

Staff Mentoring Program (SMP) Evaluation for Mentors

U.S DEPARTMENT OF JUSTICE FEDERAL BUREAU OF PRISONS

(Complete this survey for each mentee you have been assigned at the end of the SMP term.)

1.	Did you complete the initial one-year term in the SMP?
	Yes → skip to question 3.
	No → answer question 2.

2.	Please indicate the primary reason you did not complete the full year in the SMP
	SMP did not meet my expectations
	Insufficient time to devote to the SMP
	Incompatibility/dissatisfaction with mentee
	Mentee transferred to another facility
	I transferred to another facility
	Mentee withdrew from the program
	Mentee left BOP employment
	Other:

3.	How did you become a SMP mentor?
	I volunteered
	I was appointed

4.	How was your SMP mentee partnership established?
	My mentee specifically requested me
	The SMP coordinator made the assignment
	Unsure

5.

How often did you meet with your mentee?	
	Twice or more a week
	Weekly
	Monthly
	Quarterly
	Less than quarterly
	Never

6.

How do you feel about the frequency with which you met with your mentee?	
	My mentee and I met too often
	I am satisfied with how frequently I met with my mentee
	My mentee and I did not meet often enough

7.

How do you feel about the written requirements of the SMP?	
	There were too many written requirements
	I am satisfied with the amount of written requirements
	There were not enough written requirements

8.

When did you receive formal SMP Mentor training?	
	Prior to being assigned a mentee
	After being assigned a mentee
	Did not receive training

9. How do you feel about the quality of the SMP Mentor training provided?

	Adequate; no changes are necessary
	Adequate, but needs changes (Please specify changes needed):
	Inadequate; did not provide me sufficient information to be a mentor
	Did not receive training

10. How many mentees have you had through the SMP?

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11. Currently, do you have more than one mentee (including the mentee for whom you are completing this survey)?

	No	
	Yes	If yes, How many mentees?

12. Knowing what you know now, if you had to decide all over again whether to participate in the SMP as a mentor, what would you decide?

	Definitely would not participate in the SMP as a mentor
	Probably would not participate in the SMP as a mentor
	Undecided
	Probably would participate in the SMP as a mentor
	Definitely would participate in the SMP as a mentor

13. Would you recommend being a SMP mentor to other staff?

	Definitely would not recommend being a SMP mentor
	Probably would not recommend being a SMP mentor
	Undecided
	Probably would recommend being a SMP mentor
	Definitely would recommend being a SMP mentor

14.

Would you recommend being a SMP mentee to other staff?	
	Definitely would not recommend being a SMP mentee
	Probably would not recommend being a SMP mentee
	Undecided
	Probably would recommend being a SMP mentee
	Definitely would recommend being a SMP mentee

15.

Did you ever participate in the SMP as a mentee?	
	Yes
	No

16.

Number of years of BOP employment:		years
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17.

Job Series:				
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(ex: 0006 for Correctional Programs Specialist)

18.

Grade:	
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Please indicate the degree to which you agree with the following statements by checking one of the five choices beside each statement.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
19. My mentee and I discussed career goals often.					
20. The SMP was well publicized at my facility.					
21. I was able to schedule meetings with my mentee during work hours.					
22. I had input into my mentee assignment.					
23. I was appropriately matched with my mentee.					
24. I developed a meaningful rapport with my mentee.					
25. My mentee was committed to the SMP.					
26. My mentee was receptive to advice.					
27. My mentee was an active participant in the SMP process.					
28. My mentee primarily used his/her SMP experience to enhance career development.					
29. My mentee primarily used his/her SMP experience to express dissatisfaction with the BOP.					
30. My mentee and I set goals at the beginning of the partnership.					
31. My mentee was able to meet the goals we established at the beginning of the partnership.					
32. My mentee made an effort to meet the goals we defined.					
33. As a result of being a participant in the SMP, I believe my mentee will be a better employee.					

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
34. My mentee's supervisor was supportive of my mentee's participation in the SMP.					
35. The SMP partnership was effective and beneficial to the mentee.					
36. I benefitted from participation as a mentor in the SMP.					
37. My institution executive staff supports the SMP program.					
38. Supervisors at my institution support the SMP.					
39. I understood the expectations of a mentor in the SMP.					
40. I believe in the mission of the SMP.					

41. What obstacles or problems did you encounter during your participation in the SMP?

42. What benefits did you experience or observe from participation in the SMP?

43. Please describe any activities you would like to share with other mentors to assist them in working with their SMP mentees.

44. Please describe your level of interaction with the Program Coordinator and the support provided by the Program Coordinator.