

# NURTURING EXCELLENCE:

A blended learning preceptor program  
for pediatric nurse success

## What does the evidence say?

Preceptors need support. They require concrete strategies to teach, communicate, deliver real-time feedback and balance teaching with patient care. Proper training leads to improved retention and less preceptor burnout.

## Program Highlights



### Interactive Online Modules

Learners proceed at own pace and practice skills in a safe environment.

- Use of characters allow learners to play out scenarios and see the consequences of their choices.
- Learners explore the four main roles of the preceptor.



### Four hour in-person class

Allows learners to role-play and practice skills:

- Delivering real-time feedback
- Conflict resolution
- Understanding personality types and their effect on communication.
- Open discussion of challenges.



### Workbook

Contains tools and information covered in the program so preceptors can refer to it when needed.

## Interactive Modules

### Preceptor as Role Model

- Preceptor expectations
- Personality type and communication
- Communication
- Conflict Resolution

### Preceptor as Educator

- Principles of Adult Learning
- Kolb's experiential learning cycle
- Teaching and Learning Styles
- SMART goals
- Benner's Novice to Expert Theory
- Questions to improve clinical judgement

### Preceptor as Facilitator

- Questions to foster clinical reasoning
- Teaching tools
- Five-minute preceptor
- Teaching prioritization
- Importance of and how to debrief

### Preceptor as Evaluator

- Lasater's clinical judgement rubric
- Feedback do's and don'ts
- Five-step format for feedback
- How to manage feedback responses



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