

## MENTORING POLICY

### Preamble

The all round development of an individual person is an objective of education and is enshrined in the vision and mission of the College by its Founding Body. It is important that the youth who are enrolled in the College are provided with personalised guidance and direction for their life. The youth need to be prepared to take leadership roles in the family, society around them and to the nation. Mentoring individual students will help them to achieve optimum success.

### Objectives

The following are some of the objectives of this policy on mentoring:

- To guide the students to have a healthy life style.
- To create in the students a sense of purpose in life.
- To train the students in inter-personal skills for living a peaceful life in the society and in the nation.
- To guide the students for achieving optimum success using their intellectual and academic competence.
- To give the students multi-caste and multi-religious awareness and respectful mutual acceptance among themselves and among the members of the society in order to enhance national integrity.
- To aim for achieving moral, ethical and spiritual maturity.

### General Guidelines

- College life has a mission to form leaders and responsible citizens. This requires that we offer the opportunities for holistic development for each student.

- In the curricular and co-curricular programmes, we need to accompany the students closely, and guide them to grow into mature and happy persons. The mentor-ward system serves this purpose in a unique manner.
- Students are not shaped passively into leaders. They must want to develop their leadership skills and human potential and must be encouraged to identify their goals and seize opportunities to lead and grow.
- The students who are pursuing their undergraduate and post graduate courses are going through a difficult period in the area of personality development. The developmental tasks specific to this period are: achieving academic competence, managing emotions, developing autonomy, establishing identity, learning to get along with the complimentary gender, clarifying purpose and developing integrity. Since it is often difficult for students to appraise their own level of maturity and competence and to chart realistic goals, it may be beneficial for them to seek mature advice to help evaluate their development.
- Through mentoring the College enhances confidence and offers challenges to set higher goals, take risks and achieve at higher levels.
- All steps need to be taken for individual recognition and encouragement
- The mentors are expected to provide psycho-social support by keenly listening and interacting with the students
- Today's youth need to be advised on balancing range of academic and personal responsibilities.
- The mentors need to point out to role models for professional life and facilitate the development of increased competencies and stronger interpersonal skills.
- The students need to be exposed to diverse perspectives and experiences through mentoring.
- Mentoring needs to provide guidance on areas the student is unfamiliar with, such as facing life on the campus, preparing for exams, etc.
- Mentoring provides opportunity to sound off ideas with mentors in safe space.
- Mentoring aims at increasing personal knowledge and awareness.
- Mentoring develops an environment that supports constructive criticism.
- The College shall set up a Mentoring Committee with a Mentoring Coordinator to oversee the conduct of the mentoring system from allotment of mentors and mentees to documentation of the entire mentoring process.

- The College shall organise training programmes with experts on mentoring for the teachers of the College for achieving an effective system of mentoring.
- The College shall print the handbooks and other records and make all aware of the requirements to be fulfilled.
- While allotting mentees to the mentors, care shall be taken to ensure that the right persons, capable of guiding the students according to their nature, ascertaining the initial and minimum compatibility.
- The College shall conduct regular one-on-one mentoring and occasionally group mentoring.
- The mentors shall maintain and submit all records of mentees as per prescribed formats and submit the same to the Coordinator / Vice Principal / Principal as and when such records are called for.

*The Mentoring Policy has been approved by the Chairman and Manager of the College on 7<sup>th</sup> May, 2018.*

