

## **TITLE OF PRACTICE**

### **Mentoring**

#### **The Context:**

- The college would like to achieve the vision of the institution - that of a life - oriented education
- It also would like to improve discipline and human interaction on the campus through the mentoring system. The College had earlier class teachers in charge of their respective classes, they were in charge of handing over the examinations progress reports after every exam conducted, wherein, the academic progress of the students was monitored, with not much opportunity to look into the strengths and weaknesses in the personal life of the student and guide her. To overcome this problem, the mentoring system was adopted in the College. The students being at a vulnerable age tend to be rebellious (be it with regard to dressing, use of cell phones, attendance or relationships). The mentor, with constant counselling helps them to cope with their personal problems. This helps the students to be closer to the teacher in charge. The mentors also strike a balance between the students coming from different strata of society thus creating an environment of self-respect and respect for others.

#### **The Practice:**

Mentorship is assigned to each member of the faculty based on the subject and classes they handle. Each staff member is allotted 30-40 students and she/he is a mentor for all the three years of their stay in College at the UG level. The mentor sheets have been designed to make provision to include all academic, co - curricular and personal details of the candidate including his /her family during the first year degree. Other than providing personal guidance the mentors also teach qualifying compulsory subjects of Environment and Road safety awareness and Drug abuse: Problem, Management and Prevention. The mentor helps the student understand the organizational culture. She/he provides guidance on personal issues and guides her/him to participate in various other activities besides academic ones offered in the institution. The mentor points out strengths and areas for development in each student. She/he also helps the student to set long term career goals and short term learning objectives to enable them to perform effectively. The mentor meets her/his wards regularly. Parents are called for interactive sessions to know how constructively their ward utilizes the time at home. Constructive suggestions are made for the overall development of the student. Parents of achievers are advised by the mentor to encourage their wards to capitalize on their strengths and pursue higher studies. Slow learners are given tutorials in their weak subjects by the respective teachers. Sometimes mentors even address health problems and personal problems of the students.

#### **Evidence of Success:**

- Mentoring has proved to be the ideal system to have adopted, as tremendous Success: improvements that have been seen in the overall performance of the students.
- There is a significant change and marked improvements in the students' attendance and attitude.
- High self-esteem, appreciation for oneself and respect for others.
- Mentorship was highly appreciated by the parents who felt that their children were in safe hands.
- Students felt that they had somebody to turn to in times of trouble.
- Improved discipline and humanizing environment on campus.
- Indiscriminate use of cell phones reduced.

#### **CONTACT DETAILS**

**PRINCIPAL**

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