

# COMPETENCIES REQUIRED OF EFL TEACHERS

Meeting 1 Week I

# TEACHER COMPETENCE BASED ON UUGD

- Teachers are professional educators who have the main duties to educate, teach, supervise, train, assess, and evaluate students (UUGD No. 14, 2005)

# TEACHER COMPETENCE BASED ON UUGD

- Teachers must possess standard academic qualification, competence, an educator certificate, good mental and physical health, and skills to achieve national goals.
- Competence is a set of professional knowledge, skills, and behavior that must be possessed, internalized, mastered, and actualized by teachers in accomplishing their professional responsibilities.

# TEACHER COMPETENCE BASED ON UUGD

- Teachers' competencies comprise pedagogical competence, interpersonal competence, social competence, and professional competence.

# WHAT DOES TEACHER COMPETENCE COMPRISE?

(ALLEN, 1980 IN BROWN, 2001:429)

## Technical Knowledge

- ◉ Understands the linguistic systems of English phonology, grammar, and discourse
- ◉ Comprehensively grasps basic principles of language learning and teaching
- ◉ Has fluent competence in speaking, writing, listening to, and reading English
- ◉ Knows through experience what it is like to learn a foreign language
- ◉ Understands the close connection between language and culture
- ◉ Keeps up with the field through regular reading and conference/workshop attendance

# WHAT DOES TEACHER COMPETENCE COMPRISE? (ALLEN, 1980 IN BROWN, 2001:429)

## Pedagogical Skills

- ◉ Has a well-thought-out, informed approach to language teaching
- ◉ Understands and uses a wide variety of techniques
- ◉ Efficiently designs and executes lesson plans
- ◉ Monitor lessons as they unfold and makes effective mid-lesson alterations
- ◉ Effectively perceives students' linguistic needs
- ◉ Gives optimal feedback to students
- ◉ Stimulates interaction, cooperation, and teamwork in the classroom
- ◉ Uses appropriate principles of classroom management
- ◉ Uses effective, clear presentation skills
- ◉ Creatively adapts textbook material and other audio, visual, and mechanical aids
- ◉ Innovatively creates brand-new materials when needed
- ◉ Uses interactive, intrinsically motivating techniques to create effective tests and lessons

# WHAT DOES TEACHER COMPETENCE COMPRISE? (ALLEN, 1980 IN BROWN, 2001:429)

## Interpersonal Skills

- ◉ Is aware of cross-cultural differences and is sensitive to students' cultural traditions
- ◉ Enjoys people, shows enthusiasm, warmth, rapport, and appropriate humor
- ◉ Values the opinions and abilities of students
- ◉ Is patient in working with students of lesser ability
- ◉ Offers challenges to students of exceptionally high ability
- ◉ Cooperates harmoniously and candidly with colleagues (fellow teachers)
- ◉ Seeks opportunities to share thoughts, ideas, and techniques with colleagues

# WHAT DOES TEACHER COMPETENCE COMPRISE? (ALLEN, 1980 IN BROWN, 2001:429)

## Personal Qualities

- ◉ Is well organized, conscientious in meeting commitments, and dependable
- ◉ Is flexible when things go awry
- ◉ Maintains an inquisitive mind in trying out new ways of teaching
- ◉ Sets short-term and long-term goals for continued professional growth
- ◉ Maintains and exemplifies high ethical and moral standards

# WHAT ABOUT PBI CURRICULUM?

- Kompetensi pedagogik, yaitu pemahaman tentang berbagai pendekatan dan keterampilan menggunakan berbagai teknik pembelajaran bahasa, pemahaman terhadap peserta didik untuk mengaktualisasikan berbagai potensi yang dimilikinya, kemampuan mengelola pembelajaran bahasa Inggris yang meliputi kemampuan melakukan analisis kebutuhan belajar peserta didik, merencanakan, merancang, dan melaksanakan, dan mengevaluasi pembelajaran yang efektif dan efisien, dan keterampilan memotivasi peserta didik untuk belajar,

# WHAT ABOUT PBI CURRICULUM?

- ◉ Kompetensi kepribadian, yaitu kemampuan mengatur diri dengan baik, menampilkan diri sebagai pribadi yang mantap, memenuhi komitmen, dapat dipercaya, bertanggung jawab, adaptif, inovatif, berpikir kritis, selalu ingin tahu, belajar terus untuk mengembangkan profesinya, dan menjaga standar moral dan menjadi teladan akhlak mulia bagi peserta didik;

# WHAT ABOUT PBI CURRICULUM?

- ◉ Kompetensi akademik (professional), yaitu pemahaman tentang sistem bahasa Inggris (fonologi, grammar, wacana), pemahaman tentang prinsip-prinsip belajar dan mengajar, kemahiran menggunakan bahasa Inggris untuk berkomunikasi secara lisan dan tertulis, pemahaman tentang penelitian kelas, pemahaman tentang kaitan bahasa dan budaya, keterampilan, dan sikap positif terhadap pengembangan professional secara berkelanjutan;

# WHAT ABOUT PBI CURRICULUM?

- Kompetensi sosial, yaitu kesadaran tinggi terhadap perbedaan budaya dan kepekaan terhadap tradisi budaya peserta didik yang beragam, kemahiran berkomunikasi dengan orang lain dan peserta didik yang ditengarai dengan adanya semangat, kehangatan, hubungan batin, dan rasa humor yang tepat guna, penghargaan terhadap pendapat dan kemampuan peserta didik, kesabaran terhadap kelambanan belajar sekelompok peserta didik, kemahiran memberi tantangan kepada peserta didik yang berkemampuan tinggi, kemampuan bekerjasama secara harmonis dan efektif dengan teman sejawat, dan kemampuan berbagi dan mengeksplorasi pemikiran, gagasan, dan teknik dengan teman sejawat.