



An Evaluation of a Teacher's Guidance Services in Secondary Schools in Karachi

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Abstract: Today, the educational process is characterized by many features, but it also suffers from many problems, especially in developing countries. The process of mentoring can be traced back to when man began to exist, Kochhar (2011). Systematic career guidance was started between 1890 and 1905 by Frank Parsons, who is known as the father of career guidance. Most of the students in secondary level schools face such problems so these problems can be solved easily with the guidance of teachers. The purpose of this research is to identify the main issue teacher training needs in secondary schools and the role of management in this. The study was limited by limited time, expertise, resources and respondents. This research is inspired by developmental theory and the design we have used in our research is descriptive with qualitative paradigm. Data were collected through a structured interview protocol of a prescribed questionnaire. A face-to-face interview protocol was used as a data collection tool. Data were analyzed through a thematic approach. Findings from this study suggested that since the teacher is in direct and omnidirectional contact with the students, if he is used directly for the purpose of guidance, it will be better for the students.

Introduction

Guidance process can traced back when human being started existing (Kocchhar 2013). As an organized profession guidance was started between 1890 and 1905 by Frank parsons, who was called the father of vocational guidance. After wards other scholars like Jessie, B Davis Anne read and Eli Weaver worked on this project of guidance (Ngumbi 2004) suggested that Guidance has been identified as important aspects of educational and training instructions by many countries in the world. Educational guidance makes a student to shape out a suitable individual educational program and see how it improvements. Types of guidance may include choosing subjects, courses or schools; working with peers; and regulating to

school principles. Educational guidance can also be given to students in choosing subjects at the secondary level to follow further education, depending on their academic attention and the current job opportunities. In order to succeed in academic work throughout school, guidance and counselling can also be provided on study behaviors and on areas needing more attention, with proper support from teachers and peers for learning and skills development. The nature of a country relies on the nature of its natives. The nature of residents relies upon the nature of their instruction and nature of training other than different variables relies on study tendencies and education frame of mind of the students. In this

way to upgrade the nature of teaching, it is important to improve the inspection partialities and study mentalities of the pupils. To improve propensities and study behavior, those variables are should have been recognized which influence these points critically. Identification of these elements may lead towards beneficial processes. To recognize factors having negative impact on study propensities and study frames of mind, to propose beneficial actions and to utilize techniques for the advancement of good study partialities and learning behaviors, efficient guidance administrations are required in schools.

Literature Review

Guidance is a procedure of helping an individual to achieve ideal instructive improvement. It is a kind of direction that is just rendered to the pupil's network. Guidance causes the learners to settle on right decisions, just as make modifications in connection with schools, educational program, courses, curriculum and school life which is add to the inside and out improvement. John Parankimalil (2015). Guidance is as old as civilization. In an old society, older folks in the family offered guidance to the Youngers and people who were in trouble. They take decision and give guidance on the basis of their experience with less knowledge. It's the fact that a very few no. of people are able to handle their situations without guidance. Majority of people don't have knowledge how to cop up with unwanted situations here guidance play its role by giving understanding of their problems Syed Sami Ulla (2017).

Guidance

The ordinary meaning of guidance is help, and recommendations for progress and demonstrating the way. In that sense guidance is a deep rooted procedure. Man needs guidance throughout his life. He needs it even from his early stages. At the point when a kid born, the world for him is huge, humming, sprouting blank and he knows nothing. He gets the understanding of

everything from the society. From the parents he learn how to remain on his feet and learns to walk and from the educator, he learn how to look for information and instruction, all learning takes place through guidance. The general public aides the person to learn, to modify oneself to the physical and social condition. To aggregate up we may state that guidance is a personal help rendered by the general public to the individual in order to empower him to change in accordance with the physical and social condition and to take care of the issues of life.

Need for Guidance

The need of guidance is as old as the human being. Guidance is an education itself through the guidance the teacher educate the child its aims is educating the students for considerate himself, explaining his potentialities to his maximum so that he may finally prove himself to be an attuned and rational member of the society. Guidance is a significant education practice. It is in short education itself.

Every human in this word needs guidance for any source like elders parents teachers or any other senior society member, Hence its depend on the situation where, when and how the person needs guidance. Jones has rightly said: "Everyone needs assistance at some time in his life. Some will need constantly and throughout their entire life, while others need it only at rare intervals at times of great crisis. There always have been and will continue to be people with an occasional need for the help of the older or more experienced associates in meeting problem situation". Since its independence, Pakistan involved in national development and advancement because of weak education context. The essential arrangement of an education couldn't gain ground because of numerous components. The arrangement of essential instruction was intentionally dismissed in the nation. Rather than building up the country based on free and quality training, the framework was procured by so-called leaders who just know very well how to earn black money they didn't

perform their duties so here we come to know that when there isn't any concentration on educational framework. First we need improvement in our education system (Zafar, 2003).

Rather than establishing the framework of a sound and quality arrangement of essential instruction which could give a firm ground to the future building of training in the nation, the recently conceived state was overwhelmed by political weakness, nepotism culture, thirst of intensity and debasement (Ashraf, 1983). Officially kicking the bucket government instruction framework in the nation (Government of Pakistan, 1998). According to Braddock (2001) the purpose of guidance and counseling services for school children are to:

- Improve educational achievement
- Develop positive attitudes toward school, learning, and work
- Increase attainments and application of conflict resolution skills.
- Decrease the number of dropouts.

Guidance is needed in many different contexts some of the major ones which influence on student's life are discussed in detail below:

Educational Needs

Secondary school education is a significant development in the instructive moving tool as it is the basic stage for some and a ladder between the basic and higher secondary education for the individuals who proceed with their studies. The nature of higher secondary education depends upon the nature of secondary level education. (Govt. of Pakistan, 1959; Government of Pakistan 1998; Imran, 2008. In the field of education the school life is revolving between the student, teacher and the administration. They all have strong educational relationship. All of them required guidance for better teaching learning process. Hence the teacher plays very important role in it and all the responsibility is on teacher's shoulder. He use different teaching strategies or

techniques to understand and then solve the problem faced by the students. Suhag AK (2017) wrote in his report that The Guidance is essential in the field of education it gives continuous help to the students in educational context, assist the student in the selection of course study, help in knowing and making student's personality attitude and behavior and make them able to solve their own problems. Hartman (1999) in Canada and Schmidt (1993:42) in America discovered that effective guidance services have the following essential components: planning, organization, implementation and evaluation.

Previously, the implicit intangible model underlying guidance provision was that 'education' essentially preceded entry into one's 'career': educational guidance, where it existed at all, was concerned with choice of courses within the period of continuous schooling; careers guidance with the choice of occupation at the end of that period. Guidance, in short, was a kind of switch mechanism which operated essentially at key decision points preceding the entry into an occupation, where one then presumably remained until retirement or death. There, are signs that these assumptions may now be changing. The last few years have seen a considerable growth of guidance services for adults. The aim of this paper is to suggest some reasons for this growth, and for the likelihood that it will continue in the future. A framework will also be offered through which adult guidance needs might be analyzed. In a subsequent paper, to be published in the next issue of this journal, an analysis will be provided of the educational and careers guidance services for adults which are currently available in Britain to meet these needs.

Achievement of Educational Objectives

Shag AK (2017). Guidance in classroom at secondary level is very helpful for the students to achieve their educational goals which are done by the class teacher. These achievements make an individual independent, self-sufficient and balanced in personality and life. These

achievements make an individual a useful person for self, family, school and society. Especially at secondary level through the teacher's guidance they become able to choose career in right direction which is the main objective of education. Karim MU (2012).

Education is viewed as a key of human right. In this sense, exhibiting objectives with respect to confirmation access and accomplishment of specific level of education has, as a fundamental, the acknowledgment of this trait of education. It is likewise connected with both the individual and aggregate advantages that education gives in terms of improving chances and of expanding the prosperity of people and gatherings. There is additionally an unmistakable acknowledgment of the crucial job that essential instruction plays as far as giving open doors for the advancement of expanded picking up during the lives of people. This needs the proper training in a specific course and this is done by teacher to prepare the student mind in such way so that he focus only the specific course to become an expertise in that field and will might have an opportunity from the government.

Although academic achievement is only one feature of the multifaceted concept of quality to assure learning levels that translate into better opportunities for people. Thus, Guidance is an area that has progressed to the point of providing all the answer of those question which raise in student's mind and provide comparable information about the objectives of students so that they can achieve their objectives of learning as well as life.

Self-direction / Active Participation

According to Jones, "Guidance includes personal strength given by someone; it is designed to assist a person in deciding where he wants to go, what he wants to do or how he can best achieve his purposes; it assists him in solving problems that arise in his life. It doesn't solve problems for the individual, but helps him to solve them. The focus

of guidance is the individual, not the problem; its purpose is to promote the growth of the individual in self-direction". Once in a while learners select certain subject or courses aim-lessly not making a decision about their capacities, interests and claim preferring field because of which they don't get appropriate work for future. They are placed in to such work troubles as they select subject or courses not thinking its future points of view and professional consequences. To defeat this issue, self-direction should be provided through guidance program to help students in the school life.

Guidance process is also essential for appropriate involvement of learners in curricular and co-curricular activities as per their very own ability and hidden capacities. Curricular exercises are identified with subjects and showing philosophies, if students don't know about their very own abilities and capacities than certainly it is hard for them to take part in these sorts of activities. In the expressions of Chibber (1999) "They will be discovered needing in accomplishing the plainly spelt out instructional tasks, a disappointments in examination or tests, poor gauges or assignments, unsuitable contribution in the scholarly work by learners are the main issues. These result in improper utilization of the institutional facilities and resources, unsatisfactory benefits of the efforts of instruction and frustrations to students. Activities might be made to assurance that issues of the above kinds settled to the most extreme degree." Students face ambiguous situation about the curricular activities, that how they need to take an interest in them? What's more, what might be their degree of support? What will demonstrate their capacities alongside fulfillment? What's more, how they can score more? For instance these activities may identify with task conclusion, project investment, and contribution in questions during class or high scoring in instructor made tests and so on students need legitimate help for all these previously mentioned issues which will

unquestionably finish up the significance of guidance program.

Vocational Needs

With due significance vocational guidance went to the image first in the guidance development. As the Director of Vocational Bureau of Boston Frank Parsons completed a great deal of valuable work in the concerning field. Maybe later on professional direction and its related facts are investigated by different specialists of a similar field. An organized plan of vocational guidance is needed to assist the students to develop insight into what they wants to be in life, what they are best capable of doing, their aptitudes, interests, skills and their limitations. It suggests that in the choice of a profession, the happiness of the students, satisfaction in his work, his personal development and his contribution to human prosperity are involved. Vocational guidance is a kind of assistance given to the learner in selection and planning for an appropriate and palatable occupation in the land of works. It helps students to tackle the issues relating to vocational decisions, plans, advancements, alterations and development with most extreme fulfillment. Vocational guidance is increasingly cautious for the advancement of professional vocation of learners. Prof. Emeritus (1998). After fruition of confirmations or degrees one scans for occupation to fulfill bread and butter point of instruction just as life. In this manner vocational guidance is exceedingly required by the student to make himself subordinate. Vocational guidance helps learner for better profession in the word related world taking care of different projects, for example, professional discussion, profession meetings, vocational conference, survey, recreated meeting and professional advising and so on.

Personal / Psychological needs

The psychoanalysis is a term which come from the Greek words psyche and analysis: refers to the soul, psychic life, mental state, and even a way of

thinking while analysis refers to determination, individuality, separation and/or examination of Kaci (1989). Nasir A (2017) wrote in his report that the guidance is considered as a philosophy of human connection. Indeed, it is the technique of thinking and emotion (Blair, 1962). It proves that the internal growth and progress of students. The management that achieves the guidance and counseling process should keep in view both emotional and social guidance for improved outcomes (Landy, 2006).

Guidance is the help which creates the electricity of self-direction in an person to attain his aim and goals in the world of Jones (1970), "guidance is the help which is provided by a person to another one for making his desire, adjustment, empower of decision making and in solving problem on his own, guidance ambitions of aiding the person to develop in his unbiased and capability to be responsible for himself".

Educational and Social Desire

Personal or psychological guidance is very important for the self-satisfaction as well as where we are living where we have to move on with we have so many desires related with that society. So as a human being we want those thing which can satisfy us internally to become noble for the society. The character building development process start at the starting of child's schooling and when the student come at the age of adolsance he act according to his personality.

A teacher as the student's guider is the purpose of a libidos, yet in addition forceful transference, similarly as the parents at an initial or early stage of their development. Although all pupils feel the requirement for new experiences during their developmental process, this need is similarly as solid as the inclination to repeat past experiences (Freud, 2000). The requirement for another object relationship and experience structures some helping of the students mind ordinariness, however psychoanalysts accept that

the neurotic development is biased towards the desire to repeat, and subsequently every school students can "use" the teacher they are closed to, so as to rehash their past encounters. It is difficult for an educator to adapt to this double relationship. If they disregard or reject such relationship, the student who has selected them will be upset regarding their desires not being met.

Research Objectives

1. To identify the main problem for guidance and counselling in secondary schools.
2. To critically examine the causes for teachers training need in secondary schools.
3. To identify the long term solutions for the problems faced by the administration to fulfil student's need.

Research Questions

1. What is your perception about role of guidance and counselling in secondary students?
2. In Pakistan parents are the major influence in the career of their child.
3. What is your opinion is it correct or not?
4. What type of training programs should be conducted for teachers?
5. In your perception what is the role of administration to support guidance program in secondary schools?

Research Methodology

The research design which I have used in this research is descriptive with qualitative paradigm. Data was collected by scheduled questionnaire structured interview protocol. Interviews were design with total 9 respondents in which 3 would be educationists, 3 counsellors and 3 psychologist but because of unavailability of the respondents researcher take interviews of 2 Career counsellors and 4 Educationists as the sample from university of Karachi. Data was collected through purposive sampling technique. Face to face interview

protocol was used as a data collection instrument. Data was analysis through thematic approach.

Data Analysis and Results

Q1: What is your perception about role of guidance and counselling in secondary students?

According to the respondent the following themes are generated.

Students social Personal and Educational Competence: Some of the respondent records their views that guidance is very important which build student's social personal and educational competence.

Helpful for Students: Guidance help student to attain spiritual growth, vocational, health, professions, and marital awareness. It gives students the better guideline for their future.

Help in Career: The most of respondents highlighted it that guidance help in right career selection. Students get right track to follow up according to their interest skills and aptitude.

School adjustment: Mostly the student face problem in school adjustment. Guidance help students in adjustment. The teacher provide confidence to the student with the help of guidance and motivate him to adjust itself with the environment of school.

Luxury or Necessity: In Pakistan guidance take as a luxury not as a necessity or basic need of student in learning process. In most of the school where parents pay high amount/fee they provide this service but in government and other private school it is totally neglected.

International Standard: According to one of the respondent having a student counselor and teacher as a guider at a secondary school is an international standard for secondary education.

Q2: What do you think what the reasons behind the dropouts are? Is the guidance matter in it?

According to the respondent the following themes are generated.

Lack of guidance: Mostly all the respondent said that some of the students drop out of school due to lack of adequate guidance and counselling services in the school system. There is a great need to reclaim these students through effective guidance and counselling at the junior and senior secondary school level.

Teacher's behavior and attitude: Two respondent focus the behavior of teachers. Sometimes the reason behind dropouts is the behavior and attitude of teacher. Teacher use punishment instead of reinforcement. In education where ever the student needs guidance the teachers should show positive attitude rather to ignore their problem which make the reason of dropout.

Bullying and threatening: In secondary school the students victimize by lack of consideration and guidance of their teacher which result as they start bullying other students. Both of the students need guidance from teachers.

Q3: What should be the role of career counsellor in student's life?

According to the respondent the following themes are generated.

Indispensable factor: All the respondent said counsellor play very important and big role in student's life. Career counselling is an indispensable factor for recognizing the real prospective and guiding students toward a right path. The counsellor's right guidance can make his future when a person have such responsibility so we can make an idea what is the role of him in student's life.

Mind reader: The counsellor have command to read one's mind how. There are so many techniques which the counsellor study in their practices and utilize it with their patients. If the counsellor cannot understand the persons he cannot deal with that problem.

Able to major student's personality: The ideal role of career counsellor is, he can major the aptitude , life space, his interest abilities, skills, intelligence means everything in his personality by taking test afterward he start counselling The career

counsellor help student to understand himself his aims and interest and clarify the difference of reality and perception.

Career oriented: Mostly the needs of counselling required at secondary level which is career counselling. Because are students are going to choose their future. What they want to be is it correct for them or the objective which they set good for them counsellor deal with it.

Self-esteem and self-worth: The counsellor assist students in developing self-esteem and self-worth, interest, values, aptitude, knowledge, life goals and skills about self, environment, educational and vocational aspiration.

Q4: In Pakistan parents are the major influence in the career of their child. What is your opinion is it correct or not?

According to the respondent the following themes are generated.

Influence on student's career choice: All the respondent agree with it that parents have very strong influence on student's career choices. Because in our country there is lacking of guidance and counselling in secondary schools that is why parents take decision what their child should be and the child come in pressure which is totally wrong. The guidance can provide them right way that which is best for kid either parents wish or kids intension.

Parent's involvement: Mostly the respondent agree with it that parent's involvement is necessary in career choice as it is their right and off course they also play a role of provider or supporter. But the involvement must not leave negative influence on student's future.

Child centered: Career choice must be child centered either the parents teachers or counsellor no one should obliged the student for career selection they can make his mind without pressurizing him if they think it will be more better for him.

Communication among parent's teachers and students: Some of the respondent think that there should be strong communication between parents

teachers and student so that this problem can be easily solve with the help of discussion

Develop understanding: If the parents and kids thoughts different they should discuss with each other the parents should make him understand about their plans same as also listen their kid what he want. They must develop understanding.

Q5: What are the best ways to assess secondary school student's future or interest?

According to the respondent the following themes are generated.

Effective communication: All the respondent record their views that strong communication between teachers and students required to assess their future or interest. When the teacher provide such environment to the student in which he feel free to share everything the communication become strong.

Different tests: Multiple Intelligence by Dr. Howard Gardner is more effective and easy to assess

student's interest like IQ, aptitude, check list etc.

Cumulative record: This is very useful technique which is unfortunately also not use in our schools. It tells each and every thing about student's academic interest, progress, intension etc.

Understanding of psychological needs: The teacher must be able to understand the psychological needs of students then they become able to address the student in a proper and right direction.

Q6: What special areas do the teachers needs to be trained?

According to the respondent the following themes are generated.

Supportive part: Respondent views are teacher is a supportive part of education system so proper training must be provide to them as they are adjustment mediators they should attempt to meet training needs in order to achieve the supportable education society expects from the school system.

Teaching skills The teacher must be train in the area of teaching skills. He/she must know how to handle uncertain situations, how to teach students with respect of individual differences, how to make discipline in classroom and how to guide student all are the skills of good and trained teacher.

Effective communication: The teachers must be train how to communicate with student's parents and other teachers is very important for guidance program. The teacher can gathered information and understand his problem with the help of effective communication.

Realization of educational goals:

Training needs as building their capacity and defines it as the process of empowering teachers in the school system to realize their potentials so as to effectively utilize their capacity towards the realization of the educational goals.

Q7: Teachers are the main resources, they should have the strong impact in student's life. How?

According to the respondent the following themes are generated.

Role model: The teachers are the main resource and role model for student the child is totally depend on teacher so it is the responsibility of teacher to give fruitful education with guidance. He must keep this thing in his mind what he make students, they will show their self as they are in society.

Self-realization: It is very important for teachers to realize their responsibilities. What they are? Which

responsibilities they have given? They must have effective answers of these questions.

Goal oriented teaching: Most of the respondent think that the teacher should make teaching goal oriented for students. This will make their students more aware of their own growth and improvement and help to make them more confident in themselves.

Be honest and responsible: The teacher must be honest and responsible with his work. As students

are the reflection of their teacher the teacher must understand it and always try his best to perform up to the mark.

Q8: What type of training programs should be conducted for teachers?

According to the respondent the following themes are generated.

Teaching needs: I think the training program must be conducted according to the needs of teacher. In which they can learn whatever they required. It is also depend on the current situations and problem of students which they faced in classroom.

Guidance oriented program: Programs which are arrange regarding guidance must be guidance oriented. The focus of the workshop or meeting must be guidance. The question should be asked to the teachers as well as answers should be given of teacher's questions for making them more attentive.

Informative programs: The program should be informative which provide something new every time to the teacher for improving their teaching process. If the information provided which teachers already have is waste of money and time.

Discussion about problems: The problems which teachers face in their classes regarding guidance must be discuss and ask for the solution or techniques use to resolve the problem will make the program successful.

Q9: Do the secondary schools required the separate department for training or yearly based training is enough to guide them?

According to the respondent the following themes are generated.

Guidance department: The respondents answer that it is difficult to make separate departments in secondary schools for guidance but the administration can arrange such programs time to time for the improvement in teaching process.

Counselling department: Counselling department can be made in secondary schools for student's career, ethical and psychological counselling.

Duration of programs: One of the respondent answered that the program should be after every 3 month, while one of the respondent answered the program should be arrange in vacations for 6 to 8 days based training means twice in a year. In the mean while the senior teachers or the supervisor can conduct a workshop once or twice in a month in school premises and others are in the support of program once in a month.

Pre-service and in-service trainings: The training which can be provide to the teachers can be pre-service or in-service. Pre-service training mostly provided to the government teachers because without such training they cannot join their service or to the pre-primary teachers as they required special skills for pre-primary students and in service training is mostly given in private schools for improvement in teaching learning process.

Q10: What do you think do the teachers utilize their training in their practices?

According to the respondent the following themes are generated.

Proper training: The teachers can utilize their training in daily practices when they provide proper training. The training program should be according to the needs of teachers required in their teaching.

Lack of interest: For training programs the teachers should be aware about its importance in their daily practices secondly they must be agreed to attend programs willingly. For creating this situation teacher's comfort ability should be consider.

Lack of administration support: Administration play very important role in guidance service. Teachers need support from administration to make their teaching effective. Administration should be available at every time for the teachers and provide overall support to them.

Evaluation: In our country evaluation process mostly neglected in some of educational areas which causes continuity of problem. With the help of evaluation problem can be identified, diagnose, solve and then prevent for the next time. Same as in guidance program evaluation process is missing.

Q11: In your perception what is the role of administration to support guidance program in secondary schools?

According to the respondent the following themes are generated.

Aims and objectives of education: The administration should focus the aims and objectives of education and then plan guidance program for teachers to achieve those educational objective fruitfully. The teachers must be aware of those goals and objectives of education by the administration also.

Needs of guidance services: The programs should be arrange according to the needs of guidance service means in which area teachers require training for guidance. For example if the teachers facing difficulty to deal in psychological issues of students the program should be on this issue.

Resources: For this program firstly the human resources is required with some material and policy and when they provide all of these the system can be improve and formal guidance can be possible. The administration is responsible to provide this service to the teachers for the development of teaching learning process.

Q12: Is there any special program made by the administration of guidance and counselling for teachers?

According to the respondent the following themes are generated.

Weekly training: One of the respondent record his view that the teachers should provide weekly training. The administration should provide professional expertise for that short term training

program. Expert will share experience and discuss about the solution of problems faced by teachers.

Teaching techniques: Such programs should arrange for teachers which help them to tell about new teaching techniques. Which, how and where the techniques could be use this knowledge should be provide to the teachers.

Confidentiality: According to the respondents the teacher should be train how to take a student in confidence and assure him about their discussion will be confidential and do not share any information or problem with others except those who are linked with that matter.

Needs of students: Training program must be arrange which help teachers to help students. Administration should focus the needs of students with the help of discussion with teachers and according to their needs program should be arrange.

Q13: How the administration can support teachers to encourage them in guidance program?

According to the respondent the following themes are generated.

Awareness about guidance and counselling programs

Firstly aware the teacher about the guidance program it is not for annoying teachers, it is to assists the teacher in achieving educational objectives. Awareness about guidance and counselling is very important for teachers until or unless they don't realize how much guidance is important for students they can't provide it honestly and properly.

Moral and ethical responsibilities: Moral and ethical responsibilities should tell to the teacher's means the teacher also have a responsibility to understand their child know their problem understand them

and then try their best to resolve their problems.

Involvement of teacher: The teachers should be involved in every educational matter. Their suggestion and ideas should be given importance. In planning, curriculum selection, content

selection curricular and co-curricular planning teacher should be involve as they are well known about the needs of students.

Encouragement and motivation: The teachers always want their work should be appreciated by an administration. So it is the duty of administration to motivate teachers by giving them rewards in shape of letter, certificate or promotions.

Discussion

With the help of gathering reviews from participants we come to know that lack of guidance become the reason of so many social, educational, emotional, personal and psychological issues. All the respondents elaborate these words. It helps in making career and self-personality. Dropout, group joining and terrorism could be control by focusing guidance in secondary schools. Strong communication is also an essential part of proper guidance. For proper guidance in classroom teachers must be train and properly aware about the importance of student's guidance and for that they must be offered proper in service training which should be arranged after every 3 months and for discussing issues and difficulties once in a week meeting should be arrange in schools premises. The teachers must have teaching skills as well as should have command on effective communication. The guidance oriented and informative programs should be arrange which should be according to the needs of teachers. The administration is the backbone of any institute. So the biggest responsibility come on administration's shoulder they have to arrange all the program for teachers when they consider the guidance service and must evaluate their work and teachers performance on a specific scale.

Recommendations

If the guidance provide in secondary schools properly firstly the students get its benefit because they will provide help in all matters

which demotivate them and not allow them to get their objectives of life.

Teacher will have better skills and get in service training. They can groom up their self which will the help of such guidance programs. They become able resolve student's problems through guidance.

Administration will get successes in achieving their educational objectives and will have train staff. It will be beneficial for their institute also.

Parents will get satisfaction from their child's study and well inform from child's progress. They will have successful future of their child.

With this research policy makers can consider the benefits of having guidance in secondary schools and should include it in polices so that our education system can improve and able to produce expertise for the state.

Industries will have expertise they will not have to waste their time and money by providing initial trainings and can avoid extra interviews as they will required only expertise skill full persons.

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