

Preceptor Development: How to make it work

Kristina De Los Santos, PharmD, BCPS
PGY1 Residency Program Director
Southern Arizona VA Healthcare System
Tucson, Arizona

The views represented here are solely my own and do not
represent the Veterans Health Administration

Objective

- To describe a practical approach to a comprehensive preceptor development plan.

Southern Arizona VA Healthcare System (SAVAHCS)

- 283 beds
- ~500,000 OP visits
- 8 PGY1 Residents
- 30 preceptors



Preceptor Development Plan

- Teaching skills
- Preceptor qualifications
 - Academic skills
 - Performance evaluations
- Mentoring new preceptors

Teaching skills

- Existing preceptor meeting
 - 45 minutes, once monthly
 - Discuss resident progress
 - Consistent attendance by preceptors
- Built in 15 minutes of preceptor development curriculum to existing meeting

Teaching skills: curriculum

- Self-assessment by preceptors
- Assessment by residency program director
- Focused on more difficult topics
 - Giving negative feedback
 - Ideal evaluations
 - How to utilize students and residents more effectively
 - Teaching skills, dealing with difficult students

Teaching Skills Curriculum

- Identified preceptors with strengths in those areas to present
- Local college of pharmacy provides one presentation per year
- Topics often lead into a discussion

Preceptor Qualifications - Research

- Academic skills, specifically research, needed enhancement
- Included R&D and IRB in preceptor development curriculum
- Preceptor mentoring

Preceptor Qualifications

- Incorporated into performance evaluation for end of cycle 2007
 - Each preceptor asked to include in evaluation how they met four of seven preceptor qualifications
- Performance plan for 2008 includes one, 30 minute presentation for each preceptor

New Preceptors

- Residency program orientation provided by RPD or assistant RPD
 - Incorporated into each employee's orientation process
- Each new preceptor assigned
 - A mentor
 - Pharmacy students

Making Preceptor Development Work

- Teaching skills
 - Found available time in existing meetings
 - Utilized skill set of preceptors
- Providing preceptors tools to meet preceptor qualifications with step-wise plan for accountability
- Providing mentoring for new preceptors

Questions?



Assessment question:

A preceptor development program should be which if the following:

- a. Organized so the delivery is feasible and participation maximal
- b. Contain topics in areas that the preceptors feel they need strengthening
- c. Contain topics in areas that the RPD feels the preceptors need
- d. Help the preceptors skills to meet the preceptor qualifications as outlined by ASHP
- e. All of the above