Preceptor Development: How to make it work

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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**