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Counselor as Leaders in School

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ABSTRACT

This article discusses the role of the counselor as a leader in the development of TVET in Malaysian universities. Various issues related to the development of children in the area. Today's society thinks that counseling is a professional services performed by a competent and qualified counselors in the counseling field. According to Abdul Halim, (2000) counseling services in Malaysia has just created as a result of the UNESCO declaration to the Ministry of Education through an expert consultant RK MacKenzie from Canada. In 1962 to 1963, he has trained managers from state education departments in matters related to counseling and guidance. As a result of this effort, a book on School Services Guide was published by Macmillan in 1966. Role of the counselor is seen from the four aspects of leadership, the practice of secrecy, selection of participants and follow-up (Fadilah and Maisarah 2002).

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Introduction

Counselor education or training counselors are formally implemented by the Ministry of Education in the early 70's when the school counselor needs to be emphasized (ACES, 2008). At the time, the training of counselors is in the form of short-term training. Once the needs of the school increased, Teachers' Training College began offering specialized training courses to school teachers to provide trained counselors. To meet the increasing demand from various quarters, Universiti Kebangsaan Malaysia started the Diploma of Psychology (Counselling) (now Diploma in Counselling Psychology) in 1979.

Counselor Services

Many parties today have started to have confidence and hope to the counselor to address social and human problems in a variety of situations: family, work, education, rehabilitation, community and others. Based on the social, political and economic, counseling becomes a service that is needed to help generate human welfare. Counseling as a form of humanitarian service has placed primarily in the education system since the early 1960s - an. Counselling was introduced in the country by providing career guidance services in schools on the premise that schools are in dire need of career guidance. At that time, guidance and counseling conducted by teachers who are also teachers who teach in the classrooms that have gone through in-service training organized by the Ministry of Education for two weeks. When UKM offers Diploma programs in Counseling Psychology in 1979, teacher counseling and guidance was trained to conduct counseling and coaching professionals. At the beginning of for almost 30 years this is only the first service held in schools and institutions of higher education has been first recognized and accepted the need and made available in non-education sector such as the Social Welfare Department, the Islamic Religious Department, the Department of Public Service, in rehabilitation centers, in hospitals and in the private sector (BOGOR, 2004). The establishment of the Malaysian Counselling Association (ACES), which is considered to be the voice of counseling in Malaysia only happened in 1982. Counseling Act 580, introduced by the Malaysian

Counseling Association approved in 1998 and the Board of Counsellors formed after the act enforced where the power source is attributed to the Ministry of Women, Family and Community.

Since 2002, City Hall has expanded counseling services and provide Tele-counseling, the counseling services provided by telephone to the citizens of Kuala Lumpur (Annual Report of the Human Resources Department, City Hall, 2003). To meet the counseling needs of the public sector, the Public Service Department had established the Psychology and Counseling at January 1, 1992 to consist of two officers. From time to time, psychological and counseling services expanded public services. In 2006 a total of eight ministries have established counselor positions. Later in 2007, all ministries are required to have at least one counselor (<http://www.jpa.gov.org/psychology>). The government hospitals are counseling office has made a full-time position in early 1992 and fully applied in 1993. Meanwhile, in 1994, Malaysian Army has set up ad hoc counseling services in the Division of Health Services. Counselling Unit at the Royal Malaysia Police Department has begun to set in Discipline Branch in August 1996. In 1998, the Royal Malaysian Navy has set up a counseling service (2000: PA RMN) and the Royal Malaysian Air Force also the next two years to set up similar units on an ad hoc basis (Minutes of Meetings of the Royal Air Force Chief Series 1/2000, in Rohany, 2008). Services and counseling approach also widely used in the treatment and rehabilitation centers rehabilitation center drug treatment and rehabilitation of the National Anti-Drug Agency (NADA, 2006) and Prison Malaysia. Rehabilitation counseling services are held at the Rehabilitation Centre Tampin (first established a rehabilitation center) in 1983. Primary focus is the rehabilitation of drug addicts so that former addicts can eliminate billing and function effectively in society.

The PENGASIH very sensitive to the needs of the professional training and the actions they sent officers to receive training in counseling. However there are still many other NGOs are still not qualified counselors yet assigned to a counseling session for the services provided. This scenario requires more monitoring and careful guidance to counseling services provided

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to members of the community is the quality of service and at the same time does not affect the image of the profession of counseling in Malaysia. Counseling Services has now been recognized as a profession and each counselor is required to serve register with the Board of Counsellors and a Certificate of Practice (Act 580, the Counsellors Act 1998). Birth of the Board of Counsellors and Counsellors Act 1998 is an awareness of the need to establish a body and act to regulate counselors in Malaysia (Rohany, 2008). In other countries, the structure of counseling studies are regulated by professional bodies such as the British Association For counseling Counseling (BAC), the United Kingdom Council For psychotherapy; and Council For Accreditation of Counseling and Related Programs (CACREP), National Board For Certified Counselors (NBCC), the American Psychological Association (APA), American Counseling Association (ACA) and the other. In Malaysia, the counselor be a reference to counseling programs in universities / colleges. Board of Counselors has developed Counselor Training Standards Malaysia based on CACREP standards are accepted as guides international level. The role of the counselor is to ensure Malaysia counselor training curriculum appropriate in producing qualified counselors, professionals, equivalent to the needs counseling at international level. The existence of the Counsellors Act 1998 (Akta580) had little help as many educational institutions to purify counseling new programs and than it is.

Aside from power, there are two concepts that are related to a political force and authority. International Encyclopedia of Social Sciences has put forward three different perspectives on leadership, namely; leadership sociology, psychology of leadership and political leadership. Leadership or leadership is the applied science of the social sciences, because the principles and the formulation is expected to bring benefits to human well-being (Moejiono, 2002). There are many experts put forward the notion that the view of each. According Tead; Terry; Hoyt (in Kartono, 2003) definition of leadership namely art activity or influence others to want to cooperate based on the person's ability to guide others in achieving the desired goals within the organization. According to Young (in Kartono, 2003), namely the sense of leadership that is based on a form of domination personal capabilities that could encourage or invite others to do something that is based on acceptance by the group, and has special expertise appropriate for the specific situation. Moejiono (2002) looked at the leadership that actually caused by the influence of one-way, you indulge leader may have certain qualities-qualities which tell the difference himself with his followers. Leadership seen as strong affect humans (The act of Influencing people) to achieve something objektive. Influence is the ability for someone to convince an expert opinion to sebilangan great. Influence also depends on the person's existing knowledge and knowledge can also convince others in the community. In This relationship of former Prime Minister of Malaysia, YAB Tun Dr. Mahathir Mohammad outstanding leadership as outlined; "The complex interaction of many Qualities". A leader must also be able to give panduarah, increasing inspire and motivate followers to achieve excellence.

School counselors who know their student population well are better able to advocate for their students' needs and provide students with self-advocacy skills, such as self-determinism, empowerment, and social justice. To be effective, school counselors need to be willing to talk about and ask questions that relate to socioeconomic status (SES), racism, disability, bullying, and substance abuse. When addressing these issues, school counselors should put into practice consultation, staff

development, family outreach, organizational change, and community organizing interventions from a social justice advocacy perspective to asses students' needs and help them reach their potential (Lewis, Lewis, Daniels, & D'Andrea, 2003). In the same vein, school counselors should feel comfortable to respectfully challenging administrators, teachers, and students so that they may consider how they might unintentionally help perpetuate educational injustices that contribute to the academic achievement gap (Bemak& Chung, 2008).

Training provided by UKM joined by a group of teachers and employees of the organization supported by the departments of involved. Next Universiti Pertanian Malaysia (1980) now Universiti Putra Malaysia began offering Bachelor of Education (Guidance and Counselling) by giving specific path for teachers to further their studies in the field of counseling. Next the other universities in the country are beginning to offer counseling programs. Request training in counseling is increasing in 2000 due to the challenges of modernity and progress and current lifestyle demands. To meet this demand, many universities offer undergraduate and graduate programs in this field. Until now, the institutions that offer counseling programs at the bachelor's, master's and doctorate are in UKM, UPM, UPSI, USM, UM, UTM, UUM, UMS, UNIMAS, UMT, and USIM HELP universities (private universities). Since these programs are offered by many public and private institutions as well by then it needs to the government or the Ministry of Education (MOE) for a coordination of standards and counseling programs offered by public and private universities. Apart from the ministry also need to have guidelines and guidance to the level of efficiency and distinctive counseling skills in the local context at the same time recognized nationally and internationally. In fact, the Board of Counselors provides curriculum guidelines that must be provided by the educational institutions wishing to offer courses in counseling (see Appendix A, B and C). However, co-ordination and provision of counseling by the direction of the Ministry of Higher Education is needed to guide the universities involved.

Today, every school has a counselor recommended for every 500 students. Since March 15, 1996, the Ministry of Education has agreed to implement the appointment of a full-time counselor at each high school in the country, as provided in (326) 95/ABM 96 (<http://www.emoe.gov.my>). Each school is required to have at least one full-time counselor. MARA Junior Science College (MRSM) has been providing counseling services in 1972 and known as the Counselling Service Unit. On this day the unit is known as Counseling Services Unit (PSU). However counselor only appointed in 1980 for each MRSM (Amla, Zuria&Salleh, 2006). In tertiary institutions, at the end of the 1960s, InstitutTeknologi MARA is the first institution of higher learning that provides counseling services to students. Universiti Malaya, UniversitiKebangsaan Malaysia and other higher education institutions have to emulate the InstitutTeknologi MARA providing counseling services to help students deal with the concerns and problems of their lives while on campus (Rohany, 2008). Counseling services are not focused on school and higher education institutions only but this service is also available in the public sector, the private sector, the community, industry and non-governmental organizations (NGOs). The focus of these services is not to students only problem even for drug rehabilitation and morals, marriage and family (Rohany, 2008). Kuala Lumpur City Hall (DBKL) has been providing counseling services and welfare services since 1989 and is run by trained counselors diploma graduates from the National University of Malaysia. Counseling services

provided by City Hall when it is specific to the officers on duty at City Hall only (Annual Report of the Human Resources Department, City Hall 1990).

On this day all drug rehab centers across the country, whether in the form of institutional and community-based rehabilitation counseling services to occupier clients. However, for counseling services implemented in the agency rehabilitation centers, most of the practitioner or operator of a counseling session is not yet fully trained and the agency is working towards training their officers to get professional training as a counselor in the field of rehabilitation. Of anesthesiology counseling in prison, the mostly implemented by officials who do not have academic qualifications in counseling but trained by the Department of Prisons Correctional institute internally by prison officers who have qualifications in counseling. The prison now continue to train staff through twinning programs with several universities like UKM, UPM and UUM. Now the prison Malaysia focused training in counseling Correctional counseling or rehabilitation counseling. Community counseling, a comprehensive help service involves intervention strategies and services designed to enhance personal development all individuals and communities are widely held by the Department of Social Welfare and NP. Counseling services were also established by the Council Islam Negeri Sembilan (MAINS) in 1998 for the needs of people in Andhra Pradesh. Service run by MAINS operated entirely by almost all the counselors are registered with the Board of Counsellors and trained at the master's degree in counseling psychology at the National University of Malaysia and Universiti Malaya. Counseling services are also starting to get noticed by non-governmental organizations (NGOs). For example, Loving Association Malaysia (PENGASIH) practice treatment and rehabilitation program to include counseling as one component of the process of treatment and recovery.

As a whole, counseling services now held not only by institution / organization laity but also by institutions / organizations and the private sector to meet the needs during personal. Demand for trained councilors and bertauliah is very high. To meet this demand many IPTA offering pre-siswazah and siswazah in this field. The high demand also apply to initial interest IPTS offering kaunseling program. Now there are 2 pieces IPTS that offers courses Kaunseling namely Kolej Universiti UNIRAZAK and HELP.

Leaders And Leadership

The leader is given a personality or individual responsibility and mandated to lead a group of individuals, collection, organization, country or something social unit (family). The leader also may be viewed from various perspectives such as political leaders, pentadbiran, corporate, local community, religion and so on. Being distinction Samada opinion leaders formed or born. In the book *The Leadership Skill of states* bahawa 'Leaders are born not made'. In the book, 'Leadership dilemmas-Grid Solutions also expressed his form various issues in connection with such leaders; "Often we hear the question, Are leaders made or is leadership, something only a select few are born with?". The characteristics of a leader is to include personality traits, style its lead, the state or form of work, and the purpose of his followers. Generally, the measure of success of a leader is to what extent the leader is able to follow and meet the requirements of the leads. To meet the needs of his followers, a leader needs to power. From a sociological standpoint, people compete for scarce resources and also try to control the behavior of others.

In an organization, the leadership can be seen as a dynamic process, involving personality, responsibility and ability (Abilities) leaders, interaction leaders and followers (followers) who the achievement of a specific goal (stated goals).

Counselors As A Leaders

School counselors are uniquely trained to assume leadership in schools due to their knowledge, awareness, and skills that other school professionals may lack in a number of applied areas. For instance, school counselors are taught to consider how one's ethnic identity impacts development. Holcomb-McCoy (2005) recommends that school counselors develop and implement ethnic exploration groups in which students research their ethnic heritage, dialogue with others about their ethnic background, and learn new information about other cultures and ethnic groups. In addition to ethnicity awareness, school counselors bring special skills to the effort of educating low-income children (Amatea & West-Olatunji, 2007). Hence, they may be best suited as the professionals who can influence the beliefs and attitudes of teachers and administrators regarding as they seek to ensure that all students achieve high standards (Stone & Clark, 2001). School counselors exercise leadership through increased collaboration and consultation interventions with those individuals who essential to the health and welfare of students, teachers, administrators, family members, and people in the community (Stone & Clark; Cooper & Sheffield, 1994). Unfortunately, developing rapport with stakeholders may not always be possible, due in large part to time constraints. First and foremost, school counselors can get to know the most important stakeholders of all their students.

Conclusion

Counseling has been provided to clarify the status implementation and development of education in the field of counseling undergraduate and postgraduate offered institusi public higher education in Malaysia. There are 11 universities that offers undergraduate programs of counseling and 10 universities offer postgraduate programs graduate (masters and doctorate). Graduates produced by all This university is currently in the job market across the country held the position as counselors in educational institutions (primary, secondary, matriculation, training institutions, colleges and universities), public and private organizations, and other organizations. Are acounseling has now found a place in society will need and interests. Since the development and current demands, counseling is also seeking to specialization. This study shows the counseling field now need to specialize and counselors play a very important role in the organization even within a given time and the counselor should act as a leader to guide those who need his services.

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