

# 20<sup>TH</sup> GLOBAL NURSING EDUCATION CONFERENCE

March 21-23, 2018 | New York, USA

## Building a robust nurse preceptor program

**Diane Gerardi**

Providence VAMC-Rhode Island College School of Nursing, USA

**Background & Purpose:** Nurse preceptors are crucial to development of nursing practice. Traditional orientation programs are not comprehensive enough to ensure competence of new graduates within complex organizations. Evidence demonstrates preceptors have a significant role in transition of new graduates in clinical residency programs.

**Methodology:** Creation of the Post-Baccalaureate Nurse Residency Program (PBNR) was the impetus for substantial improvement of the Preceptor Program at Providence VA Medical Center (PVAMC). Responding to this need, educators developed a comprehensive and evidence based approach to preceptor training, enrichment and support.

**Findings/Outcomes:** Prior to the program, candidates have completed a confidential self-assessment. The exercise describes knowledge, skills and attitudes associated with effective preceptors. The candidates are encouraged to reflect on their suitability for the role of preceptor. During the program the self-assessment is reviewed and explored. A day long educational session conducted three times a year is a critical element of the program. Highlights include testament from a resident about methods his/her preceptor used to facilitate introduction to the medical center and nursing practice and an explanation of the mission and purpose of the PBNR program by the director of the PBNR. Throughout the day, interactive activities compliment informative material such as, communication techniques, assessing competency, and giving feedback.

**Impact (Clinical/Program Significance):** A tool-kit is available on Nursing Sharepoint for additional development of preceptors. Monthly sessions are held for experience sharing and continual growth.

**Summary/Future Directions:** Preceptors contribute to and are resolute supporters of the PBNR at PVAMC, central to the organization's efforts to bridge the education-practice gap. Future plans include academic appointment for qualifying preceptors as cooperating faculty at Rhode Island College School of Nursing.

## Biography

Diane Gerardi is working as a VA Academy Instructor at Department of Veterans Affairs. Also, she is working as an Adjunct Professor in Rhode Island College. Her research interest includes Nursing Education and Nursing Practice.

## Notes: