GUIDELINES FOR MENTOR SELECTION IN STUDENT MENTORING PROGRAM

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Mentoring program is undeniably helpful to promote and enhance students’ performance. However, proper selection of those educators who can participate in the program is crucial to contribute for the success of the program.

Recruitment of mentors
The type of mentors to be chosen for the program is indicative of its success. Mentors may be selected through volunteer programs, where other students and even members of the faculty can sign up for the task or through active recruitment wherein mentors may be sought out and asked to join. If necessary, other members of the community may also be tapped.

A set of qualifications may be set in order for mentors to meet quality standards and help streamline the application process.

Screening for mentors
The next step in creating a mentoring program for schools is to screen the mentors for eligibility. After reviewing the applications, the core group can begin interviewing the mentor applicants to determine their fit in the program. This is especially important if there are certain activities that may require extra tasks for the mentors or the mentees. If certain activities off-campus are required, for example, students may have to involve parental permission in order to participate.

Training for mentors
An important part of a mentoring program is mentor training. Just because a person is qualified does not make him a perfect candidate for mentorship. He or she must be able to understand the goals of the program. He must also be informed about certain limitations and boundaries he must work in. Certain communication skills must also be checked or improved if necessary.

Matching mentors with mentees
As one of the final steps for implementing a program for mentoring in schools, pairing mentors with mentees can be a challenge. However, it is important that this is considered carefully. There are no set standards about pairing but most experts suggest it’s best to consider personality and mentoring styles in order to create a perfect match. If a certain match proves to be bad, corrections must be implemented immediately.

References:
