

5 - 7 December 2025

Dublin , Ireland

# Professional and Pedagogical Competence Profiles of Teachers and Their Development Opportunities: a Case Study in East Java, Indonesia

Rahma Tri Wulandari , Pedro Jurado De Los Santos

*Universitat Autònoma De Barcelona, Spain*

## Abstract

Teachers' professional and pedagogical competencies are critical determinants of education quality worldwide. Teacher competence is a key determinant of education quality. This study examines the professional and pedagogical competence of junior high school teachers in East Java, Indonesia, and explores demographic and contextual factors that may influence it. Data were collected from 1,030 teachers using convenience sampling. A quantitative approach was employed, including descriptive analysis, exploratory factor analysis (EFA), and inferential tests (T-test and ANOVA). The findings show that gender, educational background, and employment status do not significantly affect teacher competence, whereas age and institutional context are significant, with senior teachers and those in specific areas displaying higher competence. This study contributes empirical evidence on regional variations in teacher competence in Indonesia and highlights the influence of experience and work context on teacher performance. The findings emphasize the need for experience-based, context-sensitive professional development programs and inform policies aimed at improving teacher quality and reducing disparities across regions.

**Keywords:** Educational Equity; Educational Policy; Exploratory Factor Analysis; Professional Development; Teacher Performance.