

201-O

How to Pick, Prep, and Polish Your Preceptors

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Upon completion of this course, the participant will be able to:

1. Describe the role of the emergency nurse preceptor;
2. List three critical milestones in the orientation process;
3. Identify at least two different methods for evaluating the progress of the new nurse; and
4. Compare two different types of evaluation tools.

- I. Role of the Emergency Nurse Preceptor
 - A. Picking the right preceptor
 - B. Characteristics of a good preceptor
 - C. Matching the preceptor and orientee
- II. Critical Milestones
 - A. Assessment
 - D. Anticipation
 - E. Implementation
 - F. Reassessment
- III. Evaluation Tools
 - A. Narrative
 1. Subjective
 2. Event Focused
 - B. Skill Oriented
 1. Rapid assessment of competency
 2. Objective
 3. Established timeframe
- IV. Career Paths
 - A. Skill and task oriented
 - B. Established timeframe
 - C. Limited flexibility

Resources:

- Sullivan, E. J., & Decker, P. J. (2008). *Effective leadership and management in nursing* (7th ed.). Upper Saddle River, NJ: Prentice Hall.
- Flynn, J. P., & Stack, M. C. (2005). *The role of the preceptor: A guide for nurse educators, clinicians, and managers* (2nd ed.). New York: Springer Publishing.



ENA Leadership Conference 2010

February 17-21, 2010

Chicago, IL