Suggestions on 'Blue Book on Mentoring'.

A National Mission on Mentoring (NMM) offers individuals to engage in the processes of learning under an experienced professional.To succeed Senior retired persons interested can be invited. The selected mentors would serve as specific purpose of mentoring students, teachers and school leaders. This will make opportunity of network with experts, engage in forums to exchange income, best practices and various findings across various domains. 'Mentors', 'Mentees' and the 'Administration' are three key actors. Leveraging technology and shared digital infrastructure to maximize the access, effectiveness and efficiency should be an essential feature of any mentoring programme. Experiences from challenges in the past reaffirm the need for continuous learning and skill-building. Mentoring offers individuals to engage in the processes of learning under an experienced professional. It will also make learning more personalised and continuous. It can be implemented at any level of the education sector.

The actors interact with each other to achieve a common goal of improving the acquisition and transfer of knowledge, skills, and mindsets across the Indian education system. While achieving the goals is a continous process and (1) Preparation (2) Capacity Building, (3) Familiarity, (4) Strengthening and (5) Growth and Sustainability will indicate its progress. It maximise their potential, develop skills, and improve their performance, Peer Group Mentoring (PGM) was an important tool for professional development throughout their entire teaching careers. It proposed mentoring as a solution at various levels to improve the quality of result. The colleges will be mentored to level up on benchmarks. One of the primary roles of the National Research Foundation (NRF) will be to mentor academic institutions to catalyse quality academic research in all fields.covers ideas on what characteristics in mentors and mentees will enable a mentoring construct to succeed.Learn, Share, Solve and Connect to solve problems in their respective contexts. This is one of the very good point in the draft.

Best Practice Sharing, Collective problem-solving, focused discussion between a mentor and a Mentee as well as also empowers Mentees to drive just-in-time learning, allowing them to connect with a mentor to get what they need to succeed. The success of the program can be measured by evaluating three metrics. (1) Execution, (2) Satisfaction and (3) Impact. Mentoring is a great way to achieve institutional, organisational and individual professional goals. Some common drivers

for actors in the mentoring program are (1) Enrolment, (2) Exposure, (3) Funds, (4) Recognition, (5) Sense of Community and (6) Accreditation. Challenges to Mentoring and some misconceptions are also clearly stated which is appreciable. The National Mentoring Infrastructure aims to overcome shortcoming because of which Mentees have to use different solutions or systems to discover Mentors by defining and enabling the Unified Learning Interface. For good governance Appropriateness, Sustainability and Evolvability questions would need to be addressed. It is clearly mentioned for Structural Design for a Mentoring Program four stages are defined (1) Program Design and Planning, (2) Program Management, (3) Program Operations and (4) Program Evaluation.

To design and execute a screening process to select mentors for a mentoring program. Some essential skills are Experience, Knowledge and expertise, Attentiveness and thoughtfulness, Inspirational and catalysing and Proactivity while Buildable skills are Reflection, Facilitation, Willingness to learn and Time management and prioritisation. The skills and characteristics that are not essential can be built through a mentor training program. Sample Application Form to Mentor Selection for a Mentoring Program given is for ready reference, changes can be made as per the Mentee, Organisation think fit.

A structure of mentoring offers a solution to address the existing gaps in decentralized manner.The main objective is to improve school education system through enhanced leadership in education. Thus 'Blue Book on Mentoring' is perfect guide for reference, changes can be made as per requirement of organisations, Mentees, Mentors etc. It is strong foundation on which success can be achieved. Nice efforts indeed. Great work too.

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