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## A Study on Teachers' Competency In Teaching English At SMA Negeri 2

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### Abstract

This study is entitled; A Study on Teachers' Competency In Teaching English At SMA Negeri 2 Kupang. It was conducted to answer the research question, "what are the teachers' competencies in teaching English at SMA Negeri 2 Kupang?". The methodology of this study was qualitative method. The research instruments of this study were interview and observation. The research subject of this study were four English teachers at SMA Negeri 2 Kupang. The result of this study showed there were four competencies owned by the English teacher in teaching English at SMA Negeri 2 Kupang. The pedagogic competence was performed by the teachers in some manners such as, know the learner characteristic, understand learning theories, develop lesson plan, facilitate the students' potential, communicate with the students, organize the process of assesment and evaluation, utilize the result of assesment and evaluation, take action to improve the quality of reflective learning. Then, the personal competence was performed by acting in accordance with the norms of religious, legal, social, and national culture of Indonesia, and present self as being steady, noble, and rule models for the students, and also showed the work ethic as a teacher. Another competence owned by the teachers in teaching English was social competence. Social competence was performed by the teachers with some manners such as; act objective, be inclusive, and not discriminative, communicate effectively, adapt on duty in entire territory of Indonesia. The last competence owned by the teachers was professional competence. The professional competence was performed by the teachers with some manners such as; understand the material, structure, concepts, and scientific mindset that support the subject matter and know the competency standards and basic competencies mastered basic subject or field of teaching development. Those are the competencies were performed by the English teachers at SMA Negeri 2 Kupang based on their ability and capability in teaching English.

**Key Words:** Teacher, competency, teaching

### 1. Introduction

The quality of teaching competency plays an important role to make and establish the quality of learning process for the students and also to perform the professionalism level of the teacher relate to his/her field master in order to be contribute for improving the learning performance of the students. Teaching competency is the role of teacher to act in the classroom, therefore directly linked with the craft of teaching ( Harger and McIntyre 2006 in Caena 2011:7). A teacher carries a big responsibility in hi/her classroom. One reason is that all students depend on teacher. Everything the teacher says will have an effect on the students. If the teacher feels joy of feels anger, it will be spread among students. The attitudes of the teacher gets contagious (Akhyak at al 2013:1). According to Koster and Dengerink (2008:7) teacher's competency can be defined as the combination of knowledge, skills, attitude, values and personal characteristics, empowering the teacher to act professionally and appropriately in a situation, deploying them in coherent way. While Mulyasa in Roza (2014:1173) sateted that, teacher competency is a qualitative description of teachers' meaningful behavior.

Accorrding to Hakim (2015:1)A teacher is a key to develop quality of education. He/she is one of the main pillars of a sound and progressive society. The success of the students in teaching leraning process in the classroom can not be separated from the action of teacher as an educator, therefore teacher or educator is pressed to have competency to educate or in teaching. Teacher's competency in teaching is signifant factor for the development of the learners. To become a professional teaching in performing their duties, it is required to have the competence and ability of transferring knowledge in accordance with the substance of science the scientific field Realizing the importance of quality teachers, the government take teachers into account in any policy of education. As a part of effort to enhance the competence of the teacher Government Regulation No. 19 year 2005 on national education standard about the teacher's competence. More clearly in the act of the RI No.14 Year 2005 on teacher and lecturer, the competency of teachers can be classified into four areas of competencies; pedagogical, personal, social and professional.

The pedagogical competency is a teacher's ability to manage students' learning.



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It includes the lesson plan, learning evaluation, and the development of the students to actualize their potential ability (Mulyasa in Hakim 2015: 2). The personal competency includes demonstrating certain characteristics such as faith and devoutness, stability, maturity, and sensibility. The social competency is teacher's ability to be part of the community such as communicating and socializing effectively with students, teachers, teaching staff, and students' parents. The professional competency is teacher's ability to master science, engineering or other subjects. By having these competencies, teachers can run their profession as professional educators.

Based on the concept above mentioned by some writers it can be defined as the ability to respond successfully to a requirement that contain attitude, values, knowledge, capabilities and capacities in a effective way. In other words, it is the strategy that the teacher posses to determine his/her performance in teaching learning process. According to the Regulation of Education No. 23 year 2006 about National Standard Education in general the purpose of learning English in Indonesia is that students or a student should be able to demonstrate skill listening, reading, writing, and speaking. This means that success of student in mastering four language skills and passed final examination is depend on the teacher during teaching process. A teacher is a profession that hoped to increase the quality of education in Indonesia. The argumentation is that the quality of education will have a goal on the qualification of human recourses physically, psychological, intellectual, affective, and spiritual. Teacher is an individu who is very influential in the teaching-learning process. Teacher's roles and responsibilities in education are very heavy and hard. Therefore, teacher should really bring his/her students to achieve the learning objective (Setyarahajoe and Irtanto2013:40). The Reasons why the writer conducts the research on teachers' competencies is due to some phenomena in the field, based on the writer experience when he wa in senior high school the teachers assume that they have enough competencies in teaching such as, understand the learning material, know the students characteristics, be polite with thestudents and etc but they did not competent in teaching because the writer as a students on that time often seem the teachers use dirty language to the students, and the students did not passed National final exam especially for English achievement.

Based on the background of this research, The writer is interested to conduct a research under the title A Study On Teachers' Competency In Teaching English At SMA N 2 Kupang .

## 2. Methods / Research Problem

Based on the background above, the research problem of this study can be formulated as follow: What are the teachers' competencies in teaching English at SMA N 2 Kupang?

## 3. Discussion

In this chapter , the writer will answer the Research Problem that have been formatted in chapter I. Discussion based on the research Method applied in this research.

### **Pedagogic competence**

The pedagogic competence was owned by the first teacher in teaching English were: knowing the students characteristics by physical, moral, social, intelectual by observed the students day by day, from the classroom management. The teacher gave an example how to know the characteristics of the students. Grouped them in small group and gave tests to rearrange the jumbled words. It means that he wanted to know how the students behave in their group, build good communication with classmate, it was a manner to performed the pedagogic competence which have by the teacher.

Another aspects of pedagogic competence was owned by the teacher based on the result of interviewed and and observation were the understanding of the learning theories and principles of learning that educates. The teacher knew it from his colleague, experiences, lecturer when he was university student, and from the source book that he learnt and read. Then the teacher developed lesson plan related to his field of teaching, he also used information and communication technology for the sake of learning such as, infocus, computer because it more intersting for example in teaching procedural text, how to make a bread, how to make a glass of cofee. Then, facilitated the students potential to actualize their potential by giving the students individual work like homework and etc. Then, the teacher communicated effectively , emphatic, and manner with the students by using bilingual teaching method depen on the classroom situation in order the material can be comprehend and understood correctly by the students. To organized the process of assesment and learning. Evaluation by corrected the students answer and gave mark or value, while for the evaluation he informed the students about the weakness and strongest related to the material which had learnt by them. The last aspect of pedagogic competence that possessed by the teacher in his teaching was taking an action to improve the quality of reflective learning by giving chance to the students



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to understand the material before he explained the material, gave individual task such as, describing their family in the front of the class.

The pedagogic competence was possessed by the second teacher named, there were some manners that possessed by the teacher to perform his pedagogic competence. First of all was knowing the students characteristic of physical, moral, social, cultural, emotional, and intellectual from the class was taught by him, understood the learning theories and principles of learning that he got and knew from his experience. The teacher developed his own lesson plan related subject or field of teaching development, used information and communication technology for the sake of learning, facilitated the students development of students' potential to actualize their potential as like make the material simple in order to be understood easily by the students, did effective communication, emphatic and manner with the students even though did not use formal language or regular grammar but he used daily language to talk with the students because it was more effective to talk with them.

To organize the process of assessment and evaluation of learning outcomes by giving test and evaluating the result. For the students who got lowest score he gave them remedial then review about the material and for them who got highest score would be given praise. Then utilize the result of assessment and learning evaluation for the sake of learning, took action to improve the quality of reflective learning. In addition, the third English teacher at SMA N 2 Kupang had been interviewed and observed about her competence in teaching English. Based on the result of interview and observation, the pedagogic competence of the teacher were performed with some manners. First, knowing the learners characteristic of physical, moral, social, cultural, emotional and intellectual from the class was taught and from their behaviours in the classroom and outside the classroom and understood the learning theories, principles of learning that educates from what had been learnt, from colleague, lecturer, and the source book had been read.

The teacher developed lesson plan related subject or field of teaching, used information and communication technology for the sake of learning, facilitated the development of the students' potential to actualize their potential and organized the process of assessment and evaluation of learning outcomes by giving test. Then, utilize the result of assessment and evaluation for the sake of learning and took an action to improve the quality of reflective learning.

The last English teacher at SMA 2 Kupang had interviewed and observed about her competence in teaching English. The pedagogic competence was possessed by her, it was performed with some ways. First, knew the learners characteristics of physical, moral, social, cultural, emotional, and intellectual by observing the students characteristics when the classroom activity for example, how the students used polite sentence or language to criticize the teacher and their friends, and also observed the students attitude when they communicated with their friends do they built good communication or not. Understanding the learning theories and principles of learning that educated from internet, experience, and source book which related to field of teaching for creating good lesson plan related to subject of teaching. The teacher sometime used information and communication technology for the sake of learning, facilitated the development of the students' potentials to actualize their potentials, built effective communication, emphatic, and manner with the students.

**Personal competence**

Personal competence is the strength of teacher personality as a mature and outstanding person who sets model to be followed by the students. Based on the result of interview and observation of English teachers at SMA N 2 Kupang named FA, DR, AP, and ID about their competencies in teaching English, it can be stated that the teachers possessed personal competence in teaching English in which the facts presented in tables on previous pages. The first the teacher mentioned. The ways were taken to perform personal competence in teaching English were: The first one, acting in accordance with the norms of religious, legal, social, and national culture of Indonesia, more specially with the East Nusa Tenggara culture.

The second way, presenting himself as being honest, noble, and rules models for students and community such as used uniform, came on time, be the students' friends, be the students's parents and obey the rules of the school. He also presented himself as being stable, mature, wise, and authoritative such as, democracy the students, and act based on the real situation. The last way was taken to perform his personal competence, showing the work ethic, high level of responsibility, a sense of pride to be a teacher and showed the self-confidence such as spoke English to the students even though outside of the classroom, came to class on time.

The second English teacher had been interviewed and observed by the researcher about personal competence in teaching English. There were some ways performed to show the personal competence as a teacher who taught English. First, act in accordance with the norms of religious, legal social, and national culture of Indonesia such as, prayed before the class activities, having fun with the students, be the students's friends, be the parents for the students and act like a brother for them to present the honesty, noble, and role



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models for the students and the community. Giving awareness and support the students to present self as being stable, mature, wise and authoritative. Then, to show the work ethic, high level of responsibility, a sense of pride to be a teacher, and self confidence were done sometime by the teacher because sometime came late to school and sometime started the lesson late.

Then, for presenting self as being stable, mature, wise and authoritative was performed by giving the students advice, asking the students to spend their time to study correctly, and motivate the students for getting the goal of life and show the work ethic, high level of responsibility, a sense of pride to be a teacher was performed by discipline, checked the students' work, and spent manage the time for family and teaching. Based on those explanations, the personal competence was owned by English teachers at SMA N 2 Kupang can be stated that personal competence is the action was performed by the teachers in their community and as the models to follow by the students and the other teachers. The personal competence of the teachers also can fulfil the Regulation of Minister of National Education No. 16 /2007 about Teacher Academic Qualification and Competency Standard that stated Personal competence is the strength of teacher personality as a mature and outstanding person who sets model to be followed by students.

**Social Competence**

Social competence is the ability of the teacher as apart of social group to communicate effectively and efficiently with the students, fellow teachers, students' parents, and the nearby community. Based on the result of interview and observation with the English teachers at SMA N 2 Kupang named FA, DR, AP, and ID, it can be stated that the social competence was owned by the teachers in their teaching and learning process especially in teaching English at SMA Negeri 2 Kupang. There were some manners that performed by the first teacher show the social competence in teaching English. The first of all was, act objectively, be inclusive, and not diskriminatif due to the consideration of gender, religion race, physical condition, family background and socioeconomic status of the students and the other teachers. He respects the students and the other teacher and also looked that all students were equal nor different with others.

Another way that performed by the teacher to show social competence to the students, and the other teachers were, communicate effectively, emphatic, and courteous to fellow educators, staff, parents and community such as talk with the students, helped the students to solve their problem but, he had limited time to talk with the students's parents. The teacher adapted on duty in the entire territory of Republic Indonesia which had social culture diversity and did communication with the community and other professions orally and in writing form.

The second teacher who had been interviewed about social competence in teaching English. The social competence in teaching English was performed in some manners. First, act objectively, be inclusive, and not diskriminatif due to the consideration of gender, religion, race, physical condition, family background, and socio economic status by considering the students equal. The second way to performed social competence as an English teacher was building effective communication, emphatic, and courteous to fellow educators, staff, students' parents and the community. Another ways was performed to show the social competence were: adapt on duty in the entire territory of Republic of Indonesia which has social cultural diversity and communicate with the community and other professions orally and writing from eventhough it was done by email and feacebook.

In addition, the third teacher and the last teacher, as the last respondent who had been interviewed and observed about social competence in teaching English. The manners were performed to show social competence as a teacher in teaching English was similar, such as: act objectively, be inclusive, and not diskriminatif due to the consideration of gender, religion race, physical condition, family background and self confidence by considering that the students were equal, build effective communication emphatic, and courteous to fellow educators, staff, students' parents, and the community. Then, adapt on duty in the entire territory of Republic Indonesia which has social and cultural diversity and the last manner was performed to show the social competence as a teacher who though English was, built good communication with the community and the other profession orally and written form.

**Professional Competence**

Professional competence is the ability of the teacher for mastering educational material a whole and deeply that arrange possibility to bring the education participant fulfil the standard of competence which establish on national standard of education. From the result of interview and observation about the professional competence with the English teachers at SMA N 2 Kupang named FA, DR, AP, and ID had been interviewed and observed about professional competence, it can be stated the professional competence was owned by the teachers in their teaching and learning process especially in teaching English at SMA Negeri 2 Kupang based on the fact which presented in the tables on previous pages about their professional competence. The ways that performed to show professional competence were: understanding the material, structure concept and scientific mindset that support the subject mater from what had be learnt,



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experience, and source book to deliver to the students.

The other way that performed to show professional competence in teaching English was knowing the competency standard and basic competence, mastered basic subject of field of teaching development which he created lesson plan based on the curriculum was used in the school and applied the the students in teaching learning process. From the explanation it can be considered as the ability of the teachers on mastering educational material a whole and deeply that arrange possibility to bring the education participant fulfill the standard of competence established on national standard of education that stated on Government Regulation number 19 years of 2005 clause number 28 subsection 3 point c. It also can be concluded that professional competence is the ability of the teacher to understand whole about the subject of field of teaching that applied in the class activity based on curriculum was used.

#### 4. Conclusions

Teachers' competencies can be defined as the ability to respond successfully to a requirement that contain attitude, values, knowledge, capabilities and capacities in a effective way. In other words, it is the strategy that the teacher posses to determine his/her performance in teaching English at SMA Negeri 2 Kupang. There were some competencies owned by the English teachers for teaching English such as pedagogic competence, personal competence, social competence, and professional competence.

Pedagogic competence was owned by the English teachers at SMA Negeri 2 Kupang were the ability of the teachers to organize the learning of the students include the understanding of the students's characteristic, instructional design, implemntation, ealuation of learning outcomes and the development of the students. Then, the Personal competence was owned by the English teachers at SMA Negeri 2 Kupang were the ability of the teachers to be apart of the community, and the strenght of the teachers personality as a mature who sets models to be followed by the students and the community. Another competence was owned by the teachers was social competence. The social competence of the teachers were the ability of the teacher as a part of social group, to communicate effectively, efficient with the students and the community and the other profession. the last competence was owned by the teachers was professional competence. The professional competence of the English teachers included the ability of the teachers to understand and comprehen the subject deeply about the sructure, concept, and scientific mindset tha support the subject or field of teaching. Those are the competencies owned by the English teachers in teaching English.

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