

The Analysis of English Teacher Effort for Evaluating Teacher Performance during Online Learning at Islamic Junior High School

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Abstract: Teaching performance evaluation is the way to improve teacher ability, because the teacher performance is effect on the students interesting. There are two ways in evaluating but the formative evaluation is closely related with the teaching performance evaluation. The research purpose is to know how the English teacher effort to apply the teaching performance evaluation during online learning. The research was conducted at Islamic junior high school in the academic year of 2020/2021. This research uses qualitative method by conducting the interview and observation to collect the data. The teacher taught by using video conference. The result of the study showed the teacher effort to apply her teaching performance evaluation during online teaching, the researcher can conclude as follow : (1) Considering feedback (2) Collecting classroom observation result (3) Obeying the comment from supervision activity (4) Practicing the plan and improving the plan. Those are the effort to apply teaching performance evaluation that the researcher has conclude. The result that give by this research. First, the research result can help the teacher to apply her teaching performance. Second, for the other researcher it can help them to make a better research about the performance evaluation in teaching English.

Keywords: online teaching; performance evaluation; formative evaluation

Abstrak: Evaluasi kinerja pengajaran adalah cara untuk meningkatkan kemampuan guru, karena kinerja guru bisa berdampak pada ketertarikan siswa. Ada dua cara dalam mengevaluasi tetapi evaluasi formatif yang berhubungan erat dengan kinerja mengajar. Tujuan riset adalah untuk mengetahui bagaimana upaya guru bahasa inggris untuk menerapkan evaluasi kinerja pengajaran selama pembelajaran daring. Penelitian itu dilakukan di SMP Muhammadiyah 10 Sidoarjo di tahun akademik 2020/2021. Peneliti memilih guru bahasa inggris di kelas tujuh. Penelitian ini menggunakan metode kualitatif dengan melakukan wawancara dan pengamatan untuk mengumpulkan data. Guru mengajar dengan melakukan pertemuan menggunakan penggilan video. Hasil penelitian menunjukkan empat cara yang guru bahasa inggris gunakan untuk menerapkan evaluasi kinerja pengajarannya selama pengajaran daring, peneliti dapat menyimpulkan sebagai berikut: (1) mempertimbangkan umpan balik (2) mengumpulkan hasil observasi kelas (3) mematuhi komentar dari kegiatan pengawasan (4) mempraktikkan rencana pengajaran dan meningkatkan rencana pengajaran. Itulah langkah-langkah untuk menerapkan evaluasi kinerja pengajaran yang disimpulkan oleh peneliti. Hasil yang diberikan oleh penelitian ini. Pertama, hasil penelitian dapat membantu guru untuk menerapkan kinerja pengajarannya. Kedua, untuk peneliti lainnya akan membantu mereka membuat penelitian yang lebih baik tentang evaluasi kinerja dalam mengajar bahasa inggris.

Kata kunci: Pengajaran Online, evaluasi kinerja, evaluasi formatif

INTRODUCTION

Online learning style grows very rapidly in education. The teaching process do in different place with same application by using video conference and other technology communication. The atmosphere of learning class refers to the learning environment which learners are taught and teachers interact with each other and use a variety of information source in their study activity (Pan, 2013). The atmosphere of learning should be built by the teacher and it can be supported by the students. According to (Pan, 2013) the enjoyment of teaching and learning is the key factor

in the development of the learning and teaching atmosphere. It will build students thinking more powerful, but the English teacher must understand what way to invent the online teaching atmosphere. The way that teacher delivers subject of learning and prepare material before teaching is one of the basics process for creating teacher existence in the class. As the teacher teach in online learning, they need to be more conscious about planning and teaching(Baran et al., 2013).

While teaching in the online learning may not take more time, but it actually takes more effort (Baran et al., 2013). Teacher can make the list for arrange the process of online teaching from the opening until closing to make it easy and it will help the teacher to know where is the missing place that make the learning process did not run well. That is called performance evaluation. Almost in every country the teacher make teaching evaluation, but there are several teachers that use performance evaluation to know the teacher's shortage and weaknesses. The teacher can undergo the learning process better in every meeting.

Although performance evaluation can help teacher to upgrade their quality in online teaching, sometimes teacher also have bad manner in evaluating their performance. (Gitomer & Bell, 2013) revealed that the Columbia announced dismiss of 241 teachers cause of poor performance result from the new evaluation system impact. That problem proved that the teacher should evaluate their performance in teaching carefully. Because the teacher effectiveness appraisal in teaching differ substantially from the class to class and from year to year (Darling-Hammond et al., 2012). Therefor the performance evaluation should be upgraded by the English teacher in teaching because performance in teaching must follow the way in teaching, the class atmosphere and also students needed. So the teacher must prepare their self for evaluating teacher performance during online teaching in order there is not problem that will be faced. The teacher must use performance evaluation in teaching English to hold the quality of teaching performance.

The teacher as role model in the class must apprehend their skill in teaching English during online learning, because there are many students that learn from the different place and situation. That is way The teacher should pay attention with their performance in teaching during meeting face to face by using video conference, because it can be effect on students interesting and understanding with the material that is delivered by the teacher. The different presentation manner and online teaching management technique must be learned by the teacher, adding time to the course development, administration and delivery (Mulig & Rhame, 2012). Because it will effect on the teaching effectiveness. Teacher plays the role model in the online teaching, which has flaws and mistake in their performance, but it can be repaired by the teacher. According to (Chen et al., 2015) teaching performance evaluation is an effective instrument to hold the quality of teaching, therefore has been a lot of attentiveness from the education institutional managers. In consequence, it has been obtaining a lot of considerate from educational institutional managers. (Ballou & Springer, 2015) state that the utilization of preceptor evaluation system as a determinate development, to provide sagacious use is made of the information.

The online teaching performance evaluation in this research have role in learning process as teacher feedback and teacher learning. Because teacher duties to give the understanding to the students in order they can understand well, although teacher have some problems during online teaching. (Ballou & Springer, 2015) revealed that the evaluation system as a fortification of development, one of the problems in their design and implementation needs to be addressed. The problem that faced by the teacher, such as teacher lost of students interaction during explaining the material. But the problem in teaching have some reasons, it can be affected by the teacher performance. Therefor teacher should make the performance evaluation during online teaching in

every meeting. So the English learning process must be orderly and efficiently that will create the efficient teaching process.

The result of the explanation above have told how performance evaluation can enhance teacher skill in teaching and create learning process more power full. Teacher assessment and teacher professional in teaching can support more rigorous the evaluation and development across a variety of routes into teaching and can increase teacher consistent in their licensure(Darling-Hammond, 2010). Although the performance evaluation is effective to use for teacher, but there is problem that face by the teacher to apply it. They still less of understanding in evaluating their teaching performance. That is not enough for ascertaining that clear statement. The researcher will analyze about English teacher effort for evaluating teaching performance at Islamic junior high school. Because the researcher curious with the English teacher effort to apply her teaching performance. The reason why the researcher curious with the English teacher effort in apply her teaching performance because the teacher still evaluate her teaching performance during online learning. The researcher want to know how the teacher effort apply her teaching performance during online teaching. The researcher collect some data from English teacher that teach at seven grade.

METHODS

This research is qualitative, The researcher use case study for analyzing, because this research focus in the case that happened in previous researches and the English teacher perception with the performance evaluation during online learning. (Darling-Hammond, 2010) revealed that case study is one of the types of research that to be used in the qualitative methodology. There are some previous research believe that performance evaluation can increase the teacher ability in teaching. There are some problem that face by the English teachers in teaching that make them do the evaluating in their teaching performance. Although performance evaluation do by the teachers they still less of the good way in their performance cause of some aspect that happened. The researcher did interview and observe the English teacher at Islamic junior high school to collect the data about performance evaluation in teaching during online learning that made by the English teacher. The researcher collect the data by doing interview and observation with the English teacher that teach at seventh grade.

RESULT AND DISCUSSION

Result

From the interview result, the teacher got some problems in teaching that effect on her teaching performance, but she tried to give a best way to solve, such as gave the question with random absent to make the students active. The researcher also can understand From the interview result that done by English teacher, it has many process, such as the teacher accepted feedback, did the class observation, planning the teaching process and monitoring that done by the head master. Although there are several process in evaluating teaching performance during online learning, sometimes the teacher still lack of the teaching performance result. The teacher must do the performance evaluation in each chapter and get the supervision by the head master in every semester.

From the problems that the teacher face during online teaching, the teacher can know what is the teacher shortage or failure by doing evaluation in her teaching performance. The performance evaluation done by the teacher is same with the other research explained, such as the teacher get feedback from the other teacher, head master and the students. Although the teacher get positive or negative feedback the teacher do the consideration to get the best way in applying their teaching performance evaluation. Performance evaluation use by the teacher to create a good

teaching process in the future, here are the interview result and supported by the observation result:

1. What is the problem faced by the teacher that effect on the teacher performance during online teaching?

According to the interview result and supported by the observation result, the problem that teacher faced in teaching how to built the learning atmosphere. Because the learning process was lack of the students and teacher interaction.

“ There are so many difficulties that I faced, like how make the students active and make them to speak up”

Based on the statement above the teacher fell difficult to make the students speak up and turned on the video, because some of them were shy and afraid to speak up by using English. The teacher advised to the students to turn on the video but the students bothered. The problem that faced by the teacher also internet problem disturbed the teacher teaching performance that made the teaching process was ineffective.

2. When does the teacher evaluate her teaching performance ?

According to the interview result the teacher did the evaluation although she taught during online teaching. The teacher asked to the students related with the material while she though and explained the material. In order the teacher knew how the students understanding related with the material and teacher explanation.

“ I do the evaluation in every chapter”

The teacher made evaluation system in her English teaching performance after she finished to teach one chapter. Because the teacher could guess which ones were less or less to say from evaluating one chapter.

3. When does the teacher make a planning during online teaching ?

According to the interview result, the teacher made planning to support her teaching performance.

“Before the teaching process I prepare the plan and After the teaching process if anything is lacking I will repair. In order the planning can use for the next meeting”

Based on the statement above the teacher made planning to connect with the material for the next meeting. the teacher made planning after explaining the material in one chapter and after get the result of the students understanding related with one chapter that the teacher had explained. Because the teacher thought if the teacher did not plan the material and teacher teaching process from the opening until closing, it will be effect on the time management in teaching and it will effect in her performance. So the teacher made a planning before and after teaching process to connect with the next meeting or to complete the last meeting which was lack of teacher explanation.

4. What does the teacher do if her planning is not suitable with the condition of the class or learning process?

According to the interview result the teacher wont use the planning that she had made.

“ If my plan of practice is improper then I must improve my teaching”

Based on the English teacher’s statement, she improved her teaching process and change the planning related with the material and the class situation if her planning did not suitable or appropriate with the material or class situation. The teacher chosen which one the strategy, media or the manner to teach that suitable for using.

5. Does the English teacher agree that the planning teacher's make for teaching is influenced by classroom observation, feedback and supervision ?

According to the interview result the English teacher agreed if the planning is influenced by the classroom observation, feedback and supervision, because plan is one of the component in evaluation which teacher will use or show the result of the plant.

“ I agree if the planning is influenced by classroom observation, feedback and supervision process.”

Based on the English teacher's statement above, the teacher made a planning according to the students feedback, classroom observation and the supervision process. Supervision process gave a small role for teacher planning, and the supervision process the teacher got the evaluation from other people especially the headmaster. So the teacher can make a better planning because the teacher needed the class room observation, feedback and supervision to arrange her plan.

6. What kind of monitoring that done by the teacher during online teaching?

According to the interview result the school used supervision to monitor the teaching performance. Supervision done by the head master to know the shortage in teaching process and teacher excessed in teaching process

“ Although the learning process is online but the head master do the supervision to monitor my teaching process”

Based on the statement above the learning process was online, the headmaster or the vice principals did the supervision by using Google meet to follow the learning process. So the headmaster could monitor the teacher performance during online teaching.

7. How the process of monitoring done by the head master during online learning?

According to the interview result the supervision process was done by the headmaster in the end of the semester. None the less if the head master could not do it, the vice principals will stand it.

“ The head master do the supervision with joining the online class”

Based on the statement above the headmaster followed Google meet or video conference that did by the teacher to teach. After the supervision did by the head master, the headmaster will give the feedback, comment or the compliment to the teacher. supervision done by the head master to know the shortage in teaching process and teacher excess in teaching process. the process of supervision also did in the online learning.

8. How the teacher do the classroom observation to evaluate her online teaching performance?

According to the interview result the teacher did the classroom observation while she teaches. The teacher asked to the students about students understanding with the material that the teacher explained.

“ I made a abrupt observation to learn the students' ability to understand the material I presented in Google meet and WhatsApp”.

Based on the statement above the teacher did the informal observation to know the students ability to apprehend the material that she taught . The teacher did the classroom observation during video conference with the students in Google meet. She also did the classroom observation in WhatsApp group. In doing the classroom observation the teacher looked at her teaching result that accepted by the students. Although the teacher just did the classroom observation she must observed the class atmosphere which was produced by the learning process, because it effected in the students comprehension.

9. What kind of feedback that the teacher get and how does the teacher get their feedback from the teaching performance during online teaching ?

According to the interview result the teacher got positive and negative feedback from the other teacher, headmaster and students. Although the teacher got feedback from other teacher, headmaster and students about her teaching performance, the teacher always thought over before used the feedback.

“ So the feedback that I use for improve in the next meeting, in order in the next meeting wont be other problem in teaching”

Based on the statement above the teacher could improve herself in teaching. The teacher usually got feedback from the headmaster about her teaching manner such as how she delivered the material from the opening until closing, the material that she used and the media. The teacher also got feedback form the students, actually it was about students’ response about what they did not know with the material that she taught during video conference. The students also told the teacher if she explained the material fastly.

10. What is teacher effort to apply performance evaluation result after get feedback and supervision from the other teacher, students and the headmaster?

According to the interview result the English teacher considered the suggestion from the teacher, headmaster and also from the students for applying in the next meeting.

The English teacher said that, “ The evaluation that I get, I will consider it before I use it ”

Based on the statement above the teacher will consider every evaluation, because the teacher must comprehended with the students need and the class situation. if the suggestion or feedback used full for the learning process, students and the English teacher, she will apply it in her teaching plant for the next meeting. if there was negative comments, she will look for the best way for improving her teaching performance for the next meeting.

Discussion

The objective of this research aim to find out how the English teacher effort to apply teacher teaching performance evaluation during online learning. Performance in teaching is very important to be evaluate in order the students more understand, enthusiastic and the teacher can improve their quality in teaching. It is very important for the teacher to evaluate their practice, the teacher can measure their development and take their time to examine themselves (Darling-Hammond, 2010). Although the teaching performance is online or offline the evaluation system still needed by the teacher. The result of the research self reflection is improving the one’s pedagogical during online teaching performance (Laprade & Perkins, 2014). The online teaching performance do by using social media that support the learning process, such as the online teaching process that done in Islamic junior high school the teacher use WhatsApp and Google meet to show their teaching performance. the teacher explain the material appropriate with the lesson plan that she use although there are some ways that the teacher didn’t use based on the lesson plan such as giving the motivation and informing to the students about the material that the teacher will explain for the next meeting.

Based on the statement illustrated by (Baldasaro, 2014) in her journal with title “ *Understanding the Teacher Performance Evaluation Process from the Perspective of Jamaican Public School Teachers*”. The research conduct that there are four cycles of the teaching performance evaluation those are planning, monitoring, classroom observation and feedback. Those cycles are interrelated to get the performance evaluation result and the way that the teacher apply their teaching performance. the evaluation that the researcher use is formative evaluation because that is interrelated with the teaching performance evaluation. Here are the interview result that show the ways that the English teacher use to evaluate her teaching performance:

1. Planning

“Before the teaching process I prepare the plan and after the teaching process if anything is lacking I will repair, In order the planning can use for the next meeting”

The teacher statement above that appropriate with the interview result, it is true because the teacher also made formal plan for the teaching process it can be proved in the appendices three. But the teacher also used informal plan that the teacher used to increase her teaching performance during online teaching.

2. Class observation

“ I made a abrupt observation to learn the students’ ability to understand the material I presented in Google meet and WhatsApp”

Based on the English teacher’s statement above, she made abrupt observation to evaluate her teaching performance with gave the question to the students and looked at the students interesting in learning.

3. Monitoring

“The head master do the supervision with joining the online class”

Based on the teacher’s statement above monitoring done by the head master in every semester to find the teacher shortage and failure that must be repaired.

4. Feedback

“ So the feedback that I use for improve in the next meeting, in order in the next meeting wont be other problem in teaching”

Based on the interview result above the teacher get feedback and put the feedback for the planning that the teacher use for the next meeting.

Based on the explanation from the interview, observation and support by the teacher lesson plan, the researcher conclude that the performance evaluation have the ways and rule that must obeyed by the teachers. The teacher must apply performance evaluation for the next teaching process in order there will be a good performance that done by the teacher. There are several manner to apply the teaching performance that do by the English teacher at Islamic junior high school. The researcher find several ways that the English teacher use to apply the teaching performance in Islamic junior high school, those are :

a. Considering feedback

The teacher consider feedback from the students and other teacher before she uses it in teaching. Because the teacher must know is it use full or not for applying in teaching performance

b. Collecting classroom observation result

The teacher collect some data in doing the classroom observation by nature. When the teacher find their weakness in teaching performance. The teacher will upgrade her teaching performance in the next meeting.

c. Obeying the comment from supervision activity

The teacher listen and apprehend the headmaster comment in the supervision activities. But the teacher always consider the feedback that she get before apply it in teaching performance.

d. Practicing the plan and improving the plan

The planning that the teacher make must be practiced by the teacher in the class but if there are some problem that happen the teacher must improve it for the next meeting or for the other class meeting.

The teacher applies performance evaluation for enhancing her quality in teaching performance. The teacher put performance evaluation result in her planning for the next teaching process. After the teacher improve and prepare her teaching plant the teacher take a notice it for her teaching performance. The teacher do the practice based on the planning that the teacher made.

The teacher make a planning in teaching performance based on the feedback, classroom observation and supervision activity. So the teacher can enhance their teaching quality. The researcher make it based on the observation and interview that the researcher do.

CONCLUSION AND SUGGESTIONS

Performance evaluation in teaching English during online learning use planning, classroom observation, monitoring and feedback. It based on the formative evaluation cycle. The teacher use formative cycle to evaluate, because it is interrelated with the English teaching performance. The formative evaluation is discussed about how the way the English teacher performance in teaching. From the performance evaluation cycle it can be fined the effort of the English teacher during online teaching. There are several effort that the English teacher did during online teaching at Islamic junior high school, those are considering the feedback, collecting classroom observation result, obeying the comment from the supervision activity, practicing the plan and improving the plan. The efforts of English teacher to apply teaching performance must appropriate with the students needed, Because performance evaluation in teaching follow the needs of the students and learning process. the English teacher effort to apply the teaching performance it can help the teacher to show a good performance evaluation result. So there is not problem that will be faced by the teacher for applying the performance evaluation result.

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