

Improving Retention & Preparedness with a Nursing Preceptorship Program

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Educational Objectives

Learning Objective 1	Describe the role and responsibilities of a nursing preceptor
Learning Objective 2	Delineate the skills necessary to be a successful nursing preceptor
Learning Objective 3	Explain how the blended learning module enhances the learner's experience

Our “Why” Behind the Preceptor Program Initiative

Employee engagement
survey

90-day turnover high

Exit survey data indicates
nurses do not feel prepared

Describing the Role & Responsibilities of a Preceptor

Mentimeter poll

- ▶ What are some of the benefits of having a preceptor program in place?

Go to www.menti.com and use the code 4774 0687

Purpose of a Preceptor Program

The value of a preceptorship program:

- ▶ Team Member retention
- ▶ Increased speed to proficiency for orientee
- ▶ Dissemination of best practices
- ▶ Professional development for the Orienteer
- ▶ Professional development of the Preceptor



Role & Responsibilities of a Preceptor

A preceptor is an experienced healthcare professional who teaches and supervises less experienced team members.

Preceptors are leaders on the unit.

Preceptors provide guidance to the orientee until he or she can provide patient care independently.



Mentimeter poll

- ▶ What are some of the tasks a preceptor would traditionally take on?

Go to www.menti.com and use the
code 4774 0687

Role and Responsibilities of the Preceptor

Assist

with orienting the new nurse to the practicum prior to the beginning of the preceptorship

Meet

with the orientee to discuss objectives and orientee's learning needs at the start of each shift

Share

with the orientee contact information necessary to ensure optimal communication

Consult

with the orientee or clinical leadership as needed to maintain effective communication to ensure success of the orientee

Serve

as a positive role model and resource to the orientee

Develop

the orientee in their role as a patient advocate.

Support

the orientee when utilizing policies and procedures to ensure contractual compliance and patient safety

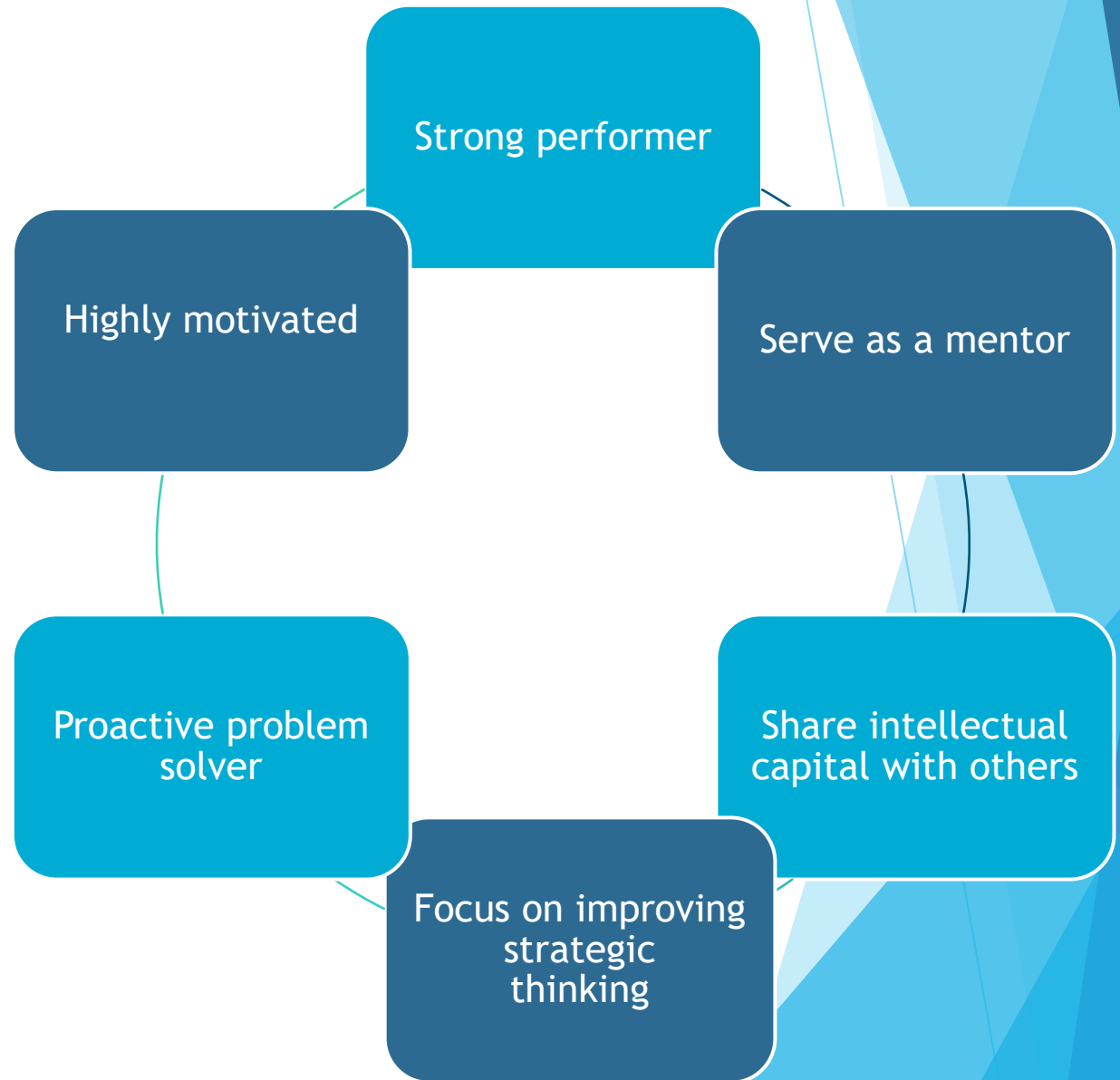
Submit

evaluations and feedback as needed

Preceptor Selection

Preceptors will be selected based on:

- Clinical competence
- Effective communication skills
- Teaching ability
- Interest in continued professional growth
- Leadership skills



Preceptor Recognition



Certificate of completion



Recognition at monthly staff meeting



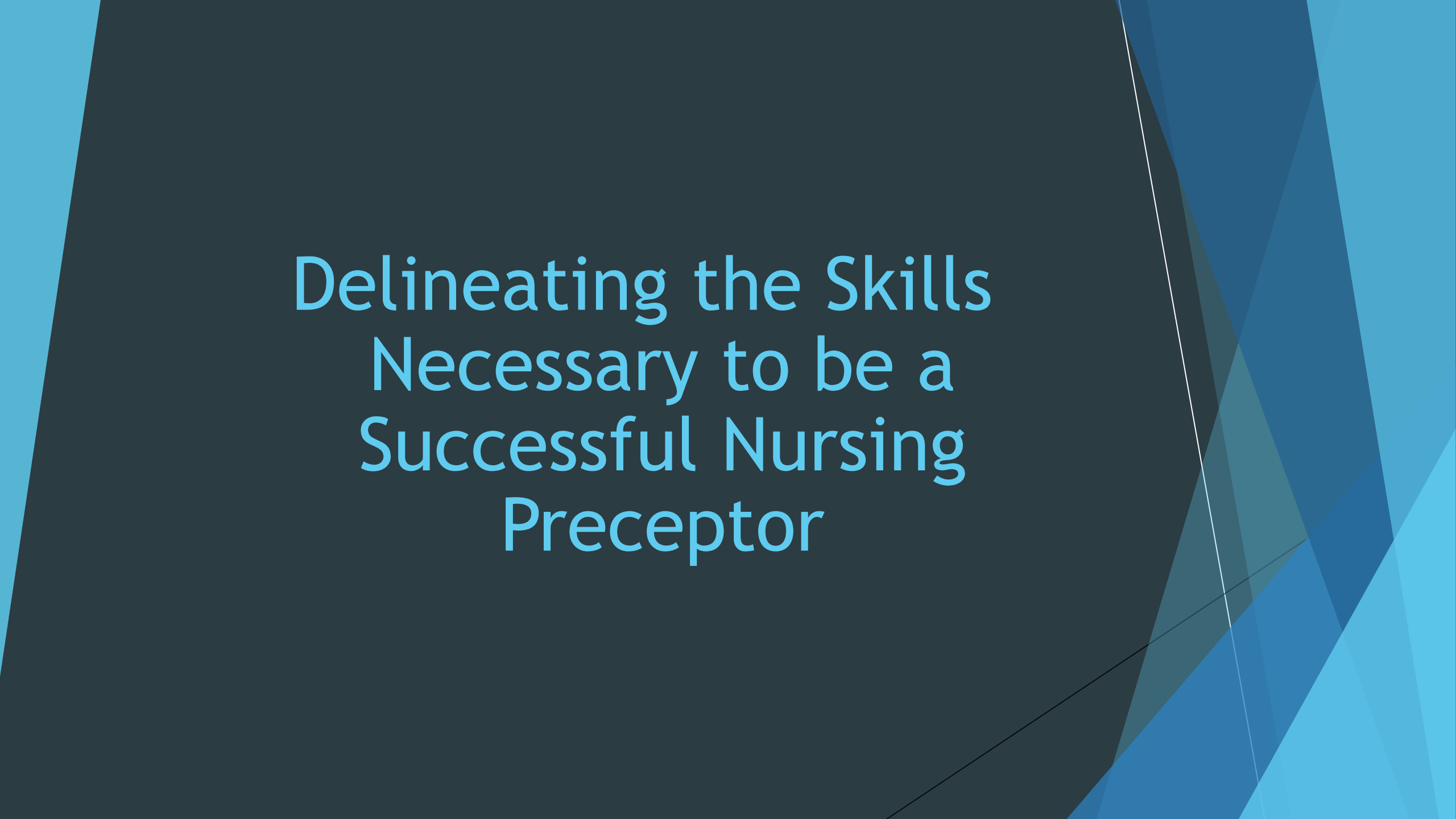
Compensation of additional pay per hour while precepting



Badge buddy for name tag with preceptor identification



Wellpath
Nurse Preceptor
Program

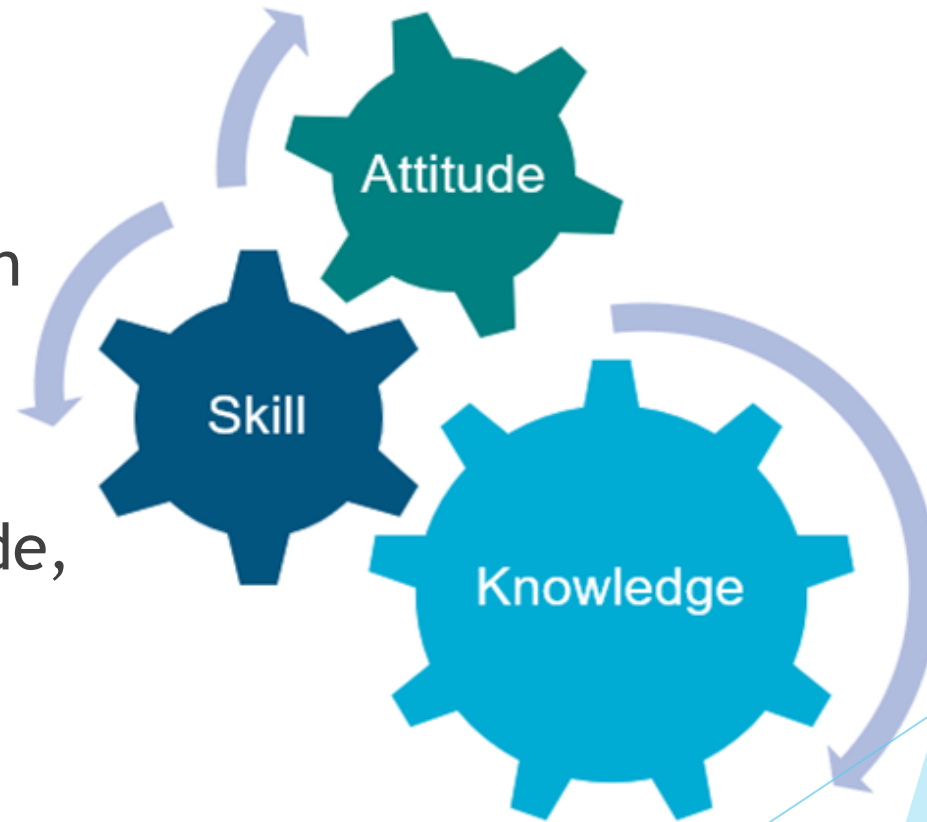


Delineating the Skills Necessary to be a Successful Nursing Preceptor

Preceptor Characteristics

A nurse must possess certain characteristics in order to be an effective preceptor.

These include knowledge, attitude, and skill.



Mentimeter poll

- ▶ What should a preceptor's knowledge consist of when getting ready to precept?

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code 4774 0687

Part I: Knowledge

Department and organization policies and procedures and departmental

Routines

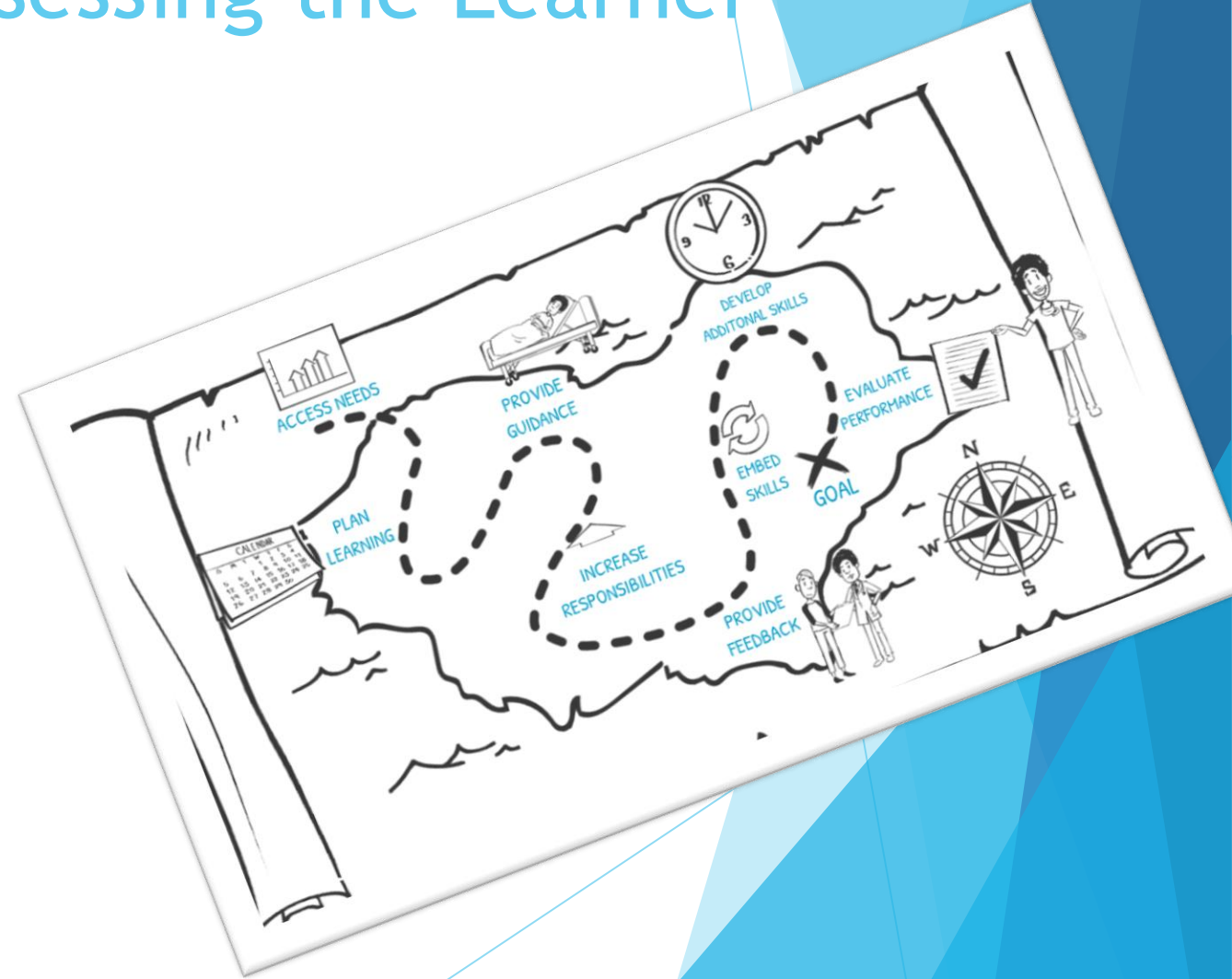
Standards and resources available to orientees within the organization

Principles of adult education and time management skills

Effective teaching methods and ways to evaluate orientees with sensitivity

Being an Educator and Assessing the Learner

- ▶ Establishing and implementing an orientation plan - and planning for the day
- ▶ Providing guidance during clinical practice on the nursing unit
- ▶ Overseeing competency assessment and validation
- ▶ Determining when to increase responsibilities
- ▶ Meeting regularly and providing timely feedback
- ▶ Planning specific learning activities that help enhance the knowledge base
- ▶ Helping to develop organizational and time management skills
- ▶ Evaluating performance



Mentimeter poll

- ▶ What are some of the attitudes and behaviors that a preceptor should demonstrate while working with an orientee?

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code 4774 0687

Part II: Attitude



Sincere interest in providing guidance to orientees



Understanding of the impact that their actions have on orientees



Respectful with constructive suggestions

Part III: Behavioral Skills



Forge a
partnership
of trust



Motivate and
inspire



Assess
performance
gaps



Assist with
setting goals

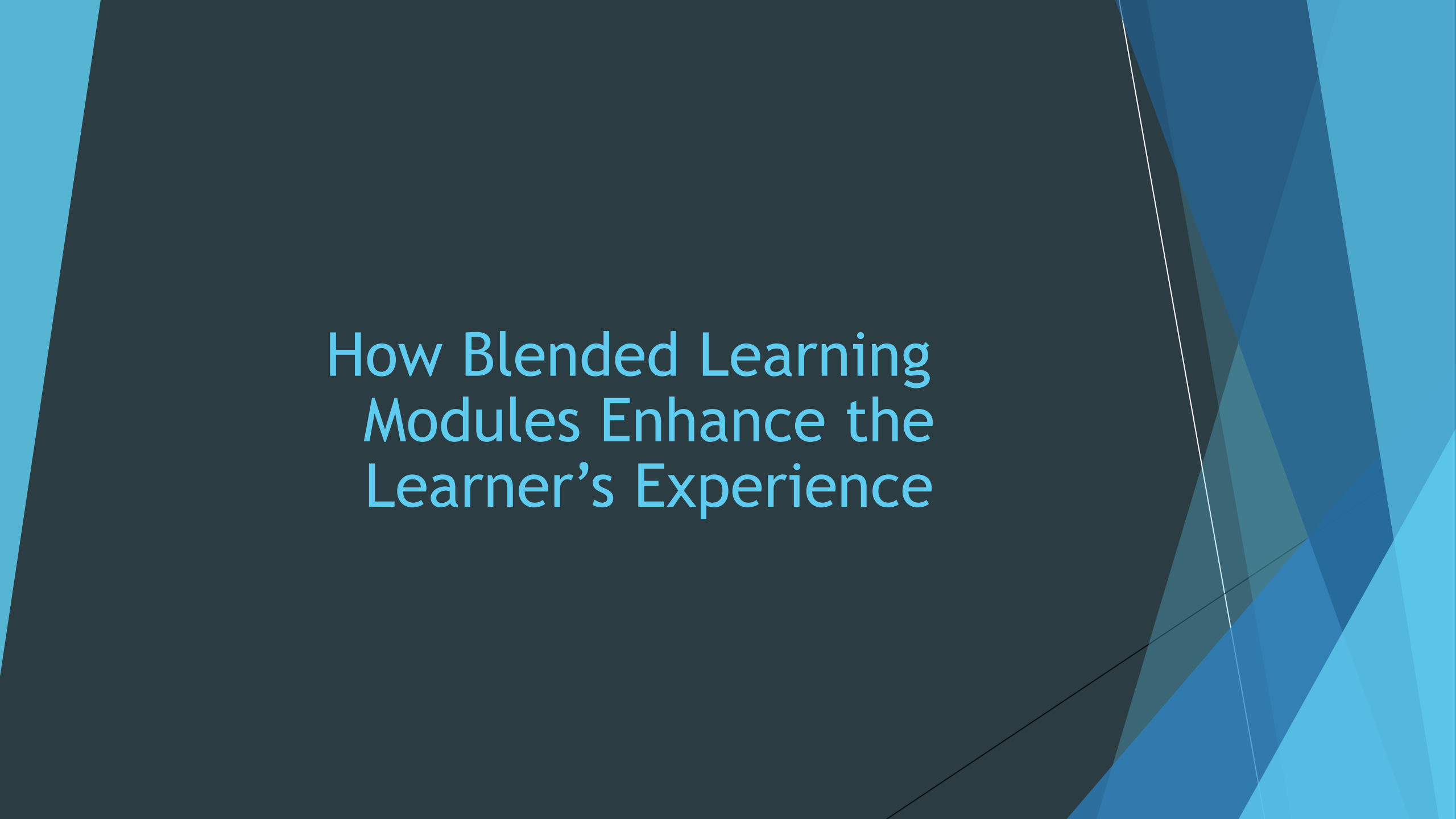


Measure and
track
progress



Create a
support
system





How Blended Learning Modules Enhance the Learner's Experience

Program Objectives

Participants who complete the program will be able to:

Explain the role and responsibilities of the preceptor

Understand the preceptor process

Develop the skills to be successful

Build a relationship with the orientee

Teach the skills and verify competencies required for the nurse to be independent

Manage unexpected orientee behavior before manager intervention

Communicate effective feedback to the orientee

Tracking orientee program performance

Program Components



Program
Introduction
and Kickoff

Interactive
eLearning
Curriculum

Live Continuing
Education
Sessions

Preceptor Preparation: Initial Training

eLearning format to accommodate busy schedules due to staff shortages and patient influx while maximizing downtime



Nurse Preceptor Curriculum

Lippincott Preceptor Preparation Program

Lippincott Procedures & Advisor
(Clinical Competencies)

Nine modules that discuss best practices and expectations for being a preceptor at our company



Preceptor Handbook

Reference material with appendix to have on hand while precepting

Nurse Preceptor Blueprint

Part 1: Introduction

Introduction

- Letter from Heather Norman, Chief Nursing Officer
- Preceptorship program journey

The Wellpath Way

- Video: Wellpath way
- Flip cards: Wellpath Mission and Vision
- The Five Hs and the Five Ps

Knowledge Assessment



Part 2: What is a Preceptor?

Overview

- GIF Image: What is a preceptee
- Click/Reveal: What is a preceptor? Definition ONLY
- Requirements

Roles and Responsibilities

- Video: Preceptor impact and philosophy
- Click/Reveal: Responsibilities
- Text: Providing feedback
- Image: Certificate information

Knowledge Assessment

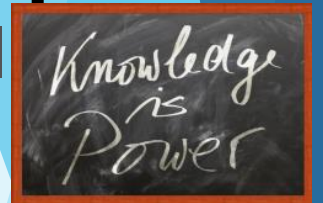


Part 3: Being a Role Model

The Nurse Preceptor

- Video: The Nurse Preceptor
- Click/Reveal: characteristics of a preceptor - Knowledge, skills, and attitude

Q&A Activity



Part 7: Communication Strategies

Tools

- Video: Communication strategies
- How to communicate effectively to encourage learning
- Nonverbal communication
- Scenario Click through: Active listening
- Communication styles

Part 6: Being an Evaluator

Defining Competency

- Video: Competency is...
- Tab interaction: Two types of competency: Clinical and Interpersonal
- Evaluating competency

How to be an Evaluator

- Video: Competency is...
- Tab interaction: Two types of competency: Clinical and Interpersonal
- Evaluating competency

Q&A Activity

Test Your Knowledge

- Quiz: 20 question Assessment of information from course
- interactive scenario-based questions – how would you...

Part 5: Being a Facilitator

The Orientation plan

- Video: What is an Orientation Plan?
- Click/Reveal: Why is an orientation plan important?
- Tab Interaction: Building Blocks of the orientation plan
- Example and template of a plan
- Overcoming Obstacles
- Video: Obstacles in Learning – why they matter
- Scenario Click/Reveal: Socialization and Fitting In
- Click/Reveal: Problem solving to ensure a positive learning outcome – The 5 Whys
- Tab Interaction: Conflict and how this can affect learning

Scenario Q&A Activity

Part 4: Being an Educator

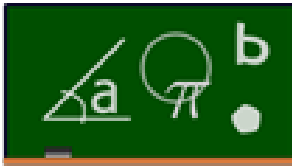
Effective Learning

- Video: Preceptors roadmap to success
- Click/Reveal: What makes an effective educator?
- Click/Reveal: What makes an effective educator?
- Scenario Q&A: Review different scenarios and demonstrate effective educators and learners

Understanding the Learner

- Video: Characteristics of adult learners
- Click/ Reveal: Motivating factors of learners
- Learning Styles – add definitions and scenarios
- Building off experience and skills

Review Game: Digital Crossword Puzzle



Separate Part

Section within each part

Embedment pieces

Legend

Description of Engagements



Flip cards

This will have an image with a card on the screen. The learner will click the card and the card will flip over and reveal the information. This activity promotes engagement by requiring the learner to complete an action.



Click Accordion

The learner is presented with a list of Terms. When the learner clicks on the term, the information drops down to reveal more information.



Click/Reveal

The learner will need to click on the image or area to reveal the information. The image or area will be animated and engage the learner with visual interactivity.



Video

The learner will watch an animated video that will present information. The video will create excitement for the learner and engage them in the information being learned.



Attachment

The learner will be presented with a document that can be used as a resource. They will be able to download the document and/or print it out for reference later.



GIF Image

A Combination of images and movement will draw the learner to the information being presented.

Live Continuing Education Sessions



MONTHLY SURVEYS
FOR ORIENTEE



QUARTERLY PRECEPTOR
MEETING



SHARING BEST
PRACTICES

Program Outcomes

Standardized

Allows for a standardized onboarding process

Consistent

Provides consistency in how clinical skills are taught

Accurate

Captures training records accurately and electronically

Thorough

Prepares nurses better by the end of orientation

Collaborative

Builds relationships and partnerships, team culture improves

Progressive

Provides growth and development opportunities, succession planning

Engaging

Facilitates better engagement and retention

Care-oriented

Reduces medication and medical errors, improves quality of care

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- ▶ Schoenly, L., & Knox, C. M. (2012, August 1). *Essentials of Correctional Nursing*., (340, 365).
- ▶ Singh, J., Steele, K., & Singh, L. (2021). Combining the best of online and face-to-face learning: Hybrid and blended learning approach for COVID-19, post vaccine, & post-pandemic world. *Journal of Educational Technology Systems*, 50(2), 140-171.
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The background features a dark blue, almost black, central area. To the right, there are several overlapping, semi-transparent geometric shapes in various shades of blue, ranging from light sky blue to deep navy blue. These shapes are primarily triangles and quadrilaterals, creating a dynamic, layered effect. A thin, light blue diagonal line runs across the lower right portion of the image.

Thank you