

## DEVELOPING SOLUTIONS TO TEACHER ETHICAL DILEMMA

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### Abstract

#### Keywords:

Teacher Ethics,  
Ethical Dilemmas,  
Professional Development.

*This study discusses efforts to develop solutions to ethical dilemmas faced by teachers in their professional development. Ethics is a fundamental aspect of the teaching profession, as teachers serve not only as educators but also as role models in shaping students' character. Teachers encounter various ethical challenges, including low ethical awareness, limited knowledge and skills in addressing ethical dilemmas, workplace pressures, unsupportive educational policies, as well as social changes and technological advances. This research employs a literature review method with a qualitative analysis approach by examining relevant journals, books, and educational policies. The findings indicate that strengthening ethics in teacher professional development can be achieved through continuous ethics education and training, the formulation of supportive educational policies, the establishment of teacher communities of practice, and the implementation of ethics-based assessment and evaluation systems. These efforts are expected to enhance teachers' integrity, professionalism, and sense of responsibility in carrying out their roles. Therefore, consistent application of ethical principles can contribute to the creation of a dignified, fair, and ethical educational environment, ultimately improving the overall quality of education.*

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## INTRODUCTION

Discussing human nature cannot be separated from ethics, identity, and the human condition itself. As individuals living alongside others in a community, they are naturally obligated to live according to existing morals. Ethics exist as unwritten rules with profound qualities. For example, as a learning operator, one must be able to act in accordance with the ethics prevailing in the world of teaching. Likewise, the ethical connection that exists in various aspects of our lives must be implemented. To act in an understanding of pre-existing morals, we must understand the moral hypothesis itself.



Ethics is often identified with ethical quality (or morality). However, although both are related to great and terrible human activities, morality and ethics have different implications. Moral quality tends to derive good and bad values from each human activity itself, while ethics implies thinking about good and bad. So, in a sense, moral capacity is a hypothesis of great and terrible activities. This lesson is a moral action that instructs how people should proceed. Moral lessons emphasize mutual determination, or what is often called a great correspondence relationship, fostering sensitivity between human individuals, spreading love and good cooperation that begins in the family and then continues to spread throughout society.

Inadequate ethics training is a major problem in teacher professional development. For educators to understand how to apply ethical values in their daily classroom practice, it is crucial that they are properly trained. Without sufficient understanding, teachers may be inconsistent in their behavior, which can negatively impact students. Furthermore, high work demands and time pressures hinder the application of ethics in teacher professional development. Teachers often face busy teaching schedules and little time for reflection and consideration of how to incorporate ethical principles into their educational process. Furthermore, educators often face complex moral issues when working in diverse educational environments. They must have the ability to navigate challenging situations and make fair and wise decisions without violating their moral principles.

Addressing this issue requires concerted effort from all stakeholders, including government, educational institutions, and the education community. To help teachers serve as positive role models for students and improve the overall quality of education, targeted and in-depth training in educational ethics should be a key part of their professional development programs. This will ensure teachers are better prepared and able to navigate the diverse situations that arise in the ever-changing educational environment. What ethical challenges do teachers face? They worry about how their behavior and interactions on social media can impact their image and reputation as educators. This can raise ethical questions about the boundaries between teachers' personal and professional lives, and how they should conduct themselves online.

Furthermore, teachers also face ethical challenges in handling conflicts between their students or between students and their teachers. They must ensure that they handle these situations fairly and based on moral principles, without favoring or discriminating against students based on race, religion, or sexual orientation. Another ethical challenge teachers face is working with their children's parents and handling their concerns in an unethical manner. They must be able to navigate the complex and sometimes conflicting relationships between individual needs and interests and those of the school and the larger community. Furthermore, teachers must maintain a balance between the educational needs of students, parents, and the community without compromising their ethical principles and integrity as educators. Therefore, it is important for teachers to continue learning about ethics and to have adequate support and resources to address ethical challenges. In the contemporary era, technology is increasingly pervasive in various aspects of human life, including education. Information and communication technology has transformed the way we learn and teach.

Teachers are no longer simply required to master subject matter, but also to be able to use technology as a learning tool. A recent UNESCO report stated that over 60% of teachers worldwide believe that to meet the demands of 21st-century education, they need to improve their digital skills. This demonstrates the importance of technology in

modern education. However, teachers are expected to develop themselves professionally to provide quality education that is relevant to the needs of the times. By understanding the role of technology in education, teachers can create a fun and effective learning environment for students. Therefore, teacher professional development includes mastery of technology and the application of moral principles in the learning process.

Furthermore, teachers must maintain a balance between the educational needs of students, parents, and the community without compromising their ethical principles and integrity as educators. Therefore, it is crucial for teachers to continuously learn about ethics and have adequate support and resources to address ethical challenges. In the contemporary era, technology is increasingly pervasive in various aspects of human life, including education. Information and communication technology has transformed the way we learn and teach. Teachers no longer only need to master subject matter but also be able to use technology as a learning tool. A recent UNESCO report stated that more than 60% of teachers worldwide believe that to meet the demands of 21st-century education, they need to improve their digital skills. This demonstrates the importance of technology in modern education. However, teachers are expected to develop themselves professionally to provide quality education that is relevant to the needs of the times. By understanding the role of technology in education, teachers can create a fun and effective learning environment for students.

Therefore, teacher professional development encompasses mastery of technology as well as the application of moral principles in the learning process. Furthermore, the purpose of this study is to increase understanding of the importance of ethics in teaching and the difficulties associated with consistently applying ethics. Furthermore, this study aims to examine how current education policies influence practice. Furthermore, it is hoped that the results of this study will help strengthen the legal foundations and practices of education that focus on ethics and integrity. Thus, this study is expected to help improve the quality of education and teacher professionalism in Indonesia by providing a better understanding of the ethical challenges faced by teachers. This research is also expected to help create a more ethical and dignified learning environment for all those involved in the world of education.

## LITERATURE REVIEW

Part This containing literature Which referred to And connected with study And hypothesis development. This section contains theories and literature that are referenced and connected with writing. Very recommended that literature Which referred to published no more than 10 years previously in the following order: renowned international journals, journals nationally accredited, national journals, international symposiums, national symposiums, textbooks, And reputation Daily. The way sources are written in the text must clearly indicate the author's name and source citation, which includes the year of publication and the page where the manuscript is located. It is recommended to use Mendeley references.

## RESEARCH METHODS

The research methods used in this article are a thorough literature review and qualitative analysis. The data used for this study were obtained from various reliable sources, including related journal articles, recent research reports, and relevant educational policies. The analysis aims not only to identify the challenges faced by

teachers in implementing ethics in teaching but also to find solutions that can be effectively implemented to address these issues. Using the literature review method, the qualitative analysis was used to gain a deeper understanding of the problem and to compare various methods that have been used previously.

On the other hand, qualitative analysis was used to gain a deeper understanding of the problem and to identify any patterns that might be found in the collected data. This research is expected to make a significant contribution to efforts to improve the quality of education and resolve the problems faced by teachers when implementing ethics in educational settings. Therefore, the proposed solutions can be implemented effectively and have a positive impact on everyone involved in the educational process. A sustainable approach can help teachers address ethical issues and enhance their professionalism in teaching with high ethics and morality.

## RESULTS AND DISCUSSION

We often hear the term ethics, both in educational settings and in social settings in general. Bertens (1993, 4) explains that ethics, according to its origin, comes from the ancient Greek word *ethos*, which in its singular form has many meanings, namely, 'ordinary place'; 'grassland', 'animal habitat'; 'moral', 'character'; and others. The plural form, *ta etha*, means 'custom', and this meaning is the background to the formation of the term ethics that was used by Aristotle to refer to moral philosophy. So, according to its origin, the word ethics means the science of what is usually done or the science of customs, habits, behavior, manners, character, nature, way of life. There are three meanings of the word ethics, first, ethics refers to the moral standards of individuals or situations to improve the performance of society. This meaning is also interpreted as a system of values that can function in individual and social life.

Ethics can be defined in three ways. The first refers to the moral standards of individuals or situations to improve societal performance. This meaning is also interpreted as a system of values that can function in individual and social life. Second, ethics is defined as the elevation or moral value within a code of conduct. Finally, esoteric knowledge can be beneficial or detrimental. Ethics, all three, constitutes moral philosophy. According to Bertens, ethics has two terms: practical and reflective. In practical terms, ethics means values and morals that are implemented or not when they should be practiced. Ethics as a practice is identical to morality and ethics, namely what needs to be done and what is planned to be done, what needs to be done, and so on. Ethics as a reflection is moral thinking. Initially, what was considered good was what was in accordance with the traditions of society at that time. The concept of ethics changed and began to develop over time according to the needs and development of humanity. The development of the concept of ethics cannot be separated from its core: ethics is the science that discusses human behavior and the problem of behavior that is considered good and bad. Other terms for ethics include morality, immorality, manners, and morality. According to Webster's Dictionary, ethics is etymologically a scientific discipline that explains what is good and what is bad, a moral duty or obligation, or a set of morals. It can also be a principle or set of values.

Often referred to as the "philosophy of ethics," ethical philosophy is a field that studies what is right and wrong in human behavior and provides guidance on how people should live their daily lives. For example, sympathy, generosity, compassion, kindness, caring, or even anger or revenge. But these three qualities can lead to confused and

sometimes conflicting impulses, and it is therefore beneficial to codify them in some way. To achieve this, we can use our reasoning abilities to prioritize, make our actions consistent and predictable, and communicate our understanding of right and wrong, as well as fairness to ourselves and fairness to others.

### **1. The Concept of Ethics in Development**

Teachers don't just impart information to students; they also shape their character and personality. In teacher professional development, ethics is crucial for instilling moral principles and good attitudes in students. When teachers understand and apply ethical principles in their actions and decisions, they foster moral values in their students, creating a peaceful and healthy learning environment. One moral principle that teachers must uphold is honesty. By being honest themselves, teachers can inspire their students to speak truthfully and not to deceive.

Responsibility is also crucial in teacher ethics. A teacher is always accountable for their responsibilities as an educator, including providing the best guidance to their students. Furthermore, a key characteristic of a teacher is a commitment to student well-being. A teacher must always prioritize student interests over personal or group interests. Teacher professional development extends beyond improving academic and pedagogical skills to comprehensive and ongoing ethics training. By prioritizing student well-being, a teacher can create a conducive learning environment and help students reach their full potential. Teacher ethics serve not only as a guideline for daily work but also as a foundation for building student character and creating a positive learning environment. Teachers must be good role models in upholding sound ethics and moral values, as they serve as agents of change in the world of education.

### **2. Challenges in Teacher Professional Development**

#### a) Internal Factors

##### 1) Lack of Ethical Awareness

Ethics is the primary foundation for shaping a teacher's character and integrity. By having a strong understanding of ethics, a teacher can ensure that moral values always underlie their decisions and actions. Furthermore, this will help teachers avoid conflicts of interest, plagiarism, and other unethical behavior that can harm students and the institution's reputation. Ethical awareness can also enhance teacher professionalism. By understanding the importance of ethical educational practices, educators will be more respected and valued by students, colleagues, and the community. They will also serve as good examples for students about honesty, integrity, and responsibility. Therefore, it is crucial for governments and educational institutions to pay greater attention to teacher ethics training. Furthermore, it is crucial for teachers to continually expand their understanding of ethics by reading literature on the topic, attending seminars and workshops, and actively speaking with fellow teachers about ethical issues that arise in teaching and learning. By increasing ethical awareness, educators will have the ability to contribute to positive change in the world of education by ensuring that the teaching and learning process is conducted with integrity and good moral values.

##### 2) Limitations of Teacher Knowledge and Skills

Teachers often face challenges in understanding and applying ethics. Even though they have received formal education in ethics, they may not have

a thorough understanding or the practical skills to handle ethical dilemmas that arise in everyday life. A 2021 study by the Ministry of Education and Culture showed that half of teachers feel unprepared when faced with situations requiring ethical judgment. This raises questions about the effectiveness of teacher training curricula in providing teachers with sufficient understanding and skills regarding morality. Therefore, it is crucial for educational institutions to address this need and strengthen ethics content in teacher training programs. This will ensure teachers are better prepared and able to address ethical issues in their teaching activities, enabling them to set a good example and positively influence their students. Therefore, schools and parents should provide support and guidance to help teachers maintain their dignity and morality amidst these stressful conditions.

b) External Factors

1) Pressure from the Work Environment

Teachers can feel trapped in situations where they must choose between meeting current demands and maintaining their professional ethics due to high workplace pressures. For example, a teacher may feel compelled to manipulate student exam results to look better in the eyes of their parents or superiors. This occurs despite the fact that the exam results do not reflect the student's true abilities. Furthermore, parental expectations can also influence a teacher's moral judgment. Parents often have high expectations for their children's academic performance, which can put pressure on teachers to ensure that their children achieve the desired results. This can tempt teachers to assist students in unethical ways, such as leaking exam questions or providing answers. Often, teachers struggle to maintain their professional dignity amidst these pressures.

They must remain steadfast in their moral values and be able to distinguish between what is right and what is wrong. This can be a significant challenge, especially when they feel trapped in a cycle of pressure and expectations that are difficult to meet. Therefore, support and guidance from schools and parents are crucial in helping teachers maintain their integrity and morality amidst these stressful situations.

2) Unsupportive Education Policies

This can lead teachers to disregard moral and ethical principles in the educational process, reducing the quality of education they should provide to students. Furthermore, unsupportive education policies can also create a work environment that is unsupportive of teachers' professional development.

In an educational environment dominated by policies that focus more on academic outcomes than on character development, teachers may feel burdened by the targets they must achieve and choose to ignore ethical principles in their teaching. This can not only be detrimental to students but also to the teachers themselves in the long run. Therefore, it is crucial for governments and educational institutions to address the importance of integrating ethical values into their educational policies. Teachers need to be provided with adequate support and guidance to carry out their duties with integrity and morality. Only by creating an educational environment conducive to teacher professional development can ethical values in education

be maintained and effectively implemented for the advancement of quality education.

### 3) Social and Technological Change

Furthermore, social changes such as globalization also present new challenges for teachers in understanding the increasingly diverse needs of students. Teachers need to be able to navigate differences in culture, language, and student background to provide inclusive learning that positively impacts all students. Furthermore, technological change also presents challenges in integrating technology into learning. Teachers need to stay abreast of technological developments and learn how best to integrate them into the learning process to remain relevant and effective in teaching. Therefore, teacher professional development in the digital era requires not only teaching expertise but also the ability to manage the challenges that arise from social and technological change.

Ongoing training and adequate support from relevant parties are essential for teachers to continue developing and providing quality learning for the younger generation, enhancing the overall image of the teaching profession. Having teachers who demonstrate good ethics and consistently perform their duties will positively impact the teaching profession's reputation in the eyes of the public. Therefore, ongoing ethics education and training are an effective solution for improving ethics in teacher professional development. This will benefit not only individual teachers but also educational institutions and society as a whole.

## 3. Solutions to Improve Ethics in Teacher Professional Development

### a) Ethics Education and Training

This demonstrates that with ongoing ethics education and training, teachers will be better equipped to navigate situations that require ethical considerations. Furthermore, this training program can help teachers understand the values they should uphold in carrying out their professional duties. In the context of teacher professional development, ethics education not only provides knowledge about what is and is not ethical, but also provides the skills and abilities to address complex challenges in the world of education.

Furthermore, through ongoing ethics education, teachers can strengthen their character and serve as positive role models for their students. Furthermore, ongoing ethics training programs can help improve the overall image of the teaching profession. Having teachers who demonstrate good ethics and consistently perform their duties positively impacts the teaching profession's reputation in the eyes of the public. Therefore, ongoing ethics education and training are an effective solution for improving ethics in teacher professional development. This will benefit not only individual teachers but also educational institutions and society as a whole.

### b) Supportive Policy Development

Furthermore, developing policies that support ethics in education can also help improve the quality of student learning. With policies that emphasize the importance of teaching ethical values to students, teachers will be more motivated to provide more holistic and sustainable learning. More broadly, policies that support ethics in education can also help create a society that is more aware of

moral and ethical values. Thus, the younger generation will grow into individuals with high integrity and morals, thereby contributing positively to the progress of the nation and state. Therefore, it is crucial for the government and educational institutions to continue developing policies that support ethics in education. With clear policies that support ethical practices, it is hoped that education in Indonesia can produce a generation that is not only academically intelligent but also has good character and high integrity. All parties—teachers, students, parents, and other stakeholders—need to work together to realize the vision of education based on strong ethics and morals.

c) Formation of a Community of Practice

Furthermore, establishing a community of practice is an effective way to enhance teacher professionalism. By sharing experiences and knowledge, teachers can learn from each other and continually develop their skills. This can also help narrow the gap between experienced and novice teachers in the profession. Furthermore, within a community of practice, teachers can provide moral and emotional support to one another. When facing challenges in educational practice, teachers often feel isolated and unsure of what to do. By establishing a community of practice, teachers can receive support from their colleagues and feel that they are not alone in facing these challenges. Therefore, it is important for schools and educational institutions to encourage the formation of communities of practice among teachers. With a strong community of practice, teachers can work more effectively, enhance collaboration, and continually develop their skills in applying ethics to educational practice. Thus, establishing a community of practice can be an effective solution to improving the quality of education and teacher professionalism.

d) Ethical Assessment and Evaluation

Furthermore, ethics-based assessments can help identify weaknesses in teachers' teaching practices and provide recommendations for improving their teaching quality. By implementing assessments that encompass ethical aspects, teachers can better understand the importance of integrity, honesty, and responsibility in carrying out their duties as educators. In an increasingly complex and diverse educational context, it is crucial for teachers to focus not only on academic aspects but also on the development of students' character and morals. With ethics-based assessments, teachers are expected to be good role models for students in terms of ethics and positive moral values. Furthermore, assessments that involve feedback from various parties such as students, parents, and colleagues can also provide a broader perspective in evaluating teachers' teaching practices. Thus, ethics-based assessments are not merely about assessing teacher performance but also serve as a means to improve the overall quality of teaching. By implementing ethics-based assessments and evaluations, it is hoped that the quality of education received by students can be better assured and help create a better and more ethical learning environment. Thus, teachers are valued not only based on academic achievement alone, but also on the integrity and morality they demonstrate in carrying out their duties as educators.

## CONCLUSION

Ethics is a crucial foundation for teacher professional development and determines the quality of education provided to students. Ethics encompasses not only the code of ethics teachers must follow, but also the moral values and integrity that must be applied in every action and decision teachers make while carrying out their duties. Ethics also encompasses the challenges teachers face in their professional development. Internal factors, such as personal motivation and commitment, and external factors, such as technological developments and ever-changing curricula, can impact their careers. Therefore, it is crucial for teachers to pay attention to and address these issues seriously, finding appropriate solutions so they can continue to develop and provide quality education. In carrying out their work, teachers must be able to maintain their professional integrity and ethics. They must be able to face challenges and obstacles with full responsibility and dedication to their profession. By adhering to high moral and ethical values, teachers can serve as good role models for students and the general public. Consequently, teacher professional development involves more than just increasing knowledge and skills; it also involves developing strong moral values and character.

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