

IDENTIFICATION OF PROFESSIONAL TEACHER CHARACTERISTICS THROUGH A LITERATURE REVIEW APPROACH

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Abstract

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Professional Teacher,
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This study aims to identify the characteristics of professional teachers based on a review of relevant scientific literature. The method used is a literature review by examining various references, including journal articles, books, and previous research related to teacher professionalism. The results of the review indicate that professional teachers possess four main competencies: pedagogical, professional, social, and personal competencies. In addition, professional teachers are also expected to be able to adapt to technological developments and the challenges of learning in the digital era. This study is expected to serve as a reference for the development of teacher professionalism and the improvement of education quality.

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INTRODUCTION

The teaching profession holds a very important position in the education system. As agents of change, they are not only responsible for delivering knowledge but also for developing students' character and abilities. Therefore, the quality and professionalism of teachers are crucial elements for success in the field of education. In this regard, it is important to recognize and understand the characteristics of a professional teacher. In today's era of globalization and rapid technological advancement, the demand for teacher competencies has become increasingly complex. It is expected that teachers can adapt to these various changes in order to provide quality education that meets the demands of the times. Various studies show that teachers who possess certain professional traits, such as pedagogical skills, communication abilities, and work ethics, can make significant contributions to improving students' learning outcomes.

However, there are still weaknesses in the understanding of the characteristics of professional teachers in the local context. Therefore, this study will identify the

characteristics of professional teachers using a qualitative approach with a literature review method to obtain a clear and objective picture. This method is considered effective for collecting and analyzing various previous research findings systematically, thereby gaining a comprehensive understanding of the characteristics of professional teachers. With a better understanding of these characteristics, it is expected that relevant parties, such as the Department of Education and other educational institutions, can develop more targeted policies and professional development programs. In addition, this study is expected to open a broader discussion on improving the quality of education through the development of teacher professionalism.

METHOD

The literature research method or literature review was used in this study by collecting and examining data from various scientific reference sources available in libraries and academic databases. The literature review method was carried out by analyzing various related reading materials, such as scientific articles, books, and previous studies on the characteristics of professional teachers. This step aims to identify patterns, findings, and the latest developments in the study of teacher professionalism.

Key findings of the literature review

Writer	Title	Year	Findings
Meyvita, I.	Building Professional Competence of Elementary School Teachers in Welcoming Quality Education	2025	Teacher professionalism faces the challenges of the 21st century, particularly limitations in facilities and technological competence. Continuous professional development is necessary to improve the quality of education.
Helmi, J.	Teacher Professional Competence	2022	Professional teachers must have four main competencies: pedagogical , professional, social, and personality as a basis for improving the quality of learning.
Yasin, I.	Professional Teachers, Educational Quality and Learning Challenges	2022	Teacher professionalism significantly impacts the quality of education. Education policies will not be effective without the support of competent teachers.
Eliza, D.	Building Professional Teachers through Professional Development of Teachers in the Implementation of Their Profession	2022	Teacher professional development must be carried out continuously through training, learning innovation, and institutional support.

1.1 Literature Table

Pedagogical Competence

Teachers need to have in-depth knowledge of students and the ability to design and implement the most effective learning methods possible. Based on previous research, it was found that teachers still teach outside their field of expertise, so it is necessary to improve pedagogical competence through training and continuous professional development. Thus, improving pedagogical skills through training and relevant curriculum development is essential to improve the quality of teaching.

Professional Competence

To master teaching materials thoroughly and keep up with developments in science and technology, teachers are required to possess adequate competencies. Although the majority of teachers have bachelor's degrees, some teachers still teach outside their field of expertise. This situation highlights the need for institutional support to encourage teachers to participate in training and seminars to improve their professional competence.

Social Competence

Teachers need strong communication skills to interact with students, colleagues, and the community. Several studies have shown that teachers' communication skills with students, parents, and the community still need improvement to support the success of the educational process.

Personality Competence

Based on a literature review, professional teachers are required to possess a strong personality and be role models for students in their attitudes and behavior. Teacher professionalism, reflected through morals and authority, is considered good, particularly in modeling positive behavior for students. However, discipline still needs to be improved to strengthen teachers' personalities.

RESULTS AND DISCUSSION

Education is an activity carried out by a society to maintain the continuity of culture and civilization of society. Schools are strategic places to implement pedagogical engineering to realize the continuity of culture and civilization of society. Teacher professionalism refers to the ability, attitude, and behavior of teachers who meet certain standards in carrying out educational tasks. This competence includes four main aspects: pedagogical competence, professional competence, social competence, and personality competence. Teaching is a job that requires certain skills and cannot be carried out by someone who is not experienced in the world of education. An expert teacher is a crucial part in producing a better learning process and improving the quality of students. A profession can be defined as a career or position that requires skills obtained through specific education and training according to certain standards, as well as having duties and adhering to a certain code of ethics.

The term professional has two main meanings. First, it refers to someone who practices a profession, as in the statement "He is a professional." Second, it describes how someone performs in carrying out their work in accordance with the demands of their profession. (Kurjum, 2021)(Mohammad, 2021). Developing professional teaching skills requires functional integration between theory, practice, and materials, as well as delivery methodologies. Learning skills are complex actions that fully integrate various components of skills. These components include knowledge, skills, attitudes, and values. Teachers are a crucial component in learning; therefore, improving the quality of learning must focus on improving the quality of teachers in learning. The teacher's role in learning is a complex act, namely the integrative use of a number of skills to convey learning messages with the hope that the learning messages will be accepted by students, resulting in behavioral changes.

Education is an activity undertaken by a society to maintain the continuity of its culture and civilization. Schools are strategic locations for implementing pedagogical engineering to ensure the continuity of its culture and civilization. Teaching is a

profession that demands specialized skills and cannot be performed by teachers who lack training in the field of education. Although there are still teachers who do not have formal degrees in teacher education subjects, (Padang, 2022) . According to the definition above, a teacher is someone who has special expertise in their field. Teachers must teach, educate, and guide students professionally. Because teaching is a truly developing profession and can create all other professions in the world, it cannot be compared with other professions. Being a teacher is not something to be imitated or done as a hobby before starting a career. The success of the learning process is largely determined by the role of the teacher as the main agent. Therefore, teachers must have academic, professional, personal, and social competencies, especially those related to teaching methods. Professional teachers are characterized by the ability to use various methods, media, and learning tools (Yasin, 2022) .

Characteristics of Professional Teachers

Professional teachers possess a number of characteristics that support the implementation of their duties and responsibilities in the learning process. These characteristics include the following:

a. Embrace and love his profession

Teacher professionalism is reflected in their commitment to and love for their profession. Teachers who are committed to their profession will strive to understand, assess, and optimally carry out their teaching duties. Dissatisfaction with their profession can lead to low work effectiveness and hinder systematic task implementation. Considering that students are individuals who require attention, affection, intellectual guidance, and support in their physical and psychological development, teachers are required to demonstrate a high level of dedication and concern for their profession.

b. Mastering a profession in accordance with the scientific field

Mastery of a subject is one of the main indicators of a professional teacher. Teachers are required to possess academic competencies relevant to the subjects they teach to deliver the material accurately and in-depth. This mastery is achieved through an educational background relevant to their profession, enabling teachers to serve as competent and credible learning resources for students.

c. Have the ability to communicate effectively

Effective communication skills are a crucial aspect of teacher professionalism. Professional teachers are able to transfer knowledge to students in a clear, systematic, and understandable manner. Furthermore, teachers need to understand student characteristics, master appropriate learning methods and techniques, and build conducive educational interactions throughout the learning process.

d. Uphold the professional code of ethics

Professional teachers are required to adhere strictly to a professional code of ethics in carrying out their duties. Consistency between words and actions is an important measure of teacher professionalism. In addition to teaching ability, teachers are also assessed on their personality and attitudes, such as patience, honesty, sincerity, maturity of thought, piety, social awareness, and emotional management. The implementation of this professional code of ethics aims to maintain the dignity and trust in the teaching profession.

The rapid development of globalization and digitalization presents significant challenges for teachers in carrying out their professional duties. Teachers no longer merely serve as transmitters of material, but also as learning facilitators capable of

utilizing technology and information effectively. The demand to prepare students who are adaptive to changing times encourages teachers to continuously improve their pedagogical, professional, social, and personal competencies. With technology, teachers can access a wide range of learning resources via the internet, enabling them to enrich teaching materials with the use of multimedia such as videos and graphics, thereby enhancing student understanding. Furthermore, the development of learning platforms provides flexibility in how knowledge is delivered. In this context, teachers also need to possess high digital skills to communicate effectively with students and colleagues, and to take professional courses to enhance their knowledge.

In the digital era and the 21st century, the educational paradigm has shifted toward skills-based learning, creativity, collaboration, and the use of technology. This requires professional teachers to master digital media, innovative learning methods, and flexible, student-centered learning strategies. Teachers' inability to adapt to technological developments has the potential to hinder learning effectiveness and reduce educational quality. Therefore, strengthening teacher professionalism in the digital era is an unavoidable necessity. (Welcoming & Quality, 2025)

CONCLUSION

Based on the results of the literature review, it can be concluded that professional teachers possess pedagogical, professional, social, and personality competencies that are interrelated in supporting successful learning. Furthermore, professional teachers are required to be able to adapt to technological developments and shifting educational paradigms in the digital era. Strengthening teacher professionalism through continuous competency development is a crucial factor in improving the quality of education.

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