

Married State Preceptorship Model (MSPM): A synergistic collaborative approach in sustaining newly graduated registered nurses' role transition

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As nursing transforms, in the United States, there are increased demands on the health infrastructure. The evolving nursing shortage and gap between education and practice demands NGRNs to be quickly clinically placed. This results in risks to the NGRNs and high first year attrition rates. Thus, an effective point of care preceptorship with experienced and competent preceptors and a model to guide the preceptoring can reduce these risks and prompt quality care. The MSPM is an innovated model grounded in applied clinical practice research and reported experiences by transitioning NGRNs. The MSPM partners the NGRN to a preceptor at all times, working together, and managing a full patient load from the very beginning. The tasks increase exponentially as the NGRN transitions into practice. The unfolding evidence establishes MSPM as a viable theoretical framework for preceptoring NGRNs. A MSPM study showed a significant perceived impact of benefits to NGRNs (N =108) (97.2%); safety promotion (99.1%); reduced transition to practice anxiety (92.6%); and positive retention of NGRNs (N=100, 87%). MSPM centers on synergistic collaboration among leaders, educators, preceptors, and NGRNs achieving the provision of safe and quality care in diverse, demanding, and complex care delivery systems. MSPM is not dependent on culture, language, location, size, or context. It is a simple high impact process of “marrying” an experienced preceptor to a NGRN under specific guidelines that move the NGRN into the next level of competency. MSPM addresses the continuing professional development of NGRNs and experienced nurses.

Biography

Solimar Figueroa, MSN MHA BSN RN, is a clinical educator and preceptor liaison of Baptist Health South Florida (BHSF). BHSF is a not for profit organization with six acute care setting facilities and 16 urgent care centers. She is currently pursuing her doctoral study. She has 33 years of experience in administration, nursing education, direct care provider, and as ANCC appraiser. Her professional practice ranges from the Philippines, Saudi Arabia, Canada, Michigan, and Florida. Solimar contribute and co-author books and research publication. She collaborates with other organizations in training preceptors on MSPM. She conducts research on preceptorship and competency assessment.

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