

[The Pedagogue as a Mentor in the Professional Development of Educators in Kindergartens and Schools \(PuMPa\)](#)

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Project timeframe: January 2025. – December 2026.

Project goal:

Mentoring plays a key role in the professional development of educational staff, especially when introducing trainees to their work role. The effectiveness of the mentoring process depends on the mentor's professional competencies, communication skills and characteristics. In addition to sporadic research on the professional development of educational staff, there is a lack of more systematic research on the role and responsibilities of mentors when introducing trainees to educational practice. The role of educators in this process is particularly unclear, although their basic field of work also includes professional development of employees. Therefore, the aim of this research is to examine how educators, teachers and lecturers assess the role of mentors through their personal, professional and pedagogical characteristics and to determine the role of educators during the mentoring process. This research contributes to a deeper understanding of the professional development and lifelong learning of educational staff and provides guidelines for improving the quality of the educational process.

Members of the project team:

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