THE ROLE OF TEACHERS AS AGENTS OF CHANGE IN SHAPING STUDENTS' CREATIVITY, CHARACTER, AND SOCIAL SENSITIVITY: A LITERATURE REVIEW

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Abstract
This research aims to examine the role of teachers as agents of change in shaping students' creativity, character and social sensitivity through a literature review. Teachers not only act as teachers, but also as facilitators, motivators, and role models who are able to create a conducive learning environment for the holistic development of student potential. Through learning innovations, integration of character values, and involving students in various social activities, teachers are expected to foster creativity, form strong character, and increase students' social sensitivity. This study uses a systematic literature review method by analysing various relevant literature sources, such as scientific journals, books and articles. The results show that the role of teachers is vital in preparing a generation that is not only intellectually smart, but also has character and cares about their social environment. Support from the school environment, collaboration with parents and the community, and the development of teacher professionalism are important factors in optimising the role of teachers as agents of change.
Keywords: Teacher role, agent of change, creativity, character, social sensitivity, students.

Introduction

Education is the main foundation in building civilisation and determining the direction of a nation's progress. Through quality education, the nation can produce a generation that is intelligent, characterised and adaptive to the changing times. In this context, teachers occupy a central position as the main actors who determine the success of the education process in schools (Judijanto & Aslan, 2025) ; (Purike & Aslan, 2025) .

Teachers not only act as teachers who transfer knowledge, but also as agents of change who play an active role in shaping students' mindsets, attitudes and behaviour. This strategic role requires teachers to continue to innovate and adapt to the development of science, technology, and the increasingly complex needs of society (Fitriani et al., 2024) ; (Hapinas et al., 2025) .

In the era of the industrial revolution 4.0, educational challenges are increasing. Teachers are required to master 21st century skills, such as the ability to think critically, creatively, collaboratively, and communicatively, in order to guide students to become individuals who are ready to compete globally. Teachers must be able to direct change and create a learning environment conducive to the growth of creativity and innovation (Putra & Aslan, 2020) . In addition to cognitive aspects, teachers also have a big responsibility in shaping student character. Character education is one of the main focuses in the world of education today, given the importance of moral values, ethics, and personality in building a civilised society. Teachers as role models are expected to be able to instil the values of honesty, discipline, responsibility, and empathy to students (Han, 2023) .

Social sensitivity is also one of the important aspects that must be developed in students. Teachers play a role in instilling the values of empathy, tolerance and inclusiveness, so that students are able to adapt and contribute positively in a multicultural society. Through collaborative learning and social activities, teachers can foster social awareness and a sense of solidarity among students (Fauzi & Wulandari, 2023) . As agents of change, teachers must have the ability to change themselves first before changing others. The process of change starts from the internal teacher, through paradigm renewal, competency improvement, and mastery of learning innovations. Teachers who are able to adapt to change will be more effective in guiding students towards optimal development (Wulandari & Arifin, 2023) .

The role of teachers as agents of change is not only limited to the classroom, but also extends to the school and community environment. Teachers are expected to be leaders and drivers in various educational innovation programmes aimed at improving the quality of learning and developing students' potential holistically. To realise this role, teachers need to work together with various parties, such as principals, parents and communities. This synergy is important to create an educational ecosystem that supports the growth of students' creativity, character and social sensitivity. Good collaboration will strengthen the position of teachers as agents of change who can have a real impact on the progress of education (Firmansyah & Aslan, 2025a) ; (Firmansyah & Aslan, 2025b) .

However, in carrying out their role, teachers are often faced with various challenges, such as limited facilities, administrative burdens, and the demands of an ever-evolving curriculum. Therefore, support from the government and educational institutions is needed in the form of training, professional development, and policies that favour improving the quality of teachers (Lestari & Ramadhani, 2023) . The importance of the role of teachers as agents of change is also reflected in various national education regulations and policies. Law No. 14/2005 on Teachers and Lecturers, for example, affirms that teachers are learning agents who are responsible for improving the quality of education through improving the quality of learning. This

reinforces the legitimacy and urgency of the role of teachers in shaping the future generation of the nation (Law of the Republic of Indonesia Number 20 of 2003 concerning the National Education System, 2003) .

Thus, teachers as agents of change are expected to be able to bring students towards better changes, not only in the aspect of knowledge, but also in character building and social sensitivity. Through this strategic role, teachers are at the forefront of creating a generation that is creative, characterised and concerned about their social environment.

This research will examine in depth the role of teachers as agents of change in shaping students' creativity, character and social sensitivity through a literature review. By understanding various theories, research results, and best practices, it is hoped that effective strategies can be found to strengthen the role of teachers in facing current and future educational challenges.

Research Methods

The research method used in this study is library research with a systematic literature review (SLR) approach. The research was conducted by identifying, selecting, and analysing various sources of relevant literature, such as scientific journals, books, and articles that discuss the role of teachers as agents of change in shaping students' creativity, character, and social sensitivity (Eliyah & Aslan, 2025) . The data collection process was conducted through literature searches on online databases using appropriate keywords, then a critical review of the content and quality of the selected sources was conducted. The collected data were analysed descriptively to gain a comprehensive understanding of the research themes, as well as to identify trends, key findings and existing research gaps (Levy & Ellis, 2006) .

Results and Discussion
Teachers' Role in Shaping Creativity, Character, and Social Sensitivity

Teachers have a central role in shaping a generation that is not only intellectually intelligent, but also creative, characterised, and has high social sensitivity. This role becomes increasingly important amidst the challenges of the times that demand adaptability, innovation, and empathy in social life (Aslan & Sidabutar ;, 2025) (Caroline & Aslan, 2025) .

Teachers as agents of change are required to create a learning environment that is conducive to the growth of student creativity. A supportive, respectful environment that provides space for students to experiment is essential for students to dare to try new things without fear of failure. Creative teachers will transmit the spirit of innovation to their students through varied and interesting learning methods (Rahman, 2024) . In developing creativity, teachers act as facilitators who provide opportunities for students to express ideas, collaborate, and solve problems independently. The

application of project-based learning, integration of various disciplines, and providing constructive feedback are effective strategies to foster student creativity (Nugroho, 2020).

In addition, the teacher also acts as a motivator who encourages students to be confident and not hesitate to express ideas. Students' confidence can grow if teachers give appreciation for every effort and work produced, no matter how small it is. An appreciative attitude from the teacher will build students' courage to keep innovating. In character building, teachers become the main role models for students. The attitudes, behaviours, and values that teachers demonstrate in their daily lives will become real examples that students imitate. Teachers who are consistent in showing integrity, honesty, discipline, and responsibility will form strong and noble student characters (Yılmaz & Yılmaz, 2022).

Teachers also act as moral and ethical mentors. Through daily interactions, teachers instil moral values such as empathy, tolerance and justice. Teachers guide students to understand differences, respect others, and resolve conflicts peacefully. This process is crucial in building resilient and adaptive characters (Putri, 2025).

Character education is not only done through direct teaching but also through habituation and conditioning of the school environment. Teachers initiate routine activities such as ceremonies, community service and group discussions that instil positive values in students' daily lives. In shaping social sensitivity, teachers act as facilitators who integrate social values into learning. Teachers encourage students to be active in social activities, such as social services, donations, and group cooperation. Through direct experience, students learn to understand the conditions of others and develop empathy (Liliana et al., 2021); (Putra & Aslan, 2019).

Teachers are also motivators in fostering social awareness. By providing real examples, such as being involved in social activities and showing a caring attitude towards others, teachers inspire students to do the same. The teacher's example is very influential in shaping students' social attitudes.

Another strategy used by teachers is the integration of social values in subject matter. For example, when teaching maths or science, teachers can insert messages about the importance of cooperation, honesty and responsibility. This approach makes students understand that social values are relevant in various aspects of life (Pratiwi & Santosa, 2023).

The teacher also acts as an observer and evaluator in the process of building creativity, character and social sensitivity. Teachers monitor students' progress, provide feedback, and reflect with students to correct inappropriate attitudes and behaviours. This evaluation is important to ensure the character building process is effective (Suryani & Rahayu, 2023).

Collaboration between teachers, parents and communities is needed to strengthen the role of teachers in shaping students' creativity, character and social

sensitivity. This synergy creates an educational ecosystem that supports the growth of a generation that is competitive and cares about its social environment. The challenges faced by teachers in carrying out this role are many. Limited facilities, administrative burdens, and the influence of the environment outside the school are obstacles that must be overcome. Therefore, support from various parties, including the government and educational institutions, is needed to improve the competence and welfare of teachers (Supriyadi & Sari, 2022).

Ultimately, the role of teachers in shaping students' creativity, character and social sensitivity is vital. Teachers are not only teachers, but also mentors, role models and inspirers who shape the future of the nation. Through dedication and innovation, teachers are able to create a generation that is not only smart, but also characterised and caring for others.

Teacher Strategies in Shaping Creativity, Character, and Social Sensitivity

Teachers have a strategic role in shaping students' creativity, character and social sensitivity through various strategies integrated in the learning process and daily school life. One of the first steps teachers take is to create a safe, comfortable and open learning environment. A positive environment encourages students to express themselves freely, dare to try new things, and not be afraid to make mistakes, so that creativity can grow optimally (Ramadhani & Prasetya ., 2023)

Teachers also apply varied learning methods, such as group discussions, experiments, projects and educational games. These methods not only stimulate creativity, but also train students' cooperation and social sensitivity. Through group work, students learn to respect the opinions of others, share tasks, and solve problems together. Exemplary behaviour is an important strategy in shaping students' character. Teachers become real examples in attitudes, behaviours, and values of daily life (Sari & Prasetyo, 2023). Students tend to imitate positive behaviours shown by teachers, such as honesty, discipline, and responsibility, so that student character is formed naturally. In addition, teachers accustom students to positive activities, such as praying before learning, maintaining cleanliness, and respecting each other. This habit is reinforced by rewarding good behaviour and giving constructive reprimands for violations. This strategy is effective in instilling character values consistently (Anderson & et al., 2022).

Integrating character and social values into each subject is also a strategy implemented by teachers. For example, when teaching mathematics, teachers emphasise the importance of honesty and cooperation in solving problems in groups. This approach makes students understand that social values are relevant in various aspects of life (Rokhmawati et al., 2025); (Saputra et al., 2024).

Teachers utilise innovative learning media, such as video, collage, fine art and digital technology. The use of these media provides a fun learning experience and

fosters student creativity. Students are encouraged to produce original works and develop their imagination (Cahyono & Aslan, 2025) .

Providing constructive feedback on students' work and behaviour is also part of the teacher's strategy. This feedback helps students improve themselves and be motivated to keep improving. Teachers give appreciation for every effort and work that students produce, no matter how small.

Teachers encourage collaboration and group work regularly, both in learning and extracurricular activities. This collaboration trains students to respect each other, work together, and be sensitive to their friends' needs. Through social interaction, students learn to understand differences and build solidarity. Social activities such as social services, donations, and visits to orphanages are initiated by teachers to foster students' social sensitivity. Through direct experience, students learn to understand the conditions of others and develop empathy and social care (Sastrawan, 2016) .

Teachers also apply a humanist and individualised approach by understanding the character and needs of each student. Teachers give special attention to students who need more guidance in character development and social sensitivity. This approach helps students feel valued and supported in the learning process (Yuniar ., 2021)

Teachers establish communication and co-operation with parents and the surrounding community. This involvement strengthens students' character building and social sensitivity outside the school environment. The synergy between school, family and community creates an educational ecosystem that supports the growth of a competitive and environmentally conscious generation. Regular evaluations and reflections are conducted by teachers and students regarding the development of creativity, character and social sensitivity. This evaluation is the basis for improving future strategies and ensuring the character building process is effective (Suryanti et al., 2024) .

Teachers also encourage students to be active in extracurricular activities according to their interests and talents. This activity is a forum for real development of creativity, leadership, and social sensitivity. Students learn to manage time, work together, and take responsibility in various activities (Oktavia & R. R., 2021) .

In facing various obstacles, such as limited facilities or negative environmental influences, teachers strive to innovate learning and collaborate across parties. Teachers also continue to improve their competence through training and professional development in order to be able to present relevant and inspiring learning.

By implementing these strategies consistently, teachers can play an optimal role in shaping students who are creative, characterised and have high social sensitivity. The holistic and innovative role of teachers is very important to prepare a generation that is ready to face the challenges of life in the future.

Conclusion

Teachers as agents of change have a very important role in shaping students' creativity, character and social sensitivity. Through learning innovations, exemplary behaviour, and humanist approaches, teachers are able to create a conducive learning environment to optimise students' potential. Teachers are not only in charge of transferring knowledge, but also instilling moral, ethical and social values that become the main foundation in the formation of students' character and social sensitivity.

In shaping creativity, teachers act as facilitators and motivators who encourage students to think critically, dare to innovate, and be able to solve problems independently. Meanwhile, in character building, teachers become role models and mentors who instil values such as honesty, discipline, responsibility, and empathy through daily interactions and positive habituation. Students' social sensitivity is also developed through the integration of social values in learning and the involvement of students in various social activities that foster empathy and concern for others.

Overall, the role of teachers as agents of change is vital in preparing a generation that is not only intellectually intelligent, but also has a strong character and is sensitive to its social environment. The success of teachers in carrying out this role is greatly influenced by the support of the school environment, collaboration with parents and the community, and continuous professional development of teachers. Thus, teachers are at the forefront of creating positive changes in the world of education and society at large.

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