



## WCNHCP May 2016 Newsletter

### So.... You Are Going to Be a Preceptor!!

May 2016

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This is a challenge some nurses may have thought about, but are unsure of what it truly means and what is expected of them. Many larger facilities have a structured preceptor training program and require or encourage their nurse preceptors to participate in this training prior to working with students. However, some of the smaller facilities find it difficult to offer this instruction because of staffing and scheduling challenges. Unfortunately, this means many nurses are expected to precept nursing students without much guidance.

Being a good preceptor is not easy and doing the job well is invaluable. Experienced nurses were once students themselves and had to work in unfamiliar places, with other personnel they did not know. In some cases, the experience was wonderful. In others, terrifying. In either case, there was a lot of learning that was occurring. Having a good preceptor may have made this experience much more enjoyable.

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#### Preceptor Orientation

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### The Preceptor Role

Precepting is an organized, evidence-based, outcome-driven approach to assuring competent practice. Precepting is used for students who are rotating into clinical areas, for new graduate nurse onboarding, for new hire onboarding, when experienced staff members learn a new specialty or new skills, and when individuals move into new roles (i.e., educator, manager, or preceptor). A preceptor is an individual with demonstrated competence in a specific area who serves as a teacher/coach, leader/influencer, facilitator, evaluator, socialization agent, protector, and role model to develop and validate the competencies of another individual. This chapter presents an overview of precepting and the preceptor role

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### Public Health Nursing Preceptor Handbook, Missouri Department of Health

This handbook has many definitions and examples that can help with precepting a nursing student.

The development of a competent future public health nursing workforce is strongly influenced by the nursing students' educational experiences. The responsibility for providing realistic, high quality public health nursing education is shared by both education and practice. Using currently employed public health nurses as preceptors for students is a successful strategy that increases the education/ practice partnership and benefits both the students and the preceptors.

The Missouri Department of Health & Senior Services, Council for Public Health Nursing, created this handbook to assist preceptors and educators in developing preceptor programs. The information in this handbook is intended to serve as a guide and should be adapted to meet the needs of the agency, student, and school of nursing.

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