

# Teacher Professionalism in the Midst of Curriculum Dynamics and Educational Technology

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## ABSTRACT

Teachers have a strategic role in educating the nation's life and shaping the character of the nation's next generation. Technological developments, curriculum changes, and the diversity of students require teachers to continue to improve their professionalism. This study aims to examine the characteristics of professional teachers, professional duties, challenges faced, and strategies to improve the quality of the teaching profession in the modern era. The method used is a literature study of journals and scientific articles published between 2020 and 2025. The results show that professional teachers have pedagogical, personality, social, and professional competencies, as well as moral responsibility, commitment to the profession, and involvement in professional organizations. Teachers' duties cover professional, humanitarian and social domains. Key challenges include mastery of digital technologies, digital ethics and developing 21st century skills in students. Suggested strategies include continuous training, collaboration among teachers, administrative efficiency, and improved welfare. With a good understanding of professionalism and the code of ethics, teachers are expected to optimally carry out their role as agents of educational change.

## 1. INTRODUCTION

The teaching profession has a very important position in the life of society, nation and state. Since long ago, teachers have been recognized as figures who are respected and used as role models because of their role in educating the nation's life. When referring to the Indonesian education system, teachers are even referred to as "unsung heroes" because of their contribution in shaping the character and future of the nation's next generation. As time goes by and the challenges of the times become more complex, the meaning of being a teacher is no longer as simple as teaching in the classroom. Teachers are now required to have high professionalism, including mastery of knowledge, teaching skills, the ability to self-reflect, and strong moral integrity.

Being a professional teacher is not just about fulfilling academic and administrative requirements. Professional teachers must have social sensitivity, emotional intelligence, and the ability to adapt to changing times. The rapid development of technology in the digital era, ongoing curriculum changes, and the dynamics of increasingly diverse learners make the teaching profession a dynamic and challenging profession. Teachers must continue to learn and renew themselves to remain relevant and effective in carrying out their duties. The formation of teacher professionalism cannot be separated from awareness of the basic values of education and ethical commitment to the responsibilities it carries (Munawir et al., 2025).

Education is a lifelong process. In this process, teachers hold the main control, not only as conveyors of information, but also as shapers of students' values, attitudes and character. Therefore, teachers are required to be not only intellectually proficient, but also emotionally and spiritually mature. Teacher professionalism must be reflected in their daily attitudes, in the way they communicate, think, and make decisions. Professional teachers will always make the welfare of students a top priority, and realize that every action in the education process will have a long-term impact on the lives of their students (Nailah & Afifa, 2022).

One of the main foundations of teacher professionalism is a deep understanding of the professional code of ethics. This code of ethics is not just a collection of written rules, but a reflection of the noble values that must be upheld by every educational person. In practice, the code of ethics serves as a moral compass that guides teachers in facing dilemmas, making decisions, and interacting with various parties, including students, colleagues, parents, and the community. Without a strong ethical awareness, it is very possible for a teacher to be dragged into actions that are not in accordance with educational values, such as discrimination, verbal violence, or violations of academic integrity (Kamila, 2023).

It is also important to understand that professionalism will not grow by itself. Professionalism must be formed, nurtured and fostered on an ongoing basis. One important platform for developing teachers' professionalism is professional organizations. Through these organizations, teachers can develop themselves, share experiences, receive training, and fight for their rights and obligations collectively. The existence of teacher professional organizations is also an indicator that the profession is not individualistic, but collective and mutually supportive. When teachers join professional organizations, they learn to value cooperation, understand the diversity of views, and actively participate in building a better education system (Hardika et al., 2024).

Reflection is an important part of teachers' professional learning. Through reflection teachers can analyze their actions, evaluate their impact, and design future improvements. Teachers who are accustomed to reflecting on their teaching practice tend to be more critical, open to feedback, and have a high awareness of their professional development. Reflection also helps teachers to remain humble, realize their limitations, and continue to be driven to

learn. Thus, teachers not only become good teachers, but also true learners (Yahya & Martha, 2025).

In addition, professional teachers must also be agents of change in the surrounding environment. They not only work in the classroom, but also play an active role in building a culture of learning in the school and community. Professional teachers will participate in school policy making, initiate programs to improve the quality of learning, and inspire their colleagues. In many cases, a school's success in creating a good learning environment is largely determined by the quality of its teachers. However, despite these expectations and demands, the reality on the ground shows that not all teachers receive adequate support. Many teachers still face welfare issues, lack of access to training, excessive administrative burdens and a lack of appreciation for their performance. Under these conditions, becoming a professional teacher is not an easy choice. It takes courage, commitment and passion to ensure that teachers can carry out their noble duties with full responsibility.

Based on the description above, this paper will discuss in depth two important aspects that are the foundation in the formation of professional teachers, namely the nature of professional organizations and codes of ethics, as well as examples of positive attitudes and reflections in carrying out their profession. By raising this issue, it is hoped that it can contribute to strengthening the capacity of teachers in facing the challenges of the times as well as strengthening collective awareness of the importance of honoring the teaching profession for the progress of the nation.

## 2. METHODOLOGY

This research uses a literature study approach to explore how professionalism is practiced by teachers in carrying out their duties. The focus is on how teachers understand, live and apply the values of professionalism in the context of current educational challenges. Data were collected from journals and scientific articles published between 2020 and 2025. Literature sources were obtained through searches in online databases such as Google Scholar, using relevant keywords, including "teacher profession" and "teacher code of ethics". The data collection process began with screening article titles and abstracts to ensure their relevance to the research focus. Articles that met the criteria were then read thoroughly to assess the appropriateness of the content based on accuracy, reliability and contribution to the topic.

The analysis was conducted using content analysis techniques. The information obtained was classified into several themes, such as characteristics of teachers in the digital era, challenges in the profession, and strategies to strengthen professionalism. Findings from different sources were compared to identify common patterns, discrepancies or certain trends. Each selected data was carefully analyzed to illustrate how teachers place the values of professionalism in their daily practices. Through this approach, this research is expected to present a complete picture of the dynamics of teacher professionalism in education today.

**Table 1.** Article to review

NO.	Author Name	Main Topics
1.	Munawir <i>et al</i> (2023)	Characteristics of professional teachers
2.	Yahya & Martha (2025)	Duties of professional teachers
3.	Hasanah <i>et al</i> (2025)	Challenges to the teaching profession
4.	Chyquitita (2024)	Strategies for meeting professional challenges

### **3. RESULTS AND DISCUSSION**

#### **3.1 Characteristics of Professional Teachers**

According to KBBI, character is defined as the psychological, moral, or ethical traits that distinguish one person from another. The term character refers to the general traits that humans have, which seem to be influenced by their respective living conditions. Therefore, character can be understood as positive traits or values that should be possessed by an educator in order to form a generation with morals and dignity (Indrawan, 2020).

According to Munawir et al. (2023), teachers have a great responsibility in guiding, directing, and fostering students to develop optimally in accordance with their potential, talents, and interests. Teacher characters that students like include democratic, patient, kind, fair, consistent, open, friendly, helpful, have a sense of humor, master the subject matter, and care about student needs. These characters are important supports in creating a comfortable and pleasant learning atmosphere. Therefore, teachers are required to not only master the material, but also be able to establish emotional closeness with students. This closeness is very important to build effective two-way communication between teachers and students.

In addition to guiding students, Munawir et al. (2023) also stated that teachers are required to maintain a commitment to professionalism in carrying out their duties. Teacher professionalism is reflected in the ability to carry out tasks based on expertise, noble life values, and high dedication to service. A teacher must have the spirit to serve anyone who needs help, both in the academic and non-academic domains. This commitment is an important part of the integrity of an educator in shaping a superior generation. Professional teachers do not only work mechanically, but also wholeheartedly and with noble intentions to build the nation.

Efforts to maintain and improve the quality of the profession are also the responsibility of teachers as part of professional organizations. The teacher code of ethics affirms that improving the dignity of the profession must be done collectively through participation in organizations such as the Indonesian Teachers Association (PGRI). Professional organizations are important platforms for fighting for rights, improving competence, and strengthening solidarity among educators. This participation is also in line with the mandate of Law No. 14/2005 on Teachers and Lecturers which requires every teacher to be a member of a professional organization with legal status. Thus, involvement in the organization is a real form of strengthening professionalism and proof of moral responsibility to the profession.

As state apparatus in the field of education, teachers are required to submit and obey the regulations and policies set by the government. The implementation of education policies, including the curriculum and assessment system, must be implemented consistently and responsibly. Obedience to regulations is a form of support for the sustainability of a directed and measurable national education system. In addition, understanding the applicable regulations will make it easier for teachers to carry out their duties optimally. This compliance reflects a professional attitude and commitment to the responsibilities carried out as educators of the nation.

Good relationships between fellow educators are also an important aspect of teacher professional ethics. Establishing harmonious relationships with coworkers will create a conducive and productive work atmosphere. Family values and social solidarity are the basis for building solidarity among teachers, both in the school environment and outside of school. Open communication and mutual respect among educators can support the creation of solid teamwork. A positive work environment will encourage teachers to continue to develop professionally and personally.

### 3.2 Duties of Professional Teachers

Teachers have an important role in transferring knowledge to students, both through formal duties in the school environment and through social responsibilities in the community. Teacher duties are classified into three areas, namely duties in the fields of profession, humanity, and society. In the professional field, teachers have a role to educate, train, and teach, which includes instilling character values, developing skills, and delivering knowledge materials. In the humanitarian field, teachers act as second parents at school, serve as role models, and guide students in applying human values. In the social field, teachers are expected to be role models in their environment and spread positive values through their attitudes, actions, and contributions to the surrounding community (Yahya & Martha, 2025).

### 3.3 Challenges to the Teaching Profession

Mastery of technology is the main demand for teachers in the era of globalization. The rapid development of technology encourages teachers to continuously update their knowledge and skills, especially in integrating technology into the learning process. Not only mastering the tools, teachers also need to have creativity in creating an interesting and effective learning atmosphere. Innovations can help students to understand the material better. In this case, teachers have an important role in bridging technological advances with students' learning needs.

As role models, teachers are also responsible for setting a good example in the use of technology. Ethics in technology is an important aspect that needs to be instilled in students from an early age. Teachers should be able to guide students to understand risks such as misuse of social media and the importance of maintaining privacy in the digital world. Thus, students are not only proficient in using technology, but also wise in utilizing it. Teachers become the central figure in shaping students' digital character.

Readiness for change is also reflected in teachers' openness to new ideas and innovative learning approaches. The digital world offers various sources of information that can enrich the teaching-learning process. For this reason, teachers need to create an open discussion space, accept various ideas from students, and build a learning atmosphere that respects diversity of thought. An inclusive learning environment can encourage creativity and critical thinking. According to Hasanah et al. (2025), an open attitude to change is an important key in facing the challenges of the teaching profession today.

In addition, teachers also have the responsibility to develop important 21st century skills such as critical thinking, communication, collaboration and innovation. These skills are necessary for students to compete in an increasingly complex and interconnected world. Teachers need to design learning processes that support the development of these potentials early on. With the right approach, students can grow into adaptive and creative individuals who are ready to face global challenges.

### 3.4 Strategies for Meeting Professional Challenges

Continuing education and training is one of the key strategies for improving teachers' ability to meet professional challenges. Access to appropriate training will help teachers keep up with the latest technology and learning methods. These improved skills will increase confidence and effectiveness in teaching activities. Well-trained teachers will be better equipped to design interesting and relevant lessons. According to Chyquitita (2024), professional training can strengthen teachers' competence in utilizing educational technology.

Another strategy is collaboration among teachers through the exchange of good practices. Discussion forums, seminars or workshops can be a forum for teachers to share

experiences and broaden their horizons. This interaction also builds solidarity in creating meaningful learning innovations. Teachers no longer work in isolation, but together create a stronger learning ecosystem. A collaborative environment will encourage a spirit of professionalism among educators.

Strong administrative support is needed to ease teachers' burden in non-learning tasks. The utilization of digital platforms such as Learning Management System (LMS) can help teachers in managing assessments, reports, and lesson plans. This system should be supported with technical training so that teachers can use it optimally. The efficiency of administrative work allows teachers to focus more on learning activities. A well-organized workload will increase teacher productivity in the classroom.

Improving teacher welfare is an important step in maintaining morale and quality performance. Welfare includes not only financial aspects, but also job security, psychological support and recognition of teachers' roles. Governments and educational institutions need to provide policies that protect the rights and dignity of teachers. Concrete actions such as increased benefits, a conducive work environment and career development should be pursued.

#### 4. CONCLUSION

Professional teachers have characteristics that reflect commitment to the profession, ability to guide students effectively, adherence to a code of ethics, and active participation in professional organizations. In carrying out their profession, teachers have responsibilities in three main areas, namely professional duties such as teaching and training students, humanitarian duties as role models and conveyors of moral values, and community duties by contributing to social life in the surrounding environment. However, teachers face various challenges, such as the demand for mastery of technology, the need to be creative and open to change, and the importance of instilling 21st century skills in students. To respond to these challenges, teachers need appropriate strategies such as continuous training, collaboration in professional communities, reducing administrative burdens through technology support, and improving welfare so that they can focus more on improving the quality of learning. With a full understanding of their characteristics, duties, challenges and development strategies, teachers are expected to maintain their professionalism and become agents of change in an evolving education system.

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