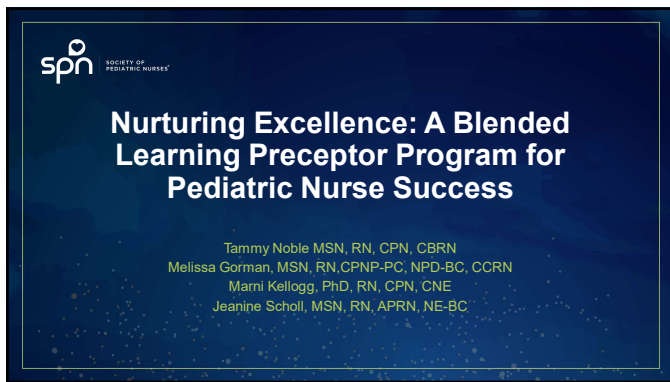




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Objectives


- Describe the components of an evidence-based preceptor education program and the preceptor's role in supporting diverse learning styles.
- Explain how a standardized preceptor program can enhance systemwide collaboration and organizational outcomes in pediatric healthcare.
- Analyze the lessons learned from the development and implementation of the preceptor program to identify potential improvements for similar initiatives.

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Shriners Children's

Pediatric Hospital System specializing in orthopedics, burns, cleft lip and palate.

13 Hospitals
5 Outpatient Clinics
2 Ambulatory Surgical Centers



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Challenges Preceptors Face

- Balancing teaching and patient care.
- Difficulty knowing how to teach.
- How to motivate preceptee.
- How to give effective, real-time feedback.
- What to do with someone who isn't performing up to par.

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Blended Learning Program

- Interactive Online Modules
- Four-hour Workshop
 - Conflict resolution
 - Giving feedback
 - Crowd source solutions
- Workbook for Each Learner
 - Preceptees received companion workbook

A Venn diagram with two overlapping circles. The left circle is green and labeled 'Classroom' with an icon of a person at a whiteboard. The right circle is blue and labeled 'Online' with an icon of a laptop. The intersection of the two circles is labeled 'Blended Learning'.

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Online Modules

Welcome to the preceptor development program at Shriners Children's! I'm Beatrice and I will be your guide along the way. Glad you're here!

The Preceptor's Journey

Objectives of the program

- The goal of this preceptor program is to give you, along with Frank and Maya, the tools you will need to be successful preceptors.
- The course is broken down into content according to the four main roles of the preceptor. Choose a button to get started!

Preceptor as Educator

Preceptor as Role Model

Preceptor as Facilitator

Preceptor as Evaluator

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Preceptor Roles

- Role Model
- Educator
- Facilitator
- Evaluator

Character-based Learning
- Learner chooses response

It is now 10am. Maya realized Frank has not completed any charting, and the IV pump in Bob's room is beeping. Maya walks by the desk and sees Frank chatting with another coworker. What should she say?

Select how you would respond

Frank, where are you at in your plan? Do you need me to deal with the IV pump?

Frank, your IV pump is beeping. Can you please take care of it?

Frank, can we chat for a second after I fix the beeping pump?

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Character Based Learning

- Character-based learning employs characters to engage learners and recreate real-life situations.
- Engaging with characters allows learners to bridge the gap between theory and practice, enhancing their critical thinking and problem-solving abilities.





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Preceptor as Role Model

- Understanding Personality Types
 - DISC Profile
- Communication
- Conflict Resolution
 - Team STEPPS tools



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Preceptor as Educator

- Principles of Adult Learning
- Teaching and Learning Styles
- Benner's *Novice to Expert*
- Improving Clinical Judgment





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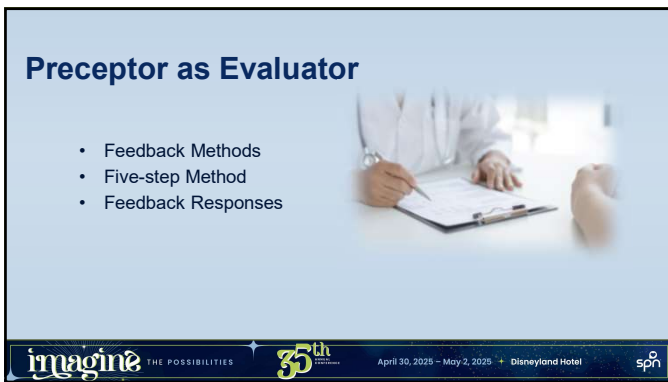


Preceptor as Facilitator

- Teaching Tools
- Clinical Reasoning
- Teaching Prioritization
- Debriefing

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Preceptor as Evaluator

- Feedback Methods
- Five-step Method
- Feedback Responses

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Preceptor Workshop

- Four-hour Workshop
- Practice with Conflict Resolution Tools
- Practice Debriefing
- Practice Giving & Receiving Feedback
- Open Discussion- Questions & Challenges

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Workbook

- Preceptors can reference tools after the workshop.
- Preceptees are given a companion workbook with orientation.
- Additional materials will be added as the program moves forward.

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Preceptor Program Roadmap


- Program developed after literature review and system-wide needs assessment
- Materials reviewed by NPD team
- Pilot class held
- Program implemented systemwide using hybrid learning

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Benefits of Hybrid Course Format


- Accessibility and Flexibility
- Uniform Content and Standardization
- Resource Optimization
- Enhanced Collaboration Systemwide




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Outcomes/Lessons Learned




Classes taught at 13 sites





Over 150 nurses have taken the class




Addition of content based on feedback



Expansion of content in the future


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Questions?

- Thank you!





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