

## HIMPAUDI'S ROLE IN IMPROVING PROFESSIONAL COMPETENCE PAUD TEACHERS IN NORTH PURWOKERTO

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**Abstract.** The purpose of this study is to describe the role of HIMPAUDI in enhancing professional competence PAUD teacher in North Purwokerto. The research that the writer did here was field research using a qualitative approach. The subject of this research is the chairman of HIMPAUDI, the head of HIMPAUDI LITBANG and two members of HIMPAUDI Purwokerto Utara. Primary data obtained through structured interviews, observation, and documentation, then presented in a deductive manner. Next, analysis with interactive models. Based on the results of the research, the professional competence of PAUD teachers in North Purwokerto has 5 indicators that have been fulfilled, 1) HIMPAUDI's role in mastering material, structure, concepts, and scientific mindsets that support the subjects taught is demonstrated by holding KTSP workshops, 2) HIMPAUDI's role in mastering competency standards and basic competencies in the subjects/fields of development being supported is demonstrated by holding KTSP workshops that teach PAUD teachers to create their own curriculum.

**Keywords:** HIMPAUDI, professional competence, PAUD teachers

### INTRODUCTION

Increasing teacher professionalism means a continuous process of self-improvement. Because related to the accelerated development of science and technology has put pressure on schools in various ways such as facilities, organizational structure and human resources are increasingly unpredictable. The main reason for the development of professionalism is that teachers are personnel who are responsible for contributing to the growth and development of knowledge, developing student learning abilities, and carrying out school administration activities (Mujtahid, 2011). In other words teacher professionalism is a form of commitment, adequate skills and increased welfare. Professional PAUD education should ideally be educators who are active in organizational forums such as HIMPAUDI (association of educators and early childhood education staff in Indonesia), IGTK (Kindergarten Teachers Association), and IGRA (Raudhatul Athfal Teachers Association) (Wiyani, 2015). HIMPAUDI is an independent and legal organization that includes elements of early childhood education and education staff. In which HIMPAUDI socializes the importance of quality early childhood education to all levels of society. Main tasks and functions or abbreviated (tupoksi) HIMPAUDI for HIMPAUDI's main tasks there are four points, namely:

1). Socialize the importance of quality early childhood education to all levels of society; 2). Developing and strengthening the organization in stages; 3). Accommodate, fight for and create the aspirations of educators and early childhood education staff. While the functions of HIMPAUDI are: 1). Facilitating the improvement of the profession of educators and early childhood education personnel in Indonesia; and 2). Improving the quality of early childhood educators in balance with the basic concept of fostering the overall development of children (Tedjawati, 2011). In the preliminary observations I did by interviewing the chairman of HIMPAUDI Purwokerto Utara Luthfi Sulistiowati, S.Pd. Aud. On Thursday, November 14, 2019 and most recently Thursday, January 23, 2020, information was obtained that HIMPAUDI Purwokerto Utara is an Association of Early Childhood Educators. an organization that accommodates PAUD teachers in the North Purwokerto sub-district by exchanging information and sharing knowledge with fellow PAUD teachers. In improving the professional competence of PAUD teachers in North Purwokerto there are various activities, namely education and training which consists of three types, there are management training, basic training and advanced training, management training for school principals so that they have special skills and have a good leadership spirit, as well as basic and advanced training for teachers who graduated from high school or for teachers who are not PAUD educators to improve the competence of PAUD teachers, besides that there are also seminars to improve the quality and competence of PAUD teachers, and there are also trainings in preparing PAUD sets such as preparing BOPs, preparing curriculum, as well as preparation of accreditation. The trainings carried out are directly supervised by PAUD experts in North Purwokerto so that they are truly guided until they are proficient in their preparation. And the most important thing in increasing teacher professional competence is the strong desire from each teacher that the activities that have been arranged by HIMPAUDI are for the common welfare and create high-quality and competent individuals.

At HIMPAUDI Purwokerto Utara there are HIMPAUDI programs consisting of regional work meetings (RAKERDA), coordination meetings (RAKOR), seminars, HIMPAUDI anniversary, training, school principal management training, basic training and advanced training for teachers who graduate from high school which is able to improve the good quality and performance of Purwokerto Utara PAUD teachers.

For this reason, the HIMPAUDI organization in North Purwokerto sub-district has activities that educate PAUD teachers and train PAUD teachers which can improve the professionalism of PAUD teachers in North Purwokerto. At HIMPAUDI Purwokerto Utara, they often hold training forums for making a number of PAUD devices and using technology for PAUD teachers. In addition, before starting the activities of the meetings or training there is a delivery of culture which is able to add insight and equip the teacher to become a good person from his behavior and speech.

Based on the description above, that the thesis with the title HIMPAUDI's role in improving the professional competence of PAUD teachers in North Purwokerto sub-district is a set of behavior or organizational tasks that bring together early childhood teachers to become qualified and professional teachers in North Purwokerto District.

## **RESEARCH METHODS**

The type of research that the author uses is descriptive qualitative which is a form of research that aims to describe existing phenomena, both natural phenomena and artificial phenomena. The subjects of this study were the head of HIMPAUDI, the head of the HIMPAUDI RESEARCH AND DEPARTMENT and two members of HIMPAUDI Purwokerto Utara. Primary data obtained from structured interviews, observation and documentation. Then it is presented in a deductive manner and analyzed with an interactive model.

## RESULTS AND DISCUSSION

HIMPAUDI Purwokerto Utara consists of 17 early childhood education institutions. From the results of interviews with the chairman of HIMPAUDI and the chairman of LITBANG, observations on one of the activities and documentation. The author collects data by interviewing indicators of professional competence according to the regulation of the Minister of National Education number 16 of 2007 concerning academic qualification standards and teacher competence. HIMPAUDI Purwokerto Utara often holds regular forums or meetings which discuss work programs and discussions about school rankings, even making educational game tools. North Purwokerto teachers routinely submit monthly reports.

as thatquoted by Eko Setiawan in his bookteacher professional competency standards owned by PAUD teachers in North Purwokerto are:

- 1.1 Mastering the material, structures, concepts, and scientific mindsets that support the subjects being taught.
- 1.2 Mastering competency standards and basic competencies in the subject/field of development/subject taught.
- 1.3 Develop learning materials taught creatively.
- 1.4 Develop professionalism in a sustainable manner by taking reflective action.
- 1.5 Utilizing information and communication technology to communicate and develop yourself.

### **2.1 HIMPAUDI's role in increasing the professionalism of PAUD teachers in terms of mastery of material, structure, concepts, and scientific mindsets that support the subjects being taught.**

Based on the results of interviews with the chairman of HIMPAUDI Purwokerto Utara Luthfi Sulistiowati, that HIMPAUDI has conducted activities that discuss mastery of material, structure, concepts, and scientific mindsets that support subjects, namely in the form of a KTSP workshop on March 11 2020 which was attended by all Purwokerto PAUD teachers North. This activity was held at the D'saung Purwanegara restaurant with speakers Mrs. Sri Wachjuningsih, S.Pd, Aud conveying about the preparation of KTSP and Mrs. Eli Indriastuti, S.Pd.Aud about 21st century education.

The committee invited Mrs. Sri Wachjuningsih and Mrs. Eli Indriastuti because they are PAUD activists and have very experience in the field of PAUDtan, therefore the committee invited Mrs. Sri Wachjuningsih and Mrs. Eli Indriastuti as presenters for this KTSP workshop.

Supporting factors for the implementation of the curriculum KTSP workshop at the unit level of educators were the support from the North Purwokerto sub-district district coordinator of district education by attending the workshop and accompanying it until the event was over. The enabling factor was that the workshop was only held in one day so that not all questions asked by the participants could be answered satisfactorily. The activity went smoothly, the teacher actively asked questions and all institutions were required to be able to create their own curriculum (Sulistiowati, 2020a).

### **2.2 HIMPAUDI's role in increasing the professionalism of PAUD teachers in mastering competency standards and basic competencies in the subjects/fields of development being taught**

Based on the results of an interview with the chairman of HIMPAUDI Purwokerto Utara MrsLutfi Sulistiowati,HIMPAUDI has carried out activities regarding mastering competency standards and basic competencies in subjects/fields of development/subject taught in the form of a KTSP workshop which was held on March 11 2020 at the D'saung Purwanegara restaurant with resource persons Sri Wachjuningsih, S.Pd, Aud conveying about preparation of KTSP and Eli Indriastuti, S.Pd.Aud regarding 21st century education attended by all PAUD teachers in North Purwokerto.

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### **2.3 HIMPAUDI's role in increasing the professionalism of PAUD teachers in developing learning materials that are taught creatively**

From the results of an interview with the chairman of HIMPAUDI Purwokerto Utara MrsLutfi Sulistiowati,HIMPAUDI has carried out activities to develop creatively taught learning materials in the form of a KTSP workshop which was held on March 11 2020 at the D'saung Purwanegara restaurant with resource persons Sri Wachjuningsih, S.Pd, Aud conveying about the preparation of KTSP and Eli Indriastuti, S.Pd .Aud about 21st century education attended by all PAUD teachers in North Purwokerto.

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### **2.4 HIMPAUDI's role in increasing the professionalism of PAUD teachers in developing professionalism in a sustainable manner by taking reflective action.**

Based on the results of an interview with the chairman of HIMAPUDI Purwokerto Utara Mrs Lutfi Sulistiowati, In developing professionalism in a sustainable manner,

HIMPAUDI Purwokerto Utara has carried out activities that are able to develop professionalism in a sustainable manner by conducting reflection on January 14-16 2020 which was held by HIMPAUDI Banyumas Regency and attended by all PAUD principals in Banyumas district including all PAUD principals in Purwokerto Utara in the management training program at SKB Purwokerto with Mr. Dedy Andrianto, S.sos as speaker. as chairman of HIMPAUDI Central Java, Mrs. Nia Ahluspat and Mrs. Ria Winanti.

The management training event was attended by Ms. Erni as the regent of Banyumas who fully supports this training activity, Ms. Ina Yukawati, chairperson of HIMPAUDI Banyumas who hopes that with this management training activity, she will be able to increase competence and run her institution with character and professionalism and the head of the Purwokerto SKB was present at the event this management training. The problem is that teachers are busy at home and have small children, because the training is carried out for 3 consecutive days from morning to evening (Sulistiowati, 2020b). The purpose of this activity is to increase the knowledge and performance of PAUD teachers.

This is in accordance with what was quoted by Eko Setiawan in his book that the Regulation of the Minister of National Education of Indonesia Number 16 of 2007 which states that indicators of developing professionalism in a sustainable manner by carrying out reflective actions namely.reflect on one's own performance continuously, utilize the results of reflection in order to increase professionalism, conduct classroom action research to increase professionalism and keep up with the times by learning from various sources (Setiawan, 2018).

## **2.5 HIMPAUDI's role in increasing the professionalism of PAUD teachers by utilizing information and communication technology to communicate and develop themselves.**

Based on the results of observations with the chairperson of HIMPAUDI Purwokerto Utara, Ms. Luthfi Sulistiowati, she had conducted activities that discussed utilizing information and communication technology and self-development during a routine meeting on September 7 2019 at PAUD Kuncup Melati which was attended by PAUD teachers in North Purwokerto District. Mrs. Luthfi Sulistiowati, as a representative for North Purwokerto, took part in an IT training for making video kingmasters and 2-dimensional artciar in Semarang. Thus, Ms. Lutfi conveyed the knowledge she had gained to her friends in PAUD Purwokerto Utara in routine meeting activities. The supporting factor for the implementation of this activity was Mrs. Lutfi who had attended IT training on making kinemaster videos and 2-dimensional artciar in Semarang and finally everything that was obtained by Mrs. Lutfi was transmitted to PAUD teachers in North Puwokerto District. The inhibiting factor is that some teachers are not yet proficient in using technology such as laptops, or applications on cellphones because in this activity the teacher directly uses laptops and cellphones (PAUD Kuncup Melati, 2020).

The purpose of this activity is to be able to: utilize technology as the development of lessons and keep abreast of technological developments in the world of education. In this case, HIMPAUDI's role is in utilizing information and communication technology to communicate and develop oneself.

This is in accordance with what was quoted by Eko Setiawan in his book that the Indonesian Minister of National Education Regulation Number 16 of 2007 which states that indicators utilize information and communication technology to communicate and develop themselves, namely utilizing information and communication technology for development or lesson content (Setiawan, 2018).

In improving the professional competence of PAUD teachers in North Purwokerto, HIMPAUDI has an important role. The role of HIMPAUDI Purwokerto Utara in increasing

the professional competence of PAUD teachers through workshop activities, training which consists of three types: management training, basic training and advanced training, management training for school principals and basic and advanced training for teachers who graduated from high school, besides that there are also seminars, and there are also trainings in preparing PAUD devices such as preparing BOPs, compiling curricula, and preparing accreditation.

## **CONCLUSION**

Based on the results of an analysis of all data regarding the role of HIMPAUDI in improving the professional competence of early childhood teachers, the authors can draw the following conclusions:

- 3.1 HIMPAUDI's role in mastering competency standards and basic competencies in subjects / areas of development / subject matter taught through KTSP workshop activities.
- 3.2 HIMPAUDI's role in mastering competency standards and basic competencies in subjects / areas of development / subject matter taught through KTSP workshop activities.
- 3.3 HIMPAUDI's role in developing learning materials that are taught creatively through KTSP workshop activities.
- 3.4 HIMPAUDI's role in developing professionalism in a sustainable manner by carrying out reflective actions through management training activities.
- 3.5 HIMPAUDI's role in utilizing information and communication technology to communicate and develop themselves through regular meeting activities.

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