



William Penn University Nurse Preceptor Education

Objectives

- Understand WPU's RN-BSN Preceptor Program
- Familiarize the preceptor with WPU's mission, nursing mission, philosophy and outcomes
- Understand the WPU RN-BSN Nursing Program Policy and the Various Roles

Purpose

RN to BSN program

- Students must complete clinical hours as part of degree requirements
- Explores aspects of nursing in various settings to gain a better understanding of different roles



Mission & Philosophy

- William Penn University Mission

“..provides the opportunity for an educational experience with a focus on leadership, technology, and the Quaker principles of simplicity, peace-making, integrity, community and equality” (William Penn University, 2014).

- Nursing Division

- Mission

The mission of the William Penn University RN-BSN program is to prepare BSN graduates with enhanced leadership skills that are essential to nursing practice in a diverse and ever-changing healthcare environment. Educational preparation is grounded in the nursing program’s outcomes and William Penn’s principles & goals.

- Philosophy

The division of nursing embraces a commitment to The Theory of Human Caring and the Ten Caritas Processes embedded in Dr. Jean Watson’s Theory and William Penn University’s Five Quaker Principles which provide the registered nurse an opportunity to build on their pre-licensure education and develop complex decision making skills to provide safe and holistic care to self and all communities.

Jean Watson's 10 Caritas Processes

(integrated within the program outcomes)



- 1. Practicing loving-kindness and equanimity within context of caring consciousness
- 2. Being authentically present and enabling, and sustaining the deep belief system and subjective life world of self and one being cared for
- 3. Cultivating one's own spiritual practices and transpersonal self, going beyond ego self
- 4. Developing and sustaining a helping-trusting, authentic caring relationship
- 5. Being present to, and supportive of the expression of positive and negative feelings
- 6. Creatively using self and all ways of knowing as part of the caring process; engaging in artistry of caring-healing practices
- 7. Engaging in genuine teaching-learning experience that attends to wholeness and meaning, attempting to stay within others frame of reference.
- 8. Creating healing environment at all levels, whereby wholeness, beauty, comfort, dignity, and peace are potentiated
- 9. Assisting with basic needs with an intentional caring consciousness, administering "human care essentials," which potentiate alignment of mind-body-spirit, wholeness in all aspects of care
- 10. Opening and attending to mysterious dimensions of one's life-death; soul care for self and one being cared for; "allowing and being open to miracles."

(Watson Caring Science Institute, 2014)

Requirements for Students

- Not permitted to work the night shift at their jobs prior to attending preceptorships the next day
 - Optimizes learning
 - Creates a safer environment for practice
- Student will make contact during the first week of the term and prior to the first clinical
 - Location, time, parking, materials
 - Student attire: RN-BSN Navy lab coat, Name badge and business casual
- 30 hours for the term / 4 hours per week (with some flexibility)



Instructional Outcomes for Nurse Leadership and Management (NURS 302)

The student will...

- Examine effective inter-professional communication, negotiation, and conflict resolution to deliver evidence-based and patient-centered care.
- Explore mechanisms to resolve identified discrepancies between standards and practices that impact patient outcomes.
- Demonstrate leadership skills to effectively implement patient safety in the identification of variances and hazards in health care.
- Analyze quality improvement processes and safety design principles such as standardization and simplification.
- Evaluate quality of care in terms of structure, process, and outcomes in relation to patient and community needs.
- Integrate information systems, communication, and technology methods in the management of safe nursing practice.
- Demonstrate how to uphold ethical principles when using patient care technologies.
- Appraise the impact of health care policies, including financial, regulatory, and organizational mission, vision, and value statements.
- Apply leadership concepts, skills, and decision-making in the provision of high quality safe nursing care.
- Discuss the role of the nurse as a leader in the delivery of safe and effective healthcare.
- Discuss the role of the nurse leader in informatics.
- Discuss application of JW and QP when assuming the role of a manager/leader in nursing.

Instructional Outcomes for Community Health (NURS 303)

The student will...

- Formulate plans of care for diverse populations across the health care continuum
- Demonstrate effective communication with patients, families, groups, and communities
- Collaborate with other healthcare professionals and clients to provide spiritual and cultural appropriate health promotion with application of Jean Watson and William Penn's Quaker Principles
- Conduct comprehensive and focused environmental assessments of health and illness in diverse settings
- Advocate for health promotion and disease prevention at the individual and population level necessary to improve population health, wellness, and the promotion of healthy lifestyles

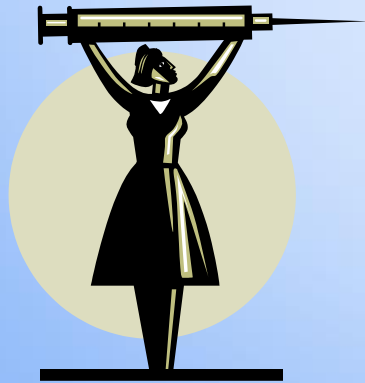
Nursing Preceptor Policy

- Definition:

A preceptor is one who promotes the student's clinical lived experiences and new ways of caring and knowing in nursing situations. The preceptor draws upon nursing knowledge embedded in practice and creates a learning environment which is dynamic and innovative. The ratio of preceptors to students will be small, in order to facilitate student learning, socialization to the profession, and mentorship. An exception will be made for management preceptors. Management preceptors may be placed with several students based on the manager's previous experience, evaluation, and individual preference.

Nursing Preceptor Policy (cont.)

Qualifications



- BSN prepared or experience equivalent
- Active RN licensure in the state of Iowa
- Minimum 1 year RN experience
- Recommended for service by a nurse manager or professional peer
- Employed or signed agreement with clinical facility of preceptorship experience
- Personal philosophy must be compatible with William Penn University Division of Nursing Philosophy

Nursing Preceptor Policy

Responsibility of William Penn University

- An affiliation contract must be signed between the clinical agency and William Penn University prior to the start of the preceptorship

Nursing Preceptor Policy (cont)

Responsibility of the Nursing Faculty

- Responsible for selecting preceptor
- Provides preceptor with *Nursing Preceptor Agreement* form
- Responsible for annually reviewing the nursing preceptor agreement forms
- Shall retain ultimate responsibility for student learning and evaluation
- Evaluation of the preceptor and determining reappointment of the preceptor
- Communication with the preceptor during the semester
- Responsible for distributing the following materials to preceptor:
 - William Penn University Division of Nursing Philosophy and Program Outcomes
 - Course outcomes and number of preceptor hours required
 - Clinical preceptor evaluation
 - Responsibility of the nursing faculty, preceptor, and the student

Nursing Preceptor Policy (cont)

Responsibility of the Preceptor

- Acceptance of the preceptor role within the boundaries of the qualifications
- Complete WPU Preceptor Agreement form every three years
- Communicate any concerns about student to the student and WPU faculty
- Complete course specific evaluation of nursing student



Nursing Preceptor Policy (cont)

Responsibility of the Nursing Student

- Complete all necessary forms for the specific clinical site
- Communicate any concerns about preceptorship with the preceptor and nursing faculty member
- Complete evaluation of the preceptor and clinical site
- Will not work the night shift prior to preceptorship and/or class the next day
- Responsible for own transportation
- Write thank you note to preceptor at the conclusion of experience



Evaluation and Reappointment

- Preceptors will be evaluated at the end of every semester. Students will complete WPU Preceptor Evaluation Form. The preceptor will receive an aggregated report of this form. Reappointment decisions will be contingent on evaluation reports, the individual preferences of the preceptors, and recommendations of the clinical manager.



For More Information...



- If you have any questions, concerns, or comments feel free to contact

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- Visit our website for more information on William Penn University's RN-BSN program

<http://www.wmpenn.edu/Academics/Majors/Nursing/Nursing/>

Survey

- Please complete the survey by accessing the website listed below.
- Completion of the survey signifies you have successfully viewed the PowerPoint presentation and understand its contents.
- <https://www.surveymonkey.com/s/RDPZ6JV>

References

- Watson Caring Science Institute. (2014). Ten caritas processes. Retrieved from <http://watsoncaringscience.org/about-us/caring-science-definitions-processes-theory/global-translations-10-caritas-processes/>
- William Penn University. (2014). Mission and vision. Retrieved from http://www.wmpenn.edu/About_Us/Mission_and_Vision/