



## **TEACHER PROFESSIONALISM DEVELOPMENT STRATEGY TO IMPROVE LEARNING QUALITY AT MADRASAH ALIYAH NURUL JADID**

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### **Abstract:**

Education at the Nurul Jadid Islamic Senior High School plays a role important in to form superior generation in knowledge knowledge and religion. Teacher professionalism is key success in create effective and innovative learning. Research This aiming for identify development strategies teacher professionalism and factor supporters and inhibitors. The methods used is approach qualitative descriptive, with data collection through interviews, observations, documentation, and questionnaires. Research results show that various strategies, such as training based on needs, supervision academic, and formation community learn, have applied for increase teacher competency. Support from madrasah leadership and culture Work cooperative among teachers becomes factor Supporter main. However, the challenge like limitations time, facilities technology, and resistance to change Still become obstacles. Impact positive from teacher professionalism is visible in improvement involvement students and results learn more good. Technology integration in learning also becomes aspect crucial in face challenge education 21st century. Research This recommend improvement support more facilities and training programs flexible for overcome existing obstacles. It is hoped that efforts development teacher professionalism can Keep going continues, so that the Nurul Jadid Islamic Senior High School is able to print competent and moral graduates glorious.

**Keywords:** Teacher Professionalism, *Nurul Jadid Islamic Senior High School, Educational Development.*

### **INTRODUCTION**

Madrasah education, especially at Madrasah Aliyah Nurul Jadid, has role strategic in to form generation that does not only superior in field knowledge knowledge, but also have runway solid religious. Success education This is very dependent on the professionalism of the teacher as a deep spearhead create an effective, innovative and relevant learning process with need participant educate. (Ma'ruf & Syaifin, 2021) In the context of in this, teacher professionalism involves a number of aspect important, including mastery teaching materials, implementation method appropriate learning, as well commitment For Keep going develop yourself and take care ethics profession. Although thus, the challenges faced in development the professionalism of teachers at Madrasah Aliyah Nurul Jadid is quite good big, considering existence limitations source power, gap competence between teachers, as well as dynamics curriculum that is often changed. Challenges This need attention seriously, so that development teacher professionalism can walk optimally and appropriately with demands current development.

Development The professionalism of teachers at Madrasah Aliyah Nurul Jadid is very important for answer challenge education 21st century. One of the crucial aspect is

teacher's ability to integrate technology in learning. (Asmara et al., 2023) Mastery Technology Information and Communication (ICT) becomes indicator main in evaluate teacher professionalism in this digital era. Technology No only can increase quality learning with a better way effective and interesting, but also appropriate with need the increasingly digital generation developing. (Wibowo, 2023) However, the reality is No all the teachers in this madrasah own access or sufficient skills for utilise technology optimally. Therefore that, a sustainable development strategy is needed for increase teacher's ability in integrate technology in every aspect learning. This is become challenge for madrasahs, considering limitations facilities and training available. However, with the right strategy, such as training based on needs and assistance professional, limitations This Can overcome.

One of approaches that can used for increase teacher professionalism is through formation community continuous learning. (Novelita et al ., 2023) Community Study This can become receptacle for teachers to each other share experiences, ideas and practices best in learning. Collaboration inter -teacher is very important For increase understanding they about various effective learning strategies, including implementation technology in class. (Efendi & Sholeh, 2023) At Madrasah Aliyah Nurul Jadid, mentoring professional and supervision academics also become part from development strategy teacher professionalism. Mentoring This aiming for give support direct to the teacher in increase quality teaching they, at once help they in overcome various existing obstacles. Supervision academic functioning For monitor and evaluate quality learning carried out by teachers, so can known the extent of the learning process in accordance with standards that have been determined. (Adiyono et al., 2023)

Beside that, collaboration with party external also plays role important in support development professionalism of teachers at Madrasah Aliyah Nurul Jadid. Work The same with institution training, government, and organizations the teaching profession enables madrasahs to get access wider towards quality training programs. Training based on customized needs with development the latest in the world of education, especially in field technology, becomes very important For increase teacher competency. (Mulyasa, 2021) Training program This No only give knowledge new, but also provides skills practical that can applied directly in class. In addition, assistance from party external can also assisting madrasahs in provide adequate facilities, both in matter digital devices and source Power human being who can give training for teachers. (Paramansyah & SE, 2020)

Through study this, writer aiming for identify and analyze various strategies that have been implemented by Nurul Jadid Islamic Senior High School in develop teacher professionalism. Research this will also explore supporting factors as well as hinder development such as availability facilities, madrasah policies, and teacher motivation and commitment to development self them. With analyze the approach that has been applied, research This expected can give better understanding deep about existing challenges and opportunities in development professionalism of teachers in this madrasah. In addition, the research this will also formulate relevant recommendations for party taker policies in madrasahs, so that they can designing more development programs directed and sustainable.

As part from study this, will also investigate How utilization technology can integrated to in development strategy teacher professionalism. Technology can used for facilitate training distance far, easy access material learning, and accelerate collaboration between teachers, especially for those who are in the area with limitations infrastructure. Technology integration in development teacher professionalism is not only increase quality training, but also ensure that the teachers remain follow development latest in the world of digital education. Approach This expected can create more solutions efficient and equitable in development teacher competence, especially at Nurul Jadid Senior High School.

With Thus, the results study This expected can give strong foundation for taker policies at Nurul Jadid Senior High School for designing development programs more professionalism of teachers effective, structured and sustainable. Findings study this can also become useful references for institution education similar, to implementing effective strategies in increase quality learning. With increasing professionalism of teachers, it is hoped that Madrasah Aliyah Nurul Jadid can Keep going print graduates who do not only competent in knowledge knowledge, but also have noble morals and ready face

challenges of the times are increasingly complex.

## **RESEARCH METHODS**

This study uses a qualitative approach with a descriptive method to describe in depth the strategy for developing teacher professionalism at Madrasah Aliyah Nurul Jadid and its impact on the quality of learning. (Ramdhan, 2021) This approach was chosen because it is appropriate for understanding phenomena holistically, including the context, process, and results of the strategies implemented. The location of the study was Madrasah Aliyah Nurul Jadid, an Islamic educational institution committed to improving the quality of learning through teacher development. The subjects of the study included teachers as the main implementers of the strategy, the principal of the madrasah as the policy designer, students who felt the direct impact of the strategy, and external parties involved in teacher training.

The data in this study were collected through various techniques, namely in-depth interviews, observations, documentation, and questionnaires. (Jailani, 2023) Interviews were conducted with teachers, madrasah principals, and training participants to explore information about their experiences and views regarding professional development strategies. Observations were conducted to directly see the implementation of strategies, such as training or learning practices in the classroom. Documentation was used to collect data from official documents, such as policies, training curricula, and evaluation reports. In addition, questionnaires were distributed to complete data on student perceptions of learning quality.

## **RESULTS AND DISCUSSION**

### **Strategy for Developing Teacher Professionalism at Nurul Jadid Islamic Senior High School**

Nurul Jadid Senior High School has applied various strategies for develop teacher professionalism in use increase quality learning. The main strategy carried out is implementation of training programs and workshops designed based on teacher needs. (Sulastri et al., 2020) Training This covers various aspects, such as mastery technology education, compilation device learning, and improvement competence pedagogic. Through training this, the teacher gets outlook new and relevant skills with challenge education in the digital era.

The training also provides attention big on the compilation device learning, such as syllabus, Plan Implementation Learning (RPP), and teaching materials. Teachers are taught How to design device learning that is not only in accordance with curriculum, but also adaptive to need students in various level ability. Compilation device good learning allows teachers to manage learning in a way structured, ensuring that objective learning achieved, and provide experience learn more meaningful for students. (Farhana, 2023)

Aspect improvement competence pedagogy also becomes focus main in training This. Competence pedagogic covers teacher's ability in understand characteristics students, implementing method effective learning, and evaluating the process and results Study in a way holistic. (Rosni, 2021) In the training, teachers were invited for explore various learning strategies, such as approach based on project (Project-Based Learning) or learning collaborative. This strategy designed for increase involvement student in learning, so that they more active in develop skills think critical, analytical, and creative.

Impact from training This start seen in practice learning everyday in class. The previous teacher only use method conventional now more open for adopt innovative approach. (Amelia, 2023 ) They capable utilise technology For give material visually and interactively, such as using learning videos, digital simulations, or quiz based on application. This is No only increase understanding student to material, but also makes they more motivated For Study.

In addition to formal training, madrasahs also implement system supervision academic regularly. (Lalupanda, 2019) Supervision This carried out by the head of the madrasah and the appointed supervisor, with focus on improvement quality classroom teaching. During the supervision process, teachers receive bait come back constructive that helps they repair method learning and management class. Approach This No only strengthen skills technical teacher but also build trust self they in teach.

Nurul Jadid Senior High School also encourages development community learning among teachers. Group This become a discussion forum for share experience, search solution on problem learning, and mutual support in development professionalism. Through collaboration this, teacher does not only get innovative ideas but also build culture continuous learning.

One of the important strategies others is utilization technology information and communication (ICT). Madrasah provides training intensive to the teacher about use technology in learning, such as e-learning applications, compilation digital teaching materials, and management class online -based. (Cahyanto et al., 2021) ICT mastery enables teachers to create more learning interesting and interactive, so can increase motivation Study student.

Apart from internal efforts, Madrasah Aliyah Nurul Jadid also establishes... partnership with various party external, such as institution teacher training, organization professions, and universities. Collaboration This give chance for teachers to follow the development program more competence wide, including training certified and national seminars. Partnership This also strengthens Network teacher professionalism, which is very important for development career they.

However, the implementation of this strategy No off from challenges. Some obstacles faced among other limitations teacher time for follow training, lack of facility adequate technology, and resistance to changes among some teachers. For overcome obstacle This, madrasah in general gradually provide facility supporters, such as laboratory adequate computers and internet access, as well as give motivation to the teacher for Keep going learn and adapt with development education. (Paramansyah & SE, 2020)

One of challenge main in implementation of ICT utilization strategy is limitations teacher time for follow training. (Murtado et al., 2023) Teachers often have to share attention between task teaching, administration, and responsibility answer personal, so that difficult take time out time for training intensive. Condition This impact on less optimal mastery technology among teachers, especially those in need time longer for adapt yourself. For overcome problem this, madrasah started adopt more training flexible, such as online session or module training that can accessed When only, so that teachers can Study in accordance with timetable they. (Mustari, 2022)

Limitations facility technology also becomes significant obstacles in utilization of ICT in learning. (Widianto, 2021) Some teachers have difficulty access device adequate technology, such as computer, projector, or stable internet network. Problem This often slows down adoption technology in the learning process. As solution, madrasah in general gradually provide facility supporters, such as laboratory computer equipped with modern devices, and improve quality internet access. With provision facility This, the teacher has opportunity bigger for to practice skills technology that has studied.

In addition, resistance to changes among some teachers also become obstacles that need to be overcome noticed. Teachers who are accustomed to with method learning conventional tend not enough enthusiastic in adopt approach based on technology. This is often triggered by a sense of distrust self or lack of understanding about benefit innovation said. For overcome resistance This madrasah provides personal approach with involving teachers in direct in discussion about benefit technology for learning. (Depita, 2024) In addition, the award for successful teachers adopt technology with good also given as form motivation.

Madrasah support for development teacher ICT competency is not only limited to the provision of facilities, but also involves effort build culture continuous learning. The head of the madrasah encourages collaboration between teachers to share experience and practice best in use technology. Internal discussion forums or regular workshops become receptacle for teachers to each other learn and improve trust self they. (Antoro, 2017) This step help reduce the feeling of isolation that often occurs felt by the teacher in face challenge technology.

Development strategy the professionalism of teachers at Madrasah Aliyah Nurul Jadid has give impact positive to quality learning. Teachers become more competent in manage learning, students more involved in a way active, and environment education become more dynamic. However, it is necessary evaluation and development sustainable

For ensure this strategy still relevant and effective in face challenge education in the future. (Efendi & Sholeh, 2023)

### **Factor Supporters and Inhibitors in Develop Professionalism of Teachers at Nurul Jadid Islamic Senior High School**

Development the professionalism of teachers at Madrasah Aliyah Nurul Jadid is not let go from existence factor significant supporter. One of the factors main is support from madrasah principal. The role of the madrasah principal active in designing teacher development programs, including provision training, supervision academic, and facilities Supporter learning. Commitment This create environment that encourages teachers to Keep going increase competence them. In addition, culture cooperative work among teachers becomes another power in support professionalism. Teachers help each other share experience and work The same For finish various challenge learning. (Asmani, 2016)

Culture Work cooperative among teachers at Madrasah Aliyah Nurul Jadid is also one of the strength main in support professionalism. Teachers help each other share experience and knowledge, esp related to effective learning strategies and solutions on various challenges faced in the classroom. (Partono et al., 2021) For example, teachers who are more experienced help colleague his peers for understand use technology in learning or to design device innovative learning. Collaboration This No only strengthen skills individual, but also build solidarity among teachers in face challenge education together. (Judge, 2023)

Regular discussions held by the head of the madrasah become receptacle important For strengthen culture Work cooperative in the environment school. (Fahham, 2020) These forums give chance for teachers to share practice best, evaluate implementation of learning strategies, and formulating solution on obstacles faced. The head of the madrasah facilitates discussion This with a participatory way, so that every teacher feels valued his contribution. (Rohman et al., 2024) In addition, the discussion this also creates supportive environment innovation, where new ideas for increase learning always appreciated.

Collaboration among teachers is also supported by the existence of community internal learning in madrasah. Community This functioning as a platform for share knowledge, conduct training independent, and develop project learning together. (Marisana et al., 2023) As example, subject teacher lesson same kind often works the same for to design module learning relevant thematic with need students. Approach This strengthen teacher's ability in Work in a way team and produce material more learning quality.

Supporting factors other is existence support from party external, such as institution education and government. (Rais, 2019) Madrasah Aliyah Nurul Jadid often gets access to training programs initiated by the service education and also organization profession. Partnership This allows teachers to follow training certified, relevant seminars and workshops with development latest in the world of education. (Hoesny & Darmayanti, 2021) In addition, the availability of help in the form of facility education, such as library, laboratory and access technology, also assist teachers in develop professionalism they.

However, development Teacher professionalism also faces various obstacles. One of them challenge main is limitations time. Teachers often have to share attention between task teaching, administration, and responsibility answer personal, so that difficult For fully participate in the development program. (Pianda, 2018) Condition This reduce effectiveness training, especially If done in time short and not consistent.

Limitations facility is one of challenge main in development professionalism of teachers at Madrasah Aliyah Nurul Jadid, especially in matter utilization technology in learning. Although the madrasah has made an effort provide digital devices and infrastructure, the reality a number of facilities the Still Not yet Enough For fulfil need all teachers. This is creating gap in matter access and use technology, which in turn influence effectiveness based learning technology. Many teachers want to integrate technology in the learning process, but hampered by limitations existing devices. In addition, the lack of training intensive technical also worsens condition this. Without sufficient understanding about method utilise technology optimally, use digital tools in learning become No maximum. Therefore that, is needed investment more in adequate

facilities as well as continuous training so that teachers can control technology with good and use it in a way effective in context education. (HHB Uno, 2024)

Apart from the problem facilities, resistance to changes among some teachers also become constraint in development professionalism at Madrasah Aliyah Nurul Jadid. Some teachers tend to more comfortable with method learning conventional and feel reluctant For learn approach new, especially those involving technology. (Umam, 2020) This is often caused by a lack of understanding about benefit innovation in learning or afraid to inability in adapt with change said. Resistance to change is a common phenomenon occurs in various institution education, especially when technology new introduced as part from the learning process. The inability factor or fear to failure often prevents teachers from try things new. For overcome challenge This, a more deep required, such as give ongoing training, mentoring directly, and create supportive environment the courage of teachers to experimenting with method new. (Jayadih et al., 2024 ) This also includes importance give clear understanding about How technology can increase effectiveness learning and giving benefit for student.

Limitations budget also becomes factor important that influences development professionalism of teachers in this madrasah. Although there is support from party external, development programs professionalism often requires sufficient cost big, good for organization training and also procurement device supporters. In the middle limitations budget, madrasahs must make decision strategic about program priorities that can implemented with available funds. (Lahagu et al., 2024) As a result, no all teachers can enjoy equal access to training or necessary facilities for development professional they. In some case, limited budget also limits teacher opportunities to follow training certified or seminars that can increase competence them. For overcome matter this is important for madrasahs to strengthen collaboration with institution external, good That service education, institutions private, or organization profession that can provide source Power or help technical and financial. (Bagea et al., 2024) In addition, the use of more budget efficient and focused can assisting madrasahs in allocate funds appropriate use increase quality teacher development.

As response to challenge in this regard, Nurul Jadid Senior High School has implemented various step strategic for overcome obstacles said. One of the steps taken is improvement management time implementation training, with develop a more comprehensive program flexible and able customized with teacher's busy schedule. (Mulyasa, 2022 ) Flexible training program This allows teachers to still follow activity development professional although they own limitations time. In addition, the madrasah also strengthens collaboration with institution external For get support technical and financial, such as training certified or help in procurement facility Supporter learning. (Hendrik Dewantara, 2024) Approach This show effort real in optimize the potential that exists, even though with existing limitations. The focus of the madrasah is also not only on the aspect technical, but also on development teacher motivation. A personal approach that prioritizes award towards the teacher who pointed out innovation in learning expected can motivate other teachers For Keep going developing. (HB Uno & Mohamad, 2022)

In general, overall, although there is a number of obstacles faced, factors supporters at the Nurul Jadid Senior High School provide opportunity big for development more professionalism of teachers good. With existence support from madrasah leadership, culture Work cooperative among teachers, as well as appropriate strategies in overcome existing challenges, development teacher professionalism can walk with good. (Ambiya et al., 2021) Sustainable efforts for overcome limitations facilities, resistance to changes, and limitations budget will the more strengthen development quality learning in this madrasah. It is hoped that with the steps taken, Madrasah Aliyah Nurul Jadid can Keep going optimize their teacher's potential for create more learning effective and relevant for student.

### **Impact Teacher Professionalism towards Quality Learning at Nurul Jadid Islamic Senior High School**

Teacher professionalism has contribution big in increase quality learning at Madrasah Aliyah Nurul Jadid. Professional teachers No only capable planning, implementing and evaluating learning with effective, but also plays a role as innovator in create atmosphere relevant learning with need students. (Daga, 2021) One of the the

indicator is teacher's ability in to design varied and adaptive learning, including use technology education for create experience interactive learning. Mastery technology This allows teachers to integrate application learning, educational videos, and digital simulations to in material lessons, so that student more interested and involved active in the learning process.

Impact positive Teacher professionalism is also visible from improvement involvement student in activity learning. Teachers who understand need individual student can give appropriate approach, such as give attention more on students who experience difficulty Study or provide challenge addition for high achieving students. ( Maryani et al., 2018) This personal approach increase motivation student For learning, participation active in discussion, and wishes they For explore material in a way deep. High involvement from student be one of key success learning in madrasah, creating environment dynamic and productive learning. (Suryadi et al., 2023 )

Learning outcomes students also experience significant improvement blessing professional teacher competency. Teachers who are capable convey material in a way clear and systematic give convenience for student For understand concepts taught. (Rohima, 2023) In addition, the approach learning that develops skills think critical, collaborative, and problem-solving become mark plus in the learning process. Improvement mark academic visible students from results evaluation be one of indicator the success of this strategy, shows that teacher competence vs. straight with quality results Study students. (Wirda et al., 2020)

professionalism also creates harmonious relationship between teachers and students, which ultimately impact positive in atmosphere learning. (Gemnafle & Batlolona, 2021) Teachers who have good interpersonal skills capable building trust self and comfort students in class. Relationship This create environment supportive learning, where students feel appreciated and motivated for learning. Connection positive emotional This also contributes to strengthening character students, which is one of the objective main educations at Nurul Jadid Islamic High School.

In the digital era, teacher professionalism becomes factor important in face challenge modern education. Skilled teachers in utilise technology capable integrating digital media in learning, such as use of e-learning platforms, applications interactive, and resources other digital power. (Wibowo, 2023) In addition to increasing quality learning, integration this also helps student develop digital literacy, a highly relevant skill for the future they. This is proved that teacher professionalism is not only influence aspect learning moment This but also prepare student for challenge 21st century.

However, the impact teacher professionalism towards quality learning is also influenced by support external, such as available facilities, madrasah policies, and parental involvement. ( Zhahira et al., 2022) Madrasah management that provides facility adequate, such as laboratory computers and internet access, providing teachers with the means For develop competence. Parental involvement also plays a role in support success learning students at home, creating ecosystem synergistic learning between madrasah and family. (Swandari & Jemani, 2023)

In general, Overall, the professionalism of teachers at Madrasah Aliyah Nurul Jadid has bring change significant in create more learning quality, adaptive and relevant with development of the times. With development sustainable competence and support from various party, this madrasah capable print students who do not only superior in a way academic but also has strong character and readiness face global challenges. (Baitiyah et al., 2024 ) This confirm that teacher professionalism is foundation main in create quality education.

## **CONCLUSION**

Madrasah Aliyah Nurul Jadid has implemented various strategies to develop teacher professionalism, with the aim of improving the quality of learning. One of the main strategies is the implementation of training and workshops tailored to teacher needs, including mastery of educational technology, preparation of learning tools, and improvement of pedagogical competence. This training has introduced more innovative learning methods, such as the use of digital technology and project-based approaches. Teachers are also given the opportunity to collaborate in learning communities, strengthening professional networks and a culture of knowledge sharing. However,

challenges such as limited time, facilities, and resistance to change need to be overcome so that teacher professional development can be maximized.

Supporting factors in developing teacher professionalism include support from madrasah leaders, a cooperative work culture among teachers, and partnerships with external institutions that provide access to certified training and seminars. Meanwhile, the main obstacles include time constraints, inadequate technological facilities, and resistance to change. To overcome these obstacles, madrasahs need to increase flexibility in training programs, provide better facilities, and motivate teachers to be more open to innovation.

The impact of teacher professionalism development on the quality of learning at Madrasah Aliyah Nurul Jadid is quite significant. Professional teachers are able to design more adaptive learning, use technology to create interactive learning experiences, and increase student engagement and motivation. This leads to improved student learning outcomes, both in academic aspects and critical thinking skills. Teacher professionalism also creates a harmonious relationship between teachers and students, builds a positive learning environment and supports student character development.

The hope of the next researcher is that efforts to develop teacher professionalism at Madrasah Aliyah Nurul Jadid can continue and develop. The researcher hopes that the madrasah will pay more attention to the needs of teacher competency development in the field of technology, provide adequate facilities, and strengthen collaboration with various external parties. In addition, it is important to continue to evaluate and adjust development strategies to remain relevant to the challenges and needs of education that are constantly changing, so that they can create more effective and relevant learning for students in the future.

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