



## MENTORING PROGRAMME FOR THE E-SKILL DEVELOPMENT

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### Introduction

**Mentoring - is** Offline help provide by one person to another in making significant transitions in knowledge, work and thinking.

‘Mentoring’ is a collaborative and interactive process

Mentor used collaborative skill to encourage their mentee in the programme and also in the development of mentee in proper direction.

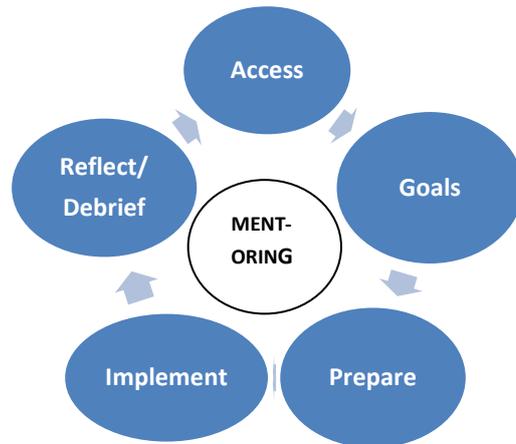
**Mentee-** The person being helped is often called the ‘mentee’



According to (Joyce & Showers1994, Murphy & Joyce, 1996) Mentoring is a effective process as compare to theory and practical. It is remarked in their research study on the impact of professional development. Indicated in the following table-

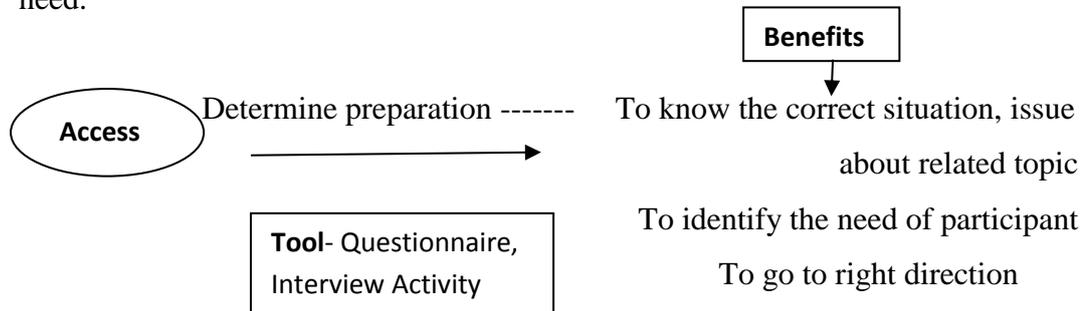
<b>Training</b>	<b>Knowledge Mastery</b>	<b>Skill Acquisition</b>	<b>Classroom Application</b>
Theory	85%	15%	5-10%
Practical	85%	80%	10-15%
<b>Mentoring</b>	<b>90%</b>	<b>90%</b>	<b>80-90%</b>

**Mentoring Cycle-**



While preparing the programme these steps should be following  
Snapshot prepare while planning the mentoring programme

**I- Access-** In this step the mentor interact with peer teachers and understood their basic technology skill, knowledge. The mentor use questionnaire, conduct interview or activity. At this stage we teacher are aware about their basic knowledge and identify the kind of information and skill for the effective use of technology they need.



Mentor should provide supporting sheet to know the participants basic knowledge-----

<p><b>Basic knowledge</b></p> <p>1—Basic application of Computer</p> <p>2 – Basic information about e-content</p> <p>3- basic about technology</p>	<p><b>Challenges</b></p> <p>What are the challenges in technology?</p> <p>1-----</p> <p>2-----</p>
<p><b>Strength</b></p> <p>1-----</p> <p>2-----</p> <p>3-----</p>	<p><b>Resources</b></p> <p>Resources of technology list out</p> <p>1-----</p> <p>2-----</p> <p>3-----</p>

**II- Set Goal-** At this stage the mentor set up the goal that should be achievable and proper linked with educational goals. As per the goal required technical skill will set up.

**Step-1-** Identification of the information which is used into technical activity.

**Step-2-** Identification of the topics/units from the syllabus.

**Step-3-** Determination of the technological skill required

Mentor should provide fourfold activity in the peer group

<b>Suggested technological Activity</b> Activity1----- Activity2----- Activity3-----	<b>Topics related to technology</b> 1----- 2----- 3-----
<b>Technology required</b> Name-----	<b>Resources</b> List-----

**III- Prepare-** At this stage mentor ask question to gather/collect information and help to integrate technology into their teaching. Mentor duty to provide learning activity, model resources or teach technology skill to help peer to implement technology in teaching and learning process.

<b>Prepare teaching plan</b>	<b>Sharing in peer group</b> 1----- 2----- 3-----
<b>Orientation about technological skill</b>	<b>Implementation of learned skill</b>

**IV- Implement-** At this stage peers are ready to implement the lesson plan. They used their technological skill and knowledge

**Step-1-** Peers apply their knowledge

**Step-2-** Adjust with new skill

**Step-3-**Evaluate their learning

<b>Additional skill taught</b>	<b>Difficulty level</b> 1----- 2----- 3-----
<b>Useful for students learning</b>	<b>Suggestion require</b> List-----

V- **Debrief-** Collect feedback and prepare plan for mentoring

### **Conclusion**

In this way mentor prepare their schedule, activity sheet for the training. Mentor should understand the need of students and assist participants. Mentor should have detailed knowledge about technology to create stimulating and engaging student learning.

### **References**

[www.sakshat.ac.in](http://www.sakshat.ac.in)