



# GRT COLLEGE OF EDUCATION

TIRUTTANI-631 209

(Recognised by NCTE & Approved by Govt. of Tamil Nadu Affiliated by  
Tamil Nadu Teacher's Education University)

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Highly qualified teachers of GRT College of Education avail all the given modern methods of teaching to enhance learning ability of students. They support and assist from the beginning of the academic year. It is necessary to support their performance in the classroom from the very beginning in their teaching careers. Mentoring can play a critical role in continually improving the professional knowledge and skills that teachers need to instruct and prepare students for the rising demands of modern methods in the field of education.

- working in teams
- dealing with student diversity
- conduct of self with colleagues and authorities
- balancing home and work stress
- keeping oneself abreast with recent developments in education and life

## **Working in Teams:**

UG and PG students are grouped under the supervision of mentors with 13-15 students to cope with academic and professional growth. They are encouraged and guided to participate in curricular & co-curricular activities.

## **Dealing with Student Diversity:**

Equity and equality are the core values with special attention to students from below socio-economic strata in developing their capacity towards life skills, providing financial help, psycho-emotional support and techno support to complete the programme successfully.

## **Conduct of Self with Colleagues and Authorities**

Students are made aware of the vision, mission, code of conduct, professional ethics and exposed to the qualities such as soft skills, body language, team spirit, co-habitation, co-operative management skills, self-conducting habits with stakeholders, within the community other than the profession.

## **Balancing Home and Work Stress**

Parents/ spouse of student-teachers admitted are oriented about the institution's supportive role towards the intensity of the programmes with a questionnaire circulated to inform them about the stress involved and few modalities to tackle them amicably. Later, any disturbances in families are noted and rectified if possible. Face to face personalized interactions every semester by the principal for academic and personal wellbeing are conducted with confidentiality. Phases of internship and field projects are stress related, therefore, mentors/lecturers accompany the students and precautionary measures are oriented towards prevention of stress due to unforeseen and unexpected incidences.

### **Keeping Themselves Abreast**

Awareness programmes are organized during the formative period of the UG and PG programmes to acquaint them with current updates in the areas of knowledge, technology and evaluation. Every assembly has a session on briefing with emerging issues, news updates and reading, reflection on educational innovations, which would indirectly motivate the student teachers the quest for search.

### **Projects**

Continual mentoring is provided by mentors for successful completion of projects, to work in teams according to the interest and develop awareness about social issues. The professional attributes developed are team spirit, communication skill, and decision making ability, and showcasing skills while accepting constructive suggestions and feedback to nurture professionalism.

### **Activities**

Activities are monitored by the concerned mentors and in-charge staff with learning experience, expressed in their portfolio project for professional growth. Mentors identify students' strengths and weaknesses by interacting regularly, which helps mentors to motivate and encourage mentees to opt for Certificate Courses in order to groom them professionally.



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<b>Date of Implementation</b>	<b>10/11/2020</b>
<b>Type of Policy</b>	<b>Learner Mentoring Policy</b>

## **LEARNER MENTORING POLICY**

GRT College of Education is committed to enabling learners to access support mechanisms to meet their academic needs. This policy applies to all mentors and mentees who take part in the programme. It aims to ensure that learners have the opportunity to work with a mentor who will offer support and guidance on academic issues. Thus, a personal relationship is created for better understanding of the student's aspiration, strengths and weaknesses. The College is committed to regularly reviewing the effectiveness of the Learner Mentoring Policy and procedures and making adjustments as and when necessary in response to the needs of those involved.

### **This Policy is underpinned by the following key principles:**

- Our learners must be supported to achieve their potential while at College, in an environment where their wellbeing is fulfilled
- Learners who are at-risk of drop-out will have the opportunity to work with a mentor whose role will be to provide them with additional support in academic issues.
- There is an evaluation process for assessing the effectiveness of mentors and mentoring program and also for identifying the possible challenges.
- Sharing of mentee Information- In case the mentor leaves, the information about the mentee needs to be shared with the new mentor. There is a handing over form which needs to be signed by both the new and the old mentor.



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## **Responsibilities of a Mentor:**

- Each student is to be allocated a faculty mentor at the time of admission.
- A mentor will provide support to 20 mentees.
- The mentors should try to understand their mentees and help their mentees settle well in the new environment.
- The mentor will act as a guide, coach and role model for the trainee.
- The mentor should interact periodically with the trainee to review experience.
- The mentor will play a critical role in the mentees' Internship and Placements by helping them prepare for the professional competence programme.
- All mentors should keep a confidential data sheet about their students which records a report of mentoring done by the teachers.
- These reports should be periodically evaluated by a team of senior teachers and its effectiveness should be monitored by a committee consisting of the Principal, Academic Deans and the IQAC.

## **Responsibilities of a Mentee:**

- Mentees should be regular and punctual for meetings with the mentor.
- They must adhere to the Mentoring Programme procedures.
- They must attend training as directed by the mentor.