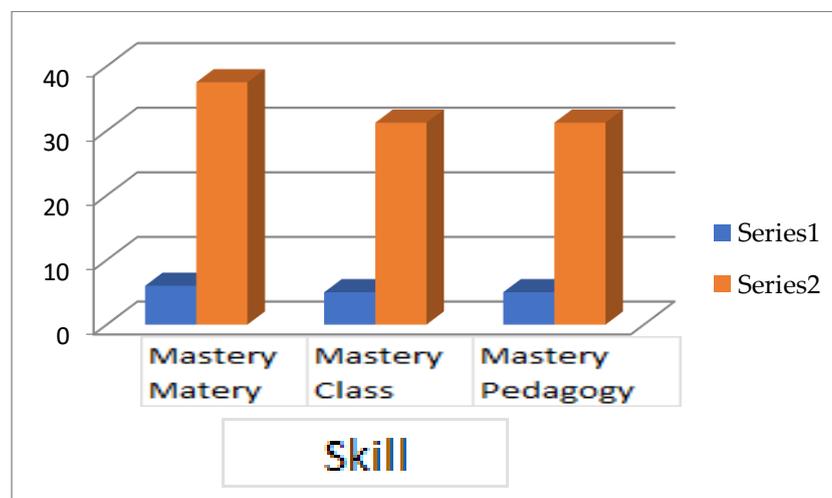


Figure 1. Aspect skill

Figure 2 shows that aspect source income, with sufficient indicators need principal family there were ten respondents or 62.5 percent, a capable indicator share with other people there are four respondents or 25 percent, and the indicator does not lack finance, there were two respondents or 12.5 percent of teachers as respondents get sufficient indicators to need principal family there were ten respondents or 62.5 percent means show success as a teacher. Even if _ was added up in a way that shows its success, two respondents answered No lack with problem finance; then four respondents answered capable of sharing. This matter does not hinder getting income as a professional teacher. Several respondents feel there is a lack because six respondents still need it, so the answer is made with the interview.

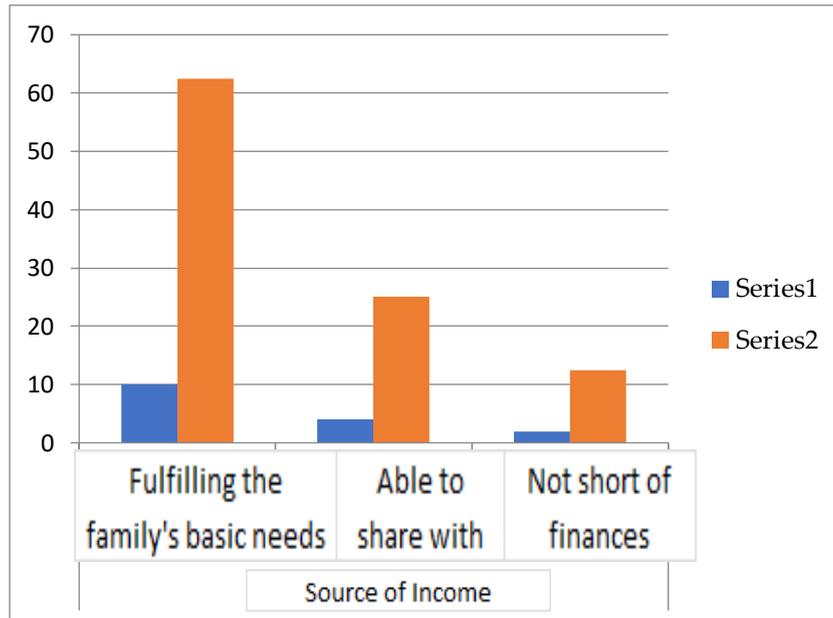


Figure 2. Aspect Source Income

Figure 3 on aspects of enhancement quality with an increase in indicator performance student there eight respondents or 50 percent, improvement indicator performance schools of five respondents or 31.25 percent, and increasing indicators of personal achievement of three respondents or 18.75 percent. A total of 16 respondents with varied answers _ show the dynamics of the development of the teaching profession and aspects of enhancement quality. This describes the real conditions of teachers, which are very dynamic with education development. Aspect enhancement with the indicator the No something certainty because many indicators make this happen reason enhancement the quality of the teacher. An approach that may be biased happens, or maybe the learning process is not equal or necessary for teacher creativity to increase.

The teacher gives something professional learning with maturity material provided _ Not yet. Of course, it has a positive effect _ on the student in increasing his ability to learn and improving his achievements. Developed indicators are still very simple and even able to develop more widely Again with other indicators. Education does not only get sourced knowledge _ from the teacher, along with the development of the times, but teachers also need balanced skills and expertise _ with adequate use of media. This media needs training that is not very useful in terms of the budget. The allocation budget may be biased in necessary aspects _ developed in the study. This.

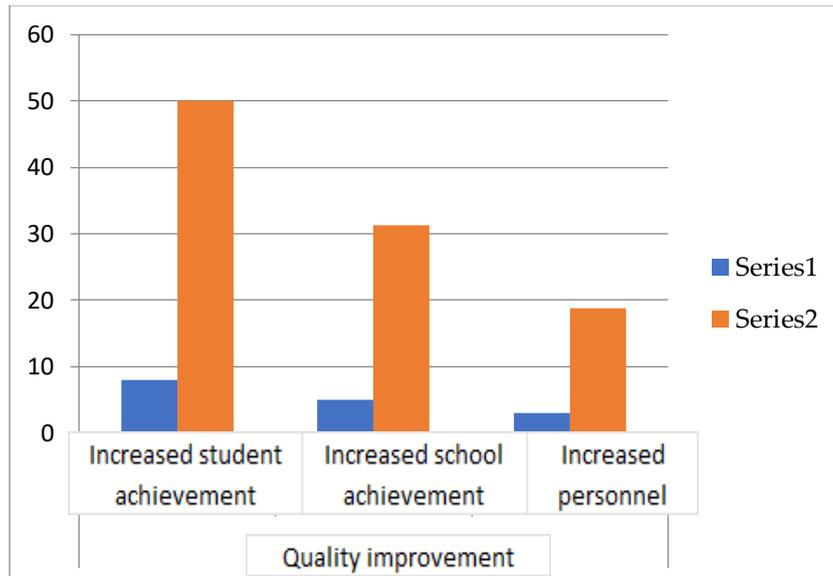


Figure 3. Aspect Quality improvement

Figure 4: Aspects of code ethics with guard indicator integrity of 16 respondents answered 100 cents. Honestly, 16 respondents answered 100 cents, 16 answered 100 cents, and take responsibility answered 16 respondents 100 percent. Developing teacher professionalism requires strength and answers supporting the program's education quality. All teachers have very high commitment. Respondents give answers and need to be interviewed in an advanced way to prove their answers. Interviews with respondents give accurate validity _ with all facial expressions and all parties.

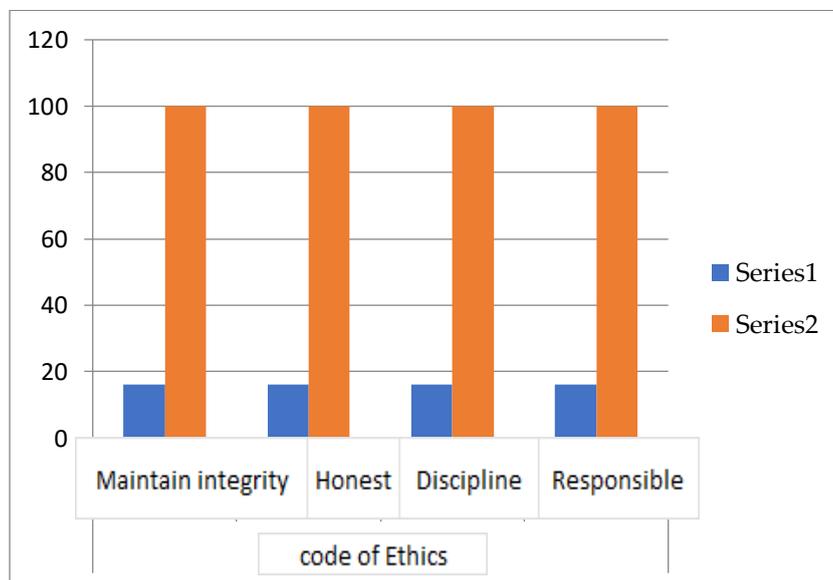


Figure 4. Aspects of the Code of Ethics

Discussion

Teachers, as the front guard in development index humans, give a share in change And leave behind thought patterns For generations to come. Teachers need professional development and proper education _ To support government programs. Development This requires a new paradigm, especially since teachers must have qualifications in academics, be competent, professional, healthy physically and spiritually, and capable of realizing national education objectives. Very dominant development with

various discipline teacher for print cadre reliable nation, giving _ the best education for children nation, give extensive knowledge for the future generation nation.

Financial knowledge is very necessary to increase the adequacy of basic family needs, the ability to manage finances has a positive effect in ensuring the availability of food for teachers, welfare is very influential in improving teacher performance, certification has a good influence on teacher welfare, welfare is very influential in becoming a teacher.

The influence in mastering the material really requires student involvement in learning, you can even use a project based learning approach, this model is very possible to be developed in subsequent research. Classroom mastery techniques are also very important to improve aspects of teacher skills, even learning must be related to the child's pedagogical character (Haryadi, 2023; Warda Rasidah et al., 2022; Wulandari, 2021).

Research conducted _ (Arifin, 2014) confirm that teachers must own qualification academic, understanding of development and growth participant education, give a chance to the teacher to follow various education and training, and develop appropriate models with conditions participants educate every semester. Demands development moment this, that teachers must be capable control information, communication and technology. The development demands media that makes things easier for participants to educate, don't you? even complicates things participants educate—convenience in using social media and learning media Good in the form of the internet and computers.

Teacher education teaches the teacher to teach by the ambition sublime Indonesian people. According to appropriate norms and ethics with local wisdom of the nation, then teacher professional development has very important aspects for become reference development, namely: aspects of expertise, aspect of source income, aspect enhancement quality and aspects code ethics. Aspect the No stand itself, some indicators are needed for instrument development and interviews. Study it's very comprehensive with technique interview data processing. They developed an instrument based on a survey to ensure the answer.

This development is very necessary to continue research, research will not just stop here but will continue to develop in accordance with current conditions, this development is open, dynamic and responsible. The open nature of anyone has the authority to study, research and trace the truth of the research in accordance with data and field evidence, it is dynamic, meaning there is flexibility, not forcing and not being rigid, changes and existing conditions are flexible. Responsible research is very necessary to convince all parties that the research is very close to the truth with various data and methods based on facts.

Development participants educate influenced environment schools, discipline and student capacity do not everything depend on the teacher, however, depends on How participants educate develop themselves, power support connection between teachers and students emotionally enhancement Spirit high learning. _ One important factor _ in control capacity self-participant education is discipline. *School discipline is considered a critical factor that effectively develops students' capacities for self-control* (Li et al., 2021).

Teacher professional development must inform development participants and educate influenced discipline, environment and relationships between participant educators and teachers. Always education *adds value* in increasing individual participation and education becomes A must for giving extensive knowledge. _ Knowledge No inform and notify those who do not know; however, provide a stimulus for thinking known as critical _ with *critical thinking*. Give critics in every eye lessons and themes learning For capable digest and get used to thinking critically. Build strong awareness _ in increasing reliable knowledge. _ Education isn't for teaching something new; however, _ teaching tradition noble that must be preserved and develop traditions _ new more _ Good.

Discipline makes teachers role models, teaches students to live an orderly life, order in every

activity provides a harmonious atmosphere, the demand for order is to create peace and comfort in activities, positive activities provide a very good improvement in shaping the character of students. This character exists in school. It is very important to design a school that is appropriate to its cultural conditions, culture is not only based on traditions. Still, it must also be based on habits that are very strict with the school's noble values. A school with a culture of student learning has a big impact on motivation and work morale. When the culture is built with work enthusiasm and motivation, all elements found in the school will always prioritize school values. Learning activities (Harita et al., 2022; Tampubolon & Sibuea, 2022).

By etymology originate the word *profession* is Language England *professus* from the Latin language and *profession* from Dutch, which means a person who has acquired skills _ through education and training with the conditions that apply to code ethics and responsibility. The answer is that even a profession can be interpreted as something required position _ obtained with skill special and done with method especially those who need it education and training in a way specifically, the profession is a statement someone who becomes promise For serve something _ special position _ like teacher as something position glorious For educate man (Rabiatul, 2021; Syarifan, 2015).

A profession is a job that is a person's field of expertise, experience which is carried out continuously and for a very long period of time determines a person's skills in improving their competence. The longer a person works and is devoted to a field, the higher his or her skills will be, but if it is not done for a long time So you still need maximum performance to be able to speed up the delay in mastering the material. Professional work will have a good impact in improving teacher welfare, the stronger someone is in mastering a field, the more trustworthy they will be, trust is the main capital in maintaining every responsible activity.

Profession must directed For activity look for livelihood and need activity special. Teacher debate as a profession has a long debate, when the teachers work look for so will missing teachers as hero sign services, especially teachers _ who work with special needs _ skill. Teacher work requires skill to introduce knowledge to participants. View more profession _ in No only in aspect work make money, however, become work to be the value of worship, work done with full voluntary, required supporting facilities _ as well as become calling colored life _ with not quite enough answer (Syarifan, 2015).

A job that is based on perseverance has a good effect in increasing income, but if someone is less devoted to a field it will have a reduced effect in earning income. Increased welfare comes from ability, ability must be proven by skills, and good skills will have an impact In building public trust, trust is the main capital in social development. Thus, welfare has an appropriate correlation with a person's expertise in a field.

Profession is work that requires training and mastery to something knowledge of something knowledge special. A professional is a person who has a profession or works full time and life from work That depends on something high skill. _ Professionalism is an act of manners, skills or quality as referring term _ to inner mental attitude form commitment from the member's something profession for always realize and improve professionalism. Professionality is the attitude of the member's profession really master, really to the profession. Professionalization is a process or journey time makes _ somebody or groups of people become professionals (Hakiki & Fadli, 2021).

Teachers in developing learning must have five basics, namely: (1) have academic qualifications, (2) have an educator certificate, (3) have competence, including pedagogical competence, professional competence, personal competence, and social competence, (4) be healthy physical and spiritual, and (5) able to realize national education. These five basics are very important in the development of improvements which must be simultaneously maintained by all parties. Teacher development in improving their professionalism requires education and training, so to become a professional teacher you can obtain professional teacher education, teacher education which is very helpful in improving their quality and graduate by obtaining an educator certificate after attending professional teacher

education in order to achieve professional teachers.

Before the introduction of professional teacher education (PPG), previously called teacher training and professional education, abbreviated as (PLPG), a very good improvement in implementing teacher education to achieve qualified educational standards, the implementation of PLPG took a very short time of 10 days, while in PPG carried out with a duration of one semester or around six months. Implementation that requires hard work from education or tutors is very helpful in improving teacher education and training in achieving national education goals through teacher certification programs.

A profession that has function and significance For subserve to society, profession demand Skills particularly obtained _ through serious and intensive education and training at time organizations that can responsible, professionally supported something discipline science (*a systematic body of knowledge*), having code ethics that become guidelines member with various clear and firm sanctions _ For violators code ethics, the profession is consequence services provided _ to society, then member profession get financial. Profession becomes demanding job _ ability on one field certain, jobs that are not supported *body of knowledge* become fragile in every his job, however, No all work is profession Because profession needs characteristic typically supportive _ member profession (Nurhadi, 2017).

Increasing awareness of teachers is not only through a government program called PPG but also through seminars and learning workshops, of course, these activities do not interfere with teacher activities in teaching and learning activities, and can be carried out at times that do not collide with situations that support social dynamics and increasingly modern developments. The massive growth in technological progress requires teachers to compete and be competitive with the abilities of students who are very adept at mastering technology

Related professional development individual in a way independent develop himself, related with necessary staffing _ patterned from the level above, development This applies results use and power To use with a process that leads to goals. Effortless development _ To increase knowledge, skills and attitudes. Professional teacher development competence pedagogical, competency, professional, social competency and competency personality. Professional teachers become a very important development in increasing learning in space class, teacher becomes an example for students who will imitate every room's necessary movements _ obtained student For develop an individual who works with various discipline knowledge (Supriadi, 2009).

Professionals have simple concepts containing something that works, be a source of income, is expertise, appropriate with standard quality, and need education profession. Professional education becomes the inner teacher's power to develop the ability to teach. Even teachers have to build component education including enhancement knowledge related with knowledge educate and teach, essence profession related with the learning process teaching, and application profession related with implementation learning that takes place from planning and implementation, as well evaluation (Sepriyanti, 2012).

4. CONCLUSION

Teacher professional development for 16 teachers at SMA Negeri 1 Cirebon City became part important in learning, professional teachers are capable put position as teachers with qualified expertise _ as a teacher, qualified abilities This impacts the improvement of teacher welfare. Professional teachers are needed to Work hard and work smart, as well as Work hard. Professional teachers who provide the progress of education in Indonesia are capable compete with various development in globalization, even ready with the era of digitalization. Development of the teaching profession requires support from head schools and the government to give a chance to the teacher to develop with enhanced quality, and give chance for develop teacher creativity and innovation.

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