Managing Preceptor Assessment

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1

Acknowledgements

‣ Beth Ulrich, EdD, RN, FACHE, FAONL, FAAN

‣ Patsy Maloney, EdD, RN, NPD-BC, NEA-BC, CEN, FAAN

‣ Joan Insalaco Warren, PhD, RN, NPD-BC, NEA-BC, FAAN

‣ Ryan MacDonald, PhD (Cool stats guy)

‣ Dawn Whiteside, DNP, RN, CNOR, NPD-BC, RNFA

‣ Heidi Keeler, PhD, MSN, MBA, RN

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2

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3

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4

5

6

Classifications of Endangered Species

‣ Least Concern

‣ Near Threatened

‣ Vulnerable

‣ Endangered

← Requires Conservation

‣ Critically Endangered

‣ Extinct in the Wild

‣ Extinct

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International Fund for Animal Welfare (IFAW) Recommendations

‣ Recognize threats are primarily due to human actions

‣ Adopt ethical practices

‣ Advocate, support, and protect

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Threats to our Endangered Species: Preceptors

9

"Nursing work continues to become increasingly complex with less manpower and time to meet responsibilities. One preceptor stated, 'the only way I feel now is used.'"

Turnbull, 1983

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10

Threats

- ‣ Human (Preceptee) "threats"
- ‣ Environmental "threats"
  - ‣ Lack of institutional support

Durkin et al., 2022

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Lack of Institutional Support

- ‣ Lack of notice before precepting
- ‣ No break between preceptees
- ‣ Isolation from peers
- ‣ Lack of support from charge nurses, managers, NPD practitioners
- ‣ Patient assignments
- ‣ Lack of compensation
- ‣ Scheduling
- ‣ Lack of role preparation
- ‣ Lack of feedback

Durkin et al, 2022

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12

Lack of Institutional Support: Evaluation

‣ Who evaluates your preceptors?
  ‣ Nobody
  ‣ Manager
  ‣ Academic Faculty
  ‣ Preceptee
  ‣ Preceptor self-evaluation
  ‣ NPD Practitioner/practice-based educator
  ‣ Others?

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13

Lack of Institutional Support: Evaluation

‣ How do you evaluate your preceptors?
  ‣ Organization created evaluation
  ‣ L'Ecuyer's Preceptor Self-Assessment Tool
  ‣ ANPD Preceptor Assessment Tool
  ‣ Other?

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Lack of Institutional Support: Evaluation

‣ Is your evaluation competency based?
  ‣ If no – what does it measure?
  ‣ If yes - where did the competencies come from?

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15

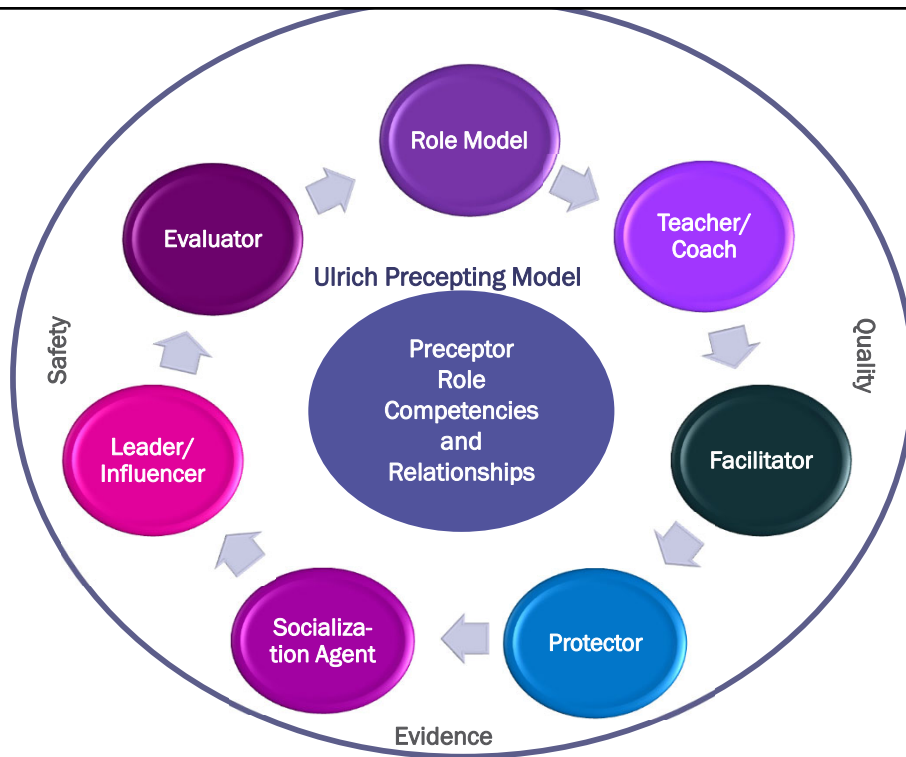# Evidence-Based Preceptor Evaluation

16

Background

‣ 2020: National Preceptor Practice Study
  ‣ Validated the 7 role domains of the Ulrich Preceptor Model

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17

18

9

Background (cont.)

▸ National Preceptor Competency
Consensus Study (2021 – 2024)

▸ Results

  ▸ Role definitions
  ▸ 6 essential attributes (used for selection)
  ▸ 66 competencies
  ▸ 6 core competencies (apply to all role domains)
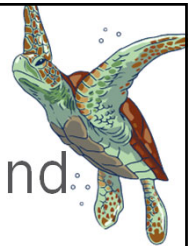
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19

Accessing the Competencies

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Resources

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20

21

Preceptor Assessment Tool Development

▸ Used the competencies from the background studies (content validity)

▸ Formatted as an assessment tool using a 5-point scale

  ▸ 0 = not competent

  ▸ 4 = highly competent (the preceptor is sometimes consulted by others to assist them)

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2024: Validating the PAT

Purpose
- To test the psychometric properties of the ANPD Preceptor Assessment Tool (PAT)

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Uses of the PAT

- Assessment of an individual preceptor by
  - Preceptee
  - Others with knowledge of preceptor performance
    - Supervisor/manager
    - NPD practitioner
    - Academic faculty
- Self-assessment (preceptor)

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Psychometric Testing (n = 484)

‣ Cronbach's alpha used to determine internal consistency (0.886)

‣ Model fit indices

  ‣ 8 distinct but related domains contribute to overall preceptor competency

‣ Confirmatory factor analysis supported the structure of PAT

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25

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26
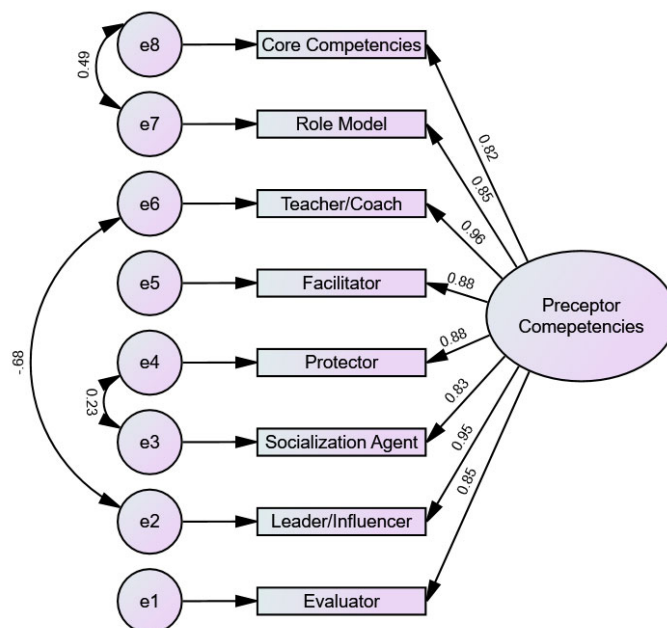
Discussion

‣ PAT is valid & reliable
‣ Mechanism for structured feedback
‣ Assessment can be used by
  ‣ Preceptors
  ‣ Preceptees
  ‣ Those who provide oversight
  ‣ NPD practitioners
‣ National standardization

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Implications for Practice

‣ Preceptor Assessment Tool Uses
  ‣ Accreditation requirements
  ‣ Program evaluation
  ‣ Annual performance evaluations
  ‣ Demonstrate organizational support
  ‣ Educational needs assessment
‣ Competency-based continuing professional development

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14

Caring for Our Endangered Species

29

Rounding

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Mitigating Threats to Our Endangered Species through CPD

- ‣ Competency-based continuing professional development
  - ‣ Key characteristics
    - ‣ Practice-based learning support complemented by coaching & peer feedback
    - ‣ **Multiple levels of assessment of and for learning: multisource feedback (MSF)**
    - ‣ Encouragement of individualized plans of learning

Durkin et al., 2022

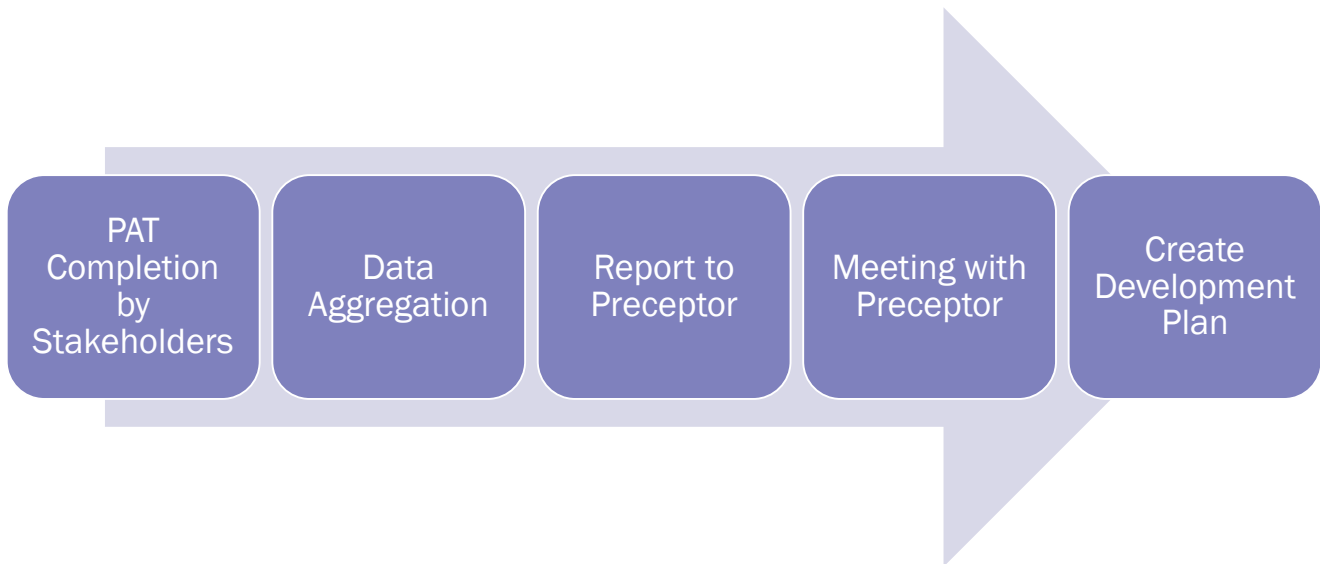Association for Nursing Professional Development | anpd.org

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Multisource Feedback

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Multisource Preceptor Feedback Process

| PAT Completion by Stakeholders | Data Aggregation | Report to Preceptor | Meeting with Preceptor | Create Development Plan |

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Group Discussion

Dealing with Discrepancies

‣ Preceptor rates self higher than others rate the preceptor
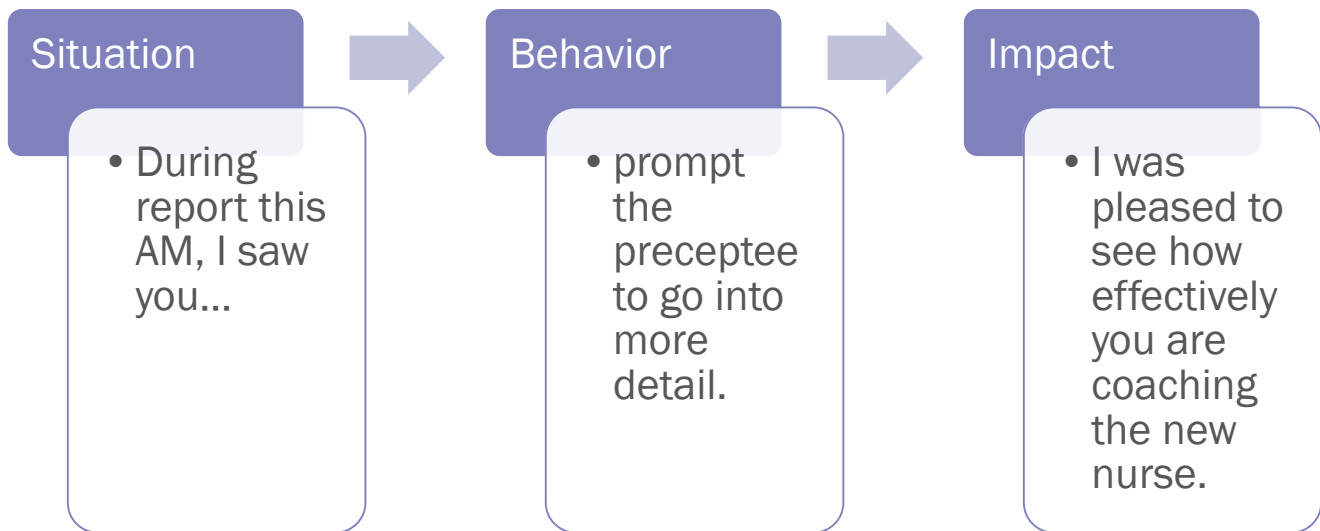‣ Preceptor rates self lower than others rate the preceptor

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Feedback Formula

Situation	→	Behavior	→	Impact
• During report this AM, I saw you…		• prompt the preceptee to go into more detail.		• I was pleased to see how effectively you are coaching the new nurse.

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35

Dealing with Assessment Discrepancies

‣ Avoid…
  ‣ Arguing.
  ‣ Dismissing the other's viewpoint.
  ‣ Defensiveness.
  ‣ Saying "You're wrong."
‣ Focus on understanding other's perspective, not on responding.
‣ Clarify using specific examples (feedback formula).
‣ Find common ground.
‣ Identify specific educational opportunities.
‣ Commit to a written course of action.
‣ Solicit feedback about what the preceptor needs.

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36

Using the ANPD Preceptor Assessment Tool

‣ Repository use only
  ‣ International database for preceptor data
  ‣ Individual organizations/systems apply for access
  ‣ Upon receipt of signed agreement, link sent to use
  ‣ 5-item (or more) alpha-numeric codes for PAT users
    ‣ Organization-level
    ‣ Department/unit-level
    ‣ Individual completing
    ‣ Preceptor being assessed

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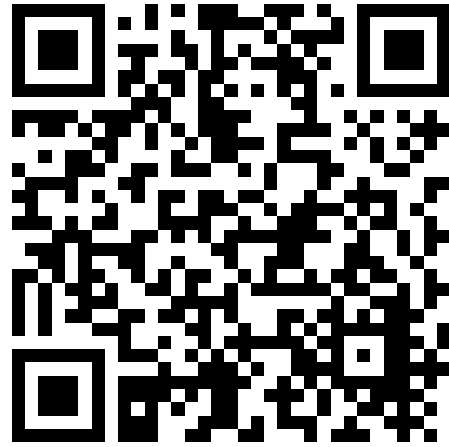
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37

Using the ANPD Preceptor Assessment Tool

‣ Individual users must supply email address to obtain individual results

‣ When aggregate data desired, request download of items with organizational code

‣ Data provided in spreadsheet format to facilitate analysis

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Accessing the PAT

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Resources

For NPD Practitioners

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39

Questions

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40

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41

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42