**DEVELOPING THE COMPETENCE**

**OF *MADRASAH TSANAWIYAH* TEACHERS**

**(Qualitative Studies at *Pesantren*-based *Madrasah Tsanawiyah* in Lampung)**

**ABSTRACT**

Developing is an activity in the process of efforts to improvement knowledge, skills, attitudes and personality to better able to perform professionally and competently. Teacher competence in pesantren-based Madrasah Tsanawiyah is a very important resource potential as an effort in order to improve the quality of madrasah Tsanawiyah in face of global competition. Pesantren-based Madrasah Tsanawiyah is an educational institution based on Islamic religious values complete with norms and habits are able to maintain the purity of the original identity as a place of studying religious sciences *(Tafaqquh fi Al-din).* The focus of research is the Competence Development of *Madrasah Tsanawiyah* Teachers Based *Pesantren*. The purpose of this research is to know and analyze the pedagogical competence of *Pesantren* based -*Madrasah Tsanawiyah* teachers, to know and to analyze the development of teacher competence of *Pesantren* based -*Madrasah Tsanawiyah*, to know and to analyze the development of social competence of *Pesantren* based - *Madrasah Tsanawiyah* teachers, to know and to analyze the development of professional competence of *Pesantren* based -*Madrasah Tsanawiyah* teachers. This research uses qualitative approach. Data collection procedure is done through observation, interview, and documentation study.

The result of the research shows that the guidance of pedagogic competence, personality competence, social competence and professional competence are carried out with four things as follows:first, the improvement of teachers' academic qualification second, guidance through certification program. The results of the fourth guidance of teacher competence are pedagogic competence, personality competence, social competence and professional competence in four *Madrasah Tsanawiyah* has increased significantly. Essential findings of teacher competence guiding pattern have been done well, but have not done developing pattern by using modern management in development skill and knowledge. Patterns of development by Clutterbuck's Theoretical Incorporation and Thomas Lickona's training development theory and supplemented by religious values as a step for the development of teacher competencies are thorough and integrated (development and skill of religious value) The management of the coaching touches on the substantive issues that encourage teachers continue to think critically and develop a high class mindset. This high-order thinking skill is important for teachers to analyze, solve problems, and think critically so that a breakthrough is needed to find alternative concepts to improve the competence of the teacher.

The alternative concept of coaching/training on the integration of teacher competence is training by using modern management and applying religious values ​​based on the *Sunnah* of the Prophet Muhammad and the traditions of the *salafussolih* in fostering his *ummah*. *Sunnah* and traditions of the *Salaf Al-Shalih* are based on the Divine message as in *kitabullah*, namely: *Ikhlas, Uswatun Hasanah, Bil-hikmah, Mauidzoh hasanah* and *Mujadalah*. The alternative concept by name (Mega of Integrated Development Models).