

## Activity 2

### Assessment

This assessment is intended to provide you with a quick understanding of your school's current level of student mentoring support. Results will identify areas where support is needed and where your mentoring program can be enhanced or adjusted to achieve desired goals and outcomes. Because an organization's level of mentoring support can shift based on changes to school administration, faculty, and students, annual assessments of the mentoring program are helpful in determining if the scope continues to be appropriate—or, if it needs to be adjusted

<b>A. Mentoring Program Activities: Mentoring is a support mechanism that greatly enhances a student's success in a variety of learning environments.</b>	<b>YES</b>	<b>NO</b>
1. Do you have an ongoing mentoring program for your students?		
2. Do you have a specific mentoring model that you follow?		
3. Do you have an individual or individuals designated as a mentor program director/liaison/program manager that mentors and mentees can go to with questions?		
4. Do you have a process for selecting or recruiting mentors?		
5. Do you have a process for matching mentors and mentees?		
6. Do you provide your mentors and mentees with an understanding of the mentoring program and the relationship they are creating?		
7. Do you require both your mentors and mentees to prepare for the mentoring relationship?		
8. Do you specifically provide time for the mentors and mentees to meet?		
9. Do you have specific or stated requirements for the content of activities conducted during the mentoring meetings?		
10. Do you require the mentors and mentees to establish learning goals to be achieved during the mentoring relationship?		
11. Do you evaluate the mentoring program and the mentors from time to time?		

12. Do you have a means to resolve mentor relationship difficulties?		
13. Do you have a means to change mentors if that need arises?		
14. Do you provide the mentors and mentees with a format for closing the mentoring relationship?		
15. Do you have a closing process built into your mentoring program once the mentoring program ends?		
<b>B. Mentoring Program Support: Ongoing programmatic support is critical so that the mentoring program can support students' learning experience and success in the transition from nursing student to nursing leader.</b>	<b>YES</b>	<b>NO</b>
Yes No		
1. Do you conduct periodic check-ins or evaluations of the mentoring process to determine if the relationship is working for both the mentor and mentee?		
2. Do you have a process for dealing with issues that may arise in the mentoring relationship?		
3. Do you have an individual or individuals designated to help mentors and mentees work out issues that may arise during the mentoring relationship?		
4. Do you have a pool of mentors to draw from should you need to change mentors or replace a mentor who has left the program during the mentoring relationship due to an illness or other unavoidable event?		
5. Do you have a closing process for the mentors and mentees once the mentoring program ends?		
6. Do you provide the mentors and mentees with networking opportunities?		
<b>C. Post Program Support: Once a student graduates from school, continued mentoring support often makes the difference for retention in the field.</b>	<b>YES</b>	<b>NO</b>
1. Do you have an active alumni association or network that interacts professionally and/or socially with your graduates?		
2. Do you offer any graduate-alumni mentoring programs?		
3. Do you have a mentor program that matches students with alumni mentors from the nursing profession and/or nursing specialties?		

\*Adapted from Dr. Antonia Villarruel's Organizational Self-Assessment

