

# RN Preceptor Workshop 2016

Original author Nancy Lee Richards March 2011

Revised by Jen Fraga and Gail Ranger January 2013

Revised by Gail Ranger June 2014

Revised by Gail Ranger April 2016

Good morning and welcome!

You are here because you are considering or have agreed to become a preceptor. Some of you may have already functioned as a preceptor for a new nurse or nursing student and will be able to share your experiences with us. First we want to congratulate and thank you. You have been selected by your manager because of your skills and experience; because of your ability to teach, inspire, coach, role model sound clinical thinking and behavior, and demonstrate leadership. You will be contributing to the development of a colleague, a co-worker and team member that performs safely, responsibly, and effectively and, particularly with precepting a new graduate, you will be one of the biggest influences as they transition to practicing as a professional nurse.

## **Summary of Evaluation of Corporate RN Preceptor Workshop**

### **History of the Corporate RN Preceptor Workshop**

In 2011 Corporate RN Preceptor Workshops were held on an “as needed” basis. Nursing Education would schedule a session upon manager request.

In late 2012, Royal Oak nursing managers requested regularly scheduled preceptor training, from Nursing Education and Research, to meet unit needs. Education Specialists in Nursing Education consulted with the original authors, updated the existing preceptor training content, and obtained approval for contact hours through the Ohio Nurses Association (ONA).

In January of 2013 Nursing Education began teaching the Corporate RN Preceptor Workshop on a monthly basis.

In 2014 a revised ONA CE application was submitted.

In April of 2016 ONA CE renewal required.

### **Evaluation Process of the Corporate RN Preceptor Workshop**

The five educators responsible for teaching this workshop all work in the Nursing Education and Resource office and routinely dialogue after each session. These informal reviews reflect upon the preceptor training classes and include impressions related to participant engagement, content, as well as suggestions for improvement. As the suggestions for improvement have focused primarily on teaching approaches, not content changes, the content has remained unchanged.

In April of 2016, when the ONA CE application became due, the team reviewed the participant evaluations which yielded favorable results and no indication of needed changes. Also, a literature search was completed which only slightly altered the content, resulting in the addition of one slide. (See Slide #5 of the power point presentation). The references were updated with two new resources.

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◀ ▶ April 11 - 16, 2016

Washington, D.C. ☁ Today 61°F/40°F ☀ Tomorrow 51°F/30°F ☀ Thursday 45°F/36°F Search Ranger, Gall - Calendar (Ctrl+E)

|       | MONDAY                                | TUESDAY               | WEDNESDAY                             | THURSDAY                               | FRIDAY  |
|-------|---------------------------------------|-----------------------|---------------------------------------|--|---|
|       | 11                                    | 12                    | 13                                    | 14                                     | 15  |
|       | Amy D offsite at PNC - Available P 57 |                       |                                       |  |   |
| 12 AM |                                       |                       |                                       |  |   |
| 1     |                                       |                       |                                       |  |   |
| 2     |                                       |                       |                                       |  |   |
| 3     |                                       |                       |                                       |  |   |
| 4     |                                       |                       |                                       |  |   |
| 5     |                                       |                       |                                       |  |   |
| 6     |                                       |                       |                                       |  |   |
| 7     |                                       |                       | 7-430 CA Orientation                  |  | 730-8 Email   |
| 8     | 8-9 Email                             | Dr Karoub Tests       |                                       | 8-830 CA Access                        | 8-930 Update PWS  |
| 9     | 9-10 Check CA CBT Transcripts         |                       |                                       | 9-10 AR                                |   |
| 10    | 10 Dr Karoub                          |                       |                                       | 10-11 Managing Orientation Issues Syst | 930-1230 AR   |
| 11    | 11-1230 AR                            |                       |                                       | 11-12 AR                               |   |
| 12 PM |                                       | 12-1 Nurses Week Prep |                                       | 12-1230 Review Agendas & Calendar w,   | Surprise Luncheon ABW LL Classroom 4 Nursing Education Calendars 2-4 AR |
| 1     | 1-2 AR w/MK                           | 1-430 AR              |                                       | 1-330 AR                               |   |
| 2     | LV off at 1400 Van Horn, Laura N      |                       |                                       |  |   |
| 3     | 2-4 Cover RNs for LV                  |                       |                                       | 330-430 Update SOFT                    | 730-4 Hrs 8   |
| 4     | 8-430 Hrs 8                           | 430-530 JC Report     | JC Report Out; RO_ABEast_1FL_Auditori | JC Report Out; RO_ABEast_1FL_Auditori  | OTR 2 Hrs   |
| 5     |                                       | 12-530 Hrs 5.5        | 7-530 Hrs 10                          | 8-530 Hrs 9                            |   |
| 6     |                                       |                       |                                       |  |   |
| 7     |                                       |                       |                                       |  |   |

Preceptor  
Workshop  
Updates



*New slide Added in 2016*

# Purpose of the Preceptor Workshop

Research has shown that:

- A direct correlation exists between effective orientation and nurse retention
- The effectiveness of preceptors impacts the success of orientation



**Preceptors make a difference!!**