UPMC Nursing Preceptor Academy
Winter 2012
The mission of the UPMC Preceptor Academy is to develop, empower, and recognize successful preceptors through respectful communication, education and support.
A task force was formed to develop and implement a preceptor academy

Representation from UPMC nurses and academic partners

Staff nurses, unit directors, advanced practice nurses, clinical directors, nurse educators, academic faculty and a dean

Initial activities
- Mission development
- Subgroups
- Focused on new hire initially, student concerns long-term focus
Subgroups

- Academy Structure/Governance
- Curriculum/Preceptor Development
- Leadership Support
- Preceptor Reward/Recognition
Guiding Principles

- Recognize the contributions preceptors make to successful new hire and student experiences
- Staff representation on the council is critical
- Share existing best practices
- Incorporate staff input into preceptor academy development
- Recognize that student and new hire precepting skills are different
- Continuing education and preceptor development is an essential component of an academy
- Design an Academy that is sustainable
• New graduate nurse study examined the role of preceptors with GN engagement and satisfaction using a predictive non-experimental survey design
• New graduates (n=170) with less than or equal to 3 years of nursing experience; majority less than 2 years
• GNs paired with preceptors who demonstrate high levels of authentic leadership were more engaged and satisfied
• Authors concluded that investing in preceptor development particularly related to authentic leadership can impact new graduate outcomes such as satisfaction, engagement and retention

Staff Feedback

- Three surveys were conducted
  - Newly precepted staff nurse (within 12 months)
  - Staff nurse preceptor
  - Unit director

- Key findings/themes:
  - Inconsistent training opportunities
  - Preceptors need formal education
  - Preferred method of reward is continuing education opportunities
  - Early communication that a staff member is precepting is critical
  - A limited number of preceptors per orientee is preferred (2-3)
  - Consistent meetings with unit director, orientee, preceptor and educator are beneficial and preferred
Task Force Proposed Actionable Items

• General, unit director, preceptor and orientee groupings

• General
  – Reward preceptors with continuing education
  – Initial preceptors attend clinical coach/preceptor class
  – Share survey results and PATF activities in upcoming “Pathways to Excellence” newsletter
  – Utilize academic resources to expand preceptor skills
  – Investigate developing an on-line preceptor community
Proposed Actionable Items - Unit Director

- Education of UD role with new hires, preceptor selection
- Support preceptors to attend formal education
- Obtain preceptor agreement before assigning to precept
- Promote using a consistent number of preceptors per orientee (2-3)
- Utilize thank you mechanisms
- Consider preceptor schedules, back-to-back requests
Proposed Actionable Items-Preceptor

- Initial preceptors attend clinical coach/precepting class
- Commit to precepting
3 phases
Mirrors performance appraisal
Focus on education and preceptor development
Reward and recognition component
Annual preceptor award at Nurses Week
3 Phased Academy

- **Solid/Strong/Good Performance**
  - Beginning journey as a preceptor
  - Attend clinical coach/preceptor class

- **Superior Performance**
  - Academy offerings
  - General giveaway

- **Top Performance (Role Model)**
  - Special recognition & reward
  - Requires portfolio
  - Feedback from 2 preceptees and UD
Preceptor Academy Role Model Nomination Form

- Magnet model
- 1-5 scale
- Two precepteees and unit director feedback
- Average score 4.0 or higher
Short-Term Activities

- Promote Academy to nursing leadership and preceptors
- Unit directors assess current preceptors to identify superior or top performing preceptors
- Launch event
  - Nursing Leadership Address
  - CE Content: Professional Portfolio
- Academic partner assessment
- Strategic Plan with Academy members
- Academy members will use assessment results, curriculum subcommittee recommendations and literature findings for continuing education planning
Future Activities

• Partner with Physician Services Division Preceptor Academy to offer expanded educational programs
• Student precepting component
• Preceptor Academy Nurses Week Award
• Online preceptor community development