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Preceptor Learning Needs Assessment

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Abstract

Background: Effective preceptors are an essential component of successful orientation of new nurses. However, effective preceptors are not born overnight. Working with new to practice nurses and new to the hospital nurses requires skill with providing constructive feedback, fostering critical thinking and role modeling professional practice. At a community hospital in Southern Maryland, nurses who are selected to precept staff attend a preceptor workshop. This workshop allows the attendees to learn about various learning styles, techniques to foster critical thinking, how to provide constructive feedback and how to work with a preceptee on time management. The hospital's preceptor program has been lacking follow-up education and access to additional resources for preceptees.

Objectives: A learning needs assessment was conducted to determine the self-identified learning needs of the preceptors.

Methods: Links to an online survey as well as quick response codes were emailed to preceptors as well as sent to unit-based educators. Unit-based educators were asked to voice their thoughts on the learning needs of their preceptors. Results from the survey were used to determine the highest priority learning needs.

Results: A resource page on the hospital's intranet dedicated to preceptors was developed. Ongoing learning opportunities for preceptors will be an ongoing effort by the team who manages the preceptor program. This presentation will share the process for conducting the learning needs assessment, identification of learning needs and development of the resource page.