

TRAINING EFFECTIVENESS IN THE **INDONESIAN CONTEXT**

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Acknowledgement

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Credo sangat menghargai dukungan yang sangat berharga dari:

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Background

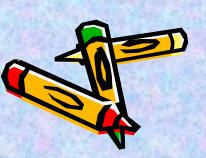
- The importance of having a creative teacher who encourages students to think
- Research showed that: Creativity can be taught,

from: Firestien & Lunken, 1993; Parnes & Noller, 1972; Rose & Lin, 1984; Scott, Leritz & Mumford, 2004, Horng et.al, 2005



· Creativity training should begin in teacher training universities

 The Torrance Incubation Model and 18 Creative Thinking Skills

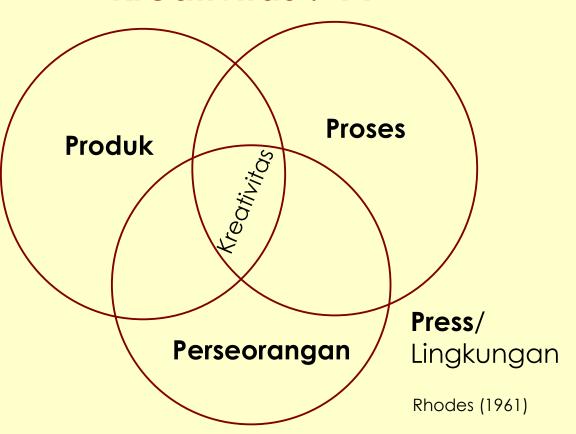


Definition of Creativity

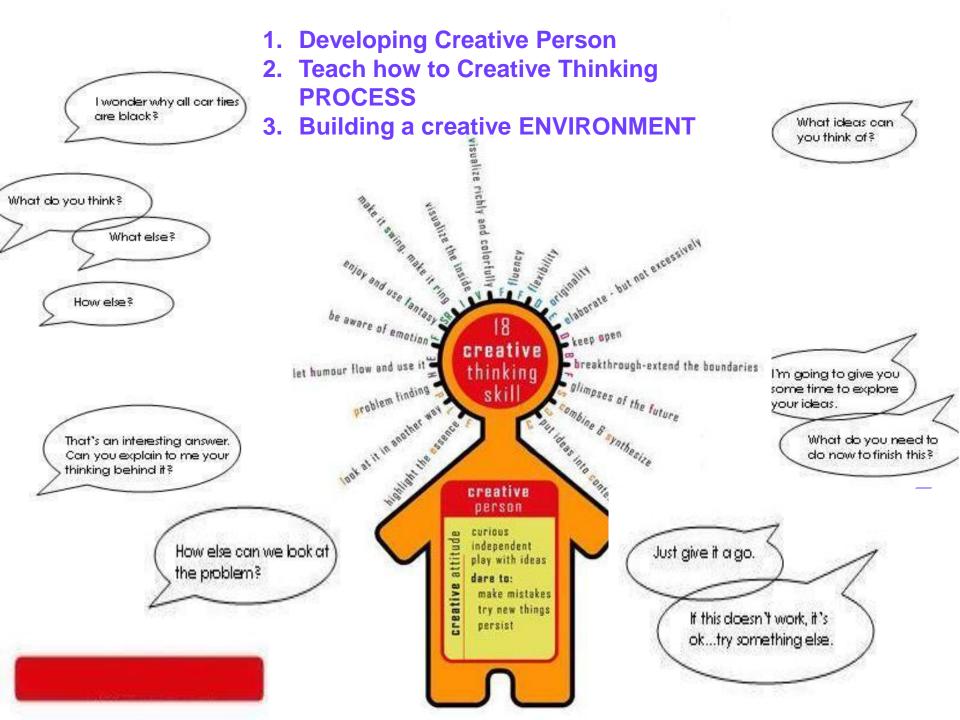
For the purpose of this research, creativity is defined as the skill to solve a problem effectively in a new and ethical way.

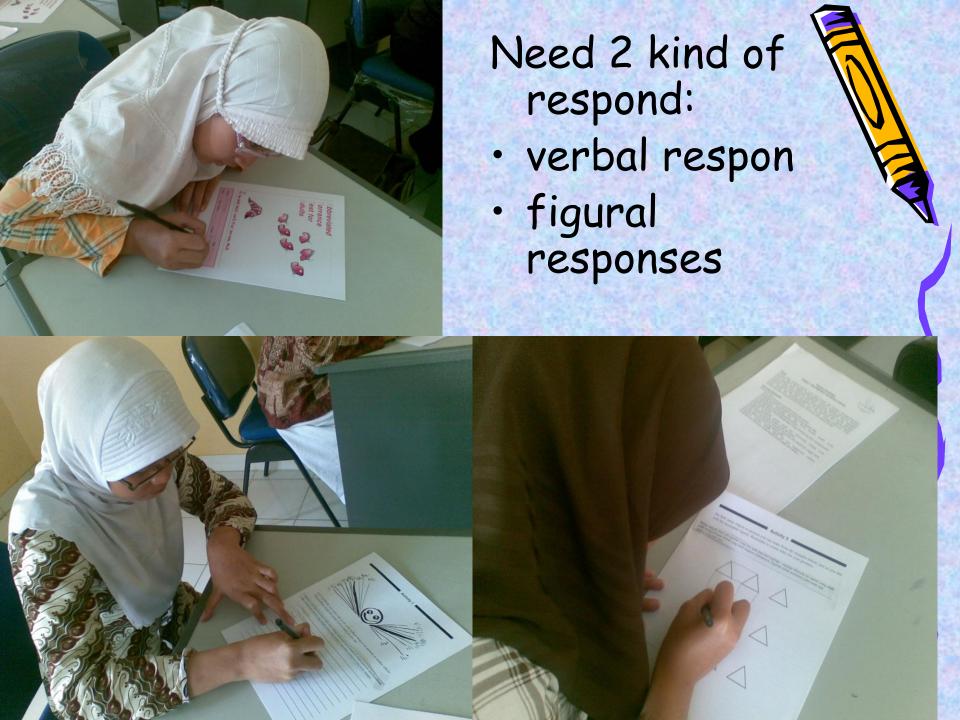


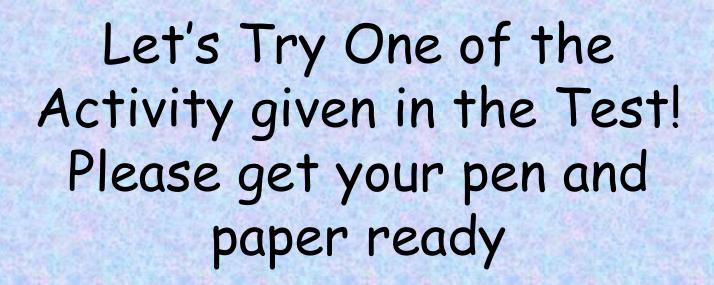
Kreativitas: 4 P











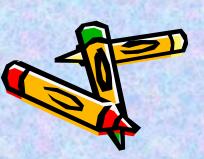


If you can be invisible in any way without any gear or something, what kind of problem can it caused?



How do you asess this?

- · The Four Norm-References Measure
- · The Criterion-references Measure



The Four Norm-References Measure

- **Fluency** is the ability to produce ideas within a context.
- Originality is the ability to create a unique and noble idea
- Elaboration is the ability to give information to make people understand idea without being excessive in the information provided.
- Flexibility is the ability to see something from different perspectives or utilization.



Results

Measure	THE RESERVE AND ADDRESS OF THE PARTY OF THE	Before Training		After Training		Standard (Norms)		
	Mean	SD	Mean	SD	Mean	SD		
Creativity Index	60,10	12,46	75,54	7,43	69, 43	10,98		
Fluency	14,78	2,369	18,10	1,619	15,01	1,90		
Flexibility	14,05	4,208	16,71	2,354	15,27	1,86		
Originality	13,95	3,380	17,14	2,355	15,15	1,90		
Elaboration	12,65	4,189	15,32	2,610	15,12	2,14		



Creativity Index

Creativity Index	1-50	51-59	60-67	68-73	74-77	78-84	85+
Creativity Level	1	2	3	4	5	6	7
Verbal Assessment	Minimal	Low	Below Average	Average	Above Average	High	Substan tial
% Adults in level	4%	12%	20%	26%	20%	12%	4%

Table 4. Conversion of Creativity Index to Scaled Score and Related Interpretive Information



Measure	Before Training	After Training		
Creativity Index	,382	,575		
Fluency	,898	,331		
Flexibility	,949	,531		
Originality	,051	,108		
Elaboration	,516	,056		



Table 1. coefficient for one way anova on creativity index between groups before and after training ($p \le 0.05$)



Those numbers actually tell you that the score from ATTA before and after have significant difference!

Creative	Total	Scaled Scores								
	Score	11	12	13	14	15	16	17	18	10
Ability		Corresponding Raw Scores								
Fluency		1-6	7	8-9	10	11-12	13-14	15-16	17	18+
Originality		1	2	3	4	5	6	7-8	9-10	11+
Elaboration		1-3	4-5	6-8	9-11	12-14	15-18	19-23	24-27	28+
Flexibility			1		2	3		4	5	6+
Creative Roles		5.	Collaborato	or		Contributo		5.50	Accelerator	1.5
ALE STREET, ST										

Table 5. Converting Ability Raw Score to Normalized Standard Scores (Scaled Scores)

- For Fluency, flexibility, and originality from contributor to accelerator
- For Elaboration from collaborator to contributor

Conclusion

Creativity CAN BE TAUGHT

Creative training given by Credo is EFFECTIVE in Indonesian Context



RECCOMENDATION

to have creativity training in teacher training universities as their subject to develop the students teacher creativity since the beginning. Even better if the universities integrated it in their curriculum to become a compulsory subject.

schools, teacher organization should hold creativity training so teacher can prove their competence.

Thank You!

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