



Co-design in Action: Nurse Preceptor Development

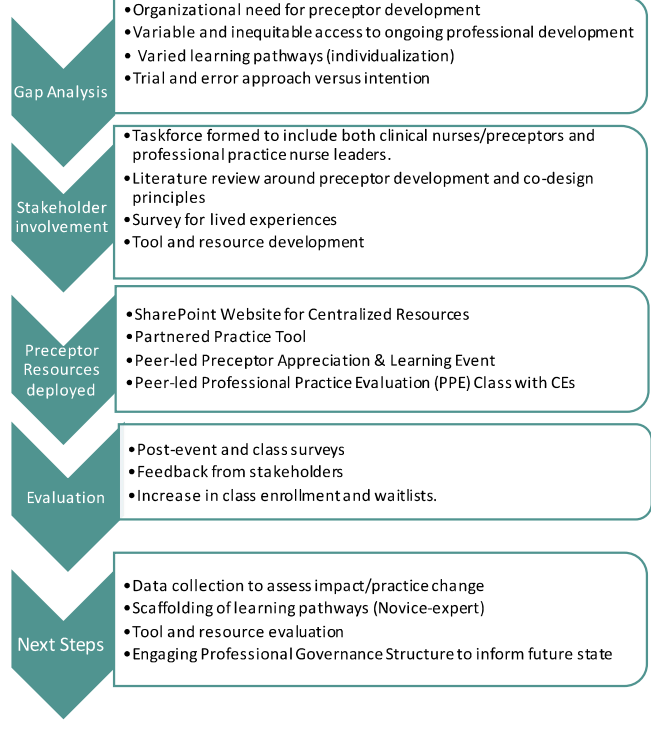
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Significance

- Evidence confirms that nurse preceptors are “key for successful outcomes among new graduates and experienced nurses, especially in relation to new hire retention rates and resulting financial outcomes”⁹.
- Preceptor development requires role clarity, feedback skills, practice evaluation tools, functional role-specific competencies, and preceptor recognition¹.
- Evidence supports that peer-to-peer learning and story sharing in a non-judgmental environment is a more effective learning strategy and promotes enhanced engagement².

Method



Preceptors create and lead preceptor development showing early signs of success.

Partnered Practice Tool

| BRIEF AT THE START | MID-WAY CHECK-IN | DEBRIEF AT THE END |
|---|---|---|
| 1. Readiness: Where is the transitioning nurse and nurse preceptor at today? <input type="checkbox"/> Thinking/Planning/Reflecting shift: <input type="checkbox"/> "I am in cognitive overload, and I need time to process what I am learning this shift." <input type="checkbox"/> Doing shift: <input type="checkbox"/> "I am ready to experiment, practice, and trial the things I've been learning and reflecting on." | 3. Top 1-2 Goals: <input type="checkbox"/> Regulating Me/Leading Self <input type="checkbox"/> Patient Therapeutic Relationship <input type="checkbox"/> Clinical Judgement & Decision Making <input type="checkbox"/> Knowledge Transfer of Clinical Judgement <input type="checkbox"/> To team members <input type="checkbox"/> In EHR <input type="checkbox"/> Culture Of Safety: Self Awareness + Pressing Pause <input type="checkbox"/> Uncertainty <input type="checkbox"/> Conflict | 1. Celebrate 1-2 Insights gained 2. Preceptor as a resource evaluation 3. Goals evaluation <input type="checkbox"/> What do I want to keep doing? <input type="checkbox"/> What was tricky? <input type="checkbox"/> What would I change in the future? |
| 2. Dialogue about learning styles and preferred methods of giving and receiving feedback. <input type="checkbox"/> I evaluate my nurse peers' practice and transfer information in a therapeutic manner. | 4. What level of resource is the preceptor for this shift: <input type="checkbox"/> Side-by-Side <input type="checkbox"/> Observes from a distance <input type="checkbox"/> Out in the hall <input type="checkbox"/> Unit/Dept Resource 5. Develop a Code Word/Phrase for: <input type="checkbox"/> "Pressing Pause"...you, your practice or a patient might be at risk. | |

"Am I Safe? Is my patient safe? Is my practice safe?"

Framing the learning experience for the Transitioning Nurse + Nurse Preceptor

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Co-designed tool created to guide and encourage peer feedback and communication between the preceptor and preceptee.

Professional Practice Evaluation (PPE) Class

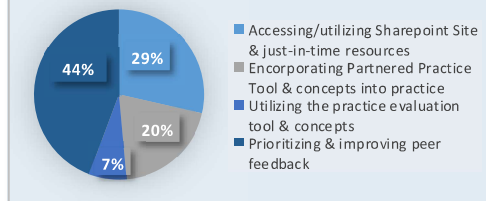
We asked participants to tell us one big/new idea that they would be taking away after attending the PPE class:
"Ways in which to give feedback and facilitate conversation around learners' practice advancement."

"Being curious, timely feedback and being open to growth"

"I will be introducing new hires to the partnered practice model before shift check-in."

290 nurses have participated in the PPE class since launching in 2022.
 2.75 CEs are now offered starting in 2024!

Post surveys show 100% of participants intend to change practice in the following areas:



96.25 % of participants report they are committed to using the knowledge they have learned.

92.5 % of participants report they feel confident that they will use the knowledge gained in their preceptor practice.

Preceptor Learning & Appreciation event January 19, 2024



We asked participants to give us feedback after the peer-led Preceptor Appreciation and Learning Event:
"Really loved this format, if felt lighthearted and enjoyable to engage in without a lot of pressure. Continue with the small groups for discussion...I really appreciated the group work portion"

"This was great. The storytelling and sharing of experiences with other preceptors was helpful and helped me reflect on potential changes to my own practice..."

"I loved the collaboration with other units. Everyone has different struggles/things that work and it's nice to hear different perspectives."

I think it would be great to meet again and share changes for the application of today's presentation"

We asked preceptors how confident they were in three leadership categories pre and post-event.

