**CHAPTER V**

**DISCUSSION**

In this chapter, the researcher would like to interpret the relationship among the patterns, categories, and dimensions found in data analysis. The researcher would like to explain the positions of findings of the present research to the existing body of knowledge or theory. This part presents the discussion of similar efforts from the selected teachers trough fulfilled the standard competences, joined in seminars, trainings, workshops and they also made literary and article. It also discussed about the different effort from the T1 and T2 in making self assessment.

1. **The Teacher Fulfilled the Standards of Academic Qualifications and Competence of Teachers**

All of the selected teachers (T1 and T2) at SMAN 01 Ngunut fulfilled the Standards of Academic Qualifications and Competence of Teachers. They applied the four competences in teaching and learning. Such as in pedagogy, they planned their teaching by providing syllabus and making daily lesson plan. Before teaching, they prepared themselves by reading the material and made some list of question that given to their students. The subjects’ efforts supported by Harmer (2007:28) “Effective teachers are well-prepared. Part of this preparation resides in the knowledge of teacher have of their subject and skill of teaching”. T1 and T2 delivered the teaching material very well. They also made the class run well although unexpected event happened by making another activities in the class.

According to James and Susan, (1997:12) “The *technical,* or *knowledge and skills, model* is perhaps the most often cited perspective on learning to teach which emphasizes the knowledge and skills teachers acquire that contribute to classroom practice”. It deals with T1 and T2, in teaching they used some methods and media and used different model of learning to delivering the material. Through the media, the students could easier to understand the lesson. The student was also more interesting and attractive in the classroom. The using of methods in teaching was also support by Richards and Rodgers (2001:16) “Experience in using different teaching approaches and methods can provide teachers with basic teaching skills that they can later add to or supplement as they develop teaching experience”. In the last of the teaching, both T1 and T2 evaluated the teaching and learning through give students some question or quiz. They were also review the material to know how far their students understand with the material. As stated by Richards and Renandya (2002:37) that “For further clarification of success of a lesson, teacher can ask their student at the end of class, and the answer can assist teacher with future lesson planning”. If the student could answer the question or task from the teacher, it means they understood about the material, and the teacher could prepare the future lesson for the future day.

As teachers, they not only delivered the material but how the teacher could build the good relationship, gives the intrinsic support such us motivation to their students. Giving motivation and support to the student was very important because when the teacher respect, the student would enjoy with the lesson. Harmer (2007:26) states “Teacher who respect students do their best to see them in a positive light. They are not negative about their learner or in the way they deal with them in the class. They do not react with anger or ridicule when students do unplanned things, but instead use a respectful professional to solve the problem”. Good relationship could occur as the result of teacher and students interaction and the way of teacher listen to and treat the students in the class. T1 and T2 not only build good relationships with the student but also with the other teacher and parent of students. Sometime when the student had problem the teacher and the parent should discuss together and find the solution. Beside The teachers build good relationship, T1 and T2 had ability which is mature, steady, consistent and wise, have good behavior and can be a model for the students. All of the competences have been fulfilled by Teacher 1 and Teacher 2. They applied the competence such pedagogy, personal, professional and social in daily their teaching. It accordance with Standards of academic qualifications and competence of teacher no 16, 2007 that become a professional, teacher should fulfill four competences.

1. **Join the Seminar, Training and Workshop of Education.**

In developing their professional teacher, both T1 and T2 joined seminars and trainings of education. They explained that in seminars and workshops teacher got many experiences about teaching and learning. Trough seminar, teacher can exchange their experience, their material so that the teaching learning not monotonous. It is in line with Richard and Renandya (2002:389) “Through the community English teacher also could exchange their idea and publish innovations like journal, newsletters, internet site, etc.” When the teacher became a member of education program such; the seminars, trainings or workshops, it was the good way in develop their professionalism in teaching and their career. They could develop their skill, and they could to be active and creative in developing the material. They also got a new information that occur a round them.

1. **Making Literary or Article**

T1 and T2 had other efforts in developing their professionalism, the ways were they make literary and article. To improve their skill all selected teachers make literary about education because all of them knew that as a teacher they must increase their knowledge. Dealing with it, Richards and Renandya (2002:389),” stated that professionalism means preparing oneself to do a competent job through learning. This learning may take the form of pre-service or in-service courses, reflection on experience, reading, observation, discussion with colleagues, writing, and doing research”.

Different with T1, the researcher got information that T2’ efforts in developing her professionalism in teaching English, she made self assessment after her teaching. It helped her in order to know the weakness from her teaching and how she did not make a mistake again in other class. In one case, both certified teacher (T1) and non-certified teacher (T2) have same efforts to become professional teacher. It was very useful and influenced in developing teaching and learning. Conducted from the research, the similar efforts that they did in developing their career like both of them tried to meet the standard of teacher and they applied some competences in teaching learning process, they joined the seminar, workshop and training for the teacher to increase their knowledge or sharing their idea with other teacher, so they can find new innovation in teaching English. Furthermore, the also made literary and article In other case, the researcher found the differences between T1 and T2, which was T2 made self assessment or self reflection after she teach, it could help her to know the lack from her class and the weakness of the way she teach. After she knew the lack she did not make a similar mistake when she teaching again in other class.

 From all the description above, it can conclude that all the selected teachers at SMAN 01 Ngunut have some efforts in developing their professionalism. It is similar in some efforts and different in some other. Non-certified teacher can as professional as certified teacher that they want and the always tried to get a new innovation in teaching learning, especially teaching English as a foreign language. As a teacher, they did not teach and delivered the material, but how they join and make developing of material so the teaching and learning English in Indonesia better than yesterday. It was also about how they guide the students how they made relationship with students and other teacher. As a professional, the teacher demanded to become update in material of teaching. So they could join in seminar or workshop to get the new information and sharing knowledge about teaching with other teacher or can find other resource from internet to add the new material. Over all, it was also conduct by certified teacher in way they become professional teacher. Both of them always tried to become a good teacher and professional teacher. Furthermore, the outcome of the efforts from those selected teachers can be applied in process of the teaching learning and can improve the teaching learning in SMAN 01 Ngunut, especially English class. As we know, one of the factor or aspect that influenced students’ success was teacher and how they teach the students. In other words, good teachers or professional teacher have to make teaching and learning process effective so that the national educational objective could be achieved.