**POLICY ON GROUP MENTORING WITHIN THE CONTEXT OF THE CMPC PROGAM**

**Group Mentoring Option**

For those who choose this option, up to ten hours of the mentored experience can be group mentoring if the following requirements are met. However, group mentoring is not eligible or counted in the Direct Knowledge of Services category for the application.

Group mentoring is a process where a mentor, listed in the Registry of Approved mentors, meets with no more than ten mentees in a group to enhance each mentee’s professional functioning and to monitor the provision of the mental performance services of each mentee. Group mentoring is expected to be coupled with individual contacts with each mentee.

Although group mentoring involves a group of mentees, it still is focused on the individual mentee. In this regard, the intention of the group mentor is to support the professional functioning and service provision of each mentee through implementation of the following phases:

* Assessment of the needs of each mentee
* Formulation of individual learning goals for the mentee
* Engagement of the mentee in learning and related development activities
* Monitoring of the progress of the mentee.

In particular, the group mentor is required to meet with each mentee at the beginning of the group experience to assess needs and establish individual goals and to discuss matters of confidentiality. At the conclusion of the group experience, the group mentor is expected to again meet with each mentee to determine progress of the mentee toward their goals.

 A group mentor is an individual who is listed in the Registry of Approved Mentors. This individual is responsible for the following:

1. Inform those in the mentoring group of its purpose and goals, including the individual component.
2. Discuss concerns expressed by each mentee about the group.
3. Meet individually with each mentee prior to the initiation of the group to engage the mentee in the following:
	* Assessment of the learning needs of the mentee
	* Set learning goals for the mentee
	* Discuss with the mentee the nature and scope of the case(s) that have been assigned to the mentee and to which the mentee will provide mental performance services, including what is confidential to each case and not to be discussed in the group.
4. Conduct each group session in a way where confidentiality is maintained and where the focus is on the learning and professional functioning of each mentee.
5. Monitor themselves so that they do not get off course with regard to the purpose and goals of the group.
6. Meet individually with each mentee at least once at the conclusion of the group mentoring experience to assess the progress the mentee has made toward their learning goals.
7. Other relevant professional responsibilities, including record keeping.
8. Conduct an evaluation of the group mentoring experience with particular attention to the following questions:
	* + What have been the reactions of mentees to the group?
		+ What have been the reactions of mentees to the individual component?
		+ How does it seem that mentees have benefitted from the group mentoring experience?
		+ What actions can be taken for the continued development and improvement of the group mentoring process and experience?

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