
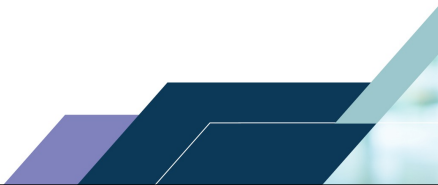


The ANPD Preceptor Competency Consensus Study

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Background/Problem

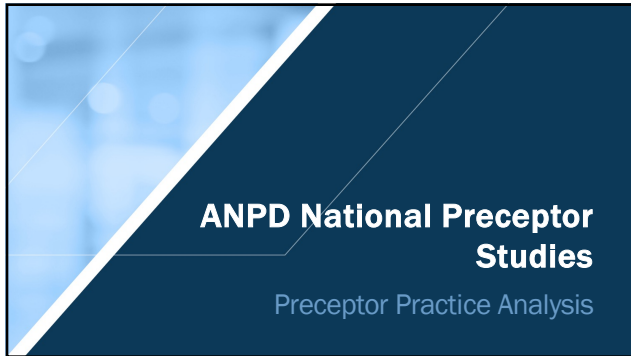
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Review of Literature

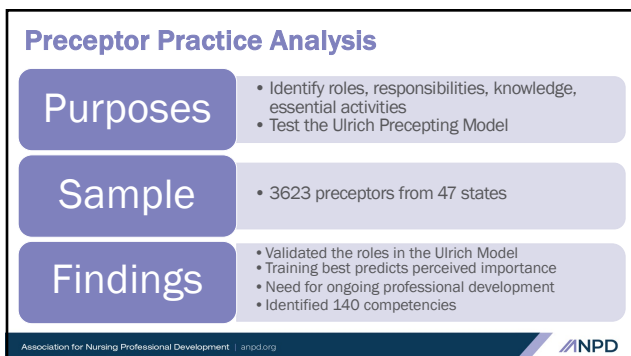
- Importance and benefits of preceptors
- Existing studies
 - Roles
 - Responsibilities
 - Competencies
 - Selection criteria
 - Role challenges
 - Impact on learner and organization outcomes

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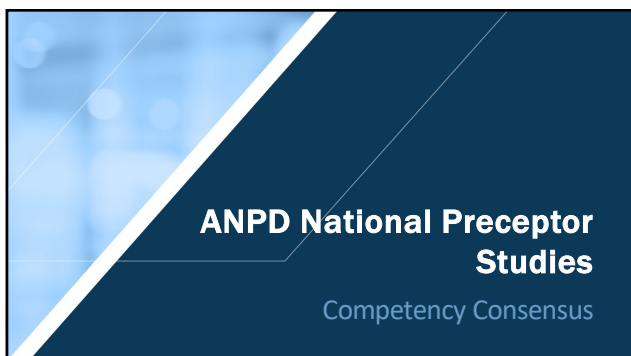
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ANPD Preceptor Competency Consensus Study

- Purpose
 - Establish consensus around core preceptor competencies

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Mixed Methods



eDelphi

Multi-stage survey design
Online
Preselected criteria (from initial study)



Expert panel

Use of knowledgeable individuals to synthesize existing knowledge
Make recommendations

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eDelphi Sample

Sampling frame: 56 RNs in U.S. with precepting expertise

National nursing associations

Accrediting bodies

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Initial eDelphi



September 2021



38 participants (68% response rate)

BSN: 7.9%

MSN: 57.9%

Doctorate: 34.2%

Current/former preceptor: 92.3%



Scoring benchmarks
(Scale 1-9)

Retain: 70% rated 7 or higher

Discard: 70% rated 3 or lower

Non-consensus: Failure to meet 70% threshold; included in next round

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Results

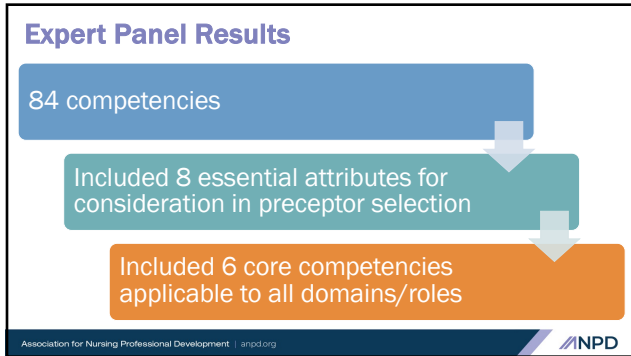
- Participants **added** competencies
- Final list = 166 competencies

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Plan B: Expert Panel

- Individual review considering data, factor analysis, comments from eDelphi
- Virtual meetings
- Criteria
 - Meaningful
 - Clear/concise
 - Essential or redundant
 - Domain (Ulrich Model) placement
- Developed operational definitions for each domain

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Repeated eDelphi

- Sample: 34 experts who participated in Phase 1
 - 23 participants (68%) in round 1
 - 20 participants in round 2
- Scoring benchmarks unchanged
- Findings
 - All definitions accepted
 - Competencies reduced to 66
 - Essential attributes (8) maintained
 - Core competencies (6) maintained

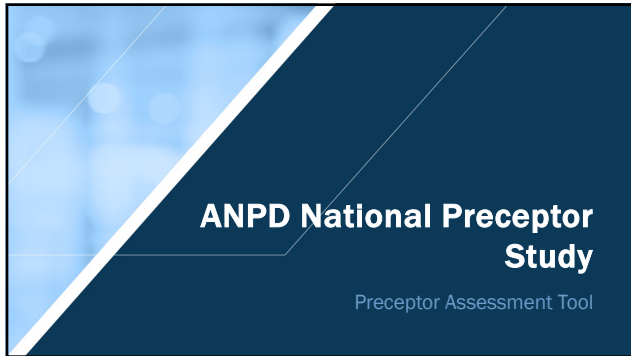
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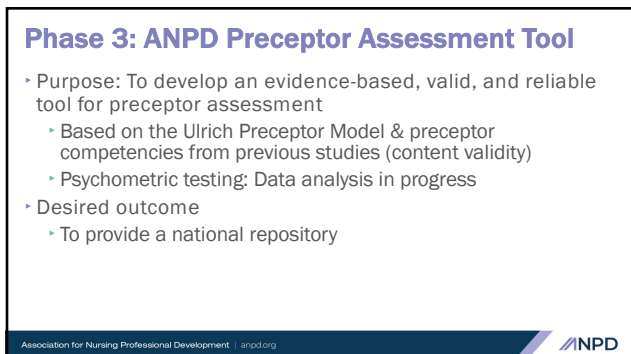
Preceptor Definition

An individual with demonstrated competence in a specific area who guides, assesses, and validates the knowledge, skills, and attitudes needed to transition to a new role, specialty, or environment in the healthcare setting

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Translating Research to Practice

- Evidence-based preceptor selection
- Evidence-based preceptor development: Initial and ongoing
- Evidence-based preceptor assessment

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Advocacy for Preceptor Development

- Support
 - Online resources
 - Patient selection
 - Adjustment of assignments
- Meaningful recognition
 - DAISY Awards (Nurse Educator)
 - Thank-you notes
- Appreciation
 - Credit toward certification/clinical ladder
 - Rewards for preceptee success

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Implications for Additional Research

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Implications for Research

- What percentage of preceptors are trained BEFORE precepting?
- Which preceptor competencies are essential for novice preceptors?
- How does having trained preceptors impact staff retention?
- What constitutes meaningful recognition for preceptors?
- What are the most effective ways to retain preceptors?

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Accessing the Preceptor Competencies



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