

Teacher Performance and Implementation of The Independent Curriculum in Improving the Quality of Education (Descriptive-Analytical Study at MAN Banyumas, Central Java Province)



Sri Winarsih¹, Ma'fiyatun Insiyah²

^{1,2} State Islamic University Prof. K.H. Saifuddin Zuhri Purwokerto, Indonesia.

ABSTRACT: Performance is an expression of a person's competence based on understanding, attitude and skills, motivation in achieving work. A teacher's performance can basically increase and decrease depending on the teacher performance management process in the institution. While the independent curriculum is a curriculum with intracurricular learning with diverse content so that students can be more optimal and have enough time to explore concepts and strengthen competence. Therefore, it is necessary to study teacher performance and the implementation of the independent curriculum in improving the quality of education, one of which is at MAN Banyumas, Central Java Province. This research is a qualitative research that is descriptive and observation, interview and documentation as data collection techniques. The subjects of the research are the Head of MAN Banyumas, Deputy Head of Curriculum, teachers, Committee and students. The results of this study indicate: (1) Improvement of teaching and learning activities in the classroom by using technology media and the implementation of supervision is carried out optimally. (2) Increased knowledge (3) MGMP (4). Increased ability (5) Increased skills (6) Increased self-attitude (7) Teacher certification. The model for improving teacher performance through The Spiritual Motivation in The Learning Organization, based on the assumption of factual conditions at MAN Banyumas, so the model that the researcher put forward contains hypothetical thoughts about teacher performance through learning organizations is expected to be more effective, efficient and productive. The steps taken so that teacher performance and the implementation of the independent curriculum in improving the quality of education are effective and efficient and productive as follows: First, setting teacher performance standards, second, conducting screening, third, determining strategic issues and making plans. Fourth, implementing coaching through a learning organization with six disciplines (The Six Discipline). Fifth, evaluating the results of coaching in improving teacher performance. The learning process through single loop or double loop and having an impact on accelerating change in the organization is called the cybernetic quantum learning cycle. A cycle of correction and identification of learning systems both individually and in groups as feedback to make continuous improvements. The role of the visionary head of MAN Banyumas and a conducive organizational culture, qualified human resources and a good learning culture greatly determine teacher performance and the implementation of the independent curriculum in improving the quality of education through The Spiritual Motivation in The Learning Organization. In addition, teachers also master and are able to optimally implement four competencies at MAN Banyumas, namely pedagogical competency, professional competency, personality competency and social competency.

KEYWORDS: Performance, Teachers, Independent Curriculum, Education Quality.

I. INTRODUCTION

Education is defined as the process of developing abilities or human potential in living life, both as individuals, citizens, and as part of society world. The development of this potential occurs in the environment, both in family, the world of work, educational institutions, and society. Education also interpreted as a field/sector service Which important in determine success aspect development nation in a country. Education Also called as investative-productive become determinant for nation. In

Teacher Performance and Implementation of The Independent Curriculum in Improving the Quality of Education (Descriptive-Analytical Study at MAN Banyumas, Central Java Province)

developed countries, education is not only a consumptive aspect also considered as a "human investment" and becoming a "leading sector" which prioritized.

For increasing quality education must optimize management. Because "proceed the retreat an institution education, quality and whether or not A institution education, depends on management in in the institution". Institution education Which Can it is said bonafide Lots apply "Open Management". Various possibility Which done because of institution education now must be able to encompass various activities that are increasingly demanded by "consumer education" For capable increase output education Which naturally satisfying customers/consumers. Already it is a common issue that prosperity something related to a nation with quality or quality learning institution education Which concerned. Ascension quality learning past standardization as well as professionalization which moment this lots of demand understanding and knowledge to regulation change Which There is in context education. The existence of regulation education Which centralized become decentralization confirm that taking regulation shifts from the center to regional government, namely local government city/district. Therefore, teacher performance and implementation independent curriculum must be optimized so that the goal is achieved education is achieved.

The problems faced by the Indonesian nation, especially education, are related to the quality of education at various levels of education, but various Efforts are being made to improve the quality standards of Indonesian education. Therefore, in order to improve the quality standards of educational services in Indonesia need implementation curriculum Which optimal, means infrastructure and others. The statement above is in line with results study from Image Goddess, et al. Which explain in results his research that performance Teacher in JUNIOR HIGH SCHOOL Country 3 Sidoarjo in implementing the independent curriculum based on P5 Having results which is good with an average value of 55.17 which is in the interval value with good category. So Researchers are interested in raising the research theme entitled "Teacher Performance and Implementation of the Independent Curriculum in Improving Quality Education in Madrasah Aliyah Banyumas." So that the output expected can satisfying customer education which in accordance with need also hope public.

II. RESEARCH METHODS

This research at MAN Banyumas, Central Java Province, uses a qualitative method that is more based on phenomenological philosophy that emphasizes the appreciation (*verstehen*) of human behavior (Cook and Reichard, 1982:10). Data collection techniques use observation, interview, and documentation methods and triangulation as a data validity test technique where researchers try to obtain data credibility by combining observation, documentation, and interview techniques for collecting the same data. Djarn'an Satori and Aan Komariah (2009:22) state that: qualitative research is research that emphasizes quality or the most important thing about the nature of a good/service. Meanwhile, according to Sugiyono (2013), qualitative research methods will be suitable for researching research problems that are not yet clear, still dim, or perhaps still dark. This kind of condition is suitable for research using qualitative methods, because qualitative researchers will go directly to the object, explore with the grand tour question, so that the problem can be found clearly. To strengthen and complete the collection of research data, researchers also use a tape recorder as an aid in data collection and recording non-verbal information.

III. LITERATURE REVIEW

DEFINITION OF PERFORMANCE TEACHER

Performance can interpret as activity Which has done someone in the form of the tasks he receives. Big Language Dictionary Indonesia (KBBI) the concept of performance can also be defined as an effort that is achieved somebody. Webster's third new international dictionary mentions all activity or process settlement something implementation activity, ability for achieve, ability in achievement results Which set. (Gave and Websters, 1996)

According to Irma Fahmi Performance is results from a process organization, where organization That nature oriented on profit (*profit oriented*) and *non* -profit oriented in one period. Indra Bastian state performance as a description about level achievement from implementation an activities/programs that are oriented towards goals, missions and visions organization in formulate draft strategic organization (*strategic planning*). Whereas Nanang Fattah states that performance Work (*Performance*) is an expression of a person's competence. based on on understanding, attitude and also skills, also motivation in work achievement. So, teacher performance is the teacher's ability to carry out work or task Which owned by him in finish a work. With thus position Teacher as profession demand skill and skills special in the field education.

Teacher Performance and Implementation of The Independent Curriculum in Improving the Quality of Education (Descriptive-Analytical Study at MAN Banyumas, Central Java Province)

a. PROCESS EVALUATION PERFORMANCE TEACHER

Evaluation performance consists of from three step, namely define work, start Work And give bait come back. Because position a Teacher on a Madrasah such that the urgency, especially its impact on the learning process, and it is not surprising either if all aspect Good That government, guardian students, and *stakeholders* other very support to quality education in Madrasah very depends on ability his teacher.

According to Schuler in Jackson (in Susan 1997: 11) There are 3 criteria evaluation performance as follows: 1) Performance is based on nature, namely centered on nature or characteristics. personal Teacher, ability communicate, loyalty, skills lead, And reliability. Characteristic performance Which centralizes self to individual is not what the individual gets or doesn't get the in the field his job. 2) Criteria based on on behavior/attitude, namely oriented on how the field of work is carried out. This type of nature is also very important in his field and needs connection between individual somebody. 3) The criteria are based on the results, where these criteria are oriented towards something Which achieved.

b. OBJECTIVE EVALUATION PERFORMANCE TEACHER

Evaluation performance used in achievement success a programs/activity, where the program is in accordance with the targets and objectives. has been established in order to realize both the vision and mission of Madrasah. The dimensions of the performance assessment concept include performance indicators. Pasolong to put forward objective evaluation performance as follows: 1) Base giving compensation employee Which comparable with performance Which done. 2) Base giving promotion for employee or employee Which own achievements/work that Good. 3) Base giving demotion to employee or employee. Which not enough own work performance Which Good: 1) Made into base termination employee or employee Which No capable Again perform well. 2) It is used as a basis for providing training to employees or staff so that capable increase its performance as base reception employee new in accordance with opportunity Work Which available. 3) Made into base for know succeed or whether or not a organization walk

Whereas according to opinion Tohari (2002:249) evaluation performance aiming for: (1) Program Repair, (2) Promotion, (3) Compensation, (4) *Replacement*, (5) Training and development, (6) Job design, (7) Remove jealousy social, (8) Competition (grow) competition Healthy between teacher). Assessment performance of the teacher who done according to researcher based on on five dimensions, namely ability, initiative, punctuality, quality work results, and communication.

c. DIMENSIONS PERFORMANCE TEACHER

Performance Teacher can seen from performance Teacher Good Which tangible service nature quantitative Also qualitative in period time Which determined, according to opinion Mitchell T. R And Larson (1987: 343) dimensions performance employee measured by : (a) ability (*capability*), (b) initiative initiative , (c) punctuality , (d) quality of work results (*quality of work*), and (e) communication (*communication*). The five dimensions The employee's performance can be used as a guideline in assessing the level of performance of an employee in a organization.

d. BENEFIT MEASUREMENT PERFORMANCE TEACHER

A teacher can be said to be professional if a teacher has a high *level of abstract* ability and high work motivation (*high level of commitment*). Teacher Which not enough give attention to student usually tend to have low commitment, as well as time as well as power Which deployed for the sake of improvement quality learning even little. On the other hand, if the teacher pays a lot of attention to the students, and the time spent is very large, then usually teachers tend to have high commitment. Factors which can influence performance professional teacher includes knowledge, skills, skills, attitude and behavior employee.

According to Dharma (1998:9-11) state existence 4 factor Which affecting employee performance, namely: 1) Employees, which relate to ability and willingness to carry out work; 2) Work, which concerning matter work, source Power, And description work; 3) Mechanism Work, Which covers system/procedure control And delegation as well as organizational structure; 4) Work environment, which includes location factors as well as working conditions, communication, and organizational climate. Meanwhile, according to Gibson Ivancevich, Donnelly (1990:51-53) describes in detail three group of indicators that influence individual performance and potential in organize, that is: *Factor individual*, Which includes; ability as well as skills, family background, experience, social level), and demographics such as age, gender and origin; 2) *Organizational factors*, Which includes: source Power, leadership, structure, rewards, design work, And 3) *Factor psychological*, Which includes: mental/intellectual, perception, attitude, personality, learning, and motivation.

Performance is part of self-esteem, if a person's self-esteem is high low, so performance somebody Also low. Performance Can known on base assessment process. A task that someone does seriously then can be interpreted as the entire function and task of the organization. Thus, performance does not only explain one part of a organization but rather in a way overall.

Teacher Performance and Implementation of The Independent Curriculum in Improving the Quality of Education (Descriptive-Analytical Study at MAN Banyumas, Central Java Province)

Definition of Implementation

Implementation is an action taken after a policy has been made. In terms of language, implementation means execution and application. In general, implementation is an action or execution of a plan that has been prepared carefully, precisely and in detail. So, implementation is carried out if there is already good and mature planning, or a plan that has been prepared long before, so that there is certainty and clarity about the plan.

Implementation is the provision of means to carry out something that has an impact or consequence on something. It is an activity that is planned and carried out seriously and refers to certain norms to achieve the objectives of the activity. From this understanding, it can be concluded that implementation is an action from a plan that has been prepared carefully. Implementation focuses on the real implementation of a plan to achieve organizational goals.

1. CURRICULUM

Curriculum as device lesson Which containing design learning at both elementary and secondary levels undertaken by the unit education. According to Hamalik, Curriculum is tool education indevelopment source Power man going to man Which quality (Hamalik, 2014:24). Curriculum Independent is curriculum with intracurricular learning with diverse content so that students can be more optimal and have enough time to delve deeper draft and strengthen competence. Curriculum Independent First launched in the year 2022 and is optional.

Consequence from existence development public and progress technology, draft curriculum ideally capable break through dimensions time and place, in meaning curriculum take process Study Which experienced Not only limited Which Once done learning time Now but must be oriented towards the material to be taught, as well as the learning proccesson experienced time past and time will face. Material teach can taken starting from the National Curriculum or even the international one Which customized with condition local Which poured out in curriculumlocal content. Internal or external curriculum assistance is one of the efforts to empower the process of improving the quality of a curriculum on unit education with customized on power, potential, as well as resources available in the educational units. This can the formation of a network team as a management collaboration between the pillarspillar education between government area with government center use as means development curriculum based on characteristics, needs and development area That Alone, Teamwork between related parties is a form of seriousness and solidarity of a organization Which in matter This non-structural Which inside it consists of university or college tall, element service education start from subdistrict until service education provincial level.

There are foundations law:

- a. Regulation of the Minister of National Education of the Republic of Indonesia Number 24 of 2006 concerning Implementation Standard Contents.
- b. Regulation Minister of National Education Republic of Indonesia Number 22 year 2006 about Standard Content.
- c. Regulation Minister of National Education Republic of Indonesia number 23 year 2006 about Standard CompetenceGraduate of Regulation Government Republic of Indonesia Number 19 Year 2005 about Standard Nationaleducation
- d. Constitution Republic of Indonesia Number 32 Year 2004 about Government Area
- e. Republic of Indonesia Law Number 20 of 2003 concerning the Education SystemNational

2. QUALITY EDUCATION

The absoluteness of quality is having a level above that of standard which there is and have idealist Which strong, as description general quality is a media which has confirmed previously in accordance with standard And ability self on unit educational unit as reject measuring the ability to be a ladder to something better (Sallis, 2003), which then it becomes an achievement because it exceeds existing standards, so that achievement harmony with need. So, compatibility with needs a unit education is part from quality that alone.

Draft quality is part from characteristics and description Which encompassing all over goods and service as fulfillment implied. Whereas which includes the educational context are process, input, output, and quality education (Ministry of National Education, 2001). Determination A quality Also can be determined by the good or bad process of all activities carried out through service to consumers, in this case how the concept and strategy serving customers in the form of students or the general public is carried out community academics or as a stakeholder. ⁷

The availability of something as preparation for the event to take place process is a concept of educational input. Which is the power as Inputs include: human resources (HR), both teachers, Madrasah heads, student and others. Source power which other in the form of means completeness, materials, finances, and so on as support). There are also input device soft like

Teacher Performance and Implementation of The Independent Curriculum in Improving the Quality of Education (Descriptive-Analytical Study at MAN Banyumas, Central Java Province)

structure organigram, regulation legislation invitations, plans and programs, job descriptions. Other inputs include vision, mission, and objective and targets target Which want to achieved institution education. Input readiness is needed so that the education process can be realized well, the level of input readiness is the measure itself low quality of input. The higher the input readiness, the higher the quality the input.

Output can be produced through the process being carried out; this is the process can be influenced by how the initial management of the input is carried out alone. Which where process which meant is process determination and confirmation as well as from decision which taken by stakeholders that is how is the program management process, institutional management process, process Study teaching (PBM), monitoring and management process evaluation, with notes PBM have level readiness highest compared to process-process other. Process can it is said quality more tall If coordination and adjustment as well as institutional input, namely Madrasah residents, management curriculum, means completeness supporters, financial and other done in a way in harmony use support all program, condition harmonious in all aspects, this is necessary to create a situation Study with draft pleasant (*enjoyable learning*), push students' motivation and interest in learning and being able to change their abilities accordingly talent student implemented. Say empowering means that student Not only just control various knowledge from Teacher, but knowledge That become load conscience student, understood, implemented in life daily Which not lost important Again student can Study develop himself and his potential and make it a source strength self in living life independent.

The performance of human resources in educational institutions will have an impact on results or output of education. Performance is part of the achievement institutions that are acquired through a process or from characteristics and behavior institution education That Alone. Level quality Also become determinant quality of performance in educational institutions, both the level of effectiveness, the level of productivity, level efficiency, innovation, level moral his work. So Student achievement is a high quality institutional output if show in matter: 1) Academic achievement, in the form of mid-semester grades, final exam grades, competitions academic, work scientific, And etc. 2) Performance non-academic, like IMTAQ, honesty, mark courtesy, arts, sports, skills and others.

The quality of an institution education can be influenced by the many stages of the process chain One The same other like planning, implementation, Also control of the process so that it is hoped that educational institutions have quality with the following criteria: 1) Really know how to develop it yourself in society through the knowledge they have mastered and the skills they have owned; 2) The needs of today's work world require skills from its graduates; 3) Output Which own award And role model life Which to preserve culture its people; 4). Able to compete with positive; (5). Holding on firm on religious belief, piety, optimizing creativity and trust self. Teachers' achievements are seen as quality if able to create achievements academic and non-academic students from a level of education certain. Advantages scientific fields and academic with achievement objective student grades. Non-academic excellence through achievement from success various type skills Which achieved student in Madrasah.

3. MODEL AND STRATEGY IMPROVEMENT QUALITY EDUCATION

A series draft is a model, a variable and propositions that have a level of quality and are a unified whole which is able to explain a phenomenon. Model is a terminology that is often used in justification a theory.

a. TQM (Theory Total Quality Management)

Theory TQM inside it discusses quality education Which covering a number of abilities, which here There is three abilities academic, social, and moral. According to this theory, the quality of an educational unit emphasized on variable, that is culture institution, PBM And reality institution. As for culture institution namely values, ceremonies, habits, and behaviors that have long been formed and are passed down from one generation to the next, either consciously or unconsciously. unconsciously. This habit can influence the behavior of the element's institution, that is Teacher, student, staff administration Also guardian student. Culture Which effective for improving the quality of education will encourage citizens' attitudes to direction improvement A quality institution, on the contrary when culture institutions are not conducive, it will be an obstacle in efforts towards improving the quality of an institution. Culture institutions are influenced by two variables, namely variable from influence external Also reality institution that alone. Influence external in the form of policy education by government, development of mass media and so on. Reality in the form of factual conditions in the institution, physical conditions including buildings and facilities, and non-physical such as poor relationships between teachers harmonious and rule institution Which Can called rigid. Institution education Which owns rule Which accepted, implemented by all elements that have an impact on quality that are different from a school that has rules but is not accepted by various elements in educational institutions. influenced by factors external.

Teacher Performance and Implementation of The Independent Curriculum in Improving the Quality of Education (Descriptive-Analytical Study at MAN Banyumas, Central Java Province)

b. OBE

More emphasize on system organization Which formulate clear vision, mission and strategy in achieving maximum goals (Andrew Farmer, 2004). Theory *Organizing Business for Excellence* (OBE) to explain that formulation vision institution is step beginning for improving the quality of educational institutions. Designing a formulation for achieving quality is a big hope for educational units in the future future. Vision is a reference sketch of the future that is described more Details on A mission. Aspect Which contained good abstract or concrete leadership is needed, namely leadership that can develop institutional culture. A leader and the habituation that is embedded in educational institutions is the concept mission from an abstract point of view. A long-term goal is needed a strategy to achieve these goals so that the goals can be achieved realized effectively and efficiently. Three strategic educational plans, namely, oriented towards results (output), on the process, and scope comprehensive (*comprehensive*). With put forward strategy Result-oriented has a *top-down character*, this result refers to on the quantity and quality formulated in the competency standards graduates (SKL). As for other standards: curriculum standards, standards process, standard infrastructure, standard management, standard financing standard power educator and education But there is side weakness from strategy the that is existence gap between institution education Which has progressed and still underdeveloped.

Process-oriented strategy, movement that starts from lower for development will give convenience on education itself. Because the determination of this strategy is by the ability and initiative from institution, because institution have role in take initiative, so will bring up strength unit unit education in accordance with reality each institution. Progress strengthens self through existence cooperation in between institution will give birth to various creation and innovation from lower. However, in reality, strategy orientation in matter This Also own One shortcomings that become weaknesses in the direction and image of a good name educational units or educational institutions, so it will not be easy to go through quality improvement goals comprehensive.

Strategy Which is combination from two strategy called a strategy that covers the entire scope (comprehensive). In where orientation strategy This describe determination results in a way national, which is stated in national standards. This can be measured through Power competition through event competence various field Which held by private, government even world level. Competence is being able to carry out integrated tasks on knowledge, attitudes and skills as well as personal values produced from Once do Study Good through level unit low to high education by maximizing services and good management management so as to produce satisfaction for consumer education from impact innovation HR on institution education. (Robert A. Roe, 2001)

IV. RESULTS AND DISCUSSION

The research results presented in this chapter were collected through data collection, with observation techniques, interviews and documentation studies conducted on research subjects. Data and information on teacher performance improvement management and the implementation of the independent curriculum in improving the quality of education at MAN Banyumas along with research findings are presented as follows: Based on the results of interviews with the head of the madrasah and the vice principal of curriculum at MAN 1 Banyumas, it was obtained that the number of classes consists of 41 classes. Class 10 consists of 14 classes, class 11 consists of 14 classes, class 12 consists of 13 classes. The total number of students consists of 1501 students. The number of teaching staff and education personnel consists of 102 people. While MAN 2 Banyumas the number of classes consists of 42 classes. Class 10 consists of 13 classes, class 11 consists of 15 classes, class 12 consists of 14 classes. The total number of students is 1722 students. The number of teaching staff and education personnel consists of 121 people.

The implementation of improving teacher performance at MAN 1 Banyumas and MAN 2 Banyumas with the following methods or techniques: 1). Involve teachers in training according to their respective fields. 2). Conduct comparative studies to other madrasahs/schools which can provide additional knowledge for teachers. 3). Involving teachers through MGMP forums both at the district and residency levels. 4). Participate in scientific discussions, seminars, workshops and symposiums for teachers to develop their professionalism. 5). Involve teachers in workshop activities. 6). The Head of Madrasah provides opportunities for teachers to continue their education to the Masters level according to their respective expertise.

Strategy Improvement Performance teacher at MAN Banyumas 1.

1. Improvement Knowledge

Knowledge like "heap goods need main in business" for teacher. A teacher must try hard - Really in intellectual development of their students. Especially if the teacher is able pay attention to the physical and emotional health of students.

Teacher Performance and Implementation of The Independent Curriculum in Improving the Quality of Education (Descriptive-Analytical Study at MAN Banyumas, Central Java Province)

Therefore, teachers must be able to make plans philosophically. knowledge that must be developed to his students. Djam'an Satori and Aan Komariah (2009:2) state that knowledge (knowledge) is all something Which known Which the amount Lots And diverse. While scientific knowledge (Science) namely knowledge which follows rules based on science. Knowledge is not always hard to go through in a research process. Sometimes people respond to a problem always try utilising on base experience his personal Which has Then or Can Also look for from experience- experience new Which can help finish problem Which There is. It's just that individual/personal experiences without critical reasoning will lead to wrong conclusions. Another way to get knowledge is with method 'ask' to somebody Which have more experience and knowledge and have authority regarding a problem. Usually, people don't ask about the right when the wrong information is obtained or clarified but instead direct trust and follow him just. Matter That Of course No ensure obtained knowledge Which Correct. For get true knowledge, people use their reason by building it a deductive framework built from general things going to to things that more special.

So, knowledge can be interpreted as things that are obtained on the basis of experience and not only through the senses but can be the result of an experiment. Science can be defined as knowledge analysis results. The more knowledge a teacher has, the more Many teachers have insight into understanding science Which needed for student, Because role Teacher as the transmitter transfer knowledge, educator, director And Also mentor. With existence mastery knowledge knowledge, Teacher expected capable implementing both in schools/madrasas and in society, so that its output satisfying " customer education ".

2. Improvement Ability

A Teacher Which professional must have level capability or competence which is a set of skills so that capable realize performance performance professionalism. According to Oemar Hamalik (2000:68) to put forward that: "Every task That demand ability certain. Every ability should also be based on cognitive, affective and performance as well as productive and exploratory. The abilities What is expected must be in line with and relevant to the work demands. has determined".

A professional teacher is required to have the ability to improve performance and also teachers not being left behind in the current era globalization in today's modern era. Teachers must be able to anticipate existence change That with often literacy to keep adding outlook knowledge. In development level professionalism Teachers must have extensive knowledge. As the saying goes, "if there is a will, there will be a way." There is road" so something must be supported by will and desire hard so that succeed.

So will is a consciousness that comes from within oneself. carry out his duties to improve his and his college's performance high. In addition, an educator is expected to have values and soul entrepreneurship, which means in soul a educator owns a creative, innovative soul, able to find solutions to problems that occur, create something new, and have the motivation and enthusiasm tall.

3. Improvement Skills T

The teacher is an educator, so the present teacher is not only obliged to transfer material or transfer knowledge (transfer of knowledge) to student or student, but obliged teach aspect skills and mark (transfer of skills and transfer of value). Skills (skill) is element ability Which can studied. Skills teach that is combination knowledge (knowledge) and the abilities needed by educators in the teaching process. Task educator more specifically includes. Give facility learning for participant educate so that they capable get appropriate knowledge with his field b. Practice participants educate from aspect his intellectual c. Do development science in field knowledge knowledge, technology, culture and arts through research that produces results the analysis That informed audience crowded through journal scientific, seminars, exhibition activities, both print media and electronic media electronic. d.Guiding is a priority for teachers who have students so that participants students are able to reason critically and argue through analytical results with the hope that students can independently utilize and carry out development knowledge that has owned it. e. Methodology Good draft, or theory on field Which be supported is a useful tool that can provide new contributions in give methodology, draft and theory in accordance with condition the latest can be done and accepted in a way scientific. f. Teacher capable to realize science Which owned by him through devotion to public.

Thus, with these skills it is hoped that increase professionalism Teacher. Development professionalism Teacher in educational institutions related to the effectiveness of work based on principles that "the work done today is better than yesterday" Also tomorrow's work must be better than today's". The principles This always push a teacher become more creative, innovative, dynamic and critical and open in improving the quality of productivity Work Which tall.

4. Improvement Attitude Self

Each person is born as one unity individual and grows and develops to become a person with character, where become a whole from before birth, then become baby Then interact with environment. As personal, He own right autonomy for can determine road his life, will but besides as personal Also every person need help person other, which is called social nature as a

Teacher Performance and Implementation of The Independent Curriculum in Improving the Quality of Education (Descriptive-Analytical Study at MAN Banyumas, Central Java Province)

social and cultured creature living in the midst of the environment, both family and community environments environment public.

So, a person's attitude, behavior and habits can be formed from the atmosphere of the environment around him. Likewise, a child is able to start learning to know himself through environments closest, that is person old in House. So, from That, the times small called time imitation, which where child capable copy everything Which he saw. According to Sumaatmadja (2005:22), states that characteristics are a person's attitude/behavior is the result of bio-psycho-physical potential activities born Which seen in behavior as well as action Also results reaction psychological somebody when accept stimulus or stimulation from environment. Therefore, the environment means everything that There are things around us that can influence growth man itself.

Teacher own role, function as well as task Which strategic in national development, especially in the field of education, so teachers need to develop himself become power professional. For realize That all, teacher need armed with with qualification academic and abilities that are in accordance with the specified standards. In Constitution Teacher and Lecturer disclose that certification is part from improvement quality, quality as well as level welfare for teachers. Therefore, with the certification program it is hoped that teachers will become personal Which professional, competent as agent update Which can proven with own certification Teacher, If Professional teachers are entitled to receive rewards in the form of allowance profession of government.

Teacher performance monitoring and control techniques.

The technique of monitoring and controlling teacher performance is carried out by the principal of the madrasah through observation, individual discussions, and group meetings through teacher meetings. The implementation of observations is usually carried out without prior notification, this makes teachers more careful in carrying out their duties. Teachers are expected to always try to show their best to be observed by the principal of the madrasah. There are several techniques used by the principal of the madrasah in carrying out supervision and control of the quality of teacher performance through discussions or brainstorming about problems or obstacles faced by teachers in carrying out their daily duties.

Implementation of the independent curriculum

1. Planning the implementation of the independent curriculum. Curriculum implementation planning based on the results of interviews with the curriculum vice principal, namely teachers plan learning to be in accordance with the expected goals, learning plans are the main guidelines for organizing learning, including learning achievements, learning objectives, learning objective flows, and teaching modules. In addition, based on field observation data, that in planning the implementation of the independent curriculum, namely by involving teachers to take part in training or training at Madrasahs or at training centers. This is a series of processes to improve the skills and knowledge of an educator in order to achieve learning objectives in order to provide knowledge capital for implementing learning.
2. Implementation of the independent curriculum. The implementation of the independent curriculum at MAN Banyumas is a process or step taken to implement an activity; implementation includes every action taken to implement a program. The main goal is to realize effective planned results in order to achieve the goals that have been set.
3. Organizing curriculum implementation. The existence of organization in educational institutions has the aim that an educational process can be carried out smoothly, students are able to absorb knowledge well, and then so that they can apply their knowledge to meet the demands of life according to the competencies experienced. In educational institutions, an organization must be in accordance with good goals, because good things will bring success. While in the implementation of learning, educators also have organization. Organizing in implementation is discussing with the head of the madrasah, vice curriculum, homeroom teacher and teachers directly. Coordination between teachers in the implementation of the curriculum implementation is a process of communication and the quality of education delivered to students. This is an effort to ensure that the independent curriculum, teaching methods, and assessments are well integrated and learning objectives are achieved effectively.
4. Evaluation of the implementation of the independent curriculum. Based on the results of the researcher's interview, in the evaluation stage, the efforts made by teachers and madrasah principals in dealing with obstacles in implementing the independent curriculum were by participating in internal and external training workshops, MGMP, and teachers actively learning independently by using social media and others.

Teacher Performance and Implementation of The Independent Curriculum in Improving the Quality of Education (Descriptive-Analytical Study at MAN Banyumas, Central Java Province)

5. Factors that influence the quality of education. There are several factors that influence the quality of education at MAN Banyumas, including: a) Leadership the Head of MAN Banyumas has and understands a clear work vision, is able and willing to work hard, has a high work drive, is diligent and steadfast in his work, provides optimal service, and has strong work discipline. b) Teacher Maximum teacher involvement, by increasing the four competencies (Pedagogical, Professional, Personality, Social) and increasing teacher professionalism in workshops, seminars, workshops, training, symposiums and so on, so that the results of these activities ... implemented at MAN Banyumas, Central Java Province. c) Participants Educate The approach taken is "children as the center" so that the competencies and abilities of students can be explored so that MAN Banyumas can inventory the strengths that exist in students. d) Curriculum The existence of a consistent, dynamic and integrated curriculum can facilitate the expected quality standards so that goals can be achieved effectively. maximum at MAN Banyumas e) Collaboration network MAN Banyumas has a wide network of cooperation that is not only limited to the madrasah environment and the community alone. but also with other organizations, such as schools both domestically and abroad, companies or government agencies so that the output of MAN Banyumas satisfies all education customers.

CONCLUSIONS

From the explanation above, the following conclusions can be drawn: First, Implementation of improving teacher performance at MAN 1 Banyumas and MAN 2 Banyumas with the following methods or techniques: 1) Involve teachers in training according to their respective fields; 2) Conduct comparative studies to other madrasahs/schools which can provide additional knowledge for teachers; 3) Involving teachers through MGMP forums both at the district and residency levels; 4) Participate in scientific discussions, seminars, workshops and symposiums for teachers to develop their professionalism; 5) Involve teachers in workshops, training, seminars, symposiums and so on; 6) The Head of MAN Banyumas provides opportunities for teachers to continue their education to the Masters level according to their respective expertise. Second, strategy improvement performance teacher at MAN Banyumas are: 1) Improvement Knowledge; 2) Improvement Ability; 3) Improvement Skills. Task educator more more specifically includes: Give facility learning for participant educate so that they capable get appropriate knowledge with his field; Practice participant educate from aspect his intellectual; Do development science in field knowledge knowledge, technology, culture and arts through research that produces results the analysis That informed audience crowded through journal scientific, seminars, exhibition activities, both print media and electronic media electronic; Guiding is a priority for teachers who have students so that participants students are able to reason critically and argue through analytical results with the hope that students can independently utilize and carry out development knowledge that has owned it; Methodology Good draft, or theory on field which be supported is a useful tool that can provide new contributions in give methodology, draft And theory in accordance with condition the latest can be done and accepted in a way scientific; Teacher capable to realize science Which owned by him through devotion to public. The implementation of the independent curriculum at MAN Banyumas is carried out in four stages: planning, organizing, implementing and evaluating.

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