Implementation of a Standardized Evaluation Tool to Improve Preceptor Confidence
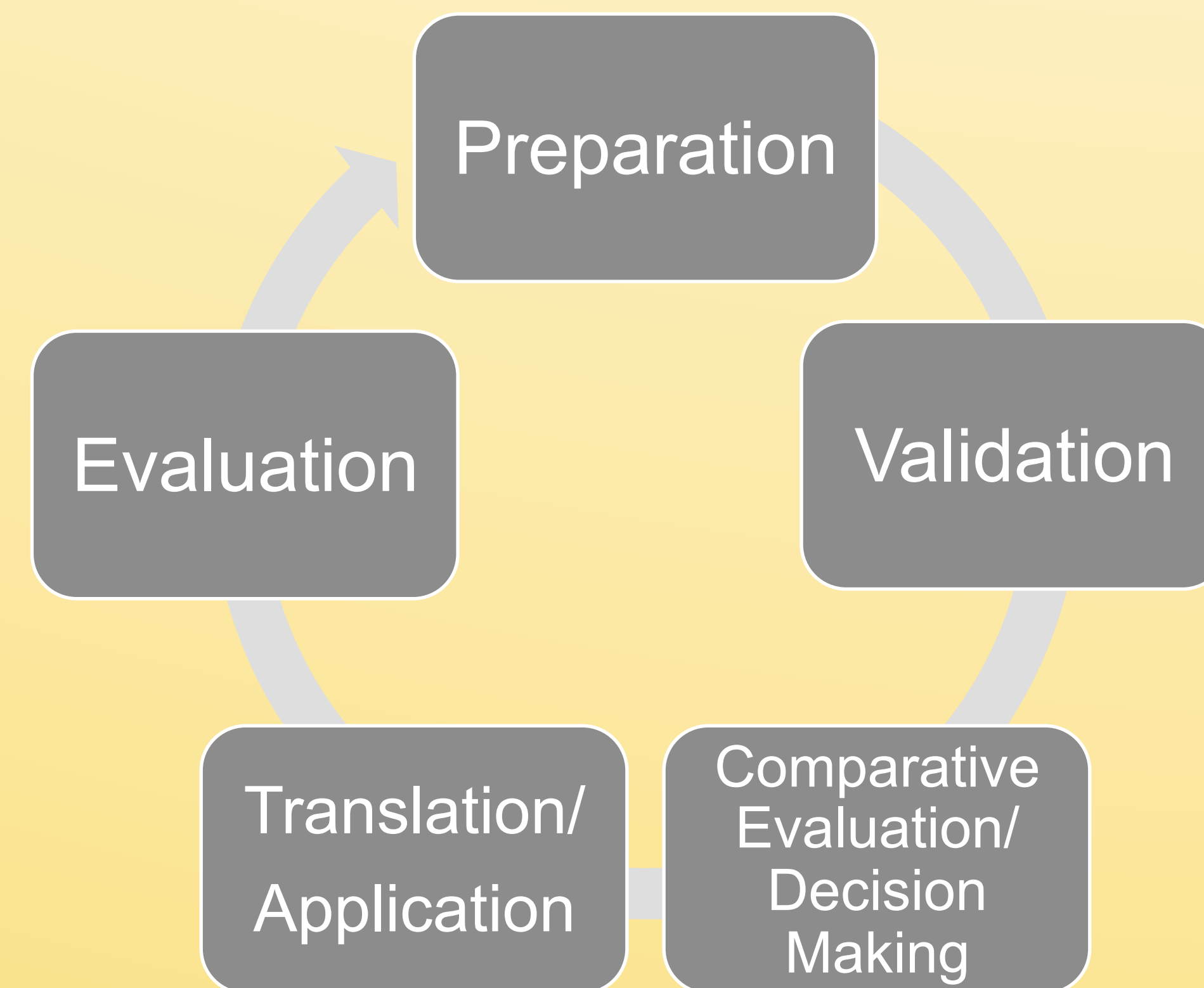
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Background

❖ The preceptor role is multifaceted and requires unique abilities to accomplish the task of precepting new graduate nurses (NGNs) (Haggerty, Holloway, & Wilson, 2012).

❖ NGNs clinical transition may be frustrating, discouraging stressful and unclear at times (Thomas, Bertram, & Allen, 2012).

❖ Preceptors require resources and tools to guide NGN's successfully into professional practice.

❖ A standardized tool is beneficial in the evaluation of the preceptee's progression during orientation (Steffan & Gooding, 2010).

Purpose

❖ The purpose of the project is to adapt an evidence-based standardized orientation intervention tool called the Norwegian Nurse Competence Scale (NNCS), implement the tool in the form of a standardized evaluation, and evaluate the effect of the tool on preceptor confidence during NGNs preceptorship.

Sample

❖ Fifteen Registered Nurses (RNs) who served as preceptors
❖ Minimum of one year of nursing experience
❖ Participants were assigned to a medical-surgical unit

Setting

❖ Two urban hospitals and one community hospital in southeast Alabama
❖ Not-for-profit organization
❖ Employs 1,500 nurses; roughly 10% serve as preceptors

Evidenced-Based Practice Model

The Stetler Model of Research Utilization:

- Preparation
- Validation
- Comparative Evaluation/ Decision Making
- Translation/ Application
- Evaluation

Literature Review

Key words:

❖ preceptor confidence, preceptors, new graduate nurses, staff orientation, orientation evaluation tools, and turnover rates.

❖ The RN Weekly Performance Summary evaluated preceptee's progression through orientation. Seventy-four percent of participants agreed that the tool was beneficial (Steffan & Goodin, 2010).

❖ The 10 minute preceptor (10MP) tool served as a guide for interactions. This tool provided a positive transition experience which decreased stress and turnover intentions (Hu et al., 2015).

❖ The Orientation Progress Grading Scale in the Emergency Department was designed to remediate employees not progressing through orientation (Olmstead, Hoskins, MacCartney, & Little, 2013).

Methodology

❖ Data was collected over twelve weeks
❖ Recruited 19 preceptors/15 completed
❖ Consent obtained
❖ Pre-confidence survey taken by preceptors via Surveymonkey®
❖ One-on-one orientation to evaluation tool
❖ Reminder emails sent to preceptors regarding completion orientation tool.
❖ Post-survey and instrument evaluation via Surveymonkey®
❖ Post survey data was analyzed through IBM Statistical Package for the Social Sciences (SPSS) version 24.

C-Scale Tool

❖ The C-scale was utilized to evaluate preceptor confidence pre and post intervention.
❖ This tool was originally developed by O'Neill (cited in Grundy, 1993) and used to assess baccalaureate nursing students' level of confidence while performing dressing changes.
❖ The tool consisted of five statements with responses answered on a Likert-type scale.
❖ The summary of scores can range from 25 (high confidence) to five (low confidence).

Limitations

❖ Sample size
❖ The sample only consisted of medical-surgical nurses.
❖ The study began after the majority of NGNs were hired.

Results

❖ All participants were female.
❖ Years of nursing experience ranged from one to 36 years, with a mean of 7.47 (SD=10.18) years.
❖ Preceptors ranged in age from 20-60 years with a mean age of 34.13 (SD=12.57) years.
❖ Ten (66.7%) participants had an Associate Nursing Degree, and five (33.3%) had a Baccalaureate Nursing Degree.
❖ Eight (53.3%) of the participants had attended preceptor training, while seven (46.7%) did not have any previous preceptor training.
❖ A paired samples t-test confirmed significance of the improvement in confidence ($t_{(13)}$= -2.610, p<.05).
❖ C-scale summary scores revealed an increase in confidence from pre-intervention (M=21.2, SD=2.68) to post-intervention (M=22.86, SD=1.75)
❖ Pre-intervention, individual summary scores. ranged from 17-25 and post-intervention from 20-25, indicating mid to high levels of confidence.

Conclusion

❖ Confident preceptors will aid in the development of competent nurses and have a positive impact on nurse retention.
❖ "Good preceptors" are crucial due to the current nursing shortage. "Just as every patient deserves a good nurse, every nurse deserves a good preceptor" (Ulrich, 2011, p.225).