

# Sri Chintalapati Varapasada Murthy Raju Government Degree College, Ganapavaram, W.G.Dist. A.P.

Estd. 1972  
Affiliated to Adikavi Nannaya University  
Accredited 'B' by NAAC  
ISO 9001:2015 Certified



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## BEST PRACTICE-II

### 1. Title of The Practice

MENTOR-MENTEE SYSTEM (MMS)

### 2. Objectives of the Practice: (in about 100 words)

- ❖ To provide academic support to students by helping them to navigate the curriculum, providing guidance on study techniques and time management, and offering feedback on assignments and exams.
- ❖ To help students develop personal and interpersonal skills such as communication, leadership, problem-solving, and self-awareness.
- ❖ To provide career guidance by helping students explore different career options, giving information on job markets and employment trends, and offering advice on job search strategies and networking.
- ❖ To help students integrate into the college community, encouraging participation in activities and committees.
- ❖ To give emotional support to students by listening to their concerns, providing encouragement and motivation, and helping them navigate difficult situations.

### 3. The Context (in about 150 words)

Mentoring system can play a crucial role in Higher Education Institutions where students often seek academic support and emotional guidance from their teachers who can sometimes act as role models too. This mentoring system refers to a formal structure in the college that connects students in need of guidance and advice with more experienced individuals (teachers) who are willing to share their knowledge, skills and

expertise. The system helps students learn and develop new skills, navigate challenges in life and achieve their goals.

The UG students are full of ambitions and aspirations. They come from different financial, social, cultural and economical backgrounds to pursue their graduation in the institution with certain objectives in their mind. In the course of achieving their objectives, they face different challenges, and are often forced into a stressful situation. They look for emotional support from the teachers. This is where the role of MMS is very much relevant and necessary.

#### **4. The Practice** (in about 400 words)

In the SCHVPMR Govt. Degree College, the MMS has been institutionalized. At the beginning of every academic year, the newly admitted students are divided into batches and a common proceedings by the principal is issued for allotting faculty as mentors to the new batches. Each mentor has to maintain the profiles of the students allotted to him/her. The student profile sheet requires the entire academic and personal information of the students including his parents details, siblings details, address, previous study and performance, special talents, present academic performance like university exams marks, internal exams marks etc., attendance details, achievements, grievances raised and redressed, a passport size photo and so on. The profile sheet should be signed by the student, the mentor concerned and the Principal.

When any mentee comes to the mentor raising an academic problem, the mentor tries to solve the problem at his/her level. If it cannot be resolved at the mentor level, the issue will be brought to the notice of the Principal for redressal. Likewise, any mentee approaches the mentor concerned for the redressal of his/her personal problem, the mentor will see the feasibility and make efforts to guide the mentee on how to overcome the problem, or if it is necessary, the mentor will talk to the class or to the parents or to other subject teachers.

The general grievances of all the mentees are recorded in their profile sheets, and the steps for redressing the grievances are taken immediately as per the urgency and feasibility. Once, the grievance is redressed, the redressal information is also recorded in the mentees profile sheets.

Thus, MMS in this college has been an effective way to support students during their academic journey by providing guidance, support, and advice to students. The mentor can guide the student in areas such as academic planning, career guidance, time management, and personal development. He can also help the student identify their strengths and weaknesses and develop strategies to overcome challenges. The implementation of MMS in the college has several benefits for both students and mentors, and contributes to the overall success of the students as well as the college.

#### **5. Evidence of Success** (in about 200 words)

1. There were about 34 girl students, who were in the middle of graduation, got married, and when the parents and the husbands were unwilling to continue their study, the students approached their mentors for help. The mentors took great pains to convince their parents and husbands by repeatedly talking to them in person and on phone.
2. About 47 girl students who were very much willing to pursue post graduation but their parents decided to stop their study and marry off them brought their issue to the notice of the mentors concerned. The mentors talked to the parents and convinced some parents but failed to convince in some cases. Then, they brought the matter to the notice of the principal who sat with the parents for hours together and convinced them to continue their children's studies. In two or three cases, the principal also failed to convince.
3. A student of B.Com. with a liver complaint approached the mentor for help. The mentor talked to the principal and arranged for fundraising to help him meet his medical expenses. About 40,000/- was collected and handed over to his parents.

4. Many students from 2021-22 admitted batch who come from Telugu medium background faced difficulties with the introduction of English medium at graduation. They wanted permission to write in Telugu in semester exams. When it was brought to the notice of the IQAC coordinator, he organized an online survey on the issue and the detailed report of the survey was submitted to the Commissioner as well as the Registrar of the affiliating university for consideration of the students request.

**6. Problems Encountered & Resources Required** (in about 150 words)

- Mismatch: One of the most important factors for a successful mentoring relationship is finding the right match between mentor and mentee. If there is a mismatch in expectations, goals, or communication styles, the relationship may not be as effective as it could be. No issues are found in regard to this kind of mismatch in the college.
- Time constraints: Both mentors and mentees may have busy schedules, making it difficult to find time to meet or connect. But the mentors are committed to spending time with their students.
- Limited resources: The college has sufficient resources available to support this Mentor Mentee System without any break for the last 5 years.
- Communication barriers: Communication is key to a successful mentoring relationship, but there may be communication barriers that can make it difficult for the mentor and mentee to connect effectively. These barriers may include differences in language, cultural background, or communication styles. However, all the mentors in the college hail from the same state; hence, there are no communication barriers.

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