MENTOR PERCEPTIONS OF EFFECTIVE MENTORING PROGRAMS

Leigh K. Gates

A Thesis Submitted to the University of North Carolina at Wilmington in Partial Fulfillment Of the Requirements for the Degree of Master of Education

Department of Education

University of North Carolina Wilmington

2006

Approved by

Advisory Committee

Dr. Marcee Steele		Ms. Allison Wooten
_	Dr. Karen Wetherill Chair	
	Accepted by	
	Dr. Robert Roer Dean, Graduate School	

TABLE OF CONTENTS

ABSTRACTv
ACKNOWLEDGMENTSvi
DEDICATIONvii
LIST OF TABLES viii
LIST OF FIGURESix
INTRODUCTION 1
Overview1
Relevant Literature
Statement of the Problem 5
Research Questions
Limitations7
Definitions7
LITERATURE REVIEW9
Benefits9
Challenges ······10
Program Examples11
Professional Development 14
The Challenge of Mentor Training
The Challenge of Mentor Time ————————————————————————————————————
The Challenge of Mentor Match
Fundamental Differences Between Elementary Schools and Middle and High Schools 21
Summary

METHODS	25
Sampling Frame	25
Participants	25
Procedure	28
RESULTS AND DISCUSSION	30
Informal Meeting Results	30
Literature Review Results Compared to Survey Results	33
CONCLUSIONS	61
LITERATURE CITED	66
APPENDIX ·····	70

LIST OF TABLES

Table		Page
1.	Elements of professional development for mentors	32

LIST OF FIGURES

Figure		Page
1.	Percentage of participants having a graduate degree	27
2.	Perceived benefits for mentoring	34
3.	Overall satisfaction with training program	36
4.	Satisfaction with resources	38
5.	Mentor trainer preference	40
6.	Training times preference	42
7.	Interval between training preference ·····	44
8.	Perceived challenges of mentoring	46
9.	Perceived time management	48
10.	Perceived mentor role ·····	50
11.	Perceived mentor/mentee match	52
12.	Perceived mentor training characteristics	54
13.	Perceived training and support	56
14.	Perception of mentor training components and components by grade level······	58

ABSTRACT

After examining the literature surrounding the benefits and challenges, two program examples, and the professional development of mentor training programs, mentors receiving two different types of training in a mid-sized county in southeastern North Carolina are surveyed. Mentor perceptions of effective training are investigated. Then, the data is disaggregated by grade level including elementary school and middle/high school mentors. The literature trends and survey results are compared and contrasted. Recommendations are made for future training programs.

ACKNOWLEDGEMENTS

My thanks go to Dr. Karen Wetherill for her time and support. I am grateful to Ms. Linda Harrelson who provided me with crucial information pertaining to the New Hanover County Schools mentoring program.

Mr./Mrs. Principal allowed me to survey mentors currently teaching in his/her school. I would not have been able to conduct the research without the willingness of several mentors who will remain anonymous in order to protect their confidentiality.

Special thanks go to my parents for their unending support, both financial and emotional.

Also, I could not pursue this wonderful education without the support of my loving husband.

DEDICATION

I would like to dedicate this thesis to my grandparents. In their pursuit of lifelong learning, Donald and Marion Wellman serve as my inspiration for continuing my education. A pillar of strength and support, Rene Hebert has enabled both his children and his grandchildren to pursue their dreams. This work is in loving memory of Faith Hebert.