

## **Challenges Facing Effective Implementation Of Guidance And Counseling Services In Secondary Schools In Oyi Local Government Area Of Anambra State**

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### **Abstract**

This paper investigates principal's effective implementation of guidance counselling services as a correlates to students moral behaviour in secondary schools in Anambra State. The study adopted a correlation survey research design. Two research questions AND two null hypotheses were raised for the study. The population of the study was all the nine hundred and one (901) teachers in the nine secondary schools in Oyi Local Government Area. The sample size is 180 respondents. The Simple random sampling technique was used by the researcher, where 20 teachers were selected at random from each of the nine (9) secondary schools in Oyi Local Government. (16) sixteen question items was used to answer the research questions. The respondents were required to respond to a four-point Likert scale of Strongly Agree (SA), Agree (A), Disagree (D), Strongly Disagree (SD). The structured questionnaire was validated and used as the instrument for collecting data the Cronbach Alpha Method was used to determine the internal consistency of the instrument and it yielded an overall co-efficient of 0.81 for the two instruments. Pearson Product Moment and simple regression were used to answer the research questions while t-test of correlational analysis and multiple regression were used to test the null hypotheses at .05 alpha level. Mean analysis method was used to analyze the question items in the questionnaire.

**Keywords:** Functional Facilities, Guidance and Counselling, Inadequate funding

### **Introduction**

## **Guidance**

Guidance is viewed from various perspective of different people resulting in varieties of definition. Traditionally, Paye (1985) in Okoye (2020) sees guidance as a quasi parental style of steering the child towards behaviour or decision deemed to be his own good. This definition implies that a mature mind is one to take wise and realistic decisions on his own. Also Ofojebe (2018) defined guidance as a process of helping individual to understand themselves and their world. This means that guidance is a continuous assistance to people to rediscover themselves, that is, their strength and weaknesses in order to achieve their life goals within the frame work of their environmental forces. Furthermore, from the definition, guidance could be seen as a help given to individuals not once but from cradle to death. Such help enable the people or person to identify his life goals, means of achieving them and problems militating against his/her reaching his goals, while Oladele (2006) sees guidance on an umbrella term which refers to guiding and protecting the development of students. While counselling according to Thompson Popper (2012) sees it as a person relationship in which one person helps another to solve an era of conflict, that has been hitherto resolve in his view Biocher (1966) defined counselling as helping an individual become aware of himself and the ways in which he is reacting to the behavioural influence of his environment. It further helps him to establish some personal meaning for his behaviour and to become a person who is able to handle further difficulties. Guidance and counselling as an educational concept, is seem as an educational programme of a school, it refers to that group of specialized services which a school provides to enrich the educational experience of each pupil (Cox, 1938).

However, the complex and sophisticated nature of a community demands on students, made it necessary to introduced Guidance and counselling services in our educational system. This will aid to solve vocation, educational and personal-social problems of the students making them well adjusted to meet with the expectations of our time. However, because of this complexity and sophisticated nature of our community demands on students made the nationality on education (NPE) (FME, 2004) section 9 subsection 89 (i) identified guidance and counselling as educational services that will facilitate the implementation of educational policy. And at the same time and the attainment of the policy goal as well as promote effectiveness of educational system. According to the policy document, the objectives of the school guidance and counselling programme include provision of information to school children about career prospects. Career simply means one's life work. According to section 4 subsection 20 (b) the secondary educations shall offer diversified curriculum to cater or the differences in talents, opportunities and future roles. The school guidance programme students in order to channel them adequately into their area of proficiency. For effective implementation of the educational policy school guidance programme should help to provide information on the cognitive and more importantly that affective and psychomotor component of learners behaviour according to Igborgbor (2006) there is a gap on the effectiveness of Nigerian education on the heart of the learners. The points that Nigeria educational should repositioned towards reconstruction of the Nigerian Organism. School guidance programme is expected to provide services which will touch the heart of Nigerian. The guidance counsellor should be able to develop instruments that can evaluate the heart and hand of learners. School guidance should seek to achieve equal opportunity by discovering learner's difficulties and making for

individual differences. The philosophy of Nigerian education as captioned on section/subsection 4 © stipulates that there is need for equality of educational opportunities to all Nigerian disabilities, each according to his or her ability. School guidance programme must maximise personality adjustment of learners. It should be revealed that secondary school pupils are between the age of 11 years and 18 years. This age bracket makes the beginning of the height of adolescence. A lot of personality maladjustment is evident in the life of the adolescent. This ranges from sex life and drug usage. It's the role of school guidance programme to monitor children at this age so as to properly address life pattern of this stage. Finally, guidance programme are expected to address school community life. The school counsellor plays vital role in the school PTA programmes. The counsellor should initiate programmes that will bring parents to witness the activities of their children and words. Programmes like open day, PTA meetings, etc should be organised by the counsellor for the achievement of the goal of education.

Centuries ago, when formal education or schooling was introduced, there was originally no attempt made by school authorities to introduce guidance and counselling as part of the educational programme, before the commencement of formal or organised guidance services in Nigeria. Nigerians had means of solving their problems through what is today known as traditional guidance Nigerian's are known to be their brother's keepers who feel concerned in seeking means of helping one another out of problem situations. Priests, teachers, Principals, elders, fortune tellers, title holders and friends have known to be instruments of helping people to overcome their social, persona, educational and occupational problems. This guidance person used their wealth of knowledge, the confidence on their age, experiences and status to advise the individual in his problem. It is generally accepted that in Nigeria, the organised or formal guidance stated in 1959 at St. Therasas' College, Oke-Ado in Ibadan by some Reverend Sisters out of sympathy and concern for the products of their school. They felt that these secondary school leavers would have problems in seeking foor admission for further studies, liking for employment and adjusting to the hard conditions in society after living school, they saw the need for proper guidance and counselling for the products of their school.

### **Problem of Qualified Teachers for Guidance and Counseling Services in Secondary School Oyi Local government Area of Anambra State**

Since the planning, development and management of school guidance and counselling programme lie on the availability of guidance and counselling personnel and their ability to run the programme efficiently and effectively much importance is attached to personnel. There is need for any programme and services of guidance and counselling should be necessarily limited because of funds and trained personnel, the obvious limitation of skilled manpower and the inadequate training facilities often go unnoticed or neglected in the anxious mood to initiate a pioneering venture a situation which does not fail to result in confusion and frustration. Lack of funds, inadequate administrative manpower, and public dis-interestedness inept attempt at communicating the services available and outdated or inaccurate information, all added to the apparent lack of success of the initial vocational guidance and placement efforts.

Guidance and counselling services are professional activities, which only be effectively by well trained and properly oriented individuals, like comprehensive secondary school in Oyi.

During the early years of introducing guidance and counselling services in comprehensive secondary school the personnel that offered these services were not trained specifically by those services. As more awareness become created on the importance of guidance and counselling in secondary school, the school got involve in the training and supply of personnel and establishment of the programme in the school leaves much to be desired. However, it is discovering to note that current investigations consistently indicate the lack of professional guidance counsellor in secondary school Oyi. The general scarcity of professional guidance and counselors in secondary school has most of the facilities unable to effectively and efficiently implement the guidance and counselling services.

At the third annual conference of the curriculum in Nigeria held at Nsukka and Nwabuisis (1984:19 quoted Oladele 1983:18) as pointing out some principle constraints that impede the implementation of National policy on education regarding guidance and counselling at both the state and federal government owned secondary schools. Among these factors are inadequate time and counselling personnel allocation to counselling training and retraining of guidance to him, twenty five out of every eighty two guidance counsellors interviewed indicated that they carry out their normal teaching loads like every other teacher in their schools in addition to counselling work. As a result of this counsellors are divided between the two functions. Consequently, little or no time is allocated to counselling and other guidance service. The same study discovered that there is also acute shortage of trained guidance counsellors to carry out proper and effective guidance and number of interested and trained guidance counsellors; sufficient time in which to do the work. He particularly stressed the importance of trained counsellor that if the services of professionally trained guidance counsellors are not available, much that may be done in the name of guidance many actually proves harmful to the recipient.

### **Inadequate Provision of Counseling Tools, Equipment's, Functional Facilities and Materials for Counseling in Secondary Schools**

Tools refer to the instruments the counsellor uses in counselling practice. Denga (1983:31) in Ofojebe (2020) suggested that of individual students and their significant others realize their abilities, aptitudes and interest and base their decisions on these frustrations would be very much minimized to stress the importance of counselling tools, equipment, he emphasized that such data cannot be got at without the required tools like aptitude texts, personality tests and interest inventories theme is need for available tools, instruments, facilities, equipment's as well as materials which will enhance practical and proper channeling of the students based on their individual traits, talents and abilities. This will help for proper placement of the students in their various capacity areas. based on the Nigerian situation, there is need for making use of locally developed test batteries to take care of vocational, educational and personal interests and problems of youth, lack of facilities, tools and equipment's militates against guidance and counselling services in over schools, in other side it may be inadequate utilization of available facilities. Some of the physical facilities that are mostly lacking are lack of office accommodations furniture etc.

The importance of finance in guidance and counseling programme need money in conducting local research, setting up an effective careers library, organization of journey for

excursion to various places like hospitals, industries, prisons, providing films, books, pamphlets, cumulative records. Organization career day, week, extra-moral classes during holiday for the improvement of educational, vocational, and personal social. There is need for organizing conferences, seminars and workshops on the best way to project the usefulness of counseling to the society. Leasing with employment agencies, companies, industries, occupational sectors, establishment and managements. There is need for P.T.A. of schools to the proper financing of guidance and counseling programme in the secondary schools to ensure an effective implementation. This can be done through free will donation by parents and support the proper financing of guidance and counseling programme in the secondary schools to ensure an effective implementation. This can be done through free will donation by parents, staff by encouragement and motivation. The implication of poor financing due to hindrance result to ineffective implementation of guidance and counseling services in our schools. If the issue of finance is properly addressed, there is every tendency that more improvement in the rendering of guidance and counseling services in the state. This will make our students in secondary schools benefit so much from an organized meaningful education, which enhances better opportunities. Guidance and counseling service can be very much facilitated and made effective through proper financing. One of the major problem militating against effective implementation of guidance and counseling services in schools is lack of finance. Sometimes schools usually do not have budgetary allocation for guidance and counseling services. As a result, the guidance and counselling unit usually lack of organizing its various activities like career week or day, orientation, excursion and purchasing of basic material requirements. Poor funding or lack of funding of guidance and counselling programme adversely affects the effective implementation of guidance and counselling services in any secondary school.

### **Inadequate Finance for Guidance And Counseling Programme**

Finance is very importance in running of any project or programmes. Guidance and counseling programme need finance in various area and ramifications. However, one of the major problems hindering the effective implementation of guidance and counseling services is lack of finance. Guidance and counseling services can be very much facilitated and made effective through proper financing. There should be a specific annual guidance and counseling budget to take care of both the anticipated and unforeseen expenditures that may be needed to run the programme successfully. Guidance and counseling personnel should endeavour to present to administrators a detailed breakdown of the cost any programme and should do this on time especially during budget proposal this will help to prevent doubts, suspicious and deals on the part of school principal. Several approaches are possible and frequently it is desirable to combine several budget proposals. Total costs, cost per students and unit cost figures will permit the administrator to assess the immediate costs of a programme as well as long-range or over head expenses. In organizing career day or week, excursion, orientation etc. need money. Furnishing of guidance and counselling office, buying of equipment, functional materials and facilities need huge amount of money. Planning organization, administration and management of guidance and counselling services all involves finance. It is possible that quite good number of problems militating, encountered in some aspect of guidance and counselling programme were prudent in the way or manner in which some school guidance

counselor present it to the principal and committee of such programme to be organized for the students. Taking cognizance of the financial constraints in guidance and in the school timetable. Many guidance programme in schools have failed because of lack of proper provision of time for the programme. This implies the denial of guidance and counseling its proper, place in the school programme. This is an oversight just like in the case of budget, where guidance and counseling issue are often forgotten. It is true that these observations were made not be different here. There is the tendency to see the consideration for guidance and counseling issues as a matter of convenience among many school authorities. There is a general belief that counselors should create their own time for guidance and counseling services since they are not among the teaching subjects in the school, moreover, the school hours are spent in teaching. This is being unfair both to the guidance counselor and guidance and counseling programmes in secondary schools. The counselors has other school activities beside guidance and counseling to attend to since he does not get any incentive for the extra job he does, there is need to add more to the much he is already doing. Since guidance and counseling is an integral part of our educational system, it is necessary to treat it as another item of the school programme. The above suggestion is to be considered appropriately if counselors should seriously engage in effective guidance and counseling services in secondary schools.

### **Research Questions**

The following research questions will help to guide the study:

1. To what extent does inadequate provision of G & C teachers affects the effective implementation of guidance and counselling services.
2. To what extent does inadequate guidance facilities a constraint to effective implementation of guidance and counselling services.

### **Methodology**

The research design adopted for the study was survey design. In this design, questionnaire is used to elicit information from different individuals on a particular issue relating to the population (Iketaku 2010). The population of the study was all the nine hundred and one (901) teachers in the nine secondary schools in Oyi Local Government Area. The sample size is 180 respondents. The Simple random sampling technique was used by the researcher where 20 teachers were selected at random from each of the nine (9) secondary schools in Oyi Local Government Area arriving at a total of 180 teachers. The instrument used for data collection was structured questionnaire designed by the researcher. The instrument after structuring were arranged and submitted to three experts (two lecturers in the school of art and social science education and one lecturer in measurement and evaluation) in Enugu State College of Education Technical, Enugu. Advice, criticisms, re-arrangements and corrections were given by these three experts, were considered in producing the final copy of the instrument. For this purpose, the researcher carried employed a Test-Retest method. A pilot study was conducted in Secondary school in Oyi Local Government Area which was not part of the sample used in the study. Twenty (20) teachers were selected as respondents. The researcher after doled out the questionnaires to the respondents in order to elicit their responses on two different occasions, collected it from them, then, applied the Pearson correlation statistics to correlate

the two sets of scores. The result yielded a coefficient index value of 0.85, indicating that the instrument is reliable and reliable. Face to face method were used in collection of data, 180 copies of the questionnaire were personally distributed to the respondent and were collected back by the researcher to ensure that all copy came back. Mean analysis method was used to analyze the question items in the questionnaire.

## Results and Discussion

**Research Question One** To what extent does inadequate provision of G&C teachers affects the effective implementation of guidance and counselling services in Oyi local government?

**Table 1: Mean responses on the lack of G&C teachers affects the effective implementation of guidance and counselling services in Oyi local government?**

S/n	Items	Mean	Decision
1	Inadequate manpower has led to many students making wrong choice of career	3.56	Agreed
2	Lack of G&C teachers has led to public dis-interestedness inept attempt at communicating the services available in schools	3.29	Agreed
3	Lack of G&C teacher has led to outdated or inaccurate information,	3.15	Agreed
4	All added to the apparent lack of success of the initial vocational guidance and placement efforts.	2.98	Agreed
5	Aggressiveness, deviant behaviours among students are attributed to lack of Guidance and Counseling Services	2.77	Agreed
	Grand Mean	3.15	Agreed

Source: Researchers' Computation 2021

Table one shows that inadequate administrative manpower, and public dis-interestedness inept attempt at communicating the services available and outdated or inaccurate information, all added to the apparent lack of success of the initial vocational guidance and placement efforts.

## Research Question Two

To what extent does inadequate guidance facilities a constraint to effective implementation of guidance and counselling services in schools in Oyi Local Government Area?

**Table 2: Mean responses on guidance facilities a constraint to effective implementation of guidance and counselling services in schools in Oyi Local Government Area**

S/n	Items	Mean	Decision
6	Lack of effective careers library in your school has made G&C teachers to talk without practical's	2.85	Agreed

7	Principals do not provide money for excursion to various places like hospitals, industries, prisons, and other places to help G&C teachers work effectively	3.01	Agreed
8	There are no films, books, pamphlets, cumulative records that can help G&C teachers to teach in my school	2.88	Agreed
9	Our school Organizes career day, week, extra-moral classes during holiday for the improvement of educational, vocational, and personal social life.	2.68	Agreed
10	G&C Teachers find it difficult to Leasing with employment agencies, companies, industries, occupational sectors, establishment and managements to help them out due to hierarchy in acagemics	2.79	Agreed
Grand Mean		2.84	Agreed

**Source: Researchers Computation 2017**

Table 2 shows the responses on how the factors affect academic performance in secondary schools. The respondents agreed to the items implying that Problems in the families can causes students to loose interest to the lesson, Parents are to give time to encourage and motivate these children when they are young despite their commitments, Unmotivated by the two parents involve reduces the student's study habit and causes unseriousness, Parents marital instabilities affects students academic performance in school and Parents unstable marriage affects students psychologically. The following recommendations were based on the findings of this study and consequent education implications.

1. Mass media like television, radio and newspapers should assist guidance and counselors in disseminating career information.
2. Proprietors of schools should provide necessary facilities for adequate counseling services.
3. Educational stakeholders should redirect and re-orientated students with regards to guidance and counseling.

### Conclusions

The concept of guidance means helping individual to attain self actualization so as to maximize his potentials and be useful to himself and the world around him. Guidance as a process aims at assisting individuals to discover accept and use their abilities, aptitudes instinct, interest and beliefs in relation to their aspirations. The discovery and acceptance of self helps on individual to live effectively in his or her society, guidance can be seen as an educational construct. As an educational construct guidance involves that experience that assists each learner to understand herself and lives effectively in his or her society. This study is important in the following ways:

1. As for the students, it will help them to adjust to new changes of life, be useful to themselves and society at large.
2. As for the educators, it will help them to live in peace and harmony between the authority and counselors leading a good result and atmosphere.



3. As for the government, the study will also help them in the sense that they will be able to represent and work towards the growth of the nation.
4. As for the parents and society, they will benefit a lot because the children will behave well and they will be useful to their parents and society at large. This is because knowledge is wealth, a well informed youth build a solid reliable society.
5. Lastly, the counselors will also benefit because they will be recognized and they will exercise their duty satisfactorily.

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