

Mentoring Policy

Mission Statement

Our school, being a source of pride in the community, aspires to the holistic development of all its students, embracing the physical, mental, emotional, and spiritual dimensions of their lives.

Students should be challenged and encouraged to achieve their full potential through recognition and reward of their effort and responsibilities, allowing them to feel confident in their ability to take their place as valued members of our society. Cultural differences should be respected.

The good name of the school and reputation of the school as an institution must be nurtured and protected for the benefit of all pupils. Each of the partners, teachers, parents, has roles and responsibilities which must be fulfilled if successful educational outcomes are to be achieved.

Introduction

Teacher mentoring is a structured programme that is operated by a number of teachers in Ardscoil Rath Iomghain in association with the NCSE National Council for Special Education (NCSE). The aim of the programme is to promote student engagement at school and with learning.

Rationale:

Current literature shows that having at least one supportive adult in a young person's life can act as a buffer against stress and lead to positive psychological functioning (Bogard, 2005; Dooley & Fitzpatrick, 2012; Fergusson & Horwood, 2003; Herrera et al., 2013).

Thus, Ardscoil Rath Iomghain recognises that relationships are paramount for the personal and academic growth of our students, which will allow them to develop into well rounded young adults.

In response to this and society's ever changing environment, the Mentoring team offers strategies for fostering relationships, planning conversations around school, and facilitating interventions when necessary to encourage students to engage in school life.

It also compliments the approach suggested by the NCSE in their continuum of support. This approach recommends short term, targeted interventions for set periods among some students

Aims

Our aims include:

1. Building a positive relationship with a young person and the school
2. Encouraging student's regular school participation in academic, social and emotional learning
3. Liaising with year heads who will work with the student and their family

Criteria for Student Selection

Students suitable for this programme may include:

- Students with attendance and punctuality concerns
- Students with poor social skills
- Students from challenging backgrounds
- Students who do not engage with school eg. anxiety, chronic shyness, withdrawal, etc.
- Students disengaged from school life
- Students who historically have had concerns with school life

Note: Students will be selected through consultation with management and referrals from the Year heads, Management and Pastoral care team. Their progress will be reviewed on a 6 week basis through meetings with program coordinators. Each mentor teacher should be consulted when matching with a student.

Implementation

The implementation of this intervention consists of four key elements:

1. An adult mentor who keeps school life relevant for students.
2. Systematic monitoring.
3. Individual goals will be set for each student.
4. Mentors will have regular check-ins with students to ensure goals are reached

Objectives

- To provide students with a mentor.
- To help students with punctuality and attendance.
- To improve students' confidence in all aspects of their life.
- To improve students' social skills.
- To encourage students to engage more with school.
- To get students to reflect on school life
- To help students fulfil their potential academically and socially

The Mentors

Teachers within Ardscoil Rath Iomghain volunteer to become mentors.

Mentors:

- Should be motivated to help students in a positive way in line with the ethos of this programme.
- Are encouraged to explore their own ideas to enhance the programme, taking from their own specific skills and interests.
- Are encouraged to work collaboratively and should be supported at regular evaluation and reflection meetings.
- Will work closely with the year heads, care team and management
- Will work to create positive relationships with the students
- Will promote regular school participation in academic, social and emotional learning.

Role of the Mentor

Each mentor links with one student, checking in weekly to discuss how he/she is doing and offering support in a number of ways. For example:

- Provides ongoing, consistent and timely monitoring of a student's behaviour for signs of withdrawal and disengagement eg lates, absences, detentions, suspensions, lack of interest in school, resistance to learning, social isolation, etc.
- Implements timely interventions or supports to ensure student achievement and wellbeing, when appropriate.
- Works with other teachers, management and other support staff to help the student.
- Problem solves with the student when difficulties arise.
- Assists in creating positive relationships within the school

The Mentoring programme is intended to complement existing support systems within the school.



MENTOR	• Relationship Building
CHECK	• Motivating
CONNECT	• Encouraging
ENGAGE	• Problem Solving
	• Promoting participation
	• Collaborating
	• Monitoring
	• Goal setting

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8/12/22