

## PURPOSE

- To design, implement and evaluate an online version of the live preceptor education program
- To improve the nursing preceptor education process.
- To assess the role, knowledge and self confidence levels of precepting nurses

## METHOD

IRB process not required

- Stakeholder Input:
- Staff nurse Needs Assessment
- Educator Focus Group
- Evidence based practice literature review and program content update
- Pre Test / Post Test design

### Program outline

- Pre- program surveys
  - Knowledge assessment
  - Self Efficacy survey (Parsons, 2007)
- Module 1 - Orientation overview
- Module 2 - Generational Differences & Cultural Awareness
- Module 3 - Critical Thinking
- Module 4 - Time Management / Documentation
- Module 5 - Effective Communication & Constructive Feedback
- Post program surveys
  - Knowledge assessment\*
  - Self Efficacy survey (Parsons, 2007)
- Program evaluation
  - 3 contact hour certificate from PSNA

## DATA COLLECTION

Staff Nurse Needs Assessment

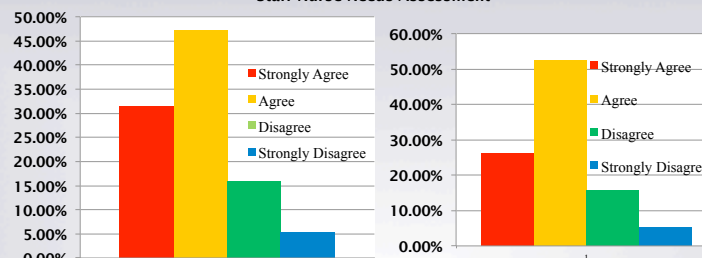


Figure 1. Did the Preceptor Development workshop improve your confidence to be a preceptor?

Figure 2. Did the Preceptor Development workshop enhance your satisfaction in the preceptor role?

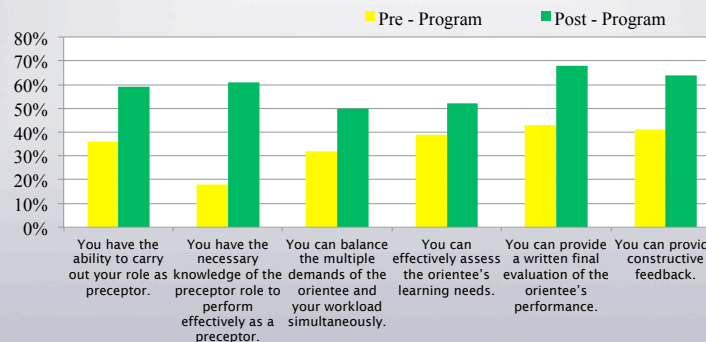


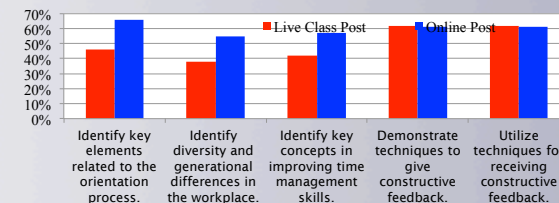
Figure 3. Self Efficacy survey Pre & Post educational modules. Based on "Very Good" responses.

For further Information please contact [Eharmon5@msn.com](mailto:Eharmon5@msn.com)

## RESULTS

Comparison of the Live and Online Class program was conducted focusing on time, cost, role satisfaction, and confidence levels were evaluated for program efficacy (n=44).

	Live	Online	Savings
Time	8 hours	2.6 hours	5.4 hours (68% time saved!)
Cost / person (\$32.25 per hour)	\$258.00 / person	\$96.75 / person	\$161.25/ person
1 program (44 participants)	\$11,352.00	\$4,257.00	\$7,095.00 (62% Cost savings!)



## CONCLUSIONS

- **Patient/ Family level:** Effective preceptors pass on the knowledge and skills needed to keep patients safe and support better patient outcomes.
- **Stakeholder level:** Improved knowledge, confidence & role satisfaction of preceptors and new nurses. Increased program availability 24 /7.
- **Fiscal level:** More efficient education process. Consistent evidence - based program content.
- The results are presented in percentage format due to limitations of the learning management system and survey vehicles which reported the data only in aggregate form.