

Preceptor Engagement Through Education

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Thanks to NSP II Grant 19-109 and project coordinator Jill Williams

Background

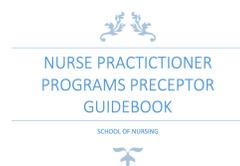
The demand for access to primary care providers has increased and can be appropriately answered with more available nurse practitioners (NPs) (Robert Wood Johnson Foundation, 2012). Additional needs for NPs include the use of the acute care NP role in the hospital setting. This is secondary to reduced medical resident hours, the recognition of NPs as cost-efficient healthcare providers, and an aging population that requires more care coordination (Forsberg, Swartwout, Murphy, Danko, & Delaney, 2013). In response to this need, student enrollment in advanced practice NP programs has increased. Clinical based learning is an essential component of the NP educational experience. Barriers to adequate training of NPs include faculty shortage and the lack of available number and quality of preceptors (Roberts, Wheeler, & Tyler, 2017). With the increased need for well-trained NPs, solutions to the problem of the lack of preceptors and sites must be addressed. An especially pressing concern is the need for NPs as primary care providers for vulnerable populations. People perceived as part of a vulnerable population can include those with chronic disease, the poor, uninsured, homeless, elderly and frail, or special populations in need (Mechanic & Tanner, 2007). The Johns Hopkins faculty joined together to address the need for preceptor engagement through education.

Objectives

1. Customize education to preceptors' needs. Assess by survey preceptors' attitudes, challenges, concerns, and learning needs.
2. Develop and deliver a compendium of tools and resources to enhance NP student preceptor capacity and commitment to precepting, especially for care of vulnerable populations.
3. Disseminate findings from the surveys and the preceptor development materials to other schools in the state of Maryland.

Survey response from preceptors indicated strong desire to have continuing education.

Development



The Preceptor Guidebook

- Roles
- Resources

Preceptor portal on school website---access to continuing education modules, the Preceptor Guidebook, information about precepting, and access to the faculty and advanced practice programs.

https://nursing.jhu.edu/faculty_research/preceptor/preceptor.html

Modules

- Motivational Interviewing
- Social Determinants of Health
- Trauma Informed Care
- Culturally Competent Care
- Teaching Excellence

Module Format

- Monograph
- Brief lecture
- Audiovisual learning

Implementation: Educational Modules

Module 1. Motivational Interviewing

Sample: Role playing videos



Module 4. Culturally Competent Care

Sample: Preceptor descriptions of culturally-sensitive, trauma-informed care.



Module 2. Social Determinants of Health

Sample: Problem solving exercise



Module 3. Trauma Informed Care

Sample: Lectures by experts

Engaging Families in Child Mental Health Treatment

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Results: Voices of Preceptors

What Experienced Preceptors Have Shared When Teaching and Mentoring NP Students

- Students benefit from the input of multidisciplinary colleagues that provide additional insight into care
- Bringing to life what students learned in the classroom
- Sharing resources for EBP: Mobile Apps, national guidelines, and treatment algorithms which helps preceptors stay up to date
- Motivating students to learn increases preceptor engagement in patient care
- Preceptors find joy in watching student progress, with some becoming colleagues

Impact

The impact of this project has been increased partnerships between students, faculty, and practicing clinicians along with the ability to expand the NP workforce by providing adequate preceptors to a variety of students and increase availability of preceptor training with a focus on topics about care of vulnerable populations.

Next Steps

- Promote and maintain preceptor engagement.
- Intermittently survey preceptors to highlight their needs.
- Foster easy access for preceptors to communicate, stay informed, and receive continuing education by disseminating information on the preceptor portal.
- Continue to establish and support collaborative relationships with preceptors as clinical education is the key to excellence in NP practice.
- The connections to the university provide a path for personal and professional satisfaction in the preceptor role. Education is one step on this path.

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