

Capacity Building and Professionalism of PAUD Teachers in Banda District

Hermelina Abarua¹, Rosemaryn Tutupari², Prisca Diantra Sampe^{3*}

¹² Non-School Education Study Program, Pattimura University

³ Guidance and Counseling Study Program, Pattimura University

*Corresponding Author: priscadiantrapsi@gmail.com

ABSTRACT

Early Childhood Education Teachers are an important component in the world of education. A good teacher is a teacher who is able to be professional and apply concepts and plans appropriately in every learning process. By providing capacity building for PAUD teachers, it is hoped that participants will understand the basic concepts of PAUD and the importance of PAUD in education. PAUD TEACHER is able to understand the psychological condition and growth and development of children. PAUD TEACHER is able to do a good assessment of the needs of early childhood. In providing this activity using the training method where materials and activities are given in each session. The results obtained by the participants were able to understand the concept and be able to practice in each learning process. Thus the professionalism of PAUD teachers increases, meaning that the competence and quality of teachers also increases.

Keywords: capacity building; professionalism; PAUD; teachers; Banda

INTRODUCTION

Teachers are an important part of the world of education, teachers will help educators in the teaching process. One of the most important teachers is the PAUD teacher, where it is very important to increase competence and capacity in the learning process. PAUD teachers have a role and function as the most important foundation in preparing children's growth and development in facing various challenges of the times in order to prepare the nation's golden generations. This is because PAUD has an extraordinary meaning in the formation of the character of the future golden generation.

There were several phenomena that were very basic in this training so that it was carried out in Banda District, which were obtained through a joint audience with the Hekaleka Foundation and also PAUD teachers in Banda in January 2023, namely the lack of competence of PAUD teachers, communication and transportation difficulties resulting in difficulty accessing exits. These things make it very important to have training to improve teacher competence in the teaching process. PAUD teachers in facing the era of the ASEAN economic community must be able to improve competence to prepare students to excel in various fields and be able to compete. This is closely related to the opinion that children are the golden generation who are not only superior in academics but also in social competence so that children are expected to be able to have social awareness when in society.

In addition, teachers are required to have a number of skills related to the tasks they carry out (Marienda, Zainudding and Hidayat, 2015). Therefore it is related to the professionalism of teachers in carrying out their responsibilities, including PAUD teachers. Becoming a PAUD teacher is not an easy thing because there are many responsibilities that are hit, therefore PAUD teachers must continue to develop their professional career as a teacher through creativity and good practices in the world of education (Nurpaimah and Saputra, 2022)

The government and society have great hopes for PAUD teachers, namely to produce a golden and great generation in 2045 which is the golden anniversary of Indonesia's independence. Based on the explanations above, the Banda District PAUD Teacher Training activities were carried out as a form of increasing teacher competency. Therefore PAUD teachers need to understand opportunities to maximize education from an early age, by improving the quality of educators in early childhood so that they become qualified and competent (Christianti, 2012).

In increasing the competence of PAUD teachers, it cannot be separated from the Hekaleka Foundation as one of the foundations that cares about education in Maluku. The Hekaleka Foundation is very concerned about and *concerned* with education, one of which is PAUD teachers who are considered an important part of education. PAUD teachers are one of the assets to build shared prosperity in education. This activity is one of the ongoing activities with the collaboration between the Teaching and Education Faculty and the HekaLeka Foundation to build a smart Maluku

The purpose of this activity is that PAUD teachers understand the basic concepts of PAUD and the importance of PAUD in education. PAUD TEACHER is able to understand the psychological condition and growth and development of children. PAUD TEACHER is able to properly assess the needs of early childhood. This activity is sustainable with the cooperation of FKIP and the HekaLeka Foundation

METHODS

The method used in the activity is training, through lectures and activities in the classroom. This training is intended to really increase the values and understanding of participants in the concept of learning early childhood education. Giving lectures provides an opportunity for students to understand the theories or basic concepts of the material accompanied by activities that will help participants understand the basic concepts that have been taught.

RESULTS AND DISCUSSION

In the implementation of this activity went well, there was an increased understanding of the implementation of this activity as shown in table 1.

Table 1. Pretest and Post Scores of PAUD Teacher Capacity Building Training

Participant	Total Results Pre	Total Post Results	Information
ST	20	50	Increase
VW	25	37	Increase
CK	35	70	Increase
ZT	13	60	Increase
WE	20	52	Increase
TP	7	60	Increase
SW	13	75	Increase
RU	10	60	Increase
IK	18	45	Increase
PO	20	60	Increase
SER	35	80	Increase
GHT	45	90	Increase
TT	23	75	Increase
JKL	35	80	Increase
MF	30	70	Increase
VRT	33	80	Increase
VPRs	25	80	Increase
DS	20	50	Increase
MM	25	37	Increase
NO	35	70	Increase
PE	17	65	Increase
TR	25	55	Increase
WQ	11	60	Increase
SD	19	78	Increase
DE	21	65	Increase
FGE	34	89	Increase

Scores were obtained from giving pre-test and post-test tests which contained participants' understanding related to the material presented. From the results above, it appears that there have been significant changes experienced by PAUD teachers in the Banda sub-district. Participants who initially did not really understand the material, understood the material better. this was even seen when giving activities to participants. They can do well and enthusiastically participate in every session given by the speaker well



Figure 1. Provision of Material by Resource Persons

In this picture, the presenter provides concept reinforcement to the participants starting from the basic concepts of early childhood, early childhood needs assessment to the psychology of early childhood development. The giving is intended because in giving the pre-test, the concepts and theories possessed by the teacher are still minimal, so reinforcements need to be given that help participants understand the material well.



Figure 2. Group activity

In this picture, participants are divided into small groups and then given a number of core activities in the whole activity. In the basic concepts of early childhood, they are given material for discussion and end with a presentation. In the early childhood needs assessment, they were given the activity of planning assessment activities in early childhood, while for developmental psychology they were asked to fill out a developmental checklist for students at school as well as exercise the ability to understand developmental psychology in the participant's workplace.

The advantage of this activity is that participants, in all their limitations, get positive things where their understanding becomes better. Participants experienced an increase in understanding related to the implementation of teaching and learning activities in the PAUD where they work. The activities provided are also one of the supporters in the process of implementing teaching and learning activities in the institutions they work. This makes concept and practice go hand in hand

The implementation of this PkM, all went well. There were no significant obstacles in implementing the PkM because there was *support* from various parties, from the Hekaleka Foundation to the participants. They are very supportive of the activity process until it is successful. Likewise with the preparation of materials and activities in the group there are no problems, which means that everything can run well.

CONCLUSION

The implementation of this activity went well, the results obtained were an increase in the capacity of PAUD teachers in carrying out teaching and learning activities. Participants have good concepts related to early childhood education, understand early childhood development and plan improved assessments. Participants who initially do not have a good concept can experience significant improvement. Thus the objectives in carrying out this activity went well, the participants experienced a significant increase in their understanding of the basic concepts of AUD, the planning of the AUD needs assessment and the psychology of AUD development. Thus they also apply in the entire implementation of learning in class

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