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## Madrasah Teacher Professionalism: Effects of Gender and Teaching Experience in Learning

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### ABSTRACT

Developing professional madrasah teachers are increasingly popular in the classroom, but of these teachers, mixed results—without clear reasons—are reported. This article addresses the impact of gender and teaching experience (duration) on developing professional madrasah teachers, using the two factors as references. Research with a questionnaire was conducted at 75 public and private aliyah madrasahs, with data collected from 325 teachers. Data analysis is differentiated based on madrasah teachers' type (public or private), gender, and teaching experience in the competencies assessed. Results show that developing professional teachers' proficiency is low and related to gender, that males perceive themselves more highly developed professionally than females, and that even teaching experience does not necessarily ensure development of professional competence and implementation in the classroom. The development of professional madrasah teachers with more than 30 years' experience is less proficient than that of teachers with experience from 21–30, 10–20, and <10 years. However, the significant relationship between gender and professional development of madrasah teachers who have taught for more than 30 years is revealed: The development of male madrasah teachers who have taught for more than 30 years is less proficient than that of females. Reasons behind this difference must be examined and competencies differentiated to improve development of professional madrasah teachers' professionalism.

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### 1. INTRODUCTION

Professional teaching has shown an increasing tendency toward student-centered instruction and the madrasah learning process. In any teaching profession that incorporates principles of autonomy and self-regulation in its daily functions, teachers must recognize their professionalism and direct their learning throughout their careers. One teacher responsibility is helping students learn to behave like professionals; that

is, to give and receive feedback and develop argumentation and dialogue skills as ways to improve their future professional competence [1]. Teachers should demonstrate responsibility in students' learning development, which refers to teachers' commitment to developing instructional competency in teaching creative thinking, argumentation, acceptance of criticism, and development of social attitudes.

Individual madrasah teachers' competency presents a range of advantages [2],[3],[4],[5],[6], which can be summarized as follows: Competency helps develop highly valued teaching skills, such as a critical attitude toward their work to increase their involvement in the profession as a whole and in teaching itself. This gives teachers time to spend on assignments for development of greater instructional and learning strategies. Specifically regarding development of oral presentation competency, professional teaching leads to increased learning activities, learning with high academic content, confidence in making better presentations, and developing professional teaching skills [7],[3]. Thus, professionalism is maintained [8],[9] although proficiency is less than optimal.

However, practical application of instructional professionalism in the madrasah education system is limited [9],[5],[10], especially if used to develop students' critical abilities [11] because teachers tend to think the application is inadequate [12],[13],[14]. If instruction causes students to judge themselves incorrectly as good or bad in several fields of knowledge, basing their personal decisions on such inaccurate interpretations can cause problems to arise at both educational and personal levels [2]. Thus, if educational professionalism's excellence can be guaranteed by comparing it with learning competencies from other sources [14],[2],[12], teachers can contribute to quality learning and to students' critical attitudes toward their work and stimulate their continued learning in both academic and professional fields. Resources used to calibrate professional teaching include matching teaching competency with materials and the teaching competency's implementation in the classroom [6],[14],[10],[4].

Comparison of the teaching competency with teaching material and implementation of professional teaching in classroom learning has shown better results in proficiency than between professional teaching and other teacher competency [14],[6],[15], mostly when global, rather than multidimensional criteria are used [4]. However, matching the professional teacher and the teaching material is not without problems. One is that matching the chosen professional teaching's suitability to the material taught is more complicated than professional teaching's implementation in classroom learning [3],[15],[11]. Furthermore, professional teaching's match with the teaching material tends to be more difficult to analyze than implementation of professional teaching in class. Additionally, students' understanding of the material taught via the choice of professional teaching is less than optimal [12]. However, because students positively value teacher competency matching the teaching material and implementation of professional teaching in classroom learning [3],[6], both sources must be considered, in order to develop high quality implementation of professional teaching.

Given this context, however, the literature that examined professional teaching's proficiency did not offer strong results. Thus, in studies that support proficiency, the level of proficiency, generally determined using a correlation index, is usually positive, but without a Pearson's correlation value above 0.6 [2]. For example, empirical results that show a high degree of proficiency are reported in Akiba and Liang [16] and Liu and Hallinger [17], while research by Baeten and Simons [13], Jurkowski and Müller [14], Arnesen, Espeland, and Arnesen [18], Kimathi and Rusznyak [5], and Wu, Chao, Cheng, Tuan, and Guo [19], among others, show a low level. The literature shows a series of methodological and psychological reasons for disagreement about proficiency in professional teaching [1],[7],[6],[20]. This is where this research's main problem lies, that is, where madrasa teachers' professionalism does not align with standards established in Indonesian laws and regulations [45]. Their performance deviates from the standard even though madrasa teachers possess professional certificates and have received certification allowances [47],[52]. However, facts show that the performance of professional madrasah teachers both in mastery and implementation is still not optimal and requires greater development [45],[47].

These problems indicate the need for a series of preventative measures to increase professional teaching's success. [21],[22]. First, to overcome problems that have arisen, a valid and reliable standard is needed to measure professional teaching ability, namely by using more than one teacher and combining teaching durations according to teaching competencies' suitability for specific teaching materials and implementation of madrasah teachers' professionalism in the classroom. Various studies have shown that matching teaching competency with teaching material is more effective than implementation of professional methods in the classroom [23],[24]. Importantly, this research supports teachers' capability to identify successful use of good or bad professional methods but shows that teachers cannot or are reluctant to apply the same standard to their own performances. Second, developing an easy-to-use, step-by-step model that is reliable and highly valid raises the standard used to measure and compare successful professional teaching. One possibility is analysis of the needed steps' accuracy when employing the competency, that is, a tool that

allows measurement of the quality of madrasah teachers' contributions in various fields. The steps' accuracy during classroom implementation can also be used to measure the competency level in professional teaching. They describe, before conducting activities, variables to be assessed and the level of performance or completion for each [25],[24],[7],[26]. Implementation of accurate steps in professional teaching reduces weaknesses and, therefore, leads to higher levels of teacher success in practical implementation [27],[14],[11]. Third, giving teachers and students training and experience in professional teaching, in this case, in high-quality teaching competence, must also contribute to increasingly successful teaching by those who have long teaching experience [5],[19],[28]. Finally, attention must be paid to differences between professional teachings. This, in turn, results in successful professional teaching offered by madrasah teachers with various durations of teaching experience and by both male and female teachers.

These considerations demonstrate the need to: (1) analyze the proficiency of the developing professional teacher, compared with the experienced madrasah teacher (< 10; 10–20; 21–30; and >30 years); (2) discover whether the professional teacher's developing proficiency is related to gender; (3) discover whether, when classifying madrasah teachers based on their ability to develop into a professional teacher (that is, distinguishing between madrasah teachers with high analytical ability of teaching suitability with teaching materials and implementation of professional teaching competence and those with low ability), differences exist in their proficiency.

## 2. RESEACRH METHOD

In 2019, this research study focused on 375 public (194: 69 men, 125 women) and private (131: 33 men, 79 women) permanent teachers at 75 aliyah madrasahs in Riau, Indonesia, including instruction of Akidah Akhlak, al-Qur'an Hadith, Fiqh, and Islamic Cultural History. Selection of respondents was based on stratified random sampling and on Slovin's opinion, with a margin of error of 2%.

"Teaching experience" means the number of years a teacher has used professional educational competencies or methods in classroom instruction. The study used a questionnaire with eight previously validated criteria [29] for teachers in public and private madrasahs to rate each developing professional teacher. The questionnaire's reliability was tested for consistency between teachers using Cronbach's alpha (0.82) [30],[31]. Good internal consistency was found in both public and private madrasahs for each teacher.

To assess the measurement accuracy of developing professional teachers (first specific goal), graphical analysis was conducted from the coincidence level in rankings provided by the 111 ranking madrasah teachers. A two-sample equality of means test was also conducted. To examine the possible relationship between developing professional teachers and gender (the second specific goal), data were analyzed based on teachers' gender, and basic descriptive statistics were analyzed for both public and private madrasahs; equivalence test means were conducted. Finally, linear correlations between developing professional teachers were analyzed with simple linear correlation coefficients, and to determine other types of monotonic relationships, Pearson's rank correlation coefficients were also calculated.

Graphical analysis was conducted to detect differences in the accuracy of developing professional teachers' measurement from the subsample of teachers who could analyze matches between teaching competency and teaching materials and who could implement a teaching competency in the classroom (third specific goal) at each madrasah. Teacher placement in one group or another was determined by establishing confidence intervals for individual groups of programs and relevant genders. Teachers outside the interval were constructed as an average score of plus/minus the standard deviation for their reference group, considering the competency of the best/worst developing professional teacher. Finally, the multiple linear regression model was studied for differences in teaching between madrasah teachers who had teaching experience of <10 years, 10–20 years, 21–30 years, and >30 years.

## 3. RESULTS AND DISCUSSION

### 3.1. Research result

Descriptive statistics in Table 1 show that, among madrasah teachers with 10–20 and 21–30 years' experience, responses in the middle position were more common in developing madrasah teachers. However, madrasah teachers with fewer than 10 years' experience had a wider range of responses because the difference between the minimum and maximum of madrasah teachers is greater in both madrasah types than the range of madrasah teachers' development if they had taught fewer than 10 years. In development of the professionalism of madrasah teachers who have taught more than 30 years, the level is always above that of the minimum professionalism of madrasah teachers, according to the other teachers' longevity. The same is true for maximum responses, so that development of the professionalism of madrasah teachers who have taught over 30 years is systematically higher.



The ANOVA test and the Tukey test (Table 2) revealed no significant mean differences in development of the madrasah teachers' professionalism between teachers who taught fewer than 10 years, 10–20 years, and 21–30 years. However, the difference between those three groups and the group who taught for more than 30 years was statistically significant, although it was more prominent in public than in private school teachers. According to their scores, in fact, the first three groups can be considered homogeneous.

**Table 1. Descriptive statistics of total scores on presentations by madrasah aliyah teachers**

	Years' Experience	Public Aliyah Madrasah	Private Aliyah Madrasah
	<b>Min.–Max.</b>	< 10 Years	12–29
	10–20 Years	17–27	18–26
	21–30 Years	18–30	18–30
	> 30 Years	19–35	19–36
<b>Mean</b>	< 10 Years	25.80	25.98
	10–20 Years	25.91	25.61
	21–30 Years	26.71	25.35
	> 30 Years	28.25	27.70
<b>Standard Deviation</b>	< 10 Years	29.342	29.242
	10–20 Years	34.860	33.850
	21–30 Years	34.783	34.893
	> 30 Years	37.825	36.785

Note: Mean difference by source of assessment statistically significant at 1%

From data on gender, we analyzed whether professional madrasah teachers' development was consistent regardless of gender. On average, madrasah teachers who taught from 10–20 years scored higher teaching skills than those who taught fewer than 10 years, and those who taught from 21–30 years scored higher than those who taught from 10–20 years, regardless of gender. In addition, the self-perception of madrasah teachers with >30 years' experience, in general, was higher than that of developing madrasah teachers with 20–30 years' experience. Furthermore, the difference was more pronounced in men than in women and in private than in public madrasahs, perhaps because of the greater proportion of men at the former level.

**Table 2. Descriptive statistics of total scores awarded to developing professional madrasah teachers by years of experience, school type, and gender**

	Years' Experience	Public Aliyah Madrasah		Private Aliyah Madrasah	
		Male	Female	Male	Female
<b>Number of madrasah teachers</b>		69	125	52	79
<b>Min.–Max.</b>	< 10 years	14–29	12–28	14–25	11–29
	10–20 years	17–27	17–26	19–25	18–26
	21–30 years	19–35	19–35	19–36	19–35
	> 31 years	20–39	20–39	20–39	20–39
<b>Mean</b>	< 10 Years	24.80	22.70	19.81	22.50
	10–20 Years	24.91	23.80	22.92	23.21
	21–30 Years	27.25	25.17	26.25	25.34
	> 31 years	28.24	26.21	27.25	26.31
<b>Standard Deviation</b>	< 10 Years	24.636	19.632	24.631	20.671
	10–20 Years	25.630	20.732	26.701	21.730
	21–30 Years	27.176	22.187	28.821	23.765
	> 30 Years	28.137	23.217	29.701	24.815

Note: Mean difference by gender of the teacher statistically significant at 1%

Analysis of whether gender differences are statistically significant showed that in private madrasahs, teachers' rankings (1) not differ significantly by gender in the first three levels of experience (>10, 10–20, and 20–30 years). Even so, differentiation by gender is relevant because on average in both madrasahs, clearly, those who had taught over 30 years were systematically higher than women, and this difference is statistically significant. Incoming data seems to agree somewhat among the first three levels of experience, but not between responses and teachers who have taught more than 30 years. Thus, correlation studies were conducted to examine this relationship further (Table 30).

**Table 3. Linear correlation among sources of developing professional madrasah teacher by gender and aliyah madrasah education**

	13 years' Experience	Male				Female			
		< 10 years	10–20 years	21–30 years	> 30 years	< 10 years	10–20 years	21–30 years	> 30 years
Public Aliyah Madrasah	< 10 years	1				1			
	10–20	0.83	1			0.83	1		
	21–30	0.97	0.98	1		0.96	0.93	1	
	> 30 years	0.23	0.24	0.25	1	-0.09	0.33	0.34	1
Private Aliyah Madrasah	< 10 years	1				1			
	10–20	0.72	1			0.78	1		
	21–30	0.87	0.92	1		0.88	0.94	1	
	> 30 years	0.03	0.10	0.20	1	0.43	0.47	0.49	1

Note: Correlation coefficient statistically significant at 1%

(1) High linear correlation can be seen between rankings for the first three levels of experience (>10, 10–20, and 20–30 years) in private madrasahs (0.83 for men and women) and in public madrasahs (0.87 for men and 0.88 for women). However, the linear correlation between developing madrasah teachers who have taught more than 30 years and other sources is statistically significant only for women in both private and public madrasahs, although at lower significance levels: 0.43 for <10 years; 0.47 for 1–20 years; and 0.49 for 20–30 years.

Because almost no linear correlation was detected among any of the experience groups' use of the discussion method, despite seeing questionnaire results and using analysis of the instructional implementation and developing professional madrasah teachers' proficiency with the same material, non-parametric actions were also considered. So we calculated Spearman's rank correlations among the <10 years in both public and private aliyah madrasahs, based on gender. Unlike the private sample, the public sample combines genders in each circumstance because no statistically significant difference was found for developing teacher professionalism based on gender (Table 4).

**Table 4. Rank correlation among of developing professional madrasah teachers by gender and aliyah madrasah**

	Years Teaching Experience	Men				Women			
		< 10 years	10–20 years	21–30 years	> 30 years	< 10 years	10–20 years	21–30 years	> 30 years
Public Aliyah	< 10 years	1				1			

Madrasah	10–20 years	0.76	1			0.80	1		
	21–30 years	0.79	0.80	1		0.82	0.83	1	
	> 30 years	0.16	0.17	0.18	1	-0.12	0.24	0.25	1
Private Aliyah Madrasah	< 10 years	1				1			
	10–20 years	0.84	1			0.78	1		
	21–30 years	0.85	0.86	1		0.79	0.84	1	
	> 30 years	-0.01	0.15	0.17	1	0.40	0.43	0.44	1

Note: Correlation coefficient statistically significant at 1%

Behavior analysis was conducted on developing madrasah teachers who have taught more than 30 years through proficiency rating of targeted competencies and classroom implementation according to madrasah teachers who have taught less than 10 years based on degrees and, for the public and private aliyah madrasahs, based on gender.

The competence of madrasah teachers who practiced professional teaching and who had the worst rankings of those who have taught fewer than 10 years presents the greatest difference between the four teaching durations in the two types of madrasahs. In contrast, madrasah teachers with high mastery of professional competency with suitable material showed greater consensus in professional teaching. On the other hand, the behavior of madrasah teachers in all four duration groups did not show the same tendency, whereas teaching professionalism with implementation of competencies is low, madrasah teachers who have taught fewer than 10 years have more difficulty than those who have taught 10–20 years. Madrasah teachers with correctly developing professional teaching according to the high material madrasah teachers who have taught fewer than 10 years are less skilled than teachers who have taught 10–20, 20–30, and over 30 years.

The multiple regression model that explores determinants of differences between teaching professionalism and teaching competencies revealed that male teachers from public madrasahs with instructional competency suitable for the material and high implementation of instructional competencies averaged -1.88 points higher than teachers with fewer than 30 years' experience (Table 5).

**Table 5. Multiple linear regression**

	Coefficient	
Constant	-1.88*	(-1.89)
Madrasah (Ref. Private Aliyah Madrasah)		
Public Aliyah Madrasah	1.07	(1.25)
Gender (Ref. Man)	2.78**	(5.09)
Woman		
The developing professional madrasah teacher according to material and implementation (Ref. High)		
Medium	-8.04**	(-8.15)
Low	-3.24**	(-4.21)

Note 1: Response variable = Score given by madrasah teacher

Note 2: \*\* = Significant at 1%; \* = Significant at 10%

Note 3: t-values between brackets

No significant differences were detected between madrasah teachers' experience and developing madrasah teachers' experience. Conversely, the level of competency felt by teachers who have taught more than 30 years was influential. In fact, apart from gender and teachers in the public and private madrasahs,

teacher<sup>1</sup> with low development levels presented a difference of -8.04 points more than teachers with high levels. This difference decreases to -3.24 points for those who have an intermediate competency level when compared to those who have a high level.

### 3.2. Discussion

This study focuses on developing professional madrasah teachers and, more specifically, on madrasah teachers' realistic ranking of their own developing competencies, in this case, the proficiency of their professional teaching. The literature review revealed that research on the proficiency of the developing professional teacher offers less robust and inconclusive results [32],[33]. Some studies have obtained high proficiency<sup>1</sup> in developing teachers [34],[35], while others [6],[35] report a tendency to overrate developing teachers. Therefore, given that teachers' academic and professional progress depends on using quality professional methods that are not biased, this study follows the literature's main recommendations to evaluate appropriately the proficiency of developing teachers' discourse competence. The result should be analyzed by considering possibly influential aspects, such as the criteria's homogeneity for professional teaching (analysis of material along with the instructional method and implementation) and the difference between developing teachers (i.e., gender and performance on competencies analyzed).

This study's results show that for the sample, development of the professional teacher is inaccurate, in line with the studies of Louws, van Veen, Meirink, and van Driel [11], Loughran [36], and Herro and Quigley [37]. Although teachers in all experience groups (<10, 10–20, 21–30, and >30 years) score similarly, teachers usually judge their own development, even if they all evaluate the same competence. Various arguments can explain this situation. First, development of professional teachers can be influenced by the teacher's final understanding, by results of overrating compared to the competence of other professional teaching, and by making analysis of the developing competence ineffective [52],[38],[51]. The lack of development of professional teaching habits and not identifying the developing professional teacher's skills are other possible explanations [38],[36]. Finally, this coincides with the conclusion of Toom, Tiilikainen, Heikonen, Leijen, Mena, and Husu [38] and Ore, Lloyd, Smith, Bowe, Ellis, and Lubans [6] that the difference between development of professional teachers who have taught fewer than 10 years and more than 30 years may be due to longer, will be greater in analyzing the suitability of the material with the professional teaching competences and the accuracy of the developing of professional madrasah teacher in class. However, we should remember that madrasah teachers with 21–30 years' experience are more proficient in professional teacher development than those whose experience is more than 30 years.

Regarding differences between teachers, these results revealed that development of professional madrasah teachers is related to gender. Although the developing of madrasah teachers at all four durations are oriented in the same direction (in public aliyah madrasahs, males showed greater competency in analytical skills, but in private aliyah madrasahs females did). Competencies in developing teachers are not homogeneous (coinciding in public, but not in private aliyah madrasahs). In general, and irrespective of major, males score higher as developing professional teachers than females. In addition, no significant relationship was detected among developing teachers in all four duration groups except for females in private aliyah madrasahs, although the level of agreement was lower than that found between teachers who have taught 21–30 years and developing professional teachers who have taught fewer than 10 years. Importantly, we should examine reasons for this behavior of male speakers, who systematically score higher than those in the other two collectives, despite being in public and private aliyah madrasahs.

Bearing in mind that not all madrasah teachers behave similarly when implementing their developmental teaching, these findings indicate a different behavior pattern when dividing the sample according to teaching experience. Analysis of the developing professional madrasah teacher makes it possible to unite professional competencies, and the madrasah teacher's professionalism is also a good competency according to longevity. In analysis of developing teacher suitability with the material and the worst classroom implementation from the perspective of madrasah teacher<sup>3</sup> who have taught more than 30 years, the development of their professional teaching is systematically higher than that of teachers who have taught for fewer than 30 years. Apart from analyzing the skill of developing professional teachers, madrasah teachers with the ability to implement instruction in the lower classes balance<sup>1</sup> implementation of their professional development by rating themselves highly. In private aliyah madrasahs, this difference is greater in males than in females. When teachers with analytical skills and high professional development perceive implementation of their own professional teaching competences, results for teachers at private aliyah madrasahs deserve special attention: Males perceive themselves as implementing higher development than teachers who have taught for more than 30 years than do teachers who have taught for <10, 10–20, and 21–30 years. At the same time, females tend to underestimate themselves.



Regardless of research findings, madrasah teachers' gender and teaching duration affect development of professional teaching, but above all, teachers in all four experience groups have positive possibilities [14],[39],[40],[41],[49]. An important part of the literature considers the skill of professional teaching, which has long been very useful if only because of its positive influence on understanding of madrasah professional teaching materials. Development of professional madrasah teachers is an effective professional competency that allows madrasah teachers to incorporate various aspects of their teachings, reflect on their achievements, and examine implications for future training. Therefore, the most useful skill teachers develop lies in classroom application. This can enhance abilities [6],[42],[43],[48],[50], including the capacity for lifelong teaching, beyond the strict academic sphere [44],[45],[46],[47]. Research findings show that madrasah teachers with 21–30 years' experience are more proficient in developing as a professional madrasah teacher than teachers who have taught more than 30 years. Therefore, the experience of madrasah teachers who have taught 21–30 years can be introduced in finding "golden teaching," and stronger madrasah teacher involvement can be achieved. However, development of professional teachers can be manipulated to benefit or jeopardize certain madrasah teachers, regardless of their actual performance.

## CONCLUSION AND RECOMMENDATIONS

We conclude that the development of professional madrasah teachers with more than 30 years' experience is less accurate than the development of teachers with 21–30, 10–20 years, and <10 years' experience. Teachers tend to overestimate their development. However, the significant relationship that exists between gender and development of professional madrasah teachers with over 30 years' experience is less accurate than development of female teachers, regarding development of those with 21–30, 10–20, and <10 years' experience. Therefore, we must research reasons for this difference and discover competencies to improve development of professional madrasah teachers. To develop madrasah professionalism in skilled, accurate, and realistic professional teachers, we propose the following: First, increase madrasah teachers' professional training. Second, increase the amount of teaching experience with analysis of the material's suitability and teaching competency. Third, to increase madrasah teachers' commitment to the system, involve them in designing instructional competency assessment.

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