

# "MOVER TEACHERS" AND FULFILLING THE TEACHING HOURS: WORKING PATTERN THOUGHT.

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- **Abstract:** Indonesian government regulations require teachers to be competent and meet a teaching hour load of at least 24 hours / week. The latter is often difficult for teachers to fulfill, because of the limited teaching duties in schools. Even though many teachers have turned to other schools, they are also not quite capable of fulfilling it. In fact, the fulfillment of teaching hours load is one of the requirements for teachers to obtain certification allowances. The Ministry of Education and Culture seeks to find alternatives by imposing teaching hours equivalent to participation in certain activities. However, apart from limited and temporary alternatives, the equivalence is more focused on adding activities for teachers that are not related to learning, such as: becoming a homeroom teacher, school security guard, librarian, and others. On the other hand, the ministry initiated the "Mover Teachers" policy as the ability of teachers to mobilize all aspects related to learning, including students, learning facilities, parental participation, and others. This paper intends to express thoughts about fulfilling the teacher's teaching hour load, as well as an effort to improve teachers' abilities as "Mover Teachers". The thinking review rests on teacher competence, continuing professional development, learning outcomes, real-time teaching hours, and classroom action research. The idea is also related to obtaining a certification allowance as a consequence of passing the competency test and obtaining a certificate conducted by the government.
- **Keywords:** Indonesian government, Education and Culture, Mover Teachers