

STANDARDS OF CREATIVE TEACHER PERFORMANCE

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Abstract

Teacher's creativity should be applied in critical thinking skills and a lot of ideas and a lot of ideas, so that they can see the same thing but with a different way of thinking, especially the meaning of quality education services in the context of learning.

Keywords: *Standard, performance, teacher.*

INTRODUCTION

Act of 1945 states that the Indonesian nation must be intelligent, peaceful, free, and fair. The things mentioned that the purpose of education is to be realized. The destination is explicitly outlined in UUSPN No. 20/2003 which states that students must have competitiveness in the face of the global era. More detailed further elaborated in Government Regulation No. 19 of 2005 on National Education Standards which states students must have (a) Qualifications include attitudes, knowledge, and skills; (B) Basis of intelligence, knowledge,

personality, character, as well as the skills to live independently and to follow further education, and (c) have the life skills include personal skills, social skills, academic skills, and vocational skills.

According UUSPN 2003 to realize these objectives, the learning is carried out through olahhati, olahpikir, olahrasa and sports. Meanwhile, according to Government Regulation No. 19/2005 executed interactively learning, inspiring, fun, challenging, motivating the students to actively participate and provide enough space for innovation, creativity, and independence in accordance with their talents, interests, and physical and

psychological development of learners, learning should give exemplary.

The above description implies that the learning paradigm that has been done should be changed. Learning must implement innovation. Innovation occurs at the level of implementation, namely implementing innovative learning. In other words, innovation is closely related to changes in behavior of the teacher / lecturer.

PERFORMANCE

Performance is *performa* or *kinerja*. Performance can also mean job performance or the performance of work or performance results (LAN, 1992). According August W. Smith, Performance is performance is output derives from processes, human otherwise, meaning that the performance is the result of a process that humans do. From the above opinion can be concluded that the performance is a form of behavior of a person or organization with achievement orientation.

A person's performance is influenced by several factors such as: ability, capacity, held, incentive, environment and validity (Notoatmodjo, 1992).

As for the size of the performance by T.R. Mitchell (1989) can be seen from four things:

1. Quality of work - the quality of the work
2. promptness - timeliness finishing work
3. Initiative - initiative in completing the work
4. Capability - the ability to complete the job
5. Communications - ability to foster cooperation with other parties.

Performance standards need to be formulated to be used as reference in conducting the assessment, ie comparing what was achieved with what was expected. The performance standards can be used as a benchmark to hold accountable for what he has done. With regard to teacher performance

standards Piet A. Sahertian stated that, the teacher performance standards related to the quality of teachers in performing their duties such as: (1) work with students individually, (2) the preparation and planning of learning, (3) the utilization of instructional media, (4) involve students in the learning experience, and (5) the active leadership of the teacher.

Teacher performance has a certain specification. Teacher performance can be seen and measured in accordance with specifications / competency criteria which must be owned by every teacher. In connection with the performance of teachers, a form of behavior in question is the activities of teachers in the learning process, namely how a master plan learning, implementing the learning activities, and assess learning outcomes.

Creativity

Creativity is a mental process involving the emergence of new ideas or concepts, or new relationships between

ideas and concepts that already exist. From the viewpoint of science, the result of creative thinking (sometimes called divergent thinking) are usually considered to have authenticity and appropriateness. As an alternative, everyday conception of creativity is the act of making something new.

([Http://id.wikipedia.org/wiki/Kreativitas](http://id.wikipedia.org/wiki/Kreativitas))

Creativity is one of the key words to do a teacher to provide maximum educational services according to ability and special skills in the field of education. Like where a teacher is creative?

Internal factors that grows and develops in each individual as a value of excellence, making people able to accelerate even adapt to the dynamic conditions of the environment, in the process, it is interpreted as creativity, in general, an understanding of creativity as follows:

1. Creative is often depicted with critical thinking skills and a lot of ideas, as well as many ideas

2. Creative people see the same thing, but with a different way of thinking

3. The ability to combine something that has not been previously incorporated

4. The ability to find / get things / ideas and new solutions

For some teachers, the face of rapid changes in education can bring the impact of anxiety and fear. Change and renewal in general brings a lot of anxiety and discomfort. Implications of changes in education, not easy, because it contains technical and practical consequences, as well as psychological for teachers. For example curriculum change, or changes in education policy. Change is not just a change in the structure and content of the curriculum. Or just change the content of learning. But the changes demanded changes in attitudes and behavior of teachers. For example the character changes, mental, methods and strategies in learning.

The learning activities in the classroom regarding the methodology and strategies. How can a teacher use the methods and strategies for effective learning and fun; determined by the ability and skills of teachers. A fun learning can realize a dynamic learning, and democratic.

Who is most responsible for providing tools and media as well as a source of student learning in the classroom, in junior high school or vocational? Rational answer is because the teachers themselves teachers establish indicators of competence curriculum, plan, implement learning and assess student learning outcomes even follow up on student learning outcomes either with remedial or richment program.

To undergo changes in the orientation, teachers should not complain when the school facilities and infrastructure limitations. He demanded creative with what their facilities. If you need to create a new innovation, where

cardboard indomie former teacher eat into the medium of instruction. A teacher "that hands should be on top and always gave, despite a difficult life. Teachers should not complain, because complaining does not lead to a solution. "

Tools, media and student learning resources are appropriate and which supports the achievement indicators SBC, for example, it is very necessary in the learning process of students. If the calculated number of indicators of the curriculum at each school, then to the subjects at certain grade levels in the first half there are at least three indicators $X 6 = 18$ indicators of competence. Number of basic subjects and subjects of local content SBC minimal No 15, it means the number of indicators in the first half there was a minimum of $18 X 15 = 270$. If the count to three levels of classes (I, II and III) in 1 semester = $3 x 270 = 810$ indicator, then for one school year the number of indicators each school there are $2 X 810 = 1.620$ indicator SBC. SBC curriculum in

junior high, high school and vocational each have 1,620 SBC indicators that memuanya need tools, media and different learning resources in the learning process of students.

Social competence of teachers are expected to meet all the tools, media and learning resources required students in the learning process of students. Teachers conduct internal and external networking with schools to expect commitment and a priority program of the school management to provide the tools, media and student learning resources in the learning process of students who are dimanage teachers in the classroom. Access to external networking school teachers would need to be considered more in depth because it would result in additional financing from external elements of the school.

SOLUTIONS

The solution is the creativity and innovation of teachers in the learning

process of students always expected that the level of achievement of competence is maintained and can be realized within the ideal time. Concerns of teachers will be reduced gradually when teachers can find and develop creativity and innovation in the learning process of students.

Here are some habituation teachers are supposed to be used as food for thought to improvise creativity and innovation of teachers in managing learning in the classroom:

1. have the talent, interest, call the soul, and idealism;
2. committed to improving the quality of education, faith, piety and noble character;
3. have academic qualifications and educational background in accordance with the task;
4. have the necessary competence in accordance with the task;
5. have responsibility for the implementation of the tasks of professionalism;

6. earn income determined in accordance with job performance;
7. have an opportunity to develop in a sustainable manner with professionalism lifelong learning;
8. have legal protection in carrying out the task of professionalism; and
9. have a professional organization that has the authority to regulate matters relating to the duties of professionalism of teachers.

Media and Instructional Materials necessarily the cause of the failure of a learning process at school. A hope that is always a discourse among educators / teachers us in carrying out their teaching duties at the school is not the availability of 'medium of learning and teaching materials' is sufficient. Answer these teachers are quite reasonable. As if there is a correlation between the availability of

'media teaching materials' in schools with student learning success.

It was agreed that one of the causes of the failure of the learning process of students in the school is the lack of media and teaching materials. And the school management believed would have been aware of it. However, a classic reason we always hear that "schools do not have the funds for it" !.

In learning Pakem Model, a teacher would not want to be actively engaged, proactive and creative to find and designing media / alternative teaching material that is easy, inexpensive and simple. But it still has relevance to the theme of the subjects being studied students. The use of multimedia devices such as ICT really is ideal, but not all schools are able to access it. Without degrading the nature and value of multimedia electronics, teachers can select and design of learning media using a variety of other sources, such as raw materials are inexpensive and accessible,

such as raw material for paper / plastic, herbs, wood and so on, in order to motivate and stimulate the process of creative learning and fun.

Finland and South Korea as the best country in the Education Results comprehensive international survey in 2003 by the Organization for Economic Cooperation and Development (OECD). Research measuring science, reading and mathematics, placing Finland world number one in education. It turned out that the country does not pressure students to add hours of learning, giving extra homework load, applying the military discipline, or bombard students with a variety of tests. In contrast, students in Finland start school at a rather slow compared to other countries, namely at the age of 7 years, and their school hours even fewer, just 30 hours per week. In contrast, South Korea, ranking second after Finland, the students spend 50 hours a week. It turned out that indeed the key lies in the quality of its teachers. Finnish teachers are

virtually the teachers of the highest quality with the best training anyway. The teaching profession itself is a profession that is very much appreciated, even though their wages are not fantastic. Teachers as a factor determining the quality of education, be a determinant of student success. Quality teacher produce quality education. Instead teachers are not qualified, hard to believe would produce a quality education. Teachers as curriculum goes, should at any time to update and improve the ability the teachers. Being a qualified educator. Improving knowledge by learning and diligently read. Teachers are less concerned with efforts to increase the ability to be crushed and marginalized by those who have a lot of knowledge and ability.

Anwar Fuady (lecturer Associate P4TK-BMTI Bandung) the opportunity for comparative study in Germany, see how a physics teacher at a vocational school (Berlin) using props simulation (Holikopter) made from paperboard that

floated in front of the class by using a blower to facilitate the students to understand the principles relating to the physics subjects. The learning process easy to understand and very pleasant. Media simulation is not bought ready-made, but it was designed by a teacher of physics itself. this is called a creative teacher. Thus, the models 'active learning, creative, effective and fun', or what we call the PAKEM it is not always expensive. The element of creativity that is not located on the product / media that is so, but more on mindset and strategies being used appropriately by a teacher itself in designing and teaching the lesson material.

Teachers need Creativity Training

Classroom teaching interesting and enjoyable for students still hard to find in schools. The problem is because teachers have not been able to develop their creativity to create and take advantage of teaching materials that are not unfamiliar to the students. "The process of teaching and learning can

be developed into a very attractive just by using learning aids are made from recycled materials. Many new teachers understand and be aware of this if it had been given training. Therefore, provoke creativity teacher training needs to be improved.

In recent years there have been sharing knowledge and experience with the teachers who are in the area through a training program with the theme Elementary Level Education Quality Improvement by Using Learning Method Used Goods. The teachers in the area were given a book called Share, Cheerful and Creative Uses For media Consignment Learning Interesting.

The training program capable of surprising the participants because they did not expect that it turns the process of teaching and learning can be developed into a very attractive just by using learning aids are made from recycled materials. One example, a study aid for mathematics is a mineral water bottle cap that underneath there is a number from 0 to 9.

This tool can be used to study the concept of multiplication, addition, subtraction, and so on. Learning aids are made from recycled materials, when presented in a fun learning environment, of course, very much in tune with the government program that suggest that learning should be active, innovative, creative, effective, fun, happy, and weighted. Children's interest in learning can be fished by utilizing digital equipment often they use. Unfortunately, many teachers who would not think of it. Like the internet, only used for browsing information only. In fact, online media can be used over again as a venue for creation of student learning.

An Apple Distinguished Educator, Jane, developing the production of stories of children in elementary school where she teaches through digital storytelling program called Kids Work Online. Students can use cell phones, webcams, digital cameras, or computer to be able to make short films range from 45 seconds to

two minutes that contains things like a child as part of learning in school.

Jane said, in order to improve the literacy of students to have the ability to write good, the teachers must be creative to create classroom learning by utilizing advances in digital technology. Information and communication technology equipment that is familiar to the students, ranging from the internet, mobile phones, and digital cameras can actually be used to support learning fun and foster students' creativity in many ways.

Digital storytelling program was developed because of the emergence of concerns with the lack of children's literature with the perspective of Indonesia. Author reading of children who are able to narrate the daily life of Indonesian children or are capable of producing children reading Harry Potter novel class of the results of the nation's work was minimal. Efforts to give birth to a child a story typical of Indonesia came

from school children. Advances in digital technology are familiar with children will make learning so interesting. Children will learn to create their own stories. Another lesson can also be made the same so that learning is fun it can be experienced by children from their everyday lives.

Constraints in the use of digital technology for learning mainly because of the ability of teachers are limited. As a result, teachers are not able to take advantage of simple technology that is no stranger to the world of children as a means to create a creative learning. Internet Program Goes To School, for example, should also be supported with training is not just about how to operate the Internet and search for information is not limited in cyberspace. What is important is to train teachers to be able to use the Internet to find ways and methods of learning that makes it easy and fun for students.

Teachers are required to be more creative and innovative play the position

and function of professional improving education services with quality, affordable and equitable, for the empowerment of the teaching profession organized through self-development is done in a democratic, equitable, non-discriminatory, and sustained by upholding human rights, religious values, cultural values, pluralism, and the code of professional conduct. So that the teaching profession as a special area of work carried out by the following principles:

1. have the talent, interest, call the soul, and idealism;
2. committed to improving the quality of education, faith, piety and noble character;
3. have academic qualifications and educational background in accordance with the task;
4. have the necessary competence in accordance with the task;
5. have responsibility for the implementation of the tasks of professionalism;

6. earn income determined in accordance with job performance;
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Teacher's creativity should be applied in critical thinking skills and a lot of ideas and a lot of ideas, so that they can see the same thing but with a different way of thinking, especially the meaning of quality education services in the context of learning.

Ability combine something that has not been previously incorporated and the ability to find / get things / ideas and new

solutions are facilitated to do creative teacher when providing services in the learning process. Each stage of apprenticeship served in context and cases are different and unique to each environment and learners, in the sense of learning services more emphasis and focus on the diversity of backgrounds and abilities of students.

Service learning more emphasis and focus on the diversity of students' backgrounds and abilities are friendly education, namely education services inclusive of various aspects, both in the interaction of students and teachers, the learning environment, the school environment and the community. Values advantages of the teachers in the form of creativity, in every dimension of a trigger internal to look at the problem from all directions, especially in the realization of quality education, affordable and fair, such as the implementation of education-friendly, which is based on the implementation of the three pillars of

national policies: (1) expansion of access and educational equity, (2) improving the quality and acceleration of education, (3) accountability and public image.

CONCLUSION

Desire to know the larger, and open to new experiences should encourage teachers to broaden their horizons because it is an advantage that is actually owned by the teachers in the form of dimensional creativity, effort - quality improvement and acceleration of education is a challenging task, along with the educational challenges that increasingly worldwide and the use of information technology has touched educational services.

The above conditions are demanding, encouraging, even an opportunity for teachers to become a professional figure that is full of creativity.

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