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**JOURNAL OF NEW TRENDS IN TEACHER EDUCATION
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EDITORIAL STATEMENT

In September of 2017, the Delta State College of Education, Mosogar, organized its Second National Conference on Teacher Education. The Theme of this conference was, The College of Education System in Nigeria: Past, Present and Future. During the Conference three renowned Professors of Education delivered one Keynote address and two lead papers respectively. In addition to these presentations, several other conferees presented paper on different aspects of College of Education System in Nigeria.

This Conference was motivated by the desire of the College to play its part in the quest by concern educators to continuously search for ways and means of improving the quality of teachers education as this is a fundamental requirement towards ensuring that Nigerian education is endowed with the quality teachers it needs to achieve its goals.

This edition of this journal is a product of the forgoing conference. It was deemed necessary to select and peer-review some of the presentations for the purpose of sharing with scholars, practitioners and the general public the several issues and perspectives on The College of Education System in Nigeria: Past, Present and Future. It is our hope that the contributions by the conferees as published in this journal would have provided useful insight and perspectives on this very important subject matter.

Prof. Emmanuel Ojeme

Editor-in-Chief

EDITORIAL POLICY/GUIDELINES FOR AUTHORS

Journal of New trends in Teachers Education (JONTTE) is Interdisciplinary and accepts both empirical and theoretical articles for publication.

Manuscripts for publication should meet the following guidelines:

- I. One paragraph abstract of not more than 200 words.
- ii. The American Psychology Association (APA) 6th edition format should be used throughout the manuscript.
- iii. The first page of each manuscript should contain the title of the article, author's name and affiliation, (including phone number, and email address).
- iv. The manuscripts should be typed double space with a 15 inch margin and 12pt font size.
- v. Manuscript should not exceed 12 pages in length, including tables, figures and references. The body of the manuscripts should not contain any information identifying the author(s).
- vi. The journal is published annually and from papers presented at the annual conference on Education organised by the Delta State College of Physical Education, Mosogar. The evaluation of manuscripts is by a blind review process. Authors are notified as to the position of their manuscripts as soon as all reviews are completed. All submission should be by e-mail or soft copy in Microsoft word. Send articles to the two e-mails address ogudeesther@yahoo.com and copemconference@gmail.com

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COUNSELLING INTERVENTIONS FOR ENHANCING THE GROWTH AND DEVELOPMENT OF COLLEGES OF EDUCATION IN NIGERIA

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Abstract

Education is the basic foundation and leverage for every growing society. It is the underground constructive measure that can lead to a natural development when trained personnel are equipped with ability and capability to impact knowledge and skills to students. The standard of colleges of education is going down due to the numerous problems faced by the staff and students and this calls for a great concern. Guidance and counselling is a hub towards managing the many challenges in colleges of education. This paper therefore focused on the problems that besiege the colleges of education and the counselling strategies that can be used to enhance the growth and development of colleges of education. The paper recommends that government should provide the needed facilities in colleges of education; qualified teachers should be recruited, leadership training, seminars and workshops should be organized for staff and students so as to ensure productivity, government should employ more counsellors in the schools to tackle the problems of the staff as well as the students; evaluation processes, conferences and talk shows should be organized at periodic intervals to sensitize all members of the colleges of education community on the need to strive to raise the standard of the colleges of education.

Keywords: Education, colleges of education, guidance and counselling, counselling strategies.

Introduction

Education is the basic foundation and leverage for every growing society. It is the underground constructive measure that can lead to national development when trained personnel are equipped with ability and capability to impact knowledge and skills to students. Hence, Ikechukwu, (2006) stated that “Education is seen as the light that drives away the darkness of ignorance and enables mankind to find its ways through the tortures and labyrinth of development and civilization”. According to UNESCO (2000) as cited in **Abubakar (2013)**

“education refers to the total process of developing human ability and behaviours”. It is an organized and sustained instruction designed to communicate a combination of knowledge, skills and understanding value for all activities of life. Education is one of the several ways that man employs to bring change in to his all round development. Colleges of Education are important in the educational process; hence this paper intends to focus on how the growth and development of the colleges of education can be enhanced through counselling interventions.

One of the major goals of education is to foster the development of the individual, for each individual's sake and for general development of the society. In achievement of this in totality; there is need to establish effective teachers training institution where teachers/educators are provided with the greatest chance of success, they need to have completed a teacher preparation program that provides them knowledge, experience and guidance. When this does not happen, we risk the education of the entire class of student. Hence, the importance of the colleges of education in the training of qualified teachers cannot be overemphasized. Teachers' education contributes immeasurably into national development because of the standardized curriculum which is continuously reviewed by the National Commission for Colleges of Education (NCCE). According to the commission, this constant review has strengthened the capacity of Nigeria Certificate in Education (NCE) graduates.

Declining Growth and Development of Colleges of Education

As part of the growth and developing process, there is no society, institution organization or interpersonal relationship that doesn't encounter constraints, which threatens to make such organization or institution to struggle to maintain the minimum growth rate needed to sustain their chosen developmental path. Over the years, the relevance and productivity of the colleges of education has gradually taken a downslide. The secondary school certificate holder will preferably opt for the universities, polytechnics to further their academic pursuit. It is when all chances of being admitted into any of the university or polytechnic is lost that the college of education becomes an afterthought option.

The decline in quality of education in Nigeria colleges of education has been a major concern due to the rapid decrease in student enrollment. There are various growth constraints which the various colleges of education have encountered in recent years. This ranges from infrastructure such as physical capital, power and water supplies, telecommunication and transportation network; weaknesses in management, student's population decline, strike actions, inadequate manpower, staff negligence, problem of fund, inadequate educational policies and programmes. The outcomes of such constraints threaten to make redundant the progressive nature of the various institutions.

Therefore, one may not be wrong to say that, as the 21st century unfolds, Education at all levels and institutions are facing similar and unprecedented challenges in huge proportions. At the turn of the century, Farhad (2012), Houghton, and Sheehan (2000) and major international organizations, such as World Bank (2002) and UNESCO (2005) reported that the main source of this challenge is a worldwide shift of "emphasis" and center of economic activity from capital, labour and means of production as the primary factors in economic growth and development to knowledge-based problem solving in a high-technology environment made of computers and telecommunication networks. Therefore as part of improving quality in educational institutions, human and physical resources have to be upgraded and resources such as libraries, laboratories, modern communication and information technology equipment should be provided and efficiently used. Although the colleges of education in the nation has been in crisis for many years, the situation has recently been made worse by establishment of more non-

colleges of education institutions and affiliation of the colleges with universities. This result in shortages of material and human resources for education: lack of qualified teachers, few instructional inputs, shortage of classrooms, and a host of other problems.

The nation needs to re-examine its past and focus on development plans that will meet the challenges of the future. The need to work out a new developmental plan puts pressure on the political, social and economic sectors of the nation. And also, to recognize the fact that; they have to model colleges of education system to meet with the challenges of globalization, occasioned by the need for industrialization and technological development (Aibiyei and Oghoator 2015).

Australian psychological Society (2007) posited that as the world is evolving, people psychological disposition is changing too. Hence, in order to facilitate the growth and development of the colleges, counselling intervention should be employed because a significant proportion of individuals in the various sector of the nation experience social, emotional, behavioural, educational, and vocational and health issues, which play a major role in their general well-being and ability to make impactful contribution to the growth and development of the society.

These factors responsible for declining growth and development of Colleges of Education will be discussed in more detail below:

Lack of Qualified Teachers: It is an acceptable fact that quality of teachers will determine the rise of the educational system of a nation. In other words, the success of the

system rests on the availability of good and qualified teachers who are internally motivated. Wangu as cited in Abubakar (2013) stated that “Teachers are the way to improvement since they are the final brokers when it comes to educational policy”. In most tertiary institution, including the colleges of education, a minimum of a Masters degree is required to become a lecturer or a first or second class degree to serve as graduate assistance. Therefore where there are competent, capable and well motivated personnel among other things, the colleges of education system of the state can surely succeed, especially, when teachers are willingly to pursue academic excellence.

Lack of Infrastructure: One of the major problems confronting the colleges of education over the years is lack of infrastructure and adequate teaching and research aids which include classrooms, libraries, laboratories, workshops, play fields, school farms and gardens as well as provision of transport and telecommunication, water and sanitation. These have to be of the appropriate quantity, size and quality to meet the minimum standards for promoting any meaningful teaching and learning condition.

Lack and Poor Fund Management: Events happening in the educational sectors show that there is a great problem facing the colleges of education in Nigeria. These have resulted in incessant protest and strikes both internally and externally by the Academic (COEASU) and non-academic (SSUCEON), part of their demands had been the need for better funding of training, research and teaching. And the channeling of fund to the appropriate projects. According to Kehinde (2003), infrastructure and development is slow, static and deteriorating. The funding status is also

declining; government funding has dropped and also internally generated revenue.

Poor School Leadership: School leaders remain of crucial importance for continually improving education, development of staff, and lift students outcome. The emergence of every new provost is usually with the experimentation of new approaches to management that seek to run school in ways that are right for the 21st century. The inconsistencies within and between the different approaches creates its own pressures on schools and their leaders. The focus upon their roles not only in maintaining and consolidating what was handed over to them, but also in managing the challenges associated with moving the college forward. Mulford (2002) has argued that in order for the school leader to meet global challenges there is a need to achieve a greater balance between constant change and continuity, dependence and independence, individualism and community, and homogeneity and heterogeneity

Inadequate Educational Policies and Programmes: The National Policy on Education (NPF) in Nigeria is the followed national guidelines for the effective management, administration and implementation of education at all tiers of government. There has been significant revolution in the educational sector in Nigeria and there is definitely need for the review and reformation of the policies to align with the current trends in the sector to ensure proper and efficient execution of the Board of Education guidelines and regulations.

The previous 6-3-3-4 and recently reformed 6-9-4 national policy of education relegates the colleges of education to the background. A student is expected to spend three

academic sessions to obtain the National Certificate of Education. Thereafter, spends another three academic sessions in the University before being awarded a Bachelor of Education degree (B.Ed) making a total of six years. This serves as a discouraging factor as students prefer to apply directly to the university where they are expected to spend four academic sessions to obtain a B.Ed.

Counselling Interventions for Growth and Development of Colleges of Education

The general public tends to view counselling as a remedial function and emphasizes immediate goals, such as problem solution, tension reduction etc. However, counselling in its spirit and essence is generative; it aims at assisting the individual to develop such that he/she becomes psychologically mature and capable of realizing his/her potentialities optimally. Counselling may also refer to the resolution of a particular conflict or problem situation. Furthermore, American Counselling Association as cited in Olusakin (2011) also defines counselling as the application of mental health, psychological or human development principles, through cognitive, affective, behavioral or systematic intervention strategies, that address wellness, personal growth or career development, as well as pathology.

Gali (2016) posited that counselling is a profession of different strategies that ensures people's wellness, rounded developments and make them to cope with various life situations (like when faced with constraints, crises) in order to grow and develop and make positive societal contributions. Human development and learning refers to the systematic psychological changes that occur in human beings over the course of their life span.

Counselling examines change across a broad range of issues, including motor skills, cognitive development involving areas such as problem solving, moral understanding, conceptual, language acquisition, social, personality and emotional developmental; and identity formation Guaron (1982) as cited in Stokes (1986).

Humans are constantly evolving as they move through life and at every developmental stage; there are several characteristics that serves as checkpoints. It is therefore imperative to understand the complexity of human development and learning processes as this will surely influence how individuals tend to contribute to the general growth and development of the organization where they work or chose to learn. The colleges of education as an institutional organization deals with the training of human beings that will become teachers and be held accountable for producing individuals that can knowledgeably and positively impact the future generation. Counselling is defined as discussion of an emotional problem with an employee, with the general objective of decreasing it. Therefore, Counselling: Deals with an emotional problem, Is an act of communication, is generally to understand and/or decrease an employee's emotional disorder and can be done by both, the management of the school and the professionally trained counsellors.

Unfortunately, the present economic difficulty in the nation is making it very difficult for individuals or schools to cope with their duties and obligations. In the school system, there's increasing pressure on how to survive or maintain rather than on improvement. Counselling can be used to ensure growth and development as noted by Stoke (1986), can be utilized in addressing

social, economic and developmental problems encountered by individuals or organization by organizing counselling sessions with the management, staff and students both individual and group counselling.

The use of Employment Counselling is a psychological health care intervention which can take many forms. Its aim is to assist both the employer (college of education) and employee (the staff) by intervening with an active problem-solving approach to tackling the problems at hand. Employee counselling gives individuals a valuable opportunity to work through problems and stresses in a strictly confidential and supportive atmosphere. According to Obasaolufemi (2015), this intervention will enable the colleges of education have a clear need to develop its appraisal, reward and recognition schemes, along with other motivational influences. It is significant to say that this ensures that employee's targets are consistent with the institutional objectives. An intrinsically motivated individual will be committed to his work or studies to the extent to which the job inherently contains tasks that are rewarding to him or her. Fostering a healthy competition between staff and among students is highly dependent on their ability to identify their interests, values, beliefs, lifestyle preferences, aptitude and abilities and relate them to the world of work and a good remuneration can be adopted as one of the institution policy to increase their workers performance and students interest to study, thereby enabling colleges' achieve the minimum growth rate needed to sustain the chosen developmental path.

Co-counselling has become quite popular recently. It requires that you be your own therapist, while working with a colleague

and vice-versa, the focus being on self-development and personal responsibility. This intervention will foster cooperation among staff and enables students to avoid spending their time together on social vices such as cultism, substance abuse, thus, the time spent in engaging in such self-destructive activities can be devoted on educational activities that will yield positive developmental outcome on both personal and societal basis. Hence, this intervention will enable individuals to get things done quickly and efficiently, by saving time because workers and management or students and management won't have to dedicate valuable time in resolving conflicts as such, workers will dedicate more time to their duties and become more productive and students will focus on their educational tasks.

Developmental Counselling can be used to reduce inhibitors of career and colleges of education progression and helping people perform at higher level. This intervention will create a medium between the college management, staff and students to address problems or an area they are unhappy with in order to boost performance, wellbeing and overall happiness. Growth and development can be fostered on the basis that staff will become innovative in resolving both personal and institutional issues that can easily thwart the college growth and development. Students' issues that can possibly lead to more complex problems can be resolved before it escalate by giving students the opportunity to voice out their grievances. Hence, social and emotional problems will not interfere with student's productivity and performance.

Career Counselling is a process that focuses on helping one understand one's own self, as well as work trends, so that one can take an

informed decision about career and education. Career Counselling helps manage a diverse range of problems such as low concentration levels to poor time management, trust issues with family to non-agreement between parents and children on which career to choose as well as the problems that besiege the colleges of education. This is often followed by the adoption of an active problem-solving approach to tackle the problems at hand. Significantly, career counselling will promote job satisfaction enabling individuals to be able to make tough career decisions with the understanding that a career means something more than just a job with the usual fringe benefits. This will facilitate greater productivity as workers will put in more effort to succeed at any given task.

Through this intervention, students will receive the assistance needed in the colleges of education in deciding the right career path from the course of study chosen by them by focusing on student's aptitude, interest and personality. The present economic difficulty has made career counselling to be of great importance in helping students acquire those skills that will help them not only to survive or pass their exams but rather to be productive in times of change in and out of college.

Conclusion

Colleges of education in Nigeria have not been given much concern as regards to the problems within the educational sector. The problems in college of education are rapidly increasing every day and this needs much attention from the ministry of education as well as the society at large. Teachers are not well paid, the environment is not conducive for teaching and learning to be effective, lack of infrastructure, lack of qualified teachers,

poor funding, lack of guidance services, poor school leadership among others and this will affect the standard of achievement in the students. If teachers' emotional, social, psychological problems are not addressed, there come the constraints that the students will face afterward. Hence, guidance and counselling is needed to enhance the overall growth and development of the schools and also to tackle the many challenges that the teachers are facing so as to boost the standard of the colleges of education for more productivity.

Recommendations

In view of the avalanche of highlighted challenges encountered by colleges of education, it is recommended that:

1. Counsellors should be empowered to organize leadership training for all staff to foster the development of the school
2. Counsellors should be enabled to organize seminars and workshop for staff and students so as to ensure productivity.
3. Government should employ more counsellors in the colleges of education to tackle the problems of the staff as well as the students.
4. Evaluation processes should be put in place to check levels of compliance to ethical principles both for students and staff. And counsellors should be made to monitor compliance.
5. Counsellors should be enabled to organize conferences and talk shows at periodic intervals to sensitize all members of the colleges of education community on the need to strive to raise the standard of the colleges of education.
6. Counseling centres in Colleges of Education should be well equipped with requisite gadgets and literature to enable counsellors perform optimally.

7. National Commission for Colleges of Education (NCCE) should ensure that all Colleges of education in Nigeria have viable counseling centres.

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