Improving Teacher Performance in Creating Innovations for Student Learning

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ABSTRACT

This article aims to describe how teacher performance can be improved by creating student innovation in learning. This paper uses qualitative research methods and literature review. The collected data comes in the form of secondary and primary data, which are analyzed and presented by the authors in a descriptive manner. The results of the analysis indicate that in order to improve teacher performance and develop students' innovative learning abilities, educators must have the following: 1. Teachers must be able to use different learning strategies to communicate learning content. 2. Teachers must be able to use learning methods and media in learning activities. 3. Teachers must be able to engage students in any learning situation. 4. Teachers must be able to prepare learning in a playful way that brings different innovations to students in each lesson. 5. Teachers need to master technology Great reference for students in today's digital age.
Keywords: performance, innovation

INTRODUCTION

Teachers or teaching staff in an institution play a very important role in the success of the learning process activities in a school or educational institution. The ideal teacher is one who has mastery of the material, mastery of the curriculum, broad perspective, creativity, innovation, and other positive qualities in the learning process, and performance enhancement refers to the quality of a teacher's teaching. Complete their tasks such as: 1. Working individually with students, 2. Preparing and planning for lessons, 3. Using learning media, 4. Engaging students in a variety of learning experiences, and 5. With active guidance from the teacher.

But the reality we face in practice is that there are still many teachers who do not meet the criteria to be an ideal teacher, whether it is in the learning process activities in the classroom or in the teaching activities. Their performance in educational institutions (i.e. schools). There are still many teachers who show up late to class, are ill-prepared for class, fail to master the class, and use learning media during the learning process inconsistent with the class material provided. Imperfect learning management, lack of broad vision, and lack of interest in mastering educational learning techniques.

A teacher or teaching staff must have ideal teaching standards and must also achieve ideal results in order to produce students who are proactive, creative and innovative in the educational world, professionally skilled and able to compete in the surrounding community. An ideal teacher is one who reaches deep into the heart

of his student and makes him an example to those around him. The ideal teacher is always missed because of their ability to shape the character of each student. The ideal teacher is one who develops cognitive, Emotional and psychomotor education for students.

RESEARCH METHOD

Research Methods and Format

Methode and tested data sources with intended goals, developed or tested by a particular science so that over time they can be used to explain, find solutions, and predict domain-specific problems.

Research activities are based on: Technology that is rational and understandable to the human mind. Experience means that the systems implemented in research activities can be observed with human senses so that others know the systems used. Systematic means that the process performed in the research uses specific steps that are reasonable and logical.

The research method adopted by the author is a descriptive qualitative research method. Descriptive qualitative research is a method of providing a storyteller with an object of study based on existing facts or real-life phenomena. So what is produced or recorded is the language spoken by the storyteller. research form research method

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Then the researcher also uses the analysis descriptive research because the researcher not only conducts the research by description but also the researcher collects the data through various existing sources such as: consistent with the discussion of this study.

1. Research data and sources

Data is the source used to obtain information about the problems we face. Data are the facts that make up objects, people, etc. Data is usually represented by a value (a number, a series of characters, or a symbol) in the study.

According to Siswantoro in his book, the data is divided into two parts, namely:

a. Primary Data Source

The primary data source is the primary data for research on improving teacher performance in creating learning innovation for students. The author interviewed her 5th grade teacher at MIS Al Iqra' Belawan.

b. Secondary data source

Secondary data sources are data sources obtained from various sources such as articles, journals, essays, scholarly articles, library books, newspapers, and magazines. Researchers also use digital media.

2. Data Collection Methods And Tools

According to Sugiyono book, data collection techniques and tools are the most important research techniques that researchers implement to obtain the data they need. According to Hamzah Amir, data collection technology is an effort to obtain information related to the condition of the surveyed area.

.For this reason, the authors conducted research using several techniques, including:

a. Interview technique

The interview method is a method of getting information from various sources, i.e. people, to get what you want. B. To collect various data and information related to our research.

b. Documentation technology

A documentation technique is a method of obtaining data from different images that you want to investigate.

3. Data analysis technology

The data analysis technique used is a literature survey. Data analysis techniques are techniques used to process or manage data into useful information that can be easily understood when presented to the public and to find solutions to problems. The types of qualitative data analysis techniques used are interviews, observations, literature reviews, and focus group discussions. According to Borgan and Biklen, in their book, qualitative data analysis includes the literature. This means that researchers must think systematically when conducting research.

RESULTS AND DISCUSSION

Teachers have a performance-enhancing role to foster student innovation in learning. Teachers play a motivating role in teaching their students. If teachers were able to stimulate students' enthusiasm for innovation and encourage them to be creative and proactive in every lesson conducted, it would improve their performance in fostering student innovation. It means that we were able to Today, we often encounter many educators who are underperforming in their assigned units.Teacher performance measures the progress and work outcomes of teachers in delivering learning, both in planning, use of methods, media, approaches, ability to assess learning outcomes, and guidance and training of students in carrying out the learning process. is the result of In order to accomplish the above, teachers must

possess a range of skills, and teachers must possess a wide range of knowledge and competencies in today's digital age. Especially when teachers can stimulate students' interest in innovation by doing something during learning.

For example, when a teacher is teaching material to her students, especially in her 6th grade her MIS Al Iqra', the author examines the presented material as follows: For example, in science, learning many science subjects   requires experimentation with the material being taught. A good teacher directs students to do different experiments with different materials without limiting their ability to innovate.In order to achieve credible performance for teachers, teachers must be able to develop and create the situations that exist in the school environment according to current regulations. Teachers need to be really good at enhancing student learning innovation. Teachers should participate in a variety of trainings, seminars, workshops and matters related to improving teacher performance and teacher competence in order to generate learning innovation for their students.

CONCLUSION

Improving teacher performance in creating innovation for students in learning is one of the quality improvements in education in improving the quality and performance of teachers which leads to the final result, namely the quality of national education. The government is also trying to improve the quality of teachers through various means such as teacher certification programs , training courses, seminars, workshops, comparative studies, procuring books, procuring improvements to facilities and infrastructure.

A high increase in teacher performance will bring satisfactory results for both students, schools, especially for themselves, teachers who succeed in creating innovation in students will feel that they have succeeded in educating them to find new things, not only that. But students succeed in creating a work of direction and guidance given by the teacher during the learning process.

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