

# VALIDATION OF DEVELOPMENT: TRAINING MANAGEMENT BASIC ENGLISH THROUGH THE ADDIE MODEL IN PRIVATE SCHOOL TEACHERS

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**Abstract:** The purpose of this study is to describe and formulate the results of the validation of a team of experts on the development of basic English training management can be used by elementary school teachers, with the results of validating the development of basic English training management through the analysis design development implementation evaluation (ADDIE) model, the teacher can benefit namely a form of basic English training management that can be used by teachers from the results of expert validation through the ADDIE model, a specific target to be achieved is a basic English training management model for elementary school teachers, to achieve this target a research and development research development model will be used. (R&D) with the Borg and Gall and Sukmadinata model design method which is modified into 3 steps of research and development, the research stages developed are: (1) the preliminary study stage as a needs and content analysis, (2) the development stage as design, development, and evaluation, (3) the product effectiveness testing phase as a semi-summative evaluation. The research stages to be carried out in this research are the development stage as design, development, and evaluation. To find out whether the basic English training management model fulfils the validity, a questionnaire is taken from elementary school teachers. The results showed that: (1) The results of expert validation showed that all experts gave good scores and could be used in the development of basic English training management models through the analysis design development implementation evaluation (ADDIE) model for elementary school teachers. (2) The level of conceptual accuracy of the management model of basic English training for elementary school teachers includes the form of the model of effectiveness, model of practicality and the use of the model is said to be good. It is hoped that the results of expert validation in developing a basic English training management model through the ADDIE model can improve the basic English skills of elementary school teachers.

Keywords: Development, Training Management, Basic English, ADDIE

## I. INTRODUCTION

The ADDIE model is a learning activity that has an interactive character with several basic steps for efficient, dynamic and effective learning. During its development, education stakeholders developed this model in 1981 which made it a more effective and dynamic model. With this development, the ADDIE model can be used in various ways to improve the results of learning methods and strategies. The ADDIE model can be a guide to develop an instrument and facilities for an efficient, dynamic and effective learning strategy to help to learn performance. The learning model is a way for educational stakeholders so that students who take part in learning can achieve learning goals effectively. The same is the case with the ADDIE model or what can be abbreviated (Analysis Design Development Implementation and Evaluations). This model was originally an interactional concept specifically for the US Army in 1949.

The role of educational technology is important in implementing quality learning that leads to solving student learning problems by using learning resources in the form of; messages, people, materials, equipment, techniques and settings [1]. The development area includes a wide variety of technologies used in learning. However, this does not mean leaving the theory and practice related to learning and design. In developing teaching materials, it is necessary to pay attention to the development model to ensure the quality of teaching materials in supporting the effectiveness of learning, because the development of teaching materials is a linear process with the learning process. The availability of teaching materials has been minimal. Teaching materials should be arranged based on the needs of learning objectives.

Flash application to create basic-level English education animations [2]. The research method used is the ADDIE Model development method which has five stages, namely analysis, design, development, implementation and evaluation. The implementation stage is tested on children aged 6-9 years to determine the validity of the learning media and whether the content of the material is appropriate so that the learning media can be applied. Meanwhile, for the evaluation, trials were conducted on groups of elementary school students. The results of the average trial response, elementary school students to the animation of English learning education, namely 77% answered that this basic level of English education animation helps them understand English. That way, the basic level of English animation learning media can help students remember English. It is in this similarity of view that researchers use the ADDIE model in basic English learning and the results of expert validation in determining the right model to use in research.

English teacher training, teachers play one of the most important roles in achieving learning goals [3]. Teacher qualifications in the education system reflect the potential of that system and directly affect student achievement. Therefore, this study is to compare English teacher training programs in Denmark and Sweden with Turkish programs to reveal the similarities and differences in English teacher training in Turkey. Danish and Swedish English teacher training programs were analyzed, as these countries rank at the top of the average level of English skills among adults according to the English proficiency index. The results of his research indicate that the duration for both teaching practice and job shadowing should be longer. Besides, a passing exam and submitting a thesis must be a requirement for graduation. ADDIE model says about the use of Analysis, Design, Development, Implementation, and Evaluation (ADDIE) that a company needs the right skilled workforce to make their performance maximally effective [4]. Increasingly using development and training programs by providing training so that they can meet company needs [5]. But managers often have difficulty creating such programs. Using Analysis, Design, Development, Implementation, and Evaluation (ADDIE) is a framework that is useful for examining, creating, and implementing a development and learning program. The ADDIE model is more of a basic form of the development process rather than specific steps for creating a training program [6]. However, ADDIE has become very popular as a framework for creating training programs. On the other hand, in understanding human resource training [7]. In his research, he showed that the success of vocational education training institutions in Kenya in producing human resources, with an emphasis on teaching and training methods. His research findings show that ethics as a discipline and critical thinking have not been widely integrated with training and education systems. Another finding is that students with critical thinking can spur innovation and invention so that learning must be integrated into all training and educational programs.

One of the teaching materials development designs that are often used is the ADDIE Model through 5 stages: Analysis, Design, Development, Implementation and Evaluation. The development process requires several tests by a team of experts, individual research subjects, on a limited or broad-scale (field) and revisions to improve the final product so that even though the development procedure is shortened, it includes a process of testing and revision so that the product developed meets the product criteria. good, empirically tested and no more mistakes. Based on the description above, it is necessary to design and develop an effective training model following the character and needs of the training participants who have a clear conceptual and operational foundation.

The basic English training management model through ADDIE must be able to: (1) Encourage the enthusiasm for learning of the participants so that they have independence in learning English; (2) It is enjoyable (enjoyable) so that the trainees feel comfortable and at home in participating in the training process. The training system will be effective if it is carried out with a training model with the ADDIE model and collaborative lesson study, which is a model for fostering the teaching profession through collaborative and continuous learning studies based on the principles of collaboration and mutual learning (useful for both parties) to build a teaching and learning community. By the training system that is guided by the basic principles of management and the following training stages: (1) The planning stage is based on a training needs assessment; (2) The organizing stage, namely the preparation of a training program; (3) Implementation stage of training program planning and coordination in the implementation stage of training and; (4) The evaluation stage of the training implementation.

## II. METHOD

The type of research used in this research is R & D / Research and Development which is used to produce certain products, and to test the effectiveness of these products [8]. This study uses the design research and development R & D from [9] and the design of the procedural model [10]. In the design of the Borg and Gall model (1983: 775-776), there are 10 steps in the implementation of Research and Development, namely: (1) Research and information collecting, (2) Planning, (3) Develop a preliminary form of product, (4) Preliminary field testing, (5) Main product revision, (6) Main field testing, (7) Operational product revision, (8) Operational field testing, (9) Final product revision, (10) Domination and implementation. The location of research and development of a management model for basic English training carried out on elementary school teachers in Pinrang and Jeneponto districts, South Sulawesi, and a team of 3 experts who validated the form of the model. The data collection techniques and instruments used in this study were questionnaires, interviews and documentation. Qualitative descriptive analysis is used in the preliminary stage, development, descriptive analysis is also used to explain narrative analysis results such as percentages, frequency distribution tables, charts, standard deviation, and / or other calculated data.

## III. RESULT AND DISCUSSION

These findings found the main findings, namely: (1) expert validation results in the form of a basic English training management development model through the ADDIE model. (2) the results of validation of the usability, and practicality, of the effectiveness of the basic English training management development model through the ADDIE model. Each of these finding items can be seen in the following description language.

Table. 1- Recapitulation of Assessment of Basic English Training Management Model Forms through ADDIE Expert Evaluation

Indicators	Mean (n=3)	Category
Analysis	3,00	Good
Design	3,00	Good
Development	3.15	Good
Implementation	3,25	Very Good
Evaluation	3,50	Very Good
Follow up	3.10	Good
Mean	3.17	Good

The table above shows. On the evaluation indicators for Basic English training management through the ADDIE Model, the item for the analysis stage means a score of 3.00. Thus it can be said that in general the descriptions of the analysis stages of the 3 experts stated that they were good. In the training design indicator, the average score is 3.00. Thus it can be said that in general, the formulation of the description of the design stages by 3 experts stated that it was good. In the evaluation indicators of Basic English training management through the ADDIE Model, the development stage items mean a score of 3.15. Thus it can be said that in general, the formulation of the description of the stages of development in the 3 experts stated it was good. On the implementation indicator, the average score is 3.25. Thus it can be said that in general, the formulation of the description of the stages of implementation to 3 experts stated that it was good. In the evaluation indicators of Basic English training management through the ADDIE Model, the items in the evaluation phase mean a score of 3.50. Thus it can be said that in general, the formulation of the description of the evaluation stages by 3 experts stated that it was good. At the follow-up stage, the mean score was 3.10. Thus it can be said that in general, the formulation of the description of the stages of the follow-up stages by 3 experts stated that it was good. Based on the results of this assessment, it was found that the development of a basic English training management model through ADDIE to elementary school teachers resulted from expert validation in the following diagram.

Table 2- Recapitulation of Average Expert Rating Scores on usability, practicality, and effectiveness through the Analyze Design Development Implementation Evaluation (ADDIE) model in elementary school teachers.

Aspects	Mean (n=3)	Category
Usefulness model	3.25	Very Good
Practicability model	3.15	Good
Effectiveness model	3.10	Good
Mean	3.17	Good

The expert team's assessment of the usefulness of developing a basic English training management model through the Analyze Design Development Implementation Evaluation (ADDIE) model on primary school teachers as a whole shows that the level of assessment is very good with a mean score of 3.25. This level of assessment is an overall mirror of the assessment of the usefulness of the development model for basic English training management models through the Analyze Design Development Implementation Evaluation (ADDIE) model for elementary school teachers that can be used by elementary school teachers.

The aspect of the assessment of the practicality of the training model obtained a total mean score of 3.15. This shows in general that the expert team's assessment of the practicality of the training model is good and can be used in the development of basic English training management models through the analysis design development implementation evaluation (ADDIE) model for elementary school teachers.

The aspect of assessing the effectiveness of the training model obtained a total mean score of 3.10. This shows in general that the expert team's assessment of the effectiveness of the training model is good and can be used in the development of basic English training management models through the Analyze Design Development Implementation Evaluation (ADDIE) model for elementary school teachers.

The expert team's assessment of the form of basic English training management model development through the Analyze Design Development Implementation Evaluation (ADDIE) model on primary school teachers as a whole show that the level of assessment is good with a mean score of 3.17. This level of assessment is an overall reflection of the assessment of the form of development of the basic English training management model through the Analyze Design Development Implementation Evaluation (ADDIE) model on elementary school teachers that can be used by elementary school teachers.

The results of the expert validation test show that all experts give good scores and can be used in the development of basic English training management models through the Analyze Design Development Implementation Evaluation (ADDIE) model for elementary school teachers, this suggests that in the hypothetical model the development of a language training management model Basic English through the Analyze Design Development Implementation Evaluation (ADDIE) model in elementary school teachers has fulfilled the principles in training management so that the training model can help primary school teachers improve their pedagogic competency skills, and it is possible to apply them to the development of training management models. Basic English through the Analyze Design Development Implementation Evaluation (ADDIE) model on elementary school teachers to other elementary school teachers.

#### IV. CONCLUSION

The results of expert validation show that all experts give good scores and can be used in the development of basic English training management models through the Analyze Design Development Implementation Evaluation (ADDIE) model for elementary school teachers. The level of conceptual accuracy of the management model of basic English training for elementary school teachers includes the form of the effectiveness model, the practicality model and the usefulness of the model are said to be good.

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