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The Relationship Between Teacher Literacy and Teacher Perceptions Against School Culture and MI Teacher Performance North Bekasi District, Bekasi City

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Abstrak

Keywords: Literasi Guru, Persepsi Guru, Budaya Sekolah, Kinerja Guru

Gerakan literasi tidak hanya menyasar siswa tetapi juga guru, dan siswa belajar secara langsung dan meniru gurunya. Budaya literasi membaca dan menulis masih rendah, apalagi berbagai acara dan perlombaan literasi yang diadakan di madrasah-madrasah di kota Bekasi belum banyak peserta dan prestasinya. Penelitian ini menggunakan metode tinjauan pustaka, metode penelitian ini dipilih dengan pertimbangan untuk mengetahui ada atau tidaknya hubungan antara literasi guru dan literasi dengan kinerja guru. Literasi bagi guru madrasah sangat diperlukan agar terdapat hubungan antara persepsi guru terhadap dengan kinerja guru itu sendiri fenomena keadaan ini menjadi objek penelitian untuk membangkitkan gairah melek budaya dan melakukan analisis untuk mencari solusi strategi menumbuhkan dan meningkatkan kebudayaan. Hal ini karena sekolah terdiri dari banyak elemen yang berbeda. yang menjadikan sekolah: pendidik dan tenaga pengajar, peserta didik, sarana prasarana, nilai-nilai dan budaya yang membentuk identitas sekolah. Menjadi teladan bagi siswa bukan berarti menyuruh siswa berperilaku baik, namun guru harus memberi teladan dalam berperilaku baik, termasuk dalam kegiatan membaca dan menulis. Keunggulan pada suatu sekolah adalah memiliki budaya sekolah yang kokoh dan berdampak pada kinerja guru dan kualitas sekolah. Dalam pendidikan anak, kinerja guru sangat penting untuk mempersiapkan siswa dalam proses belajar mengajar serta perlu adanya peningkatan kinerja guru, dan ada beberapa hal yang perlu dilakukan khususnya bagi siswa yaitu meningkatkan hubungan dengan guru jika literasi ingin berkontribusi terhadap prestasi, peran dan tanggung jawab guru akan menjadi semakin kompleks di masa depan, sehingga mengharuskan guru untuk terus meningkatkan dan menyesuaikan keterampilan profesionalnya.

Abstract

Keywords: Teacher Literacy, Teacher Perception, School Culture, Teacher Performance

The literacy movement not only targets students but also teachers, and students learn directly and imitate their teachers. The literacy culture of reading and writing is still low, especially since various literacy events and competitions held at madrasas in the city of Bekasi do not have many participants or achievements. This research uses a literature review method, this research method was chosen with consideration to determine whether or not there is a relationship between teacher literacy and literacy and teacher performance. Literacy for madrasa teachers is very necessary so that there is a relationship between the teacher's perception of the teacher's performance and this situation phenomenon is the object of research to arouse enthusiasm for cultural literacy and carry out analysis to find strategic solutions to grow and improve culture. This is because schools consist of many different elements. what makes a school: educators and teaching staff, students, infrastructure, values and culture that form the school's identity. Being a role model for students does not mean telling students to behave well, but teachers must set an example in good behavior, including in reading and writing activities. The advantage of a school is that it has a strong school culture which has an impact on teacher performance and school quality. In children's education, teacher performance is very important to prepare students in the teaching and learning process and there is a need to improve teacher performance, and there are several things that need to be done especially for students, namely improving relationships with teachers if literacy is to contribute to achievement, the role and responsibilities of teachers will will become increasingly complex in the future, requiring teachers to continuously improve and adapt their professional skills.

INTRODUCTION

The development of the quality of education in Indonesia is always interesting to observe. The problem of education in this country is mainly the culture of low literacy. According to PISA (Program for International Student Assessment), Indonesia ranks 70th out of 76 countries. This means that the quality of education in Indonesia is still lagging behind other countries. This situation deserves our attention, because the quality of

education must continue to be improved (Hartini et al., 2018). The literacy culture is still low. Madrasahs, especially in Bekasi City, are still few who participate and succeed in various events and competitions in the field of literacy.

The phenomenon of this disease is the subject of research to conduct analysis and find solutions, strategies to stimulate the passion of literacy culture, and grow and improve it. One option is to provide guidance to educators /

teachers first. Educators are the most important key because they are one of the sources of learning and are the main actors in the process of teaching and learning activities, interacting directly with students. The slogan "Master is respected and imitated" has a deep meaning; The ideal image of a teacher is one that can be trusted and imitated, and the teacher is an example and inspiration to students. How can students improve their reading and writing skills if teachers don't demonstrate or set examples first?

Elementary school teachers must be able to utilize technology as a learning tool, and of course must be able to provide knowledge about the benefits of technology to their students (Nada & Indrawan, 2023). Children receive instruction in reading and writing when they attend elementary school. Literacy is an important skill in life. Literacy is the ability to understand, access, and do things meaningfully through various activities such as seeing, reading, listening, writing, and speaking. Literacy can be defined as the ability to use images and language in different ways to write, read, speak, listen, and think critically. (Meyla Widya Kusuma, Widya Larasati, 2022).

As people who are directly involved in learning activities, teachers play a very important role in efforts to improve the quality of education. Students must be able to plan and organize teaching and learning activities that allow active and innovative student participation, provide the greatest

opportunity for students to develop creativity, and create a comfortable learning atmosphere (Landa et al., 2021).

Referring to PP Number 19 of 2005, there are eight national education standards set by the National Education Standards Agency (BSNP), one of which is the Standards for Educators and Education Personnel. This regulation provides a strong foundation for the Bekasi City Ministry of Religious Affairs Office to innovate quality activities. This activity is a strategy as well as *best practice* for improving the quality of education according to the concept of quality in the theory of the Juran trilogy. Joseph M. Juran has a quality concept known as the Juran Trilogy (1986): Quality Planning, Quality Control, and Quality Improvement.

Digital competence is very important considering the development of increasingly sophisticated technology. Since 2019, the Ministry of Religious Affairs has declared digital transformation as one of its seven priority programs. The Directorate General of Madrasah Teachers and Education Personnel (GTK) implemented increased digital literacy in teacher training programs, including the use of e-learning during the pandemic. This tradition of technological literacy is sometimes strengthened (Aini & Nuro, 2023).

The National Education System Law Number 20 of 2003 states that education is to realize one's potential in religious and spiritual strength, self-

discipline, individuality, intelligence, high morality, and moral ability; and a deliberate effort to create an atmosphere and learning process. Actively develop the skills necessary for oneself, society, nation and state. Furthermore, the preamble to the law states the purpose of education itself, which is to educate people's lives. The meaning and purpose of education are developed in educational institutions, including schools. School is a way to deepen knowledge and gain new experiences. In the 2013 curriculum, improving the quality of learning cannot be separated from the learning process. The learning process is an element of the process that changes with the aim of achieving learning success and improving student skills (Rizkita & Sukmayadi, 2022).

The school consists of several elements: educators, employees, students, infrastructure, values, and culture that make up the identity of the school. Educational institutions, as schools describe, have cultural elements that structure and guide them. That is, the cultural factor of the school is important for its progress. School progress can be in the form of academic achievement, level of school discipline, relationships inside and outside school, habits carried out, collective values taught in school, and others. The above culture has significance as a tool that is included in the management of schools and organizations through human resources.

The advantage of a school is to have a school culture (*School Culture*)

sturdy (Darajah, 2021), and have an impact on teacher performance and school quality. Then schools work together to build a better society through quality education, and through a combination of all elements including students, teachers, and parents who are responsible for improving the quality of learning in schools, excellent and popular schools (Mulyadi et al., 2022).

Perception refers to the brain's ability to translate stimuli that reach the human sense apparatus. We have already shown that perception is the process by which an organism or individual organizes, interprets and gives meaning to the stimuli it receives, and is an integrated activity within the individual (Megiati & Pratiwi, 2021).

In children's education, teacher performance is very important to prepare students for the teaching and learning process and there is a need to improve teacher performance, and there are several things that need to be done, especially for students, namely improving relationships with teachers. If literacy wants to contribute to achievement, the roles and responsibilities of teachers will become increasingly complex in the future, thus requiring teachers to continue to improve and adjust their professional skills.

Teachers need to be more dynamic and creative in developing student learning in the future, teachers are no longer the only ones teaching students how to find and use information meaningfully and

appropriately. Literacy is lifelong learning or lifelong learning because these skills continue to be used until students enter the workforce (Haz, Angkling Maulana, Baharuddin, 2022).

RESEARCH METHODS

This research is a research using literature survey or literature review methods. Literature Review is a comprehensive overview of research conducted on a particular topic, showing readers what is known and what is not yet known about the topic, finding out the reason for the research conducted, finding research that provides ideas for future research.

A literature review is a scientific study that focuses on a particular topic. Literature review provides an overview of the development of a particular topic. A literature review allows researchers to identify theories or methods, develop theories or methods, and identify gaps between theories and their relevance to the field/research results.

Literature review is concerned with carrying out the following activities: 1) Collection of Data/Information. 2) evaluation of data, theories, information, or research results; 3) Analyze the results of publications such as books, research papers, and other research-related articles (Aldi Septian Putra et al., 2023).

Literary research is available from a variety of sources, including magazines, books, documentaries, the Internet, and libraries. The literature research method is a series of activities

related to collecting library data, reading and recording, and managing written materials. The type of writing is literature review research that focuses on writing results or variables related to the topic. The author conducts this literature review after determining the writing theme and problem formulation before starting the collection of necessary data.

The data used in this study is based on research conducted and published in national and international online journals.

To conduct this study, researchers used the search engines ProQuest, PubMed, Research Gate, SagePub, and Scholar to search for research journals published on the Internet using the following keywords: self-directed nursing student learning, nursing education, competencies, and learning outcomes.

The data collection process is carried out through screening based on criteria set by the authors of each journal entered. The collection criteria are as follows: 1. Year of literature source from 2017 to 2024, suitability of writing keywords, and relevance of writing results and considerations. 2. Journal collection strategies from diverse literature using accredited journal sites such as ProQuest, PubMed, Research Gate, SagePub, Scholar, etc. 3. An effective way to write for journal settings by entering keywords according to the title of writing and doing searches based on advanced search with the

addition of AND / OR notation or adding the + symbol. For example, researchers search the PubMed search engine by typing the words "(Self-directed learning) AND (Nursing Student) AND (Competency)". Or by typing "self-directed learning"+"nursing student", "self-directed learning"+"learning outcome", "self-directed learning"+"nursing education"+"competency". 4. Search based on full text 5. Assess the journal from the abstract whether based on research objectives and do critical appraisal with existing tools

Systematically the steps in writing a literature review are as shown below:

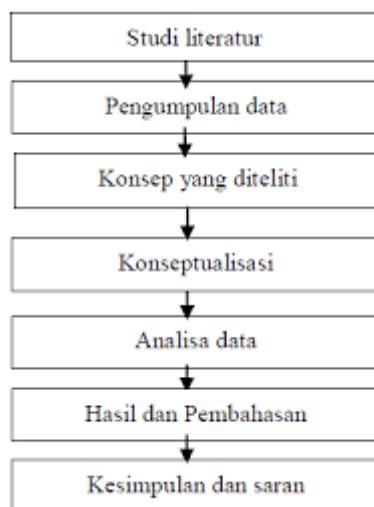


Image Flow literature review

Literature review begins with the material of writing results that are sequentially considered from the most relevant, relevant, and quite relevant. Then read the abstract, each journal first to provide an assessment of whether the problem discussed is in accordance with

what is to be solved in a journal. Noting important points and their relevance to research problems, To keep from getting caught up in plagiarism elements, the author records sources of information and lists the bibliography. If indeed the information comes from the ideas or results of other people's writing. Make notes, quotations, or information organized systematically so that writing can easily be searched again if at any time needed.

Each journal that has been selected based on criteria is made a conclusion that describes the explanation of *self-directed learning* in the Literacy Movement. Before the author makes conclusions from some literature results, the author will identify in summary form briefly in the form of a table containing the author's name, year of writing, study design, samples, instruments (measuring instruments), and research results. After the results of writing from some literature have been collected, the author will analyze the application of *self-directed learning* in improving the competence of nursing students in the form of discussion.

Research journals that are in accordance with the criteria of perception of culture are then collected and made a journal summary including the name of the researcher, year of publication of the journal, study design, research objectives, samples, instruments (measuring instruments) and a summary of results or findings. The summary of the research journal is entered into a table sorted according to

the alphabet and year of publication of the journal, To further clarify the analysis of abstracts and full text journals read and observed. The summary of the journal is then analyzed on the contents contained in the research objectives and research results / findings. The analysis method used uses journal content analysis.

RESULTS AND DISCUSSION

This article builds on the government's strong efforts to improve literacy at all levels, both in education and society. This upskilling requires input from school practitioners and literacy developers. In this case it is the teacher.

Through the teacher writing movement (research), it is necessary to understand the need for literacy development in schools, including models, strategies, and materials used. In addition, teacher writing exercises can also be a model in reading and writing activities in schools.

The explanation of each is given below:

1. Teachers as Ideal Researchers of Literacy

Many researchers who have succeeded in replicating literature on literacy come from students, salaries or observers, literacy policy makers, and lecturers. For students, it is a thesis to earn a degree in their field. The salaries or observers are a group of people who appreciate literacy in Indonesia. Policy holders are people in ministries who handle literacy issues and establish literacy teaching models and materials in schools and communities. The faculty

multiplies literacy papers as a result of research and critical review of the literacy phenomenon.

Teachers as active actors in the school literacy movement have valid information about the implementation of literacy in schools because it will increase their competence (Sumarno et al., 2022). The information includes constraints, facilities, the role of all teachers, the role of the principal, and so on. Therefore, teachers have the latest information related to school literacy that can be reported scientifically.

2. Teachers as Role Models in Literacy Activities

Based on research (Akbar, 2017), strategies that can be used in improving school literacy are 6M: observe (*observe*), create (*create*), communicate (*communicate*), appreciate (*appreciate*), book (*Post*), flaunting (*demonstrate*). The six 6M programs can be used by and for students and teachers. Teachers as researchers are familiar with and definitely carry out activities *Observe*. The results of these observations are then used as a basis for activities *Created* scientific articles. Draft later scientific articles *communicated and appreciated* in the framework of research writing technique activities. Valid drafts *Appreciated* by sending to scientific journals. Draft articles received will be published. The published draft is a form of activity *Bookkeeping*. Furthermore, articles that have been published can be *Exhibited* to students as a stimulus to be able to write.

Teachers do not only write scientific articles as examples and examples of writing. Teachers can write various types, such as short stories, poems, opinions, and so on. Teachers

can write in school wall magazines, school magazines, local newspapers, competitions, and so on. The teacher's published writing will be a magnet to attract students to read and write.

So far, many literacy activities in schools are only aimed at students (Yuliana et al., 2023). Students have to read in class for 15 minutes, students have to go to the library to read, and so on. Conversely, teachers are not required to read for 15 minutes during learning or not to the library. As a result, students simply fulfill their academic duties without realizing the importance of reading and writing. The teacher's reading and writing habits set an example for students. This example will be the foundation, the foundation, the foundation of character education

In addition, Constitution No. 14 of 2005 can be the basis that teachers are mirrors for their students. In article 10 paragraph 1 it is explained that teachers must have four competencies in teaching to support the teacher's personality to become a professional teacher. Competencies related to exemplary are personality competencies. Minister of Education and Culture Number 40 of 2021 Article 1 that school principals are teachers can be given the task of leading learning and managing education units in an effort to improve the quality of education in accordance with the transformation of learning in favor of students (Coaching et al., 2020).

Being an example for students does not mean telling students to behave well, but teachers must set an example in behaving well, including in reading and writing activities. Students may receive reading and writing instruction, but the main ones are examples and examples that guide their learning activities.

Some experiences in exhibiting writing will be explained in learning activities that are integrated with literacy activities. Assigned to write news to students. The teacher asked students to read some examples of news. Teachers facilitate students to understand information in the news. The teacher also facilitates students in understanding the form and arrangement of good news from the examples presented. Students can write news well. At the end of the lesson, the teacher shows the results of his writing (news) published in the local newspaper. Students give appreciation for the teacher's achievements. The teacher shared his learning experience in writing news. Students show curiosity and enthusiasm to be able to write and be published like the teacher's writing.

It's a different story if the students are taught by a teacher known as a writer. For example, published short story writers, newspaper news reporters, etc.

Students will eagerly follow the teacher's explanations and life experiences. In this context, teachers exemplify literacy activities. The figure shows that the teacher's writing and literacy behavior is able to hypnotize students and increase their literacy awareness through the power of example. Therefore, for school literacy activities to be successful, teachers as central figures must be able to become writers and researchers.

Teachers should increase literacy awareness. Literacy in the sense of reading, numeracy literacy, scientific literacy, socio-cultural literacy, digital literacy, and religious literacy. Our challenges are increasingly complex and complicated. We have to work *extraordinary*. Teachers and education staff,

Madrasah Heads, supervisors, education practitioners must appear persistent to greet and serve students, teachers and we all must improve our respective capacities. "Students need creative teachers who *think outside the box*. Think differently and outside the box. Great teachers who have *passion* and *empathy*. Inspiring teachers who teach with love,".

This means that teachers' digital literacy is directly proportional to their performance achievements in educational institutions. When teachers have the right literacy skills, they achieve better learning outcomes for students. Literacy activities play an important role in developing students' basic knowledge by improving the ability to analyze learning information. Learning information received from teachers can make learning more lively. In other words, if teachers can find skills related to fun learning, then learning activities in class will not be boring. In fact, through these competencies, teachers can find out more about the personality of their students so that they can improve their performance (Haz & Sugianto, 2022).

CONCLUSION

Through this paper, the author wants to conclude that literacy is very important for a teacher who is a role model for his students, literacy culture is still low. Madrasahs, especially in Bekasi City, still few participate and succeed in various events and

competitions in the field of literacy. When a teacher is able to master everything and his competence increases indirectly, it will have an impact on school progress and his performance will also be seen as good in educating the life of the nation and state because it is in line with the goals of national education and also the vision and mission of the school. In children's education, teacher performance is very important to prepare students for the teaching and learning process and there is a need to improve teacher performance, and there are several things that need to be done, especially for students, namely improving relationships with teachers. If literacy wants to contribute to achievement, the roles and responsibilities of teachers will become increasingly complex in the future, thus requiring teachers to continue to improve and adjust their professional skills. Teachers need to be more dynamic and creative in developing student learning in the future, teachers are no longer the only ones teaching students how to find and use information meaningfully and appropriately. Literacy is lifelong learning or lifelong learning because these skills continue to be used until students enter the workforce

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