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## Analysis Of The Implementation Of Certification Policy In Improving The Competence Of Elementary School Teachers In Poso District, North City, Poso Regency

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### ABSTRAK

Studies This analyze Implementation Policy Certification In Increase Competence of Teaching Staff Elementary Schools in the District North Poso City Regency Poso With use approach studies case qualitative through interview in-depth , observation field , and analysis documents , findings show that For Source Power human and infrastructure available but need improvement in skills whereas disposition and structure bureaucracy can categorized walk Enough Good whereas For communication walk not enough good . In terms of overall , implementation Policy Certification In Increase Competence of Teaching Staff Elementary Schools in the District North Poso City Regency Poso can categorized walk Enough good . Study This recommend to maximize management certification for school teachers base in the District North Poso City is needed especially socialization funds to schools

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## INTRODUCTION

Education is a very process strategic in increase quality life nation , so that must done in a way professional . In the era of globalization moment this , Indonesia must capable increase quality education so that it does not lost compete with other countries. Our country need creative , innovative , and productive people . This is can realized If We have power professional and capable educators print generation a pious nation to The Almighty God One , superior in knowledge knowledge and technology , have intelligent person soulful aesthetic , ethical , personable and well-mannered character sublime .

According to Constitution Number 20 of 2003 concerning National Education System in Article 3 states that :

“National Education functions develop ability and form character as well as civilization a dignified nation in frame enlightening life nation , aims For development potential participant educate to become a man of faith and piety to Almighty God One , moral noble , healthy , knowledgeable , capable , creative , independent , and become democratic citizens as well as responsible answer .”

For realize objective education national mentioned above , then issued Regulation Government Number 19 of 2005 concerning National Standard

Education has a very important role strategic in development something nation . Various studies in many countries show strong connection between education with level development nations addressed by various indicator economic and social culture . Education related with development nation is capable education facilitate changes , such as equitable , quality and relevant education with need public .

Realize role strategic education the Indonesian government always support the idea that places sector education , in particular education basic , as priority in development national . So that development education can contribute to improvement quality source Power humans , there are three condition the main thing that must be noticed namely : (1) means building , (2) adequate and quality books and (3) teachers and staff professional education ( Mulyasa , 2005 :3).

In 2005 the Indonesian Government issued policies outlined in Constitution Number 14 of 2005 concerning Teachers and Lecturers which among other things regulates about teacher and



lecturer welfare along with the conditions . Teachers and Lecturers Law the implemented with Regulation Government Ministry of National Education ( Permendiknas ) Number 18 of 2007 concerning Teacher Certification in Position . The above policy enforced by the government in frame realize effort improvement quality teacher education and professionalism , as well as improvement teacher welfare .

based on observation researchers , problems First located at the Source Power human resources and facilities supporters Not yet fully school teacher existing basis in the sub-district North Poso City in learning process planning Still less , especially preparation material teaching materials and innovation the means used are less motivation For develop potential self like follow further formal education , For the attitude of the implementers to Still many teachers have already worthy certified ( senior teacher) not yet certified with reason wait quota from the Center, this cause sign ask big among senior teachers in the District North Poso City besides That disposition and structure bureaucracy can categorized walk Enough Good .

Referring to the background behind the above problems , it is necessary done study and analysis more deep about Implementation Policy Certification In Increase Competence of

Teaching Staff Elementary Schools in the District North Poso City Regency Poso .

## METHODS

In study this , researcher use type study qualitative . This is Because researchers want to explain condition study in a way experience or condition current with find and collect data based on fact empirical about Implementation Policy Certification In Increase Competence of Teaching Staff Elementary Schools in the District North Poso City Regency Poso . According to Sugiyono (2015:15), method study qualitative is method research based on philosophy postpositivist , used For research condition object natural ( different with experiment ) , where the researcher is instrument main , engineering data collection was carried out through triangulation ( combination ) , and data analysis was carried out with method certain . For get informants , researchers use technique taking sample purposive sampling, namely choose informants who have strong understanding and competence in the field each related with phenomenon research . This is make it easier for researchers in obtain accurate data



and information . The informant is as following :

1. Head Department of Education and Culture District Poso
2. Head Field
3. Staff Staff / Management certification
4. Certified teachers

## RESULTS AND DISCUSSION

Study This conducted at Elementary Schools (SD) in the District North Poso City and the Department of Education and Culture District Poso . The Elementary School ( SD) is one of the work units under Department of Education and Culture Regency Poso which has role strategic in support smoothness implementation administration specifically certification . Success implementation policy influenced by four variables main : communication , resources power , disposition / attitude implementers and structures bureaucracy . Fourth variables This used as base For interpret findings field as following :

### a. Communication

Edwards Communications stated that implementation will effective If policy communicated in a way clear , precise , consistent , and easy understood by those who apply it in the field . Based on findings research , communication policy

Edwards stated that implementation will effective If policy communicated in a way clear , precise , consistent , and easy understood by those who apply it in the field . Based on findings research , communication policy certification in Elementary Schools (SD) is lacking walk with Good the main thing socialization Because because it is active just head school with teachers, who often come to service For ask about implementation certification . It should be service have obligation socialize about policy certification .

### b. Source Power

Source Power according to Edwards, the policy No will succeed without support source adequate power , including source Power human resources , budget , facilities , equipment , and information . Research show that from aspect source Power man that is for teachers the average teacher is available for certification Because all condition full namely teachers who are qualified below S1 already fulfil condition Because has experienced Work more from 20 years old and aged more from 50 years besides That experience attending scientific forums For increase teacher competency is required Good before and after certification .

### c. Disposition



. Disposition / Attitude Executive Edwards emphasized that implementation policy influenced No only by source power and communication , but also by attitude and character implementer policy or the executors who have willingness , commitment , and understanding positive to policy will operate task they with more effective . Research results show that show existence commitment attitude positive for teachers to increase competence so that can Keep going accessible in certification.

#### d. Structure Bureaucracy

Structure bureaucracy is variables important in Edwards' theory because good policy can fail If structure organization No support implementation . Study This find that the *Standard Operating Procedures (SOP)* developed by the bureaucracy in question is manager certification District Education Office and Head School in carry out criteria and procedures Work implementation policy teacher certification . Structure bureaucracy in study This use indicators as following ; 1) method selection or procedure teacher proposal in frame certified by the Head School and Principal District Education Office Poso through Head PMPTK field , 2) standards performance or rules

concerning improvement teacher performance and teachers' commitment to matter That .

#### CONCLUSION

Based on results study about implementation policy certification in increase competence power teacher school base in the District North Poso City Regency Poso , then can concluded as following : Implementation policy certification in increase competence power teacher school base in the District North Poso City walking with Enough good , because indicator in study This namely , communication not enough Good whereas For source Power human , disposition and structure bureaucracy can categorized walk Enough good . Meanwhile For competence pedagogy , competence professionalism and competence social walk Enough okay , just competence walking personality Good .

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Semua referensi yang digunakan dalam artikel ini harus terdaftar di bagian Referensi. Referensi harus berasal dari sumber primer (jurnal ilmiah setidaknya 80% dari seluruh referensi) yang diterbitkan dalam 5 (lima) tahun terakhir. Akan lebih disarankan menggunakan aplikasi referensi seperti Mendeley dan sejenisnya. Format referensi pada jurnal ini menggunakan format APA 6th Edition (American Psychological Association). Selain Abstrak keseluruhan teks



pada paper ini ditulis sesuai format yang tertera dengan ukuran font 11 pt dan jenis huruf Cambria serta jarak antar baris satu spasi.

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