

**TEACHER CAPACITY IMPROVEMENT OF
SENIOR HIGH SCHOOL (SMA) AND VOCATIONAL HIGH SCHOOL (SMK) THROUGH
CLASSROOM ACTION RESEARCH AND WRITING OF SCIENTIFIC PAPERS**

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ABSTRACT

The problem of teachers today is getting promotion issues that they have no scientific papers published on ISSN journals and have low levels of teaching result. This is due of teacher's ability to conducting the classroom action research is very low and also in writing the other scientific papers. This condition had been affected the teacher's welfare and professionalism. Actually, how to make the proposal of classroom action research had been taught on Teacher Professional Training and Education (is called PLPG), but after that they have no follow up proposals to collect and analyst of data to do action research. That means, the classroom action research is not implemented in their schools. We can conclude that a teacher who wants to improve his professionalism, getting promotion and welfare have to conduct classroom action research and be able to report his research results in the form of scientific papers that is published in the journal.

Based on the above case, the classroom action research was conducted through community service in two partners. First, is State Senior High School-1 of Pangkalan Susu in langkat district and, second is State Vocation High Schools-1 of Dolok Merawan in Deli Serdang district. The activity plan was begun with the design of classroom action research training module, and writing of a scientific paper, then training to make the a classroom action research proposal, researching aids and data analysis, training to make research report on a scientific paper that is published on ISSN Journal. The outcomes of devotion are (1) The teacher has been able to make a Classroom Action Research proposal, (2) The teacher has done the classroom action research in each class, (3) The teacher is able to report the result of his research in scientific paper, (4) The Teacher has submitted her scientific paper on
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Keywords: Classroom action research, scientific paper, get promotion, teacher

Introduction

A. Situation Analysis

Teachers play a strategic role especially in effort to shape the nation character through the development of personality and values desired. There are at least six tasks and responsibilities of teachers in developing their professions are teachers, tutors, class administrators, curriculum developers, developing professions and building relationships with society (Saud, 2011). Now, the

teachers are having a lot of trouble to get promotion. One of that complains about the requirement of having a scientific paper of classroom action research results. One of the points on the guidance of promotion of the Education Department of Sumedang stated that the teacher who will be promoted have to perform self-development, publication and/or innovative work (Education Department of Sumedang, 2014). This is a burden for teachers who will take care of promotion or position.

The aim of classroom action research is an action research that is conducted to improve the quality of classroom learning practices (Arikunto, 2010). Implementation of classroom action research has dual advantages that in addition to improving learning with sincerity, that's also becomes to publish a scientific paper on ISSN journals. Actually, that has been thought by the government, especially as a manager of teacher's certification. On Teacher Professional Training and Education (PLPG) has a material learning about preparing proposal and writing of scientific papers as 9 hours. Law of Republic of Indonesia number 20 year 2003, Law of Republic of Indonesia number 14 year 2005 mandate teachers must have academic quality, competence, educator certificate, healthy and spiritual, and have the ability to realize national education goals.

In accordance with explanation above can be concluded that every teacher should carry out classroom action research to increase teaching competence and also to meet the requirements to get promotion. That is reality in schools that teachers are in the city and country side were ignored. Many teachers have no longer to think about get promotion and self-development. This is caused a lack of understanding of classroom action research. There are four stages of classroom action research that is planning, implementation of action, observation and replication (Arikunto, 2010).

B. Partner Problems

In State Senior High School of Pangkalan Susu in Langkat district there are 40 teachers, Almost 90% of teachers have attended the Teacher Professional Training and Education (PLPG) in the context of certification of teachers who have already taken part in the training of classroom action research proposal. In our visiting to attend the seminar, we received complaint of teachers about classroom action research and scientific paper. The teacher seems to be resigned no longer takes care of get promotion because have no the scientific paper from was coming from the classroom action research's result. In addition, the teachers as if as no longer want to improve their competency. The same conditions were felt by teachers of State Vocational High School-1 of Dolok Merawan in Deli Serdang district.

Classroom action research has not been a conscious effort of teachers for self-development and even the writing of scientific paper is less desirable of teachers. From both of schools that we recorded almost 70% of teachers were late to get promotion. We observed that the problem of classroom action research and the writing of scientific papers is not a big problem, and this problem can be solved definitely. We saw that teachers got less socialization about classroom action research and the writing of scientific paper. In order the improving of teachers competence in teaching and even at the increasing the getting promotion and welfare of teachers that is necessary to carry out training and assistance on classroom action research and the writing of scientific papers for teachers in State Senior High School-1 of Pangkalan Susu and State Vocational High School-1 of Dolok Merawan.

C. Target and Output

The target of this activity is all of teachers in State Senior High School-1 of Pangkalan Susu and State Vocational High School-1 of Dolok Merawan can attend this training and understand and willing to execute in current year. While the output to be generate, that are:

1. All of teachers have conducted classroom action research.
2. Teachers have at least 1 scientific paper for each year.
3. Teachers propose promotion on time and nothing is too late.
4. Teachers that have awareness for always develop their competence through classroom action research and the writing of scientific papers.

The outputs of product are:

1. Classroom action research reports to be filed in the teacher's office to be referenced by other teachers.
2. The accredited journals were archived in the teacher's office as a reading material for other teachers.

Implementation Methods

A. Determining Priority Issues that was Agreed Together.

1. First Partner was State Senior High School-1 of Pangkalan Susu of Langkat District has 40 teachers and it is 45 km from the city of Medan.
2. Second Partner was State Vocational High School-1 of Dolok Merawan of Deli Serdang District that is 50 km from Center of Development and Empowerment Teacher and Educational Personnel of Medan (is called P4TK Medan).

The first Partner and Second Partner has the same problems that the teachers are hampered promotion, so they have been less welfare were caused not understanding to implemented the classroom action research and the writing of scientific papers. Therefore, the principals and teachers want to be trained in classroom action research and the writing of scientific papers.

B. Justify of Proposer and Partner's to Determine Priority Issues

Agreed to be completed during Implementation of Program

1. Training of classroom action research proposal. Then, the assistance during the implementation of classroom action research. Be continued mentoring research report.
2. Training for writing scientific papers of classroom action research report, and the submitted a publication for ISSN journal.
3. Preparation of promotion of teachers that has been hampered
4. A joint evaluation of this activity and evaluation of student learning outcomes.

Based on concrete evidence in the form of data from first Partners and second partner are in carrying out their duties will continue the development of competence through classroom action research and report them until published in the journal of each year. That will result teachers that are competent and have the getting promotion as desired.

C. Method of Approach to Solve Partner Problems

Based on the problems that have been raised, the method of approach in this activity was used the method of education, training and mentoring of teachers until there are scientific papers are published in ISSN journals.

D. Description of Work Procedures to Support the Realization of the Methods Offered

1. Giving theory about classroom action research to teachers.
2. The training of a classroom action research proposal.
3. Mentoring of implementation of classroom action research.
4. Mentoring of preparation of research reports.
5. Training of writing scientific papers.
6. Mentoring the proposal to ISSN journal.
7. Evaluate the results of the training and student learning outcomes.

E. The Planning Activities that Shows Step-by-step Solutions and Description of Partners Participation in Implementation.

This activity were planned and done with the approach of methods of education, training and mentoring. This activity plan includes the following steps:

No	Description of Activities	Approach Methods	Target	Partners Participation
1.	Giving classroom action research theory	Education and seminars	The teacher understands classroom action research	Provide a place and invite all teachers
2.	To execute the training classroom action research proposal.	Training	The teacher has a good research proposal	Provide a place and invite all teachers
3.	Mentoring of implementation of classroom action research.	Mentoring	All partner members are able to carry out classroom action research	Provide a place and invite all teachers
4.	Mentoring of research reporting	Mentoring	All members prepare research report	Provide a place and invite all teachers
5.	Training for writing Scientific papers	Training	All members try for writing scientific papers	Provide a place and invite all teachers
6.	Mentoring the Proposal to ISSN journal	Mentoring	All members submitted the scientific papers on ISSN journal.	Provide a place and invite all teachers
7.	To Evaluate the training results and empowerment of teachers to continue competence development	Evaluation and Motivation	All members understand the advantages of competence development through classroom action research	Provide a place and invite all teachers

The Community Devotion Results

A. Workshop for Writing Proposal of Classroom Action Research



Figure 1: Teachers Activities of second partner for making classroom action research.

Before the workshop was conducted, the teams first visited the schools partner to agree the implementation schedule of the activities. On June 1, 2018, workshop of making classroom action report proposal was did at State Senior High Schools-1 of Pangkalan Susu. This activity was very conducive and enthusiastic that was followed by 40 teachers and after the presentation of making of classroom action research proposal, On the same day was continued for making research proposal. A total of 15 research titles of classroom action were

completed.

On June 8, 2018 the same activities were conducted for second partner at State Senior Vocation School-1 of Dolok Merawan in Deli Serdang district was attended by 40 teachers. After the workshop was continued for making of classroom action research proposal, there were 16 titles of classroom action research that have been agreed by partner.

B. Classroom Action Research



Figure 2: Classroom atmosphere during classroom action research

The classroom action research will be carried out by each teacher according to the school schedule. This research is supervised by the principal and one of the teachers will be an observatory to see the success of the learning model. The results of observation and post test are evaluated as replacements and if not achieved the expected objectives will be rearranged the planning for the following cycle learning. The number of cycles depends on the achievements set out on the proposal.

C. Preparation of the Classroom Action Research Report

After conducting the research, the teachers perform the statistical data processing and prepare the research report. Based on report result, the teachers will write scientific papers that will be published in ISSN journals.

D. The Next Phase

D.1. Workshop of Scientific Papers

The next stage after the research report is completed the team will conduct the next workshops for the writing scientific papers. The schedule of activity was on September 21, 2018 for first partner of State Senior High School-1 of Pangkalan Susu and September 28, 2018 for second partner of State Vocational High School-1 Dolok Merawan.

D.2. Writing of Scientific Papers

The Writing of scientific papers were executed after workshop has been followed. The Scientific paper was written based on the results of classroom action research that has been done. The writing of this scientific paper will be completed on October 12, 2018.

D.3. Publication of Scientific Papers.

Scientific paper that has been completed will be published on ISSN journals is journal of Suluh Pendidikan. That is planned this journal will be published on April.

Conclusion

Through devotion, we can conclude that:

1. Teachers are able to prepare the good quality of classroom action research proposals.
2. Teachers are able to conduct classroom action research well.
3. Teachers are able to prepare classroom action research report.

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