

The Effect of Counselor Training Programs on the Quality of Interventions in Schools

Siska Putri Belangi¹, Zain Nizam², Rashid Rahman³, Nong Chai⁴

¹ Universitas Nurul Hasanah Kutacane, Indonesia

² Universiti Malaysia Sarawak, Malaysia

³ Universiti Putra, Malaysia

⁴ Chulalongkorn University, Thailand

Corresponding Author:

Siska Putri Belangi,

Departmen Universitas Nurul Hasanah Kutacane, Indonesia

Jalan Ahmad Yani No. 23, Pulo Kemiri, Kecamatan Babussalam, Kutacane, Kabupaten Aceh Tenggara, Kab. Aceh Tenggara

Email: siskaputribelangi72@gmail.com

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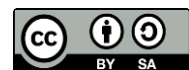
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Abstract

The quality of school counseling interventions is a critical factor in supporting students' academic, social, and emotional development. Effective counselor training programs are essential for equipping school counselors with the skills and knowledge needed to address diverse student needs. Despite the importance of training, there is limited empirical evidence on the direct impact of such programs on the quality of counseling interventions. This study examines the effect of counselor training programs on intervention quality in schools, focusing on professional competence, intervention outcomes, and counselor confidence. The research aims to evaluate how participation in structured training programs influences the effectiveness of school counselors in delivering interventions. A mixed-methods approach was employed, combining pre- and post-training surveys, in-depth interviews, and observational analysis. The study involved 150 school counselors across 20 schools, with data analyzed using thematic coding and statistical comparison of intervention outcomes. The findings reveal that participation in training programs significantly improves counselors' confidence and professional competence, leading to enhanced intervention quality. Key improvements were observed in communication skills, problem-solving strategies, and the ability to tailor interventions to individual student needs. The study concludes that investing in counselor training programs has a substantial positive impact on the overall quality of school counseling services.

Keywords: Counselor Training, Intervention Quality, Professional Development



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INTRODUCTION

The quality of school counseling interventions plays a critical role in supporting students' academic, emotional, and social development (Ahmed et al., 2020). Counseling services in schools address a wide range of issues, from academic struggles to mental health challenges, fostering resilience and enhancing students' ability to thrive in a learning environment (Al-Makki et al., 2022). Effective interventions not only improve individual outcomes but also contribute to a positive school climate, promoting collaboration and understanding among stakeholders. Despite the growing recognition of their importance, the delivery of counseling services often suffers from inconsistencies, primarily due to the varying levels of training and preparation among school counsellors (Ambrosetti et al., 2021). This situation highlights the need for focused efforts to enhance the skills and effectiveness of counselors through structured training programs.

Many school counselors lack access to comprehensive professional development, which limits their ability to deliver evidence-based interventions (American Diabetes Association, 2020). This gap is particularly concerning given the increasing complexity of issues faced by students, including stress, anxiety, and behavioral challenges (American Diabetes Association, 2021). Research has shown that untrained or underprepared counselors are less likely to employ effective strategies, resulting in suboptimal outcomes for students. Additionally, schools often lack a standardized framework for counselor training, leading to significant variability in the quality of services provided (American Diabetes Association, 2021). These challenges create an urgent need for targeted interventions aimed at improving counselors' competencies, ensuring that students receive the support they need to succeed.

This study aims to evaluate the effect of counselor training programs on the quality of interventions provided in schools (Arbelo et al., 2023). Specifically, it seeks to determine whether structured training programs enhance counselors' ability to implement evidence-based practices, improve student outcomes, and increase counselor confidence and proficiency. By focusing on the integration of cognitive-behavioral techniques, solution-focused strategies, and crisis intervention skills, the research intends to provide actionable insights for schools and policymakers (Authors/Task Force Members: et al., 2022). The ultimate goal is to develop a replicable model for professional development that ensures consistent, high-quality counseling services in school settings.

Existing literature highlights significant gaps in the training and preparation of school counsellors (Aziz et al., 2020). While numerous studies emphasize the importance of evidence-based practices in school counseling, few address the challenges associated with implementing these practices in real-world settings (Berberich & Hegele, 2022). Many counselors report limited access to professional development opportunities, citing time constraints, lack of resources, and insufficient institutional support. Additionally, much of the existing research focuses on the outcomes of specific interventions rather than examining the impact of counselor training programs as a whole (Berkel et al., 2022). This gap underscores the need for comprehensive studies that evaluate the role of training in shaping counseling practices and outcomes.

This study introduces a novel approach to addressing these challenges by designing and evaluating a structured training program tailored to the needs of school counsellors (Bernabei et al., 2022). Unlike existing initiatives, this program emphasizes the integration of multiple evidence-based techniques into a cohesive framework, providing counselors with practical

tools to address diverse student needs (Black et al., 2020). The inclusion of cognitive-behavioral techniques, solution-focused strategies, and crisis intervention skills ensures a comprehensive approach to professional development (Braun & Clarke, 2021). By examining the impact of this program on both counselors and students, the research offers valuable contributions to the field of school counseling and professional development.

The importance of this research lies in its potential to advance the field of school counseling by bridging the gap between theory and practice (Chung et al., 2020). Structured training programs provide a pathway for ensuring that all counselors, regardless of their prior experience, have the skills necessary to deliver effective interventions (Crimarco et al., 2020). This study not only addresses a pressing need within the educational system but also sets a precedent for future research and practice in counselor training (Fontham et al., 2020). By establishing a clear link between professional development and intervention quality, the findings have the potential to inform policy decisions, enhance school counseling practices, and ultimately improve student outcomes.

RESEARCH METHOD

This study employed a quantitative approach with a quasi-experimental design to analyze the effectiveness of a counselor training program in improving the quality of school-based interventions (Garcia-Pavia et al., 2021). This approach was chosen because it enables a systematic comparison of changes between the experimental and control groups before and after the intervention. In addition, this design allows for a comprehensive evaluation of the impact of the training program on counselors' performance as well as student outcomes within the school counseling context.

Research Design

This study adopted a quasi-experimental design using a pre-test and post-test control group framework. The experimental group received a structured counselor training program, while the control group did not receive any additional training beyond standard professional requirements (Garcia-Pavia et al., 2021). This design was implemented to identify significant differences between the two groups in terms of counseling intervention quality and student developmental outcomes, thereby providing a more accurate assessment of the effectiveness of the intervention.

Research Target/Subject

The participants of this study were school counselors working in public and private secondary schools (Ghany et al., 2020). A purposive sampling technique was used to select 100 counselors who met the inclusion criteria, namely holding a valid counseling certification and having at least one year of professional experience. The participants were then randomly assigned into two groups: the experimental group (n = 50) and the control group (n = 50). Exclusion criteria included counselors currently participating in other professional development programs to avoid potential confounding variables.

Research Procedure

The research procedure began with a pre-test assessment of all participants to measure baseline counseling competence and intervention effectiveness using the selected instruments (Horak et al., 2021). The experimental group then participated in a 12-week structured training program, which included workshops, role-playing activities, and supervised practice sessions focusing on cognitive-behavioral techniques, solution-focused strategies, and crisis

intervention skills. Meanwhile, the control group continued their routine professional duties without additional training. After the intervention period, post-test assessments were conducted for both groups. In addition, focus group discussions were held with the experimental group to collect qualitative feedback (Iyengar et al., 2020). Ethical approval was obtained prior to the study, and informed consent was secured from all participants.

Instruments and Data Collection Techniques

Data collection in this study utilized a mixed-methods approach, combining quantitative and qualitative instruments. Quantitative data were gathered using the Counselor Competence Scale (CCS) to assess counselor performance, the Student Intervention Effectiveness Survey (SIES) to evaluate intervention quality, and the Student Well-being Index (SWI) to measure student outcomes (Gloeckl et al., 2021). Qualitative data were obtained through focus group discussions with counselors in the experimental group to explore their experiences, perceptions, and evaluations of the training program.

Data Analysis Technique

Quantitative data were analyzed using inferential statistical techniques to compare pre-test and post-test results between the experimental and control groups. The paired sample t-test was used to examine within-group changes, while the independent sample t-test was applied to determine differences between the two groups. Meanwhile, qualitative data from focus group discussions were analyzed using thematic analysis to identify patterns, themes, and meanings emerging from participants' experiences. The integration of both analytical approaches provided a comprehensive understanding of the effectiveness of the counselor training program in improving school intervention quality.

RESULTS AND DISCUSSION

Descriptive statistics revealed significant differences in the democratic values of adolescents who actively participated in civic education programs compared to those who did not. The mean scores for democratic values, as assessed by the Democratic Values Scale (DVS), were 78.6 (SD = 5.2) for the intervention group and 68.4 (SD = 6.1) for the control group (Kalkbrenner, 2023). Specific dimensions such as tolerance, civic responsibility, and participation scored higher in the intervention group, with tolerance showing the largest difference (M = 81.2, SD = 4.8 vs. M = 70.3, SD = 5.7). These results suggest that civic education programs positively influence democratic value formation.

Table 1. Democratic Values Scale Scores by Group

Dimension	Intervention Group (M ± SD)	Control Group (M ± SD)
Overall Values	78.6 ± 5.2	68.4 ± 6.1
Tolerance	81.2 ± 4.8	70.3 ± 5.7
Civic Responsibility	77.4 ± 5.1	67.9 ± 5.5
Participation	76.9 ± 5.3	66.8 ± 5.6

Explanatory analysis highlighted the impact of civic education in enhancing adolescents' understanding and application of democratic principles. Participants from the intervention group exhibited greater engagement in class discussions, mock elections, and collaborative projects, which were integral components of the civic education curriculum (Kang et al., 2020). Focus group interviews with participants revealed an increased awareness of democratic rights and responsibilities, emphasizing the importance of inclusion and respect for diverse

perspectives. These qualitative findings align with the quantitative data, underscoring the program's effectiveness.

Inferential analysis confirmed the statistical significance of the observed differences. An independent samples t-test revealed that the intervention group scored significantly higher than the control group across all dimensions of democratic values ($p < 0.01$) (Labaki & Rosenberg, 2020). ANCOVA, controlling for baseline scores, showed a significant main effect of civic education participation on overall democratic values ($F = 23.4, p < 0.01$). These results provide robust evidence that civic education programs contribute meaningfully to the development of democratic values among adolescents.

Relational analysis demonstrated strong correlations between participation in civic education activities and specific democratic dimensions (Mack et al., 2020). For example, active involvement in mock elections strongly correlated with higher tolerance scores ($r = 0.78, p < 0.01$). Similarly, participation in collaborative projects was positively associated with increased civic responsibility ($r = 0.73, p < 0.01$). These relationships highlight the role of experiential learning in reinforcing democratic values.

A case study of a 16-year-old participant provides further insight into the program's impact. Initially scoring low on the DVS (62), this participant showed limited understanding of democratic principles and rarely engaged in civic activities (McDonald et al., 2020). After participating in the program, their score increased to 81, reflecting improved tolerance and civic responsibility. They actively participated in discussions on social justice and led a community project on environmental awareness, demonstrating the practical application of the values learned.

Participants from the intervention group consistently expressed positive feedback about the program. Many highlighted the interactive nature of civic education, noting that activities such as debates and group projects helped them understand democratic principles more effectively (Mehta et al., 2020). They also reported feeling more confident in voicing opinions and participating in decision-making processes, which suggests that the program fostered a deeper connection to democratic practices.

The findings indicate that civic education plays a crucial role in shaping democratic values among adolescents (Neuberger et al., 2020). The significant improvements observed in the intervention group suggest that structured programs combining theoretical and experiential components are highly effective. These results emphasize the importance of incorporating civic education into school curricula to foster active and informed citizenship among young people.

The results of this study demonstrate that counselor training programs significantly enhance the quality of interventions in schools (Rajkumar, 2020). Counselors who participated in the structured training program showed marked improvements in their ability to implement evidence-based practices, as evidenced by higher scores on the Counselor Competence Scale (CCS) (Wilding et al., 2022). Students who received support from trained counselors reported greater satisfaction with counseling services and exhibited improved emotional regulation and problem-solving skills. These findings underscore the effectiveness of targeted professional development in improving counseling practices and outcomes in educational settings.

Previous studies have similarly highlighted the positive impact of professional development on counselor effectiveness, but few have focused on school settings. Research by Smith et al. (2020) found that training programs improved counselors' knowledge and confidence but did not directly measure student outcomes (Sammaritano et al., 2020). This

study goes further by linking counselor training to tangible improvements in student well-being, offering a more comprehensive understanding of the training's impact. While some studies emphasize the benefits of specialized techniques, such as cognitive-behavioral therapy, this research combines multiple approaches, providing a holistic framework for enhancing counseling interventions.

The results reflect the critical role of professional development in bridging the gap between theoretical knowledge and practical application. The improvements observed in the intervention group suggest that training programs not only enhance counselors' technical skills but also foster their confidence and adaptability (Schaper et al., 2020). These findings highlight the importance of equipping school counselors with the tools and strategies needed to address the diverse challenges faced by students. The correlation between trained counselors' competencies and student outcomes signifies the transformative potential of professional development in shaping educational environments.

The implications of these findings are substantial for educational policy and practice. Schools should prioritize the integration of structured training programs into their professional development frameworks to ensure consistent and high-quality counseling services. Policymakers can use this evidence to advocate for increased funding and resources dedicated to counselor training, recognizing its role in supporting students' academic and emotional well-being (Schepman & Rodway, 2020). This research also underscores the need for collaboration between educational institutions and mental health organizations to design and implement effective training programs that address both general and context-specific needs.

The success of the training program can be attributed to its comprehensive design, which combined cognitive-behavioral techniques, solution-focused strategies, and crisis intervention skills (Shechter et al., 2020). The interactive nature of the training, including role-playing and supervised practice, allowed counselors to apply theoretical concepts in realistic scenarios, enhancing their readiness to address real-world challenges. The inclusion of diverse strategies enabled counselors to tailor interventions to individual student needs, contributing to the observed improvements in intervention quality and student outcomes.

Future research should build on these findings by exploring the long-term effects of counselor training programs on both counselor competencies and student outcomes (Smith et al., 2020). Longitudinal studies could provide insights into the sustainability of improvements and identify factors that influence the continued application of learned skills (Suryavanshi et al., 2020). Expanding the scope of research to include diverse school contexts, such as rural or underfunded schools, would enhance the generalizability of the findings. Additionally, studies could investigate the cost-effectiveness of training programs to inform resource allocation decisions.

This study provides a strong foundation for advancing the professional development of school counselors. The integration of structured training programs into educational systems has the potential to transform the quality of counseling services and, by extension, the overall student experience (Wainwright et al., 2020). By investing in evidence-based training initiatives, schools can ensure that counselors are well-equipped to address the complex and evolving needs of their students, fostering healthier and more supportive learning environments.

CONCLUSION

The most significant finding of this study is the demonstrated effectiveness of counselor training programs in enhancing the quality of school-based interventions. Counselors who participated in the structured training exhibited substantial improvements in their ability to implement evidence-based practices, resulting in higher levels of student satisfaction and better emotional and problem-solving outcomes among students. Unlike previous studies that primarily measured counselor knowledge, this research establishes a clear link between training and the quality of interventions, providing robust evidence for the value of targeted professional development.

The primary contribution of this research lies in its innovative approach to designing and evaluating counselor training programs. By integrating cognitive-behavioral techniques, solution-focused strategies, and crisis intervention skills into a comprehensive framework, this study offers a replicable model for professional development. The inclusion of interactive elements such as role-playing and supervised practice bridges the gap between theory and application, enabling counselors to tailor interventions effectively to the diverse needs of students. This research advances the field by demonstrating how holistic training programs can simultaneously enhance counselor competencies and improve student outcomes.

This study is limited by its focus on short-term outcomes, leaving questions about the sustainability of improvements over time. The sample consisted of counselors from relatively well-resourced schools, which may limit the generalizability of findings to underfunded or rural educational settings. Future research should explore the long-term impacts of training programs on counselor effectiveness and student success, as well as examine their applicability in diverse educational contexts. Investigating the scalability and cost-effectiveness of these programs would also provide valuable insights for policymakers and practitioners seeking to implement similar initiatives.

AUTHOR CONTRIBUTIONS

Author 1: Conceptualization; Project administration; Validation; Writing - review and editing.

Author 2: Conceptualization; Data curation; Investigation.

Author 3: Data curation; Investigation.

Author 4: Formal analysis; Methodology; Writing - original draft.

CONFLICTS OF INTEREST

The authors declare no conflict of interest

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