Library Reading as a Catalyst for Teachers’ Performance and Competency Improvement

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ABSTRACT
The questions to be investigated in this research are as follows. (a) How do teachers’ skills and performance improve when applying attention to bibliographic reading? b) What is the impact on teacher competence and productivity after maintaining enthusiasm and interest in learning? Furthermore, the objectives of this research are as follows. (a) After increasing interest in reading study guides in the library, the level of understanding and mastery of skills and teacher performance is known. (b) Want to know what impact your library will have on implementing educational promotions to increase interest in reading. This research uses two stages of action research. Each round consists of four stages: design, action and observation, reflection and iteration. This object is the MTs Islamiyah YPI Batang Kuis teacher. The data obtained is presented in the form of formative test results and study and learning activity management sheets. One. With the introduction of a program development model to organize the hobby of reading reference books in the library into educational effectiveness and comfort, new experience was gained in implementing the program and making education implementation plans for MTs Islamiyah YPI Batang Kuis teachers.

Keywords: Teacher Competence and Work, Educational Literature in Madrasah Libraries.
INTRODUCTION

One important aspect in efforts to increase teacher quality standards is the intellectual capacity of teachers which underlies their competence (Abdurahman et al., 2022; Estaji & Kiani, 2022; Susanti, 2021). This makes it imperative for teachers to implement their own innovations to improve their work as educators and teachers (Andreasen et al., 2019; Goodwin & Kosnik, 2013; Lindfors et al., 2021; Ping et al., 2021).

In this regard, the author as a researcher appreciates the development of madrasas, especially the complex knowledge skills of teachers who carry out teaching and learning activities in the classroom (Ashari, 2021; Daulay, 2021; Sarifah et al., 2023; Ulfa Kurniayawati et al., 2022). Worship of Allah SWT, intelligence, ability to understand humanity, strengthening individual character and national spirit, developing individuals who are able to develop together and take responsibility for national development (Leonard & Wibawa, 2020; Mulyana et al., 2023; Suherman et al., 2019).

This is clearly stated in Article 39 (2) of Law no. 20 of 2003 concerning the national education system of the Republic of Indonesia (Sisdiknas, 2003). National education enlightens people's lives and develops the Indonesian human as a whole, namely a human being who has faith and devotion to God Almighty, has noble character, noble character, good quality, is healthy in body and soul, and has social and national awareness, responsibility.

Teachers try to improve their abilities and ethics at the same time. It always has independence, academic capacity, and academic capacity. He was his student who moved him.

One of the supporting factors that increases teacher motivation for teachers is studying interest in increasing intellectual academic learning, especially classroom education. About the conscience and independence of teachers. According to R. Widodo al Choi et al. (2019), Herpratiwi & Tohir (2022) and Hidayaty et al., (2022), interest in learning, love of learning and good study habits are the foundation for the success of the teaching and learning process. Extensive reading allows teachers to understand, process and apply knowledge gained in the classroom and helps them gain skills, experience and insight in various sciences. Facing the present and the future.

To increase the interest of teachers, especially MTS teachers and especially Madrasahs, in reading books, madrasahs must be equipped with various facilities and infrastructure, one of which is the existence of a madrasah library. Libraries play a very important role in both developed and developing countries. Because libraries are a source of knowledge or information, optimizing library functions will broaden our horizons of knowledge.

Easily accessible libraries should strive to replenish their supplies and provide books that stimulate teachers' and students' interest in reading. Through
this, interest in reading, love of reading, and reading habits can gradually be formed.

Based on the explanation above, the author is interested in conducting research on the impact of developing activity programs on the hobby of reading educational reference books as an observer or researcher in research activities at this madrasah.

Madrasah is a library related to a teacher's teaching skills. The topic that the author highlights is: Motivating teachers to find out the achievements and teaching abilities of MTs Islamiya YPI Batang Kuis teachers. Based on the framework explained above, the author formulates the problem as follows. 1) What is the desire and motivation of the MTs Islamiya YPI Batang Kuis teachers to develop an activity program to encourage them to enjoy reading educational reference books? 2) How is the performance of MTs Islamiya YPI Batang Kuis teachers in teaching and learning activities in class so far? 3) If MT Islamiyah YPI Batang Kuis teachers develop activity programs such as reading the definition of education, will their teaching performance increase?

The objectives to be achieved in this research are direct objectives and the objectives to be achieved in this research are as follows. 1) Obtain data and information about the desires and motivation of MTs Islamiya YPI Batang Kuis teachers in developing a love of learning activities. Time schedule. Educational and reference work. 2) To obtain data and information regarding the performance and learning activities of MTs Islamiya YPI Batang Kuis teachers so far. 3) MTs Islamiya YPI Batang Kuis Knowing the influence of improving teacher educational performance in developing activity programs such as reading and educational reference materials for teachers.

**METHOD**

The author's research focuses on the issue of improving the quality of teacher teaching through a motivational approach to reading educational textbooks. The type of research used is generally classified as action research, which includes a specific form of action research carried out by madrasa leaders known as madrasa action research.

Madrasa performance research can provide new approaches and procedures that directly influence the professional level of teachers in managing teaching and learning activities or implementing various programs in madrasas through various indicators of educational success studies. Process and results that occur in madrasas.

This research uses a madrasa action research design in Cycle I, namely Cycle II, where classroom observations and classroom observations of the teacher's way of teaching in class according to the teacher's knowledge of the lesson plan structure and coaching model in Cycle II are used as teaching
references. As leader and writer of learning programs, prepare plans for implementing observational learning. Then the subjects and subjects of this research were eight MTs Islamiya YPI Batang Kuis teachers, and the aim of this research was to develop a library learning guide curriculum to increase innovation in various teaching and learning processes. Class activities.

Apart from that, this research uses observation and interview methods for data collection. In addition, the research instrument used in this study was developed as an educational tool to monitor the RPP training program from the beginning to the end of each cycle. Observation prompts were used to determine teacher responses, and interview prompts were used to supplement data obtained through observation prompts.

RESULTS AND DISCUSSION

Coaching activities are carried out at MTs Islamiyah YPI Batang Kuis from July to September 2021.

Description of Cycle I Action Results

From the results of observations regarding the Activity Development Program for reading educational reference books in the MTs Islamiyah YPI Batang Kuis library in cycle I are presented in the table below:

<table>
<thead>
<tr>
<th>NO</th>
<th>Teachers as Respondents</th>
<th>SCORES OF OBSERVED ASPECTS</th>
<th>SCORE AMOUNT</th>
<th>KET.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>1  2  3  4  5</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1</td>
<td>A</td>
<td>4  0  2  0  0</td>
<td>6</td>
<td>KA</td>
</tr>
<tr>
<td>2</td>
<td>B</td>
<td>4  0  2  0  0</td>
<td>6</td>
<td>KA</td>
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<tr>
<td>3</td>
<td>C</td>
<td>4  0  2  0  0</td>
<td>6</td>
<td>KA</td>
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<td>4</td>
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<td>4  0  2  0  0</td>
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<td>4  0  2  0  0</td>
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<td>KA</td>
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<td>6</td>
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<td>4  0  2  0  0</td>
<td>6</td>
<td>KA</td>
</tr>
<tr>
<td>7</td>
<td>G</td>
<td>3  1  2  0  0</td>
<td>6</td>
<td>KA</td>
</tr>
<tr>
<td>8</td>
<td>H</td>
<td>2  0  4  0  0</td>
<td>6</td>
<td>KA</td>
</tr>
</tbody>
</table>

Information
1. The score for each aspect is 4
2. The score of each option is 2
3. Maximum score 20
4. The score convention table is:
   a) 17 – 20 = Very Active (SA)  d) 5 – 8 = Less Active (KA)
   b) 13 – 16 = Active (A)        e) 1 – 4 = Inactive (TA)
   c) 9 – 12 = Moderately Active (CA)
Based on the scores in Table 01. Based on the results of observations in Cycle 1, there are three teachers who are classified as very active or 25% and five teachers who are classified as low active or 75%. Advantages of cycle 1: Based on observation analysis, two teachers were very active. Observations show that the weaknesses of the four, especially the low enthusiasm of teachers in learning with madrasa leaders, group collaboration and group discussion activities, continue in cycle II in terms of development. Learning activities like reading MT Model Learning Activities at MTs Islamiyah YPI Batang Kuis will continue in Cycle II in July 2023.

**Description of Cycle II Action Results**

The results of observations related to the model of developing love for MTs Islamiyah YPI Batang Quiz library textbook cycle II learning activities are presented in the table below.

Table 02. Analysis of the observation results of the Program Development Model for the Love of Reading educational reference books in MTs Islamiyah YPI Batang Kuis

<table>
<thead>
<tr>
<th>NO</th>
<th>Teachers as Respondents</th>
<th>SCORES OF OBSERVED ASPECTS</th>
<th>SCORE AMOUNT</th>
<th>KET.</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>A</td>
<td>4 4 2 2 2 2 14</td>
<td>A</td>
<td></td>
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<td>2</td>
<td>B</td>
<td>4 4 4 4 3 19</td>
<td>S.A</td>
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<tr>
<td>3</td>
<td>C</td>
<td>4 4 2 2 2 14</td>
<td>A</td>
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<td>4</td>
<td>D</td>
<td>4 4 2 2 2 14</td>
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<td>E</td>
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   d) 5 – 8 = Less Active (KA)
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Based on the scores in table 02. One teacher is classified as very active and seven people are classified as active. Based on the results of the second cycle of observations, the teacher creatively prepared a learning action plan to ensure that the program development model for preparing the action plan could improve the performance of MTs Islamiyah YPI Batang Kuis teachers. Teacher expertise and
teacher input are very useful for coaching. Participate in programs that organize activities such as bibliographic readings in the writer's elementary school library.

**DISCUSSION**

The success of this activity was due to awareness of the benefits of library programs to foster a much-needed love of reading. MTs Islamiyah YPI Batang Kuis teachers have a proper understanding of the educational coaching model for teachers who can optimize teachers' understanding of innovative teaching methods through intensive coaching. This service can help you understand basic concepts while preparing lesson plans and collect efficient data from students, especially teachers, especially students.

The manual advertising program in the library is carried out efficiently, efficiently, efficiently, and efficiently to achieve results efficient and efficient to achieve good results, which is efficient and efficient to achieve results efficient and efficient to achieve good results. Exercise (Big Indonesian Dictionary, 2007: 711)

The development of a model for developing educational books in libraries is to promote library educational books and to provide activities that do not depend on other people for their activities (Basic Dictionary for Students, 2003: 751).

Therefore, in this research, business, event, measurement and activity models to promote efficient and efficient library education program curriculum to control results, starting with other people when they do something.

The training model is an educational forum for teachers to improve the quality of education for the Macro group (Anonymous, 1997: 37). This elementary school teacher forum, whose members are all cluster teachers, functions as a forum for teacher professional development, especially in the administration and management of basic education. Anonymous, 1996: 14).

Operationally, secondary school teachers are divided based on subjects. In addition, apart from receiving direct guidance from school principals and madrasah supervisors, as in the cluster I and II systems, madrasahs provide teachers and subject supervisors with a continuous and sustainable teacher professional development mechanism.

Every teacher has problems and teaching methods with teachers, senior teachers and major teachers. All educational activities should be actively educated and discussed. This is clearly to respond to the needs of Madrasah PBM PBMs. The matching of a researcher working with a class teacher is a professor in the library, collection and collection, check, check, inspection, inspection and inspection in the classroom and the main teacher, leader and medical supervisor.

MTS officers in the Batang Curator area may have the opportunity to improve the next meeting. The author aims to improve the quality of education, mastery of material, teaching methods, teacher-student interaction, teaching methods and other activities aimed at creating active teaching and learning activities. From the description above, the program development model for organizing a hobby of reading reference books in the library shows that the skills of MTs Islamiyah YPI Batang Kuis teachers have increased. In this way our understanding of learning logistics can be improved both theoretically and practically.
CONCLUSION

From the results of the research carried out, it can be concluded as follows:

1. MTs Islamiyah YPI Batang Kuis has a coaching program model to organize a hobby of reading reference books in the library in an effort to increase teacher competence in reading and learning activities.

2. New experience in implementing a program for preparing learning activity plans for MTs Islamiyah YPI Batang Kuis teachers, introducing a model for developing a hobby organizing program: reading reference books in the library which prioritizes efficiency and convenience. Develop training implementation plans.

REFERENCES


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