

## **Performance Analysis of Certified Teachers at Budi Satrya High School**

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*Article received: June 2024, Revision: June 2024, Approval: July 2024*

**DOI: 10.17977/um025v8i32024p205**

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**Abstract:** This research aims to analyze the performance of certified teachers at Budi Satrya High School with a focus on evaluating teaching quality, interaction with students, and contribution to student learning. The research method used is a case study with a qualitative approach, this research is included in the category of descriptive research or exploratory study. This research uses qualitative techniques involving school principals and certified teachers. Data was collected through school observations, interviews with teachers, and analysis of related documents. The research results show that the role of the principal in improving the performance of certified teachers at Budi Satrya High School is by providing motivation, providing supervision to teachers, establishing effective communication and increasing collaboration between certified and non-certified teachers. Furthermore, there are strategies for certified teachers in improving their performance at Budi Satrya High School, namely certified teachers plan quality learning, certified teachers also integrate technology into the learning process and finally certified teachers support every academic and non-academic activity at Budi Satrya High School to further improve their performance.

**Keywords :** Teacher Performance; Certification

### **INTRODUCTION**

In general, incidents that often occur in Indonesia show that the performance of certain teachers is still below standard. This can be concluded from various empirical facts which show that the performance of qualified teachers is still below standard and is actually superior to teachers who are not certified. Many qualified instructors choose not to use their credentials. This clearly does not apply to all instructors, based on research findings from the Indonesian Instructors Association (PGRI) on the impact of professional teacher certification on teacher performance. Factors such as school leadership can of course also influence this poor teacher performance (Widiarto, 2020)

The number of teachers in Indonesia is 3.37 million in the 2022/2023 school year, with 1,174,377 declared certified, an increase of 2.70% compared to the previous school year, which was 3.28 million, according to data from the Central Statistics Agency (BPS). The number of certified teachers is a measure in determining the suitability of the profession, according to the Ministry of Education and Culture (Kemdikbud) observing that 50% of teachers in Indonesia now have permits.

One indicator of professional competence is certification. The largest percentage of certified instructors is in elementary schools (SD) at 45.77% and high schools (SMP) at 48.44%. At the Vocational High School (SMK) level, the percentage of certified teaching staff is the lowest, namely 28.49%.

At the research location at Budi Satrya High School, Kec. It is known that the total number of teaching staff there is around 30 in Medan Tembung, and those who have been declared to have passed certification are 12 teaching staff or around 40% and those who have not been declared to have passed certification are 18 teaching staff or around 60%. At the research location at Budi Satrya High School, Kec. Medan Tembung does not yet know clearly and with certainty how the performance of certified teachers there is perceived, school culture and work discipline, as well as the contribution of school principals to teacher performance. This is what requires further research.

Certified teachers are very important in education, because certification indicates that a teacher has gone through a rigorous training process, confirming his professionalism in teaching. According to research by (Hammond et al., 2017) , certified teachers tend to provide better teaching. Certification demands a deep understanding of effective teaching methods and student development. According to (Ingersoll & Strong, 2011) , certified teachers are more likely to use teaching strategies that suit student needs. Research from (Clotfelter et al., 2007) shows that certified teachers have a positive impact on student academic outcomes, potentially leading to positive changes in educational achievement. Certification requires teachers to continually update their skills through training and professional development. This is important in facing dynamic changes in education.

Certification demands a deep understanding of effective teaching methods and student development. (Ingersoll & Strong, 2011) , certified teachers are more likely to use teaching strategies that suit student needs. Certification requires teachers to continually update their skills through training and professional development. This is important in facing dynamic changes in education. Certification can improve a teacher's social and economic status, encouraging qualified individuals' interest in choosing an educational career. This is in accordance with research by (Ronfeldt et al., 2015) which highlights the importance of teacher status in improving the quality of education. Thus, teacher certification is not just a sign of formality, but creates the basis for higher quality teaching and positive impact on students.

The poor quality of education in Indonesia, especially in the basic education system, has an impact on education at all levels and units. The causes include low teacher work ethic, lack of self-control, talent and performance; The instructor's drive and skill determine the quality of education. Teachers who lack the motivation to work hard provide low-quality teaching and poor teacher performance. This cannot be separated from other factors that reduce teachers' interest in their work, such as many teachers who do not have a minimum education, the absence of a reading culture among teachers, and a lack of teacher concern. Each of these elements contributes to poor teacher performance. (Alfath & Huliatusisa, 2021) . Improving existing educational conditions is necessary

for Indonesia to increase its human resource base. Therefore, the government has established a teacher certification program to improve standards of professionalism, welfare and dignity of teachers. Teachers are required to have academic credentials, competence, educational certification, physical and spiritual well-being, as well as the ability to fulfill national education goals, as stated in Article 8 of Law Number 14 of 2005. Article 9's academic requirements must include four diplomas or bachelor's degrees.

The factor that can help improve teacher performance is work motivation. Work motivation is the drive that encourages someone to work to achieve certain goals. This is very influential in helping to improve teacher performance (Aruni & Faisal, 2021) . The level of motivation definitely has a big influence on how learning takes place at school (Sugiono et al., 2022) . In order for students to follow the instructions given, the teacher must show greater motivation from them. (Kusumasari, 2022) . Although certified teachers want to receive certification benefits, they do not want to increase the quality of their professionalism. Many educators use old educational methods. There is no multidirectional interaction between teachers and students, students with teachers, students with students, or the learning and learning environment remains teacher-centered.

Some teachers see the certification program as a formal policy that teachers usually follow, while others see it as an effort to improve the quality of teachers in Indonesia and try to be better. This is not an organization that aims to raise quality standards. In fact, to be certified as a professional teacher, they only need to take part in academic activities and complete a portfolio file. (Nur, 2018) . It's clear that certification programs impact two different groups. On the one hand, the certification program helps increase teacher professionalism, while on the other hand, it causes a return to the tradition of "formal rituals" in the world of Indonesian education.

A thorough analysis of the effectiveness or productivity of certified teachers is my main goal for researching this subject. This research can help uncover specific problems that are affecting their performance, so that appropriate development or improvement actions can be taken. The research results can be used as a basis for creating policies or training programs aimed at improving the quality of education and performance of certified teachers.

## **METHOD**

A qualitative approach was used in this research as a research methodology. This approach is centered on logical thinking, translation and depiction of the specificity being studied. This philosophy-based research method is used to examine scientific situations (experiments), where the researcher functions as a tool. Data collection and qualitative analysis techniques place more emphasis on meaning. Because the aim of this research is to describe conditions or phenomena that occur in the field, this research is included in the category of descriptive research or exploratory study. The purpose of descriptive research is to describe or present data about the performance of certified teachers, such as circumstances, conditions, circumstances, events, activities that are currently taking

place at the research location. For my research, this method is very suitable because it aims to collect in-depth information about performance analysis of certified teachers at Budi Satrya High School.

The source of research data is referred to as the subject for obtaining data. The data in this research is categorized into primary data and secondary data. Primary data sources in this research are school leaders, principals, deputy principals, teachers who have not been declared certified and teachers who are certified. Primary data comes from interviews and simple writing from respondents. Data that already exists at the location to be researched, such as letters replying to interview permission, school profile pictures, and photos related to this research is referred to as secondary data.

After the data was collected, Milles and Huberman's theory was used to analyze the data, after that, the data was reduced, presented, and then concluded according to research needs. Data analysis is the methodological process of gathering information from field notes to interpret and share interviews, and other sources. The analysis process includes organizing data, dividing it into small parts, synthesizing, compiling patterns, choosing what is important and what should be studied, and making conclusions about the answers given by certain individuals. To test the quality or validity of data, techniques and sources are triangulated; This means looking at and comparing data from interviews between one informant and another and with relevant documents (Sugiyono, 2019) .

## **RESULT AND DISCUSSION**

### **RESULT**

#### **The Role of the Principal in Improving the Performance of Certified Teachers at Budi Satrya High School**

Based on the findings in the field, it shows that the role of school principals in improving the performance of certified teachers has taken their direct role in supervising certified teachers. The following are the results of observations made by researchers regarding the role of the principal in improving the performance of certified teachers at Budi Satrya High School: The principal's role is like leading a lesson, the principal must be a leader in the field of learning by providing a clear vision about the quality of education and how teachers certification and non-certification must reach these standards, this also includes preparing training and professional development programs that suit the teacher's needs.

Then the principal also evaluates and supervises certified teachers. Principals need to regularly evaluate and supervise the performance of certified teachers. This can be done through classroom observations, reviewing student learning outcomes, and constructive feedback to help teachers improve the teaching methods of certified teachers. Furthermore, school principals must also facilitate the professional development of certified teachers. School principals must provide opportunities for certified teachers to attend workshops, seminars and training that are relevant to their field. Apart from that, they can invite resource persons or experts to provide training at school.

School principals must also create a work environment that is supportive or conducive to development, such as providing adequate resources, good facilities, and a work climate that is collaborative and supports innovation. By having an adequate or conducive work environment, certified and non-certified teachers will be able to more easily develop their performance towards students at Budi Satrya High School. Then providing motivation and appreciation for certified teachers is also very important. By providing motivation and appreciation for certified teachers, it can increase the morale and dedication of certified teachers. School principals must also implement a reward or recognition system for the extraordinary performance of certified teachers. And don't forget that school principals must establish effective or open and transparent communication with certified teachers, for example, school principals are obliged to listen to the aspirations, suggestions and complaints of certified teachers and provide appropriate solutions. School principals must also pay attention to improving the welfare of certified teachers, both from a financial and non-financial perspective, to improve their performance. This includes providing benefits, incentives and comfortable working conditions. And the most important role of the principal is to increase collaboration between teachers and their involvement in school decision making. This can increase the sense of responsibility for improving the quality of education in schools. (DK interview).

From the results of the analysis of classroom observations from school principals, it shows that certified teachers tend to be more effective in implementing learning. These teachers more often use active and interactive learning methods, such as group discussions, projects, and presentations. However, there are some teachers who still rely on traditional lecture methods, which can reduce student activity in the learning process.

There are several roles played by the principal in improving the performance of certified teachers at Budi Satrya High School, namely: 1) Providing motivation, 2) Providing supervision . 3) Establish effective communication. 4) As well as increasing collaboration between teachers.

### **Strategies for Certified Teachers in Improving Their Performance at Budi Satrya High School**

Research findings on certified teachers have shown their obligation to plan quality learning. Certified teachers are responsible for designing and developing innovative and effective learning plans, using teaching methods and strategies that have been proven successful in learning. Not only that, certified teachers must also have a deep and comprehensive understanding of the subject matter being taught, ensuring that they can convey the material clearly and precisely to students.

The results of the classroom observation study show that certified teachers at Budi Satrya High School integrate technology into the learning process to make it more interesting and interactive, such as using educational software, e-learning platforms, and other digital tools to support learning factors.

Certified teachers at SMA Budi Satrya also develop and implement various assessment methods to accurately measure student understanding and learning progress, as well as provide constructive feedback to improve learning outcomes.

Certified teachers must also continue to improve their skills and knowledge through training, workshops and further education to stay up to date with the latest developments in the field of education. Because if they do not develop their professionals, it can create performance that can be said to be less than good. So with special training required for certified teachers, it can create good performance and have a good impact on students.

To create effective classroom management, certified teachers must be able to manage the classroom well, create a conducive, disciplined and orderly learning environment, and be able to handle various classroom dynamics wisely. Because teachers play a very important role as guides and motivators for students, helping them overcome learning difficulties and providing encouragement to reach their maximum potential. A teacher also cannot force students, therefore we must be clever in protecting them.

Then working together or collaborating with other teachers, both certified and non-certified, is a very important role of course, because to create good performance is to collaborate with our colleagues, both to share knowledge, resources and teaching strategies, as well as participate in collaborative activities that support improving the quality of education in schools. Not only that, supporting school activities is also a very important role, such as being actively involved in various school activities, such as extracurriculars, committees and school events, which can support students' holistic development. As well as maintaining effective communication with parents or guardians of students, reporting progress and challenges faced by students, and working together to support student learning success at home and at school are the most important roles for student development. (US interview)

The role of certified teachers in improving their performance at Budi Satrya High School is: 1) Planning quality learning. 2) Integrating technology into the learning process. 3) Support school academic and non-academic activities.

## **DISCUSSION**

### **The Role of the Principal in Improving the Performance of Certified Teachers at Budi Satrya High School**

Teacher certification aims to assess teacher performance in carrying out their duties as educators and to support national education goals, as well as to improve student performance, teacher productivity, teacher dignity and teachers. Certification is given to teachers who have completed the certification process. This is done so that teaching staff have the ability to increase their capacity as teachers and carry out their learning responsibilities in a better direction. The role of the principal at Budi Satrya High School is as follows:

The role of the principal in improving the performance of certified teachers in schools is very important, because with the role of the principal, certified teachers can further improve their performance in schools. By providing motivation and supervision to certified teachers, certified teachers can develop further in improving their performance. The principal at Budi Satrya High School also gave appreciation to teachers who had good performance. So that you can further increase your work morale.

This is in line with research (Sasmita & Prastini, 2023) , that the school principal's leadership function towards certified teachers is as a motivator, supervisor and innovator. Creating learning resources and creating a friendly, orderly atmosphere for teachers and other education personnel are some of the principle ways that act as motivators to help create plans that encourage them to carry out their duties. The principal's responsibilities as a supervisor include supervising, directing and supervising teachers as they carry out classroom operations.

The role of the school principal in providing motivation for the performance of certified teachers is very important and varied. The principal acts as a motivator by providing appropriate rewards and punishments, as well as encouraging teachers to continue participating in training and professional development. Apart from that, school principals also play the role of innovators who create new programs to support effective learning (Zaidan & Mulyadiprana, 2022) .

Another role of the principal is supervision carried out through various methods, such as classroom observations, interviews with teachers, and document review. Principals must be able to provide constructive feedback and support teachers in developing their teaching skills. The principal observes directly how teaching is delivered by attending courses. As part of their creative duties, school administrators are expected to encourage innovative learning, reflect creative, disciplined, constructive and flexible work methods, and seek new ideas by observing changes in the educational environment. School principals must also be able to improve classroom learning as much as possible. With the supervision carried out by the principal on teacher performance, the performance of teachers at Budi Satrya High School can be improved.

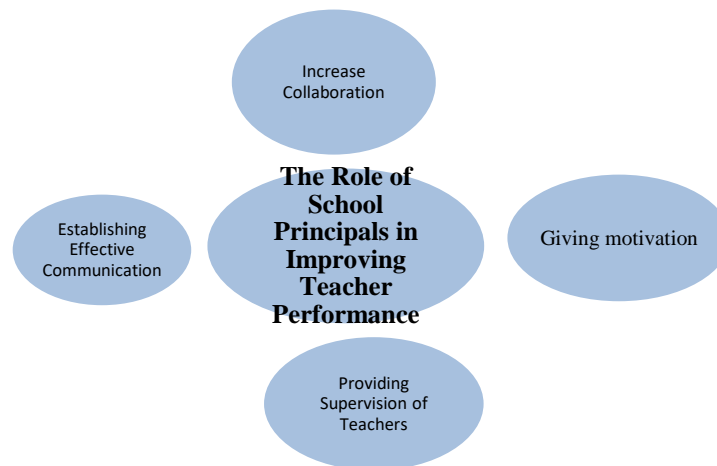
This is in line with research (Wulandari et al., 2020) explaining how school principals carry out academic monitoring by utilizing strategies for coaching or improving teachers in the classroom. Because this strategy's emphasis is on individual teacher growth, it can inspire educators to continue learning and growing. Of course, the manager must arrange things such as training materials before starting the examination (syllabus and lesson plans).

The role of school principals in improving teacher performance is very important because they are responsible for providing direction, guidance and supervision to teachers. Effective supervision can help teachers to improve the quality of their teaching.

The role of the principal at Budi Satrya High School in establishing effective communication and increasing collaboration between certified and non-certified teachers is very important, because by creating good communication and collaboration between teachers, good performance will also be

created for fellow teachers. This is in line with research (Widodo & Sriyono, 2020) , describing the principal as a functional teacher whose job is to supervise the school, regulate interactions between teachers and students during the teaching and learning process, and implement learning. The school principal has a big responsibility for school improvement efforts. school standards, administrators must be able to oversee all available resources to create a productive and successful learning environment.

To fulfill the school's vision and goals, the principal and teachers must work together well and communicate frequently in an effort to increase the principal's supervision of teacher performance. Consider the important role school leaders play in helping them do their jobs more successfully. In this situation, to carry out work tasks and achieve organizational goals, leaders must continuously provide direction, advice, coaching and collaboration among subordinates (Syafarina et al., 2021) .



Picture 1. The Role of School Principals in Improving Teacher Performance

From the findings and literature review above, it can be concluded that the role of the principal in improving the performance of certified teachers at Budi Satrya High School needs to be improved based on the vision, mission and goals of the school. And school principals also play a role in understanding and involving themselves in monitoring teacher performance.

### **Strategies for Certified Teachers in Improving Their Performance at Budi Satrya High School**

As for the strategies of certified teachers in improving their performance at Budi Satrya High School, of course the strategy of certified teachers in improving their performance is the most important thing to develop, because if the strategy of certified teachers cannot be improved and developed well or is stuck there, then the performance Certification teachers will not produce satisfactory results. Certification teachers at Budi Satrya High School always try to create quality learning, such as before teaching students, they will first clearly understand the learning they will

convey. They will try to do the best for their students. If there are students who do not understand the explanation they are giving, they will use other methods to make the students understand the lesson.

The role of certified teachers at Budi Satrya High School in improving their performance in planning quality learning is to provide a strong knowledge base and improved pedagogical skills. Relevant research in this context is a study conducted by (Oktaviyanti and Wardiyati 2020), which found that certified teachers tend to have a better understanding of planning learning that is appropriate to student needs and the applicable curriculum.

This is also in line with (Zaidan & Mulyadiprana, 2022) , who said that certification teacher strategies in planning quality learning involve a deep understanding of the curriculum, student needs, and effective teaching methods. They tend to use a variety of approaches that have been proven effective in improving student learning outcomes. This research reveals specific strategies used by certified teachers to plan quality learning, highlighting strategies that are successful in improving student achievement. The specific strategy is meant by integrating technology in learning so that learning can be varied and certified teachers can also develop learning to be more effective.

Furthermore, certified teachers at Budi Satrya High School are active in integrating technology into the learning process, they think technology really helps them in applying learning, although there are some students who don't understand how to apply technology in learning, but they will be patient and continue to try to be able to create The student becomes more proficient in applying it. Of course, certified teachers also have to be more updated in keeping up with current developments, which means that with the development of technology in the current era, integrating technology into the learning process is something that must be developed.

The role of a certified teacher in integrating technology into the learning process is as a facilitator who is able to use technology effectively to improve students' learning experiences and achieve learning goals. One study that is in line with this is that conducted by (Aji, 2020) which shows that certified teachers have a higher tendency to integrate technology in their learning, utilizing digital tools to increase student engagement and achievement.

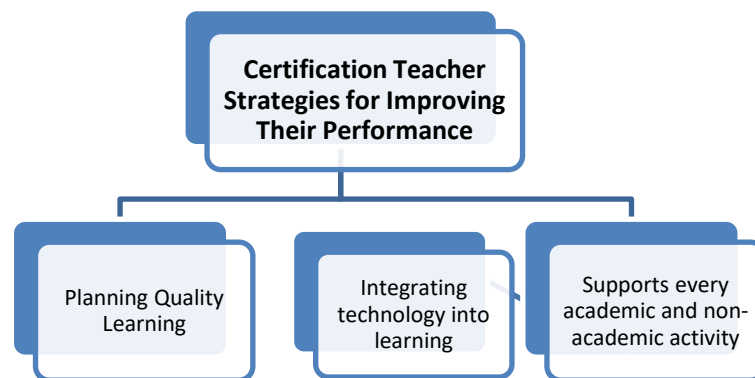
Certification teacher strategies in improving their performance through the integration of technology in the learning process are very important. In educational literature, technology integration has been proven to improve the quality of learning and student engagement (Misbah et al., 2019). By leveraging technology, educators can create more engaging and relevant learning experiences for students, as well as facilitate project-based and collaborative learning. Therefore, certified teachers who are able to integrate technology effectively can improve their performance in providing more effective and relevant teaching for students.

One of the important roles of certified teachers at Budi Satrya High School is to support all activities at the school. Because certified teachers play a very important role in handling all activities in schools, for example quiz activities, school principals usually rely on certified teachers to handle these activities, although suffice it to say that not all teachers are certified, but the most important role

is that of certified teachers. Because activities held at school can provide quality learning and can strengthen school management.

The important role of certified teachers in supporting school activities has been proven in many studies. For example, research by Smith shows that teachers who have been certified tend to have better teaching skills, positively influence student academic achievement, and contribute to a better learning climate in schools (Wulandari et al., 2020) . Certified teachers have a crucial role in supporting school activities by providing competence and deeper knowledge to students as well as making a positive contribution to the development of curriculum and school programs. They can also be role models for other fellow teachers in implementing effective and innovative teaching practices.

The strategy for certified teachers to improve their performance is very important, especially through support for academic and non-academic activities at school. Research by (Sasmita & Prastini, 2023) , describes that certified teachers tend to have better competence in managing learning and creating a conducive learning environment. Apart from that, they are also better able to collaborate with school stakeholders and develop innovation in the learning process. Thus, certified teachers can be significant agents of change in improving the quality education in schools.



**Figure 2. Certified Teacher Strategy for Improving Teacher Performance**

It can be concluded that certified teacher strategies are very important to help improve teacher performance, such as planning learning, integrating technology and supporting academic and non-academic activities.

## CONCLUSIONS AND SUGGESTIONS

### CONCLUSIONS

This research found that there were two components found, the first component was: a) The role the principal in improving teacher performance at Budi Satrya High School. The results of this

component were that the principal at Budi Satrya High School provided motivation, provided supervision of teachers, establishing effective communication and increasing collaboration between certified and non-certified teachers. The second component is: b) strategies for certified teachers in improving their performance at Budi Satrya High School. The results of this component are that certified teachers plan quality learning, certified teachers also integrate technology into the learning process and finally certified teachers support every academic and non-academic activity at Budi Satrya High School to further improve their performance.

## SUGGESTION

The results of this research should be used as a source of learning or reference for readers. It can also be useful for many parties, especially for authors and readers. I realize that the results of compiling my article are far from perfect, therefore I expect criticism and suggestions.

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