



OPEN HOUSE DISCUSSIONS
ON
NATIONAL MISSION FOR MENTORING (NMM)
November 2021- March 2022



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आज़ादी का
अमृत महोत्सव

**National Council for Teacher Education, Ministry of Education,
Government of India**



गुरुर्गुरुतमो धाम
NCTE

15.11. A National Mission for Mentoring shall be established, with a large pool of outstanding senior/retired faculty – including those with the ability to teach in Indian languages – who would be willing to provide short and long-term mentoring/professional support to university/college teachers.

-Para 15.11 Of National Education Policy 2020

FOREWORD

Dear All,

It gives me immense pleasure to share with you the booklet on National Mission for Mentoring (NMM). This handout provides an overview of 15 consultative workshops on NMM conducted with various institutions throughout the country from November 2021- March 2022. Various academicians and educators all over country participated in these workshops to share their ideas and expert opinions on mentoring. This document is a collation of the suggestions and inputs received from the diverse set of stakeholders in spirit of the bottom-up approach.



NEP 2020 aims to flourish a knowledge system by inviting a large pool of outstanding professionals to provide long/short term support in the field of mentoring. NMM aims to accomplish the common goal of transforming the country into a global knowledge superpower through quality teachers. The draft document released by NCTE viz. “Bluebook on Mentoring” was an initial effort towards formulation of the National Mission for Mentoring.

A final version of the Bluebook on NMM for the pilot run has been prepared by NCTE. The handbook outlines the vision of the mentoring program that will accelerate the professional development of the mentees. I hope this booklet will serve as a repository of new ideas and thoughts on mentoring which have been received from the public forum. I am confident that it will help you to navigate the mentoring relationship in a structured and effective manner.

As we move forward, I am hopeful that we can harness the expertise and experiences from various stakeholders and engage them in making this program highly successful. On behalf of NCTE, we thank you all for being a part of the consultative workshops which laid the foundation for NMM.

Prof. Dinesh Prasad Saklani
Chairperson NCTE

FOREWORD

Dear All,

This handout provides an extensive information on National Mission for Mentoring (NMM) with the aim to ensure that the potential mentors and mentees develop a clear understanding about the concept of mentoring.

Across the globe, quality education has been accepted as one of the major interventions to achieve the dual target of equity and equality in education ecosystem. Para 15.11 of NEP 2020 has recommended the creation of a mentoring structure by inviting a large pool of mentors and mentees to come together through a common technology platform. Working towards the attainment of the goals set by NEP 2020, NCTE has been assigned with a key responsibility to develop NMM and design the guiding document on it.

To ensure a decentralized approach towards implementing this mission, a series of 15 Open House Discussions were conducted throughout the country. This has catalysed a transformational change by inviting valuable inputs/suggestions from various stakeholders involved in developing NMM for enhancing the quality in educational outcomes.

The reflection embedded in this handout will help you to locate and understand the core aspects of mentoring. It will also elaborate the underlying principles of mentoring and provide guidelines of operation for both mentors and mentees.

I am sure that the field functionaries involved in implementing mentoring programs will be immensely benefited by this handout. It is also expected that inputs from this document will be used for practising mentoring for school teachers.

Last but not the least, I would like to extend my gratitude to our NMM team comprising of the NMM Committee headed by Prof. Subhash Chandra Roy, Shri Abhimanyu Yadav, Convener NMM committee, Dr. Shailla Draboo, Academic Consultant NCTE and Ms. Harshita , Academic Consultant NCTE for their wholehearted dedication and enthusiasm for the successful conduct of all 15 Open House Discussions on NMM throughout the length and breadth of the country.



Ms. Kesang Y Sherpa IRS
Member Secretary NCTE

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List of Open House Discussions on NMM

S. No.	Name of the Institution/University	Mode of Discussion	Date on the Programme	States/UTs covered
1.	Cotton University Guwahati, Assam	Physical	16.11.2021	Assam, West Bengal, Arunachal Pradesh
2.	SCERT Gangtok, Sikkim	Blended	10.12.2021	Sikkim, Mizoram
3.	SCERT Jammu & Kashmir	Blended	13.12.2021	Jammu & Kashmir and Ladakh
4.	SCERT Patna, Bihar	Blended	15.12.2021	Bihar, Jharkhand
5.	University of Delhi	Physical	16.12.2021	Delhi, Haryana
6.	Banasthali Vidyapith, Rajasthan	Blended	17.12.2021	Rajasthan
7.	Osmania University, Hyderabad	Blended	18.12.2021	Telangana, Andhra Pradesh
8.	SCERT Pune, Maharashtra	Blended	28.12.2021	Maharashtra, Goa
9.	Indian Institute of Teacher Education, Gandhinagar, Gujarat	Physical	30.12.2021	Gujarat
10.	Banaras Hindu University Varanasi, Uttar Pradesh	Blended	12.01.2022	Uttar Pradesh
11.	SCERT Bhopal, Madhya Pradesh	Blended	17.01.2022	Madhya Pradesh
12.	SCERT Himachal Pradesh	Blended	20.01.2022	Himachal Pradesh
13.	SCERT Punjab	Blended	24.01.2022	Punjab
14.	Central University of Haryana	Blended	04.03.2022	Haryana and Chandigarh
15.	Directorate of School Education Puducherry	Physical	07.03.2022	Puducherry

1. Overview of Open House Discussions

Mentoring entails a professional and interpersonal relationship, for a sustained period of time, between a person who is perceived to have greater relevant knowledge, wisdom or experience (the mentor) and a person who is perceived to have less of the same (the mentee). National Mission on Mentoring (NMM), as envisaged in NEP 2020, enables individuals to engage in the processes of learning under an experienced professional. To accomplish this goal, a large pool of professionals and/or senior/ retired faculty are to be selected as potential mentors for mentees. The main objective is to improve the school education system through enhanced leadership in education. This can be achieved by incorporating largescale use of technology assisting mentoring structure at different levels of the education system.

A draft document on NMM titled **Bluebook on Mentoring** has been developed as a set of guidelines towards formulation of NMM. To ensure the participative approach towards implementing NMM, it was proposed to conduct 15 Open House Discussions throughout the country. This would primarily help in assessing the need of the target audiences and the smooth implementation of the NMM programme.

A series of Open House Discussions were conducted with different stakeholders which included potential mentees and mentors. The discussion was conducted in blended/ physical mode from the month of November 2021 - March 2022

The Open House Discussions on NMM attended to the following points:

- Need assessment for the professional development of mentors and mentees.
- Mapping the landscape for resources to establish mentoring structure.
- Acquainting mentees, mentors and administrators with key concepts of mentoring as mentioned in the Bluebook.



Public Participation at Cotton University Guwahati, Assam

1.1 Cotton University Guwahati, Assam

The first Open House Discussion on NMM was convened on 16th November 2021 in Cotton University Guwahati, Assam in physical mode. The event was attended by the officers of the Education Department, faculty and Head of Departments of the university including senior officers of NCTE and other stakeholders from the education sector. Prof. Bhabesh Chandra Goswami, Vice- Chancellor of Cotton University, Shri Santosh Sarangi IAS, Chairperson NCTE, Ms. Kesang Y Sherpa IRS, Member Secretary NCTE, Prof. Subhash Chandra Roy, Chairperson NMM Committee NCTE, Prof. Nilima Bhagabati, Member Eastern Regional Council Committee (ERC) NCTE and Shri Kalyan Chakravarthy IAS, Principal Secretary Education, Government of Assam were some of the important guests present at the event.



Shri Santosh Kumar Sarangi IAS, Chairperson NCTE at Cotton University Guwahati, Assam



Public Participation at Cotton University Guwahati, Assam

The following key ideas evolved from the discussion:

- Mentorship is a relationship established for the purpose of passing on knowledge and information, sharing wisdom and experience and offering advice and help in a safe space and in a confidential manner.
- The ultimate goal of mentoring is to foster the career development of each individual in such a way that they achieve satisfaction, fulfilment and success. Structured and accountable mentoring programs have determined the success of many individuals and in turn of departments as a whole.
- Mentoring improves collegiality and the feeling of being connected to colleagues. A combined effort and flexibility helps in addressing the needs of both mentors and mentee in the process of mentoring.



Prof. S.C. Roy, Chairperson, NMM Committee at Cotton University Guwahati, Assam



Ms. Khushboo Awasthi, NMM Committee Member presenting at Cotton University Guwahati, Assam

1.2 SCERT Gangtok, Sikkim

The second among the series was organized with SCERT Gangtok, Sikkim on 10th December 2021. The event took place in a blended mode inviting the participation of various stakeholders from the field of education. Many officers and officials from Sikkim were present at the event. Ms. Kesang Y. Sherpa IRS, Member Secretary NCTE, Dr. Ashok Pandey, Member NMM Committee, Dr. Rabin Chettri, Director SCERT Gangtok attended the event.



Dr. Rabin Chettri, Director SCERT Gangtok, Sikkim

The following key ideas evolved from the discussion:

- Topics that can be discussed and expanded in mentoring process include career planning, scholarly projects, action research, time management and work/life balance etc. The relationship of mentor- mentee will turn out to be flexible over time as it builds upon trust and respect for one another.
- Traditionally the concept of mentoring would include the aspects of age where it was implied that a junior colleague is mentored by a more senior colleague. However, there are various models of mentorship that include group mentorship, peer mentoring and functional mentoring other than traditional mentoring practices.
- Academic mentoring is being used as a tool to promote research-oriented teaching practices that facilitates cross-faculty collaborations and encourages mentoring culture.



Public Participation at SCERT Gangtok, Sikkim

1.3 SCERT, Jammu & Kashmir

The third among the series was organized with SCERT, Jammu & Kashmir (J&K) on 13th December 2021. The event was conducted in blended mode wherein almost 100 participants were present. Shri. B.K. Singh IFS, Principal Secretary Education, UT of J&K, Ms. Kesang Y. Sherpa IRS, Member Secretary NCTE, Prof. Veena Pandita, Director SCERT, Jammu & Kashmir, Prof. Sharad Sinha, Member NMM Committee and other officials from the School Education Department, UT of J&K attended the event.



Ms. Kesang Y. Sherpa IRS, Member Secretary NCTE



Public participation at SCERT Jammu & Kashmir

The following key ideas evolved from the discussion:

- Mentors need to be rewarded for their work and their efforts recognised in the program they are involved in. Mentoring is a voluntary exercise wherein the reward can be in the form of a non-monetary award/certificate/acknowledgement.
- Potential mentor candidates should be committed, approachable, empathetic, non-judgmental, supportive, reliable and respected. On the other hand, the mentees should be committed, willing to learn, open to feedback and do introspection.
- Talks by eminent speakers and scholars on mentoring play an effective role to demonstrate the responsibilities of mentors towards mentees. For these short videos, short clippings and teasers can be circulated through the social media platforms.



Public participation at SCERT Jammu & Kashmir



Public participation at SCERT Jammu & Kashmir

1.4 SCERT, Patna, Bihar

The fourth among the series was organized with SCERT Patna, Bihar on 15th December 2021 in blended mode. Various stakeholders were present at the event to deliberate and provide their valuable feedback and suggestion on mentoring. The event was attended by Dr. Jayesh Patel, Deputy Secretary NCTE, Dr. Binod Anand Jha, Director-Research & Training Patna, Dr. Archana Verma, HoD (Psychology), Dr. Kalpana Kapoor, Member NMM Committee and other educationists and academicians.



Dr. Jayesh S. Patel, Deputy Secretary NCTE



Public participation SCERT Patna, Bihar

The following key ideas evolved from the discussion:

- Mentoring process should include the strengths of our nation's diversity which would enable all to learn and grow together.
- The sessions on mentoring, provided at multiple points in time, will aid the mentors to learn about and discuss key aspects in the mentoring literature. Mentors should be encouraged to share their expertise and experiences while conducting sessions on mentoring.
- A single formal mentor (the primary mentor) is required to mentor on her/his area of expertise. The primary mentor should address all matters related to achieving career goals in teaching practice, education, research, leadership, advocacy and work-life balance. A mentee can have several mentors and a mentor can have several mentees individually and/or as a group.



Public participation at SCERT Patna, Bihar

1.5 University of Delhi

The fifth among the series was organized with University of Delhi on 16th December 2021 in physical mode. The event was attended by Shri Santosh Sarangi IAS, Chairperson NCTE, Ms. Kesang Y Sherpa IRS, Member Secretary NCTE, Prof. Chand Kiran Saluja, Chairperson NPST Committee NCTE, Prof. Yogesh Singh, Vice-Chancellor Delhi University, Prof Saroj Sharma, Chairperson National Institute of Open Schooling (NIOS), Shri Sridhar Srivastava, Director NCERT and Prof. Pankaj Arora, Director of ILLL and other stakeholders.



Shri Santosh Kumar Sarangi IAS, Chairperson NCTE, Ms. Kesang Y. Sherpa IRS, Member Secretary, NCTE, Prof. Chand Kiran Saluja, Chairperson NPST Committee NCTE & Prof. Yogesh Singh Vice-Chancellor, University of Delhi



Public participation at University of Delhi

The following key ideas evolved from the discussion:

- Mentoring programmes need to be structured around having clear processes and mechanisms to enhance classroom observation, teacher reflections, developmental feedback, data collection and having a robust culture of improvement, support structures for mentees and mechanisms to strengthen the entire mentoring process.
- NMM should be linked to National Professional Standard for Teachers (NPST). This will help to establish a broad spectrum on various aspects like academic productivity, employability skills, leadership and communication skills.
- Group mentorship may occur based on the availability of mentors with specific skill sets and interests in conjunction with the needs of mentees. Peer mentorship will be facilitated on an ad-hoc basis as identified by the individual faculty.



NCTE Team, Participated in Open House Discussion at University of Delhi



Public participation at University of Delhi

1.6 Banasthali Vidyapith, Rajasthan

The sixth among the series was organized with Banasthali Vidyapith on 17th December 2021 in blended mode. Shri Santosh Sarangi IAS, Chairperson NCTE, Ms. Kesang Y Sherpa IRS, Member Secretary NCTE, Prof. Inna Shastri, Vice-Chancellor of the university, Shri Sanjay Purohit, NMM Committee Member NCTE, Dr. Bhanwar Lal (IAS), State Project Director Samagra Shiksha (SMSA), Mrs. Sana Siddiqui (RAS), Additional State Project Director SMSA & Joint Commissioner, Smt. Mamta Dadhich, Joint Director SMSA and officers from State Education Department were present at the occasion.



Shri Santosh Kumar Sarangi IAS, Chairperson NCTE



Ms. Kesang Y. Sherpa IRS, Member Secretary NCTE

The following key ideas evolved from the discussion:

- Mentors should also provide psychosocial support and act as role model for their mentees. For those who have research intensive career goals, a specific scientific research mentor should be additionally assigned to facilitate research in career development.
- Some faculty members may need mentors from multiple areas of expertise depending on their individual needs. The need-based assessment for identifying the key areas of mentoring need to be explored while hosting sessions on mentoring.
- The mentor and mentee should meet to interact at least 2-3 times a year. Strong consideration should be given to more frequent (monthly or bi-monthly) interactions to establish a cardinal relationship.



Sh. Sanjay Purohit, NMM Committee Member, NCTE



Prof. Inna Shastri, Vice-Chancellor, Banasthali Vidyapith, Rajasthan

1.7 Osmania University, Hyderabad, Andhra Pradesh

The seventh among the series was organized on 18th December 2021 with Osmania University, Hyderabad in blended mode. The event was attended by Shri Santosh Sarangi IAS, Chairperson NCTE, Ms. Kesang Y Sherpa IRS, Member Secretary NCTE, Prof. D Ravinder Vice-Chancellor, Osmania University, Prof. K.Seetharama Rao, Vice-Chancellor, Dr. B R Ambedkar Open University Hyderabad, Prof. Ghanta Ramesh, Member Southern Regional Committee (SRC) NCTE, Dr. P Shankar, Member SRC NCTE, Prof. A. Ramakrishna, HoD Education, Osmania University and other academicians.



Shri Santosh Kumar Sarangi IAS, Chairperson NCTE



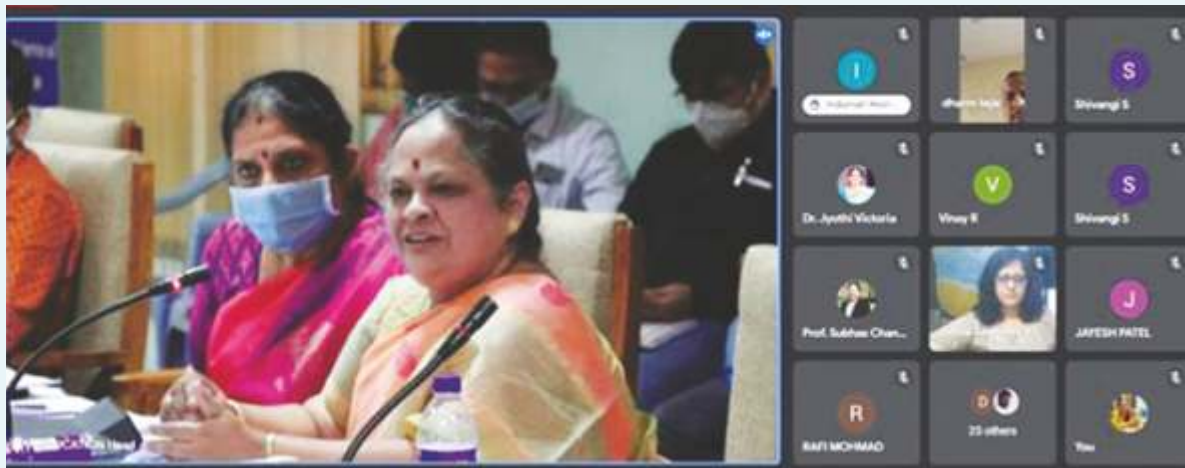
Ms. Kesang Y. Sherpa IRS, Member Secretary, NCTE at Osmania University, Hyderabad

The following key ideas evolved from the discussion:

- Trust and acceptability are the cornerstone of effective communication in mentoring relationships. As a mentor, one should remember that the mentee will first need to trust them before conducting mentoring sessions in order to accomplish their goals.
- Mentors should assist the mentee in exploring avenues for connecting with community resources for academic, personal and professional support, as required.
- Achieving transformational leadership through mentoring, inspiring mentees through effective communication, creating an environment of intellectual stimulation, openness to honest feedback and empowering mentees towards building great leaders are some of the key aspects to be covered through NMM.



Public participation at Osmania University at Hyderabad



Public participation at Osmania University at Hyderabad

1.8 SCERT Pune, Maharashtra

The eighth among the series was organised with SCERT Pune, Maharashtra on 28th December 2021 in blended mode. A number of officers/ officials and various stakeholders attended the event. Shri Naveen Malik, Under Secretary NCTE, Ms. Vandana Krishna, Addl. Secretary School Education & Sports Department, Govt. of Maharashtra and Shri Vishal Solanki Commissioner Education, Maharashtra attended the event.



Shri Naveen Malik, Under Secretary NCTE



Public participation at SCERT Pune, Maharashtra

The following key ideas evolved from the discussion:

- Mentors should be enrolled in mentoring training programs. Training helps to develop communication, active listening techniques, relationship building skills and effective teaching models of supervision. Conflict resolution and problem solving are some aspects to be included in training modules for mentors.

- The role of the school administrator in developing a mentoring program is to be included. They are in a position to assign or approve mentor and mentees teams, based on the strengths and needs of the school staff. Principals need to initiate mentoring programs for the staff and inform potential mentors and mentees about the process of conducting such program.
- In some regions, teachers do not possess much knowledge or understanding of the local culture. NMM should support new teachers to develop adaptability skills educating them on culturally relevant aspects, location-specific and community-based mentoring strategies.



Public participation at SCERT Pune, Maharashtra



Public participation at SCERT Pune, Maharashtra

1.9 Indian Institute of Teacher Education (IITE), Gandhinagar, Gujarat

The ninth among the series was organised with IITE Gandhinagar, Gujarat on 28th December 2021 in physical mode. The event was inaugurated by Shri. Acharya Devvratji, Hon'ble Governor of Gujarat and was attended by Ms. Kesang Y Sherpa IRS, Member Secretary NCTE, Dr. Harshad Patel, Vice Chancellor IITE. Various officers, officials and stakeholders also participated in the event.



Shri Acharya Devvratji, Hon'ble Governor of Gujarat



Ms. Kesang Y Sherpa IRS, Member Secretary NCTE and Dr. Harshad Patel, Vice-Chancellor IITE

The following key ideas evolved from the discussion:

- Mentors should be encouraged to develop SMART (Specific, Measurable, Attainable, Relevant, Time-Bound) goals and develop an action plan for achieving them.
- Mentors should assist the mentee in understanding how their interests relate to various occupations, career fields in their industry and the current job market.
- Maintaining confidentiality is one of the ways that you demonstrate respect in mentoring relationships. If confidentiality and trust is not there, the chance of reducing the effectiveness as a mentor and as a resource is greatly increased.



Public participation at IITE Gandhinagar, Gujarat



NMM Team participated in the Open House Discussion at IITE Gandhinagar, Gujarat

1.10 Banaras Hindu University, Varanasi, Uttar Pradesh

The tenth among the series was organized with Banaras Hindu University on 12th January 2022 in blended mode. The event was graced by Shri Santosh Sarangi IAS, Chairperson NCTE, Ms. Kesang Y Sherpa IRS, Member Secretary NCTE, Prof. Sudhir K Jain, Vice-Chancellor BHU, Prof. Sushma Ghildiyal, HoD Education BHU and various other stake holders.



Shri Santosh Kumar Sarangi IAS, Chairperson NCTE



Ms. Kesang Y Sherpa IRS, Member Secretary NCTE

The following key ideas evolved from the discussion:

- A diverse set of tools in the form of mentoring software can be designed to cater to the needs of mentoring programs. Such tools will help to provide a comprehensive reporting that can be used to gauge the strong and weak points of your workplace mentoring program.
- Multiple research tools like questionnaires, survey forms, observation methods can be employed to gather the valuable feedback with regards to mentoring sessions.
- Mentoring structure should help to identify the learning gaps that exist within the system. The process of mentoring emphasises on encouraging, supporting and empowering of mentees. Therefore, valuable feedback and observation plays a key role to determine the quality of a good mentor.



Shri Vinay R. Sanjivi, NMM team member



Public participation at Banaras Hindu University, Varanasi, Uttar Pradesh

1.11 SCERT Bhopal, Madhya Pradesh

The eleventh among the series was organized with SCERT Bhopal on 17th January 2022 in blended mode. Various stakeholders like DIET principals, DIET faculty, school principals, teachers and SCERT faculty participated in the Open House Discussion. Dr. Jayesh Patel, Deputy Secretary NCTE, Dr. Ashoke Pandey Member, NMM Committee Member NCTE, Prof. Atul Danayak, Controller Teacher Education SCERT Bhopal and other officers/ stakeholders participated in the event.



Dr. Jayesh Patel, Deputy Secretary NCTE

The following key ideas evolved from the discussion:

- Need to establish a formal structure of mentoring at various level involving state implementing agencies to strengthen the grass root level functionaries that would more likely include all the practitioners from the field of education.
- DIETs play an important role in capacity building and mentoring of middle level functionaries; therefore, a similar structure of mentoring would be beneficial in modeling of mentorship programs for teachers.
- Reflection and self-assessment form an essential pursuit of mentoring process, with the thrust being laid on the 3Cs (clarity, communication and commitment) while practicing mentoring.



Dr. Ashok Pandey, NMM Committee Member NCTE



Public participation at SCERT Bhopal, Madhya Pradesh



Public participation at SCERT Bhopal, Madhya Pradesh

1.12 SCERT Himachal Pradesh

The twelfth among the series was organized with SCERT Himachal Pradesh on 21st January 2022 in blended mode. Various stakeholders like principals, DIET faculty, school principals, teachers and SCERT faculty participated in the Open House Discussion. The event was attended by Dr. Jayesh Pate, Deputy Secretary NCTE, Dr. Kalpana Kapoor, NMM Committee Member NCTE, Ms. Rita Sharma, Principal SCERT and other officers, officials and stakeholders.



Ms. Rita Sharma Principal, SCERT Himachal Pradesh

The following key ideas evolved from the discussion:

- Teaching learning is a two-way process activity where a teacher would act as a mentor or guide for a student and at the same time a mentee, whenever the expertise is required in a particular field. Therefore, the process of mentoring would help to facilitate cross learning between both teachers and students. The competence of a teacher needs to be strengthened as she/he move ahead in their career progression and for that mentoring plays a crucial role.
- NMM would bridge the urban-rural divide by bringing together the large group of mentors and mentees through a common platform. Hence, the challenges like infrastructure, access to technology, linguistic and socio-economic barriers should be taken into account while implementing this mission.
- Teachers should aim for continuous professional development and lifelong learning opportunities. NMM would cater to the present day need of teachers by providing expertise and guidance throughout their career pathway.



Dr. Jayesh Patel, Deputy Secretary NCTE & Dr. Kalpana Kapoor, NMM Committee Member NCTE



Public participation at SCERT Himachal Pradesh

1.13 SCERT Punjab

The thirteenth among the series was organized with SCERT Punjab on 24th January 2020 in blended mode. The event was attended by Dr. Jayesh Patel Deputy Secretary NCTE, Dr. Jamail Singh Keleke, Director SCERT and other stakeholders from the Education Department of the state.



Dr. Jamail Singh Keleke, Director SCERT Punjab

The following key ideas evolved from the discussion:

- The sponsoring mentoring program might specify certain activities that the group must participate in or in some cases where the mentor may choose or design appropriate set of activities. Some group mentoring activities may be intended as teaching exercises, while others may simply be informal in nature.
- Ensuring that mentoring programs should be well designed which would promote accuracy and efficiency, establish credibility, enable to gauge the progress effectively and identify areas that need improvement.
- Quality improvement is a hallmark of effective mentoring program which shall include an indicator to measure the program process accurately, a process that reflects on evaluation findings and disseminates them to appropriate parties



Panel Discussion at SCERT Punjab



Public participation at SCERT Punjab



Public participation at SCERT Punjab

1.14 Central University of Haryana

The fourteenth among the series was organized with Central University of Haryana, on 04th March 2022. Dr. Jayesh Patel, Deputy Secretary NCTE, Prof. Tankeshwar Kumar, Vice Chancellor Central University of Haryana, Prof Sarika Sharma, Dean, School of Education & Registrar CUH, and other officers and stakeholders were also present at the event.



Prof. Tankeshwar Kumar, Vice Chancellor, Central University of Haryana



Prof. Pramod Kumar & Dr. Dinesh Chahal, Asst. Professor

The following key ideas evolved from the discussion:

- The mentoring programs should be designed to benefit both mentor and mentee as it provides the opportunity for both to learn through new endeavors and cultivate new perspectives in a given knowledge system.
- The aspect of diversity should be taken into account. The concept of neutrality should be assessed in terms of religion, gender, caste, culture, minority, economic background etc.
- Poor digital literacy in rural areas is real time challenge for implementing various interventions in the field of education because a large part of Indian population is still not well equipped with the use of technology and infrastructure. In addition, the number of senior/retired faculty also lack experience in the field of technology and its usage. Therefore, mentoring would foster the change to tackle such issues and challenges through the use of digital interface.



Public participation at Central University of Haryana



Public participation at Central University of Haryana

1.15 Directorate of School Education, Puducherry

The fifteenth and the last among the series was organized with Directorate of School Education Puducherry on 07th March 2021. The program was attended by Shri A. Namaassivayam, Hon'ble Minister of Education, Government of Puducherry, Prof. D P Saklani, Chairperson NCTE, Ms. Kesang Y Sherpa IRS, Member Secretary NCTE, Prof. S Mohan, Vice Chancellor Pondicherry Central University, Prof. Sharad Sinha, NMM Committee Member NCTE, Shri S D Sundaresan, IAS, Secretary to Department of Education, Shri P. T. Rudra Goud, Director School Education, Government of Puducherry and other academicians/ stakeholders participated in the Open House Discussion.



Prof. Dinesh Prasad Saklani, Chairperson NCTE



Ms. Kesang Y Sherpa, Member Secretary NCTE at Puducherry

The following key ideas evolved from the discussion:

- Effective mentoring programs offer enough flexibility to help and meet each mentee's personal needs based on the four principles- preparation, negotiations, enabling growth and closure.
- The concept of developmental network has promise for a new way of looking at mentoring, helping the mentee to define needs and fulfil them through a diversified set of individuals. This kind of mentoring outreach promises to provide significant career advancement for professionals no matter what career pathway they choose.
- Ethics in mentoring plays a vital role to establish mentoring structures. Mentors should look towards improving the mentee's prospective while respecting the mentees life circumstances and perspective. This includes not trying to transform the mentee or impose the mentor's own values on the mentee.



Shri A. Namaassivayam, Hon'ble Minister of Education, Government of Puducherry



Public participation at Directorate of School Education, Puducherry



Public participation at Directorate of School Education, Puducherry



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