



Character Development of Elementary School (SD) Muhammadiyah Jonggol Teachers

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Abstract : As an educational institution, the age of Sekolah Dasar (SD) Muhammadiyah Jonggol is relatively young and has just entered its sixth year. For this reason, a lot of internal coaching is needed to improve the quality of Human Resources (HR), especially teachers. From the conversation with the Principal of SD Muhammadiyah Jonggol, Imran Fauzan Noor, S.Pd.I, information was obtained that teacher character building is an urgent need. This is in accordance with the slogan of the Muhammadiyah Jonggol Elementary School (SD) which is "Noble and Smart, so a teacher with character is an important need. It is necessary to conduct character building for the teachers of SD Muhammadiyah Jonggol. The method used in this Community Service (PkM) activity is the extension method. Activities are carried out face to face. Technical counseling is carried out by delivering the material and then holding several exercises. The result of the activity is an increase in the level of participants' understanding of the material what is submitted is; The importance of positive thinking, The importance of saying good things, The importance of doing good even outside of school, The importance of praying for students. This is evidenced by several practice cases and answers to the questionnaire.

Keywords: educational institution, teacher character building, evidenced by several practice

SITUATION ASSESSMENT

Education is the key to the progress of a nation. The future of a nation is determined by success in the educational process. With a good education, an individual is prepared to have the insight and ability to plan for the future (Hidayati 2016). Especially in this day and age, where technology has changed the order of people's lives in all aspects. Competition in all fields is getting tougher (Istiara,

Adijaya, and Helmanto 2021). Education is needed to prepare a generation that can compete in the global world (Fatmawati, Erviana, and Maryani 2019)(Sudiran, Kurniawati, and Adityo 2020).

Teacher education is an element that should not be underestimated. The teacher's role determines the success of a teaching and learning process(Sopian 2016). The teacher is the leader in the teaching and learning process(LUBIS 2020). No matter how sophisticated the technology that develops in society, the presence of teachers in the teaching and learning process will still be needed (Hery Soegiharto and Sudarman 2021). The role of the teacher will never be replaced by technology because the role of the teacher is not only limited to teaching science (Setyo Utomo 2019). Moreover, in modern times, the role of the teacher is not only academic but also to educate character (Huda et al. 2020)(Sulistiyowati and Wahyuningtyas 2021).

Teachers have a strategic role in shaping the character of a nation (Sartika and Erni Munastiwi 2019). The character itself is very much needed for the sustainability of a nation in global competition (Siswinarti 2017). Law No. 20 of 2003 concerning the national education system states that: National education functions to develop capabilities and shape the character of a dignified nation's civilization to educate the nation's life (Pemerintah Republik Indonesia 2003)(Wulansari et al. 2020). A nation that does not have identity and character based on its noble values will be excluded from the competition.

The Muhammadiyah Jonggol Elementary School (SD)–which was established in 2016 under the name SD Muhammadiyah 4 Cileungsi–is part of the charity business of the Muhammadiyah Cileungsi Branch Manager, Bogor. As is well known, Muhammadiyah is an organization that since its establishment has played a role in educating the nation through education (Zarro 2020). The establishment of SD Muhammadiyah Jonggol is part of the efforts of the Cileungsi Muhammadiyah leadership to further expand its role in society.

As an educational institution, the age of SD Muhammadiyah Jonggol is relatively young and has just entered its sixth year. For this reason, a lot of internal coaching is needed to improve the quality of Human Resources (HR), especially teachers. From the conversation with the Principal of SD Muhammadiyah Jonggol, Imran Fauzan Noor, S.Pd.I, information was obtained

that teacher character building is an urgent need. It is necessary to conduct character building for the teachers of SD MuhammadiyahJonggol. It is hoped that teachers with character will be able to educate their students to become individuals with character as well. This activity is in line with the obligation of lecturers to carry out Community Service (PKM) activities which are one of the Tri Dharma of Higher Education (Pemerintah Republik Indonesia 2003)(Pemerintah Republik Indonesia 2005)(Pemerintah Republik Indonesia 2012)(M Anas Sobarnas et al. 2020)(Ashari Imamuddin, Mohamad Anas Sobarnas, and Nurkholis 2021).

METHODS

The implementation of Community Service (PKM) activities is divided into three stages. The first stage is pre-implementation, the second stage is implementation (Wilarso et al. 2020), and the third stage is the evaluation stage. Each stage is carried out jointly between the service implementers and the SD Muhammadiyah Jonggol.

The method used in this PkM activity is the extension method. Counseling is a practical step in developing behavior through non-formal education to help provide options so that the target party can solve the problems they face (Amanah 2007)(Marsitin and Sesanti 2021)(Nugroho, Pahmi, and Surya 2020)(Aditama et al. 2021).

The technical implementation of the service is carried out face-to-face. The counseling activity will be held on October 30, 2021, at SD MuhammadiyahJonggol. The activity starts at 08.00 and ends at 11.00 WIB. The activity was divided into two sessions with a 15-minute break. Each session begins with the presentation of the material and then a case study is carried out by taking cases in class that has been experienced by the teacher. In the end, an opportunity for questions and answers was opened. The equipment used in this activity is an LCD projector, laptop, sound system, and stationery.

RESULTS AND DISCUSSION

This Community Service activity began with a discussion between the service staff and the Principal of SD Muhammadiyah Jonggol. As part of

Muhammadiyah's relatively new business charity, it requires attention from all parties, especially the internal leadership of the Muhammadiyah Cileungsi Branch. From the discussion, it was agreed to hold a training with the theme: Becoming a Great Teacher. The choice of this theme is intended to attract the interest of teachers to be motivated to attend with enthusiasm. Motivation is needed in the learning process. With strong motivation, someone will be moved to learn (Purnomowulan and Indira 2021).



Figure 1. Material presentation

In Figure 1 is the activity of exposing the material delivered by the servant. This presentation uses an LCD projector and sound system that is connected to a laptop. During the material presentation the participants not only listened to the material but also watched a number of short films and then the participants were asked to conclude what the message of the film was.

The main activity with the theme of Training to Become a Great Teacher has been carried out as planned, namely Saturday, October 30, 2021. The venue is one of the classrooms at SD Muhammadiyah Jonggol. This activity was attended by 11 staff of SD Muhammadiyah Jonggol consisting of 9 teachers and 2 administrative staff. What was interesting at the beginning of this activity was that at 7.30 WIB all the participants were already present. The schedule given to participants is that the activity will start at 08.00 WIB. From the informal discussion, it was known that all participants were very enthusiastic about participating in the activities to be carried out. This is a good start for the activities to be carried out.

In the beginning, participants were invited to pay attention to interesting facts. There is someone who has been blind and deaf since childhood, Helen Keller, but

she can be a great motivator and writer (Wijanarko 2017). There was a child who was expelled from school because he was considered an idiot, namely Thomas Alva Edison, later he became a great scientist. There is also a group of children in the slums of Baltimore, United States, who by a group of students are considered to have no future but later on most of them become successful people. From some of these facts, it is revealed that behind successful people is the role of a great teacher.

Furthermore, after participants understand the important role of a teacher for one's success, four factors that need to be improved from a teacher are presented. The four factors are thoughts, words, deeds, and faith.

The first factor is the mind. The mind has an important role in life. Thoughts correlate with the actions we do (Hafidz and Nugrahaini 2020). A teacher is needed to always think positively and not easily think negatively to his students. When a teacher thinks negatively of his students, he is unconsciously trying to realize those thoughts.

Pupils are the same as all other humans, they all have different characteristics (Widayanti 2013)(LUBIS 2020). They have a negative (weakness) and a positive (strength). A teacher is required to be able to find the advantages of each student.

After the explanation of this thought factor, participants were asked to find out the strengths of their students who had been seen as problematic students. From the results of the discussion, it turned out that all teachers could find positive things from their students, especially those known as students with negative predicates. For example, a student who is known to cause trouble in class, it turns out that when discussing the theme of the eclipse prayer, the student is the only student who can practice the eclipse prayer.

The second factor is words. Words have the power to influence a person's situation. Good words have an impact on both those who speak and those who hear. A teacher is required to always use good words to his students. Among the sentences or words that are best conveyed in the question. By asking questions, children are invited to think and find solutions they face.

Next, participants learn to change the prohibition or command sentence into a question sentence. All participants look for forbidden sentences that are often spoken. It turns out that one of the sentences that are often spoken is: Don't put

your shoes on carelessly. This is done almost every day because SD MuhammadiyahJonggol applies the rule of removing shoes when entering the classroom. Some participants can make sentences of questions such as: Where should the shoes be placed? Is it okay if we put shoes out of place? What will happen if the shoes are not put in place?

The third factor is action. Teachers are often given the meaning of someone who is listened to and imitated (emulated) (Maya 2017). So a teacher must have behavior that is worthy of trust and can be an example for his students. For that, a teacher must do good deeds before teaching good deeds to his students. Every act of the teacher will be a measure for students (Hendriana and Jacobus 2017).

The fourth factor is faith. The important thing that the teacher should not forget is to bring every problem he faces to Allah SWT. Every teacher should have the habit of praying for their students. Because the educational process is not limited by space and time (Irham and Basith 2018). A teacher must be of the view that all students are a mandate from Allah SWT. Thus he will not waste this great trust

One of the stages of this PkM activity is a questionnaire, which in this activity is carried out using Google Form media. This questionnaire is intended to measure the extent to which participants understand the material presented. In this activity, 6 participants were selected. To make it easier to answer, the Likert scale (Nawawi 2020) s used as follows: 1 = Very don't understand, 2 = Don't understand, 3 = Ordinary, 4 = Understand, 5 = Very understand. The answers from the selected participants can be seen in table 1.

Table 1. Participants' understanding of the material

No	Description	Pre-Test					Post Test				
		1	2	3	4	5	1	2	3	4	5
1	The importance of positive thinking				6						6
2	The importance of saying good				3	3					6
3	The importance of doing good even outside of school				3	3					6
4	The importance of praying for students				4	2					6

From the participants' answers, it was found that there was an increase in participants' understanding of the extension material. For the material the importance of positive thinking from the previous 100% at the level of understanding increased by 100% to very understanding. As for the important material to say good, from the previous only 50% who understand, increase 100% at the level of very understanding. Regarding the material on the importance of doing good, even though outside of school, there was also an increase from before the activity, 50% who understood very well, increased to 100% of participants who understood very well. In terms of the importance of a teacher praying for his students also increased. Before the activity was held only 33.3% of participants understood very well, increased to 100% of participants who understood very well.

CONCLUSION

The community service activities that have been carried out have been proven to increase participants' understanding of the material presented. This can be seen from the fact that counseling participants can find the positive side of each student. Participants can also replace some frequently used commands or prohibitions with sentences in the form of questions. From the answers to the questionnaire, it also showed an increase in participants' understanding of the material.

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