

## Analysis of the Teaching Professional Code of Ethics and its Implications in Teaching Practice

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### Abstract

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The Code of Professional Ethics for Teachers is a guideline and moral foundation for the professional behavior of teachers, including supervising teachers and consultants. The importance of a professional code of ethics is to improve organizational ethics so that individuals behave ethically. In teaching practice, the teacher's professional code of ethics has a very significant meaning, because it can influence the quality of education that students receive. The teacher's code of ethics is designed to provide behavioral guidelines for teachers wherever and under any conditions. Teachers play a very important role in implementing and achieving national education goals. The role of a teacher is very clear and cannot be replaced by anyone, especially in a multicultural and multidimensional society. The successful implementation of professional teacher education also depends greatly on the quality of teaching involved in providing learning to prospective students. Professional ethics are very important to improve the quality of national education. A teacher is considered professional if they comply with the established Teacher Code of Ethics. This research method is qualitative research which focuses on literature research and includes several journals. The results of this research indicate the existence of a code of ethics and its application in the teaching practice of the teaching profession.

**Keywords:** Code of ethics, profession, teacher's role, teacher's professional ethics.

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### INTRODUCTION

Education is a human effort to help individuals develop themselves in accordance with the values espoused in society. The goal of education is to help students develop knowledge, skills, values, behavior and behavior patterns that are useful in life. In the educational process, individuals are not only prepared to become smarter, but also to become human beings who are more valuable and have higher dignity. Education does not mean eliminating human rights and dignity, but rather improving the quality and essence and dignity of humans. Education is one very important aspect in human life, because through education, humans can improve their abilities and self-knowledge. Teachers as an important element in the educational process have a very strategic role in achieving educational goals. In carrying out their duties, teachers must have a clear and

consistent code of ethics, so that they can provide optimal contributions to the educational process.

In a professional context, profession means a recognition or statement about a chosen occupation or a chosen field of activity. A teacher, for example, has chosen education as his profession. In a broader sense, teaching as a profession means earning a living through educational activities. Therefore, teachers depend on education throughout their lives. The teaching profession consists of two words, "profession" and "teacher". To understand the literal meaning of this term, we must understand the meaning of the words "profession" and "teacher". Literally, "profession" means job, but in this context, not all jobs can be called a profession. According to the Big Indonesian Dictionary, "profession" means work that is based on certain educational skills. The term "professional" is now defined as a profession that places special demands on the person who carries it out, and people who carry out a profession can be called experts. Thus, jobs called professions can only be done by those who have mastered these requirements. Based on this definition, not all jobs can be called professions, and not everyone can be called professionals. Furthermore, professionalism is defined as qualities or behavior that reflect the characteristics of a profession. For example, teacher work can be described as work that requires professional education with the main task of educating, teaching, guiding, directing, training, assessing and evaluating students in early childhood education, formal education, basic education and secondary education.

The teaching professional code of ethics is a generally accepted standard that regulates the behavior and actions of teachers in carrying out their duties. This code of ethics functions as a guide for teachers in making decisions and developing behavior that is in accordance with educational values. In teaching practice, the teaching professional code of ethics has very significant implications, because it can influence the quality of education that students receive. In this article, we will carry out an analysis of the teaching professional code of ethics and its implications in teaching practice. This analysis aims to find out how the teaching professional code of ethics can influence the quality of education received by students and how teachers can develop behavior that is in accordance with educational values. Thus, it is hoped that this article can contribute to the development of teacher professionalism and improve the quality of education that students receive.

## **RESEARCH METHOD**

This research is qualitative research that uses literature study as its main focus, with several journals as research objects. Qualitative research is a type of research that produces descriptive data findings and does not involve statistical (quantitative) procedures. In the literature study method, researchers must understand the essence of the theme or topic presented in the journal. This method is carried out by looking for previous reviews related to codes of ethics and their implications in teaching practice.

## **RESULTS AND DISCUSSION**

### **Analysis of the Understanding of Teacher Code of Ethics**

In general, the Educator Code of Ethics is a code that regulates human relations between educators and students, parents of students, colleagues and superiors. Every position that serves other people must always have a code of ethics. Likewise, the position of educators is subject to a certain code of ethics that must be understood and practiced by all educators. Institutional codes of ethics do not have to be the same in form, but the content of generally accepted codes of ethics is essentially the same. Violations of the code of ethics eliminate the value and authority of an educator's identity. Teachers are not just educators and lecturers, but also parents of students, so teachers should pay more attention to students both inside and outside the classroom. Because in essence teachers play a role in every aspect of life. Teachers are tasked with not only imparting knowledge to the class, but also educating and guiding students to become successful and mature members of society.

The code of ethics that teachers must have includes teachers always being close to students and providing serious and comprehensive teaching. Professional teachers implement the curriculum fairly and evenly according to students' needs, regardless of social status. Teachers provide learning inside and outside school based on a predetermined curriculum and according to the student's situation. At this time, teachers can also use materials listed in the curriculum or specified materials, depending on the students' abilities and needs. Teachers maintain communication with students in order to know their development and form good character without violating students' rights. Teachers represent parents while their students are at school. Therefore, the teacher's job is to educate students. Communication is a method teachers use to approach students to help them talk more openly about their difficulties and problems at school. Teachers also have the right to impose sanctions on students who commit irregularities or violations at school but do not take any action within reasonable limits, or abuse their rights as educators to impose excessive sanctions (Saparina and Pratama, 2023).

### **The Role of Teacher Codes of Ethics in Educational Development**

The teacher code of ethics has an important role in developing education with three main aspects, namely establishing guidelines for members of the profession to follow established professional principles, acting as a tool of social control over the teaching profession for society, ensuring ethical relations between members of the profession are maintained by maintaining so that parties outside professional organizations understand the importance of professional ethics in various fields. Codes of ethics have an important role in the teaching profession because they guide teachers' behavior in their service to students. This code of ethics prevents unethical behavior and maintains the integrity and dignity of the teaching profession.

Teachers must fulfill special requirements to carry out their duties and responsibilities well in order to achieve learning goals. Through the

implementation of the teacher code of ethics in schools, every teacher is required to comply and implement it to improve professionalism. The development of this code of ethics aims to increase the dedication and professionalism of teachers in education, so that overall educational goals can be achieved. In addition, the education system and the role of teachers are very important in the success of students, which motivates quality improvement through teacher recruitment and various formal and non-formal activities.

### **Violation of the Teacher Professional Code of Ethics**

Teacher Professional Ethics is a set of moral norms and behavioral guidelines that teachers must follow in carrying out their duties as part of the teaching profession. This includes standards of behavior, personal ethics, and professional responsibilities that must be upheld by every teacher. Teachers must appear professionally with the main task of educating, teaching, guiding, directing, training, training, assessing and evaluating students in early childhood education through formal education, primary education and secondary education. The main aim of Teacher Professional Ethics is to ensure that teachers behave with integrity, professionalism and responsibility in carrying out their duties. Apart from that, this ethic also aims to build public trust in the teaching profession and provide social control over the behavior of teachers in the workplace.

The Teacher Code of Ethics is the result of the 1973 PGRI congress which is a concrete implementation of teacher professional ethics. The Teacher Code of Ethics provides more detailed guidance on how a teacher should behave in various situations. With the existence of teacher professional ethics, you can understand the importance of a profession and expect a teacher to have integrity, professionalism and responsibility in carrying out their duties. This provides social control over the behavior of teachers in the workplace and if a teacher violates the ethics of the teaching profession, they can face sanctions ranging from a harsh reprimand to temporary suspension or even dismissal depending on the severity of the violation.

### **Factors Causing Violations of the Teacher Professional Code of Ethics**

The role of a teacher in educating is very important, especially in conveying the knowledge he has to his students. They play a key role in teaching reading, writing and arithmetic to their students. Apart from that, teachers also provide new knowledge and shape the character of their students. Education is an effort to educate the nation's children, and various government efforts to improve the quality of education have been implemented, although they have not shown optimal results. Education cannot be separated from students or students. Students are educational subjects whose existence must be acknowledged. The various characters of students and their potential should not be ignored. The main task of teachers is to educate and develop various potentials.

Factors that cause violations of the teacher's professional code of ethics are:

- Malpractice, as mentioned by Professor Mungin, refers to wrong or erroneous actions in practice. One of them is when a teacher gives

inappropriate punishment to students, whether in the form of physical violence or harassment. Such actions are always considered a violation.

- Physical, mental and emotional unpreparedness from both teachers and students has a significant impact. This readiness is very important for the smooth teaching and learning process and the establishment of harmonious interactions between students and teachers, similar to the relationship between parents and children.
- The lack of instilling moral values in schools is another problem that needs attention. Currently, character lessons are often ignored or only considered as a complement because the focus is more on providing learning material. As a result, the moral values that should be taught are often forgotten.

### **Analysis of Education Policy in Improving Professional Teachers**

Policy analysis is applied social research carried out systematically to clarify the contents of a policy, and provide clear information about the problems addressed by the policy and problems that may arise from its implementation. The scope and methods of policy analysis are generally descriptive and based on facts regarding the causes and effects of policies. Educational policy analysis explains how a nation plans, educational policy measures, especially measures for the development and improvement of the teaching profession, must meet current developments as well as at least global challenges and requirements. When targeting educational priorities, the results of the analysis must be explained by global political factors. The educational element is an important element in supporting education and achieving educational goals systematically. Students, curriculum or teaching materials, teaching materials, teaching methods, living environment, are all mutually sustainable and reciprocal in the implementation of education.

Teachers are all people who are responsible for the education of students, both in private and classical education, both inside and outside school. Humanitarian duties in society are one aspect of a teacher's duties. This aspect cannot be ignored by teachers because they need to be involved in social life through social interaction. Teachers have various duties, which they carry out in the form of service. The mission covers professional, humanitarian and social fields. Its duties include training, education and training for the teaching profession. Education means transmitting and developing life and life values. A teacher is a job/position or job that requires special teaching skills (Hasibuan et al., 2023).

### **Challenges of Teacher Professionalism in Indonesia**

Professionalism is expertise in a field or job that must be carried out by someone who has expertise in that field or job. The concept of professionalism is measured by how professionals view their profession, which is reflected in their attitudes and behavior. Teacher professionalism means having the ability and authority of a teacher to carry out the teaching profession, or being able to carry out the profession to become a competent and professional teacher. This is

regulated in the Minister of National Education Regulation No. 16 of 2007 concerning teacher competency as follows:

- Acquisition of content, structure, concepts and scientific thinking to teach a subject.
- Obtaining competency standards and basic competencies in a subject or field
- Developing what can be taught,
- Creatively develop the learning materials taught,
- Develop sustainable professionalism by carrying out reflective actions, and
- Utilize information and communication technology to communicate and develop.

Indicators of a teacher's professional success can be seen in the quality of the process and learning outcomes of students when they are their responsibility. The level of professionalism of a teacher can be expressed by mastering complete competencies that are equivalent to a teacher, both academically and in their application in an authentic context serving students. Another indicator that can be used as a measure of the level of professionalism of teacher educators is the level of satisfaction of the person in charge/prospective teacher, which is reflected in the quality of teachers and the process and results of teacher learning. One of the elements of competence that a professional teacher must possess is mastery of learning material broadly and comprehensively (Alamsyah et al., 2023).

### **Challenges and solutions in the Implementation of Teacher Professional Education**

The challenge usually faced in implementing PPG is ensuring that the proposed curriculum and programs are relevant to current educational needs and demands. To overcome these challenges, it is necessary to carry out regular updates to the curriculum and professional teacher programs by involving various stakeholders, including academics, educational practitioners and the government. The use of a competency-based approach and orientation to student needs is expected to help increase the relevance of professional teacher programs. Collaborate between educational institutions and schools. Another challenge that is usually faced is building close collaboration between professional teaching institutions and schools in the field. This collaboration is very important to ensure there is conformity between the theory taught in teacher professional education and the practice in schools. One solution to overcome this challenge is to build strong relationships between professional teacher education institutions and schools through internship programs, supervision, and project collaboration, etc. In this way, prospective teachers or those currently pursuing professional teacher education can be directly involved in the school environment and experience the reality directly in the field.

Improving the Quality of Lecturers and Teachers. The successful implementation of professional teacher education also depends greatly on the quality of the lecturers and instructors involved in providing learning to prospective teachers. The challenge that arises is ensuring that lecturers and instructors have adequate competence and continue to strive to improve their understanding of the latest developments in education. The solution to overcome this challenge is through training and professional development for lecturers and

professional teacher education teachers. The government can provide support and incentives for them to continue developing their skills and knowledge. Effective Evaluation and Monitoring. It is important to have an effective evaluation and monitoring system to ensure the quality of implementation of teacher professional education. The challenge faced is ensuring that there are clear evaluation criteria and high standards in assessing the competency of prospective teachers. The solution to overcome this challenge is to involve accreditation institutions and educational authorities in developing valid and reliable evaluation instruments, as well as ensuring that there is a continuous monitoring mechanism to monitor the quality of teacher professional education (Mustaqim, 2023).

### **Functions and Objectives of the Teacher Professional Code of Ethics**

The main purpose of having a code of ethics is to ensure that professional work duties are carried out as they should and everyone's interests are protected as they should be. In general, the aim of establishing a code of ethics is as follows:

- Upholding the value of professional dignity, a code of ethics can maintain the views and impressions of outsiders or the public, so that they do not look down on the profession in question. Therefore, each profession's code of ethics will prohibit various forms of behavior or behavior of its members that tarnish the good name of the profession.
- To protect and maintain the welfare of its members. Well-being includes both outer (material) and inner (spiritual, emotional and mental). The code of ethics basically contains prohibitions against carrying out actions that are detrimental to the welfare of its members. For example, in setting minimum rates for honorary members of the profession in carrying out their duties, so that anyone who sets rates below the minimum will be considered disgraceful and detrimental to colleagues in the profession.
- The code of conduct code of ethics contains regulations that limit inappropriate and dishonest behavior for all members of the profession in interacting with fellow members of the profession.
- To increase the service of professional members, the code of ethics is related to increasing professional service activities, so that members of the profession can easily know the duties and responsibilities of their service to carry out their duties. Therefore, the code of ethics explains the provisions that members of the profession need to carry out their duties.
- To improve the quality of the profession, the code of ethics contains norms and recommendations so that members of the profession always strive to improve the quality of their service.
- In order to improve the quality of professional organizations, the code of ethics requires all members to participate and actively participate in developing professional organizations and activities designed by the organization. The function of the teacher's code of ethics is to protect and develop the profession, and as a protector for the public who use the services of a profession (Fahrudin, 2020).

The teacher code of ethics is designed to provide guidelines for behavior for teachers wherever and under any circumstances. The objectives of the teacher's professional code of ethics are, to uphold the dignity of the profession, safeguard and maintain the welfare of its members, increase the dedication of members of the profession, improve the quality of the profession, improve the quality of professional organizations, have a strong and closely knit professional organization and determine its own standards. Apart from that, the code of ethics also has the aim of protecting its members in the face of unhealthy competition and developing the profession according to the ideals of society. Relations between members of the profession must improve ethical attitudes so that the existence and prospects of the organization maintain clarity of orientation and a sense of social credibility towards the professional organization can be maintained (Sinaga, 2020).

### **Implementation of the Code of Ethics in the School/Madrasah Environment.**

The duties of a teacher are considered noble. As a professional, teachers are expected to provide professional educational services to the community. To meet society's expectations, teachers must be able to keep up with developments in science and technology and continue to improve the quality of their services. This is in accordance with the sixth principle in the Indonesian Teacher Code of Ethics which emphasizes the importance of continuous quality improvement.

Teachers must also maintain good relationships with fellow professionals as part of implementing teacher ethics. They maintain relationships with fellow teachers, both those who have similar and different expertise backgrounds. This relationship can be academic, such as discussing subject matter, or referral, such as referring a case to another teacher who is more competent. Apart from that, personal relationships are also important, where teachers can share personal problems with trusted colleagues. Maintaining a spirit of kinship and mutual cooperation in society is also important, by helping each other without discrimination.

Teachers' professional attitudes towards the work environment are also reflected in creating harmonious relationships in the workplace. Professional ethics are very important to improve the quality of national education. A teacher is considered professional if they comply with the established Teacher Code of Ethics.

### **Application of the Teacher Code of Ethics in Community Life**

Educators who understand their roles and responsibilities are not only limited to the school environment, but also as a liaison between the school and the community. The most important thing that teachers and other educational staff must remember and appreciate from this context is that society is actually the consumer of educational services and the beneficiary of educational results. Teachers and other educational staff must realize how important this role of society is. They are expected to be able to change society's perception of the teaching profession, making it a profession that is valued for its ability to help people develop themselves and solve problems.



Education is not the exclusive property of the school/madrasah because basically education is a shared responsibility between the school/madrasah, community and family. The close relationship between the community and school teachers is very real. Emotionally, teachers feel ownership and responsibility for the progress of the school. This happens because they are actively involved in community activities and become role models in society for their profession.

In carrying out the duties of the teaching profession in society, these teachers try to provide services that are beneficial to society. They understand that the services of the teaching profession must be seen by society as selfless social services, ready to help at any time, and not only prioritize material rewards. Through implementing PGRI's social mission, they contribute to fostering a spirit of unity and integrity in society.

## CONCLUSION

The Code of Professional Ethics for Teachers is a guideline and moral foundation for the professional behavior of teachers, including supervising teachers and consultants. The importance of a professional code of ethics is to improve organizational ethics so that individuals behave ethically. The main aim of Teacher Professional Ethics is to ensure that teachers behave with integrity, professionalism and responsibility in carrying out their duties. Apart from that, this ethic also aims to build public trust in the teaching profession and provide social control over the behavior of teachers in the workplace. Factors that cause violations of the teacher's professional code of ethics are malpractice. Physical, mental and emotional unpreparedness on the part of both teachers and students has a significant impact. Lack of instilling ethical values in schools is another problem that needs attention. respect for their profession. In carrying out the duties of the teaching profession in society, these teachers try to provide services that are beneficial to society.

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