Preceptor Development

Thank you
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for initial development of this topic

What does ACPE say?

- **Standard 26** “must have an effective continuing professional development program for full-time, part-time, and voluntary faculty”
- **Guideline 26.1** “must have or provide support for programs and activities for faculty and preceptor continuing professional development commensurate with their responsibilities”

ACPE Standards and Guidelines

- **Standard 26** “must have an effective continuing professional development (CPD) program for full-time, part-time, and voluntary faculty”
- **Guideline 26.1** “must have or provide support for programs and activities for faculty and preceptor continuing professional development commensurate with their responsibilities”
What is CPD?

• An approach to learning and professional development that:
  – enhances knowledge, skills, attitudes and values required for practice
    • area of interest or preference
    • related to daily practice
    • selected in response to identified need

What is CPD?

• An approach to learning and professional development that is:
  – Self-directed
  – Ongoing
  – Systematic
  – Outcomes-focused
What is your Approach?

- How will you define preceptor development?
  - Orientation to your program and requirements
  - Teaching strategies for being a good preceptor
  - Recognition and appreciation
- Will it be required, encouraged, or simply offered at no obligation?


How will you Implement?

- Modes of delivery
  - Written materials
  - Live programs or workshops
  - In-person versus online
  - Tool kit format
  - Provide financial or other support
- Continuing education credit

Training Components

- Setting expectations
  - Structuring a rotation
  - Syllabus development
    - Outcomes and learning objectives
    - Expected activities
  - Calendar or rotation schedule
  - Professional conduct
Training Components

• Needs and learning assessment
  • How do students learn?
  • How do you affect that learning?
  • What will you need to accomplish your learning outcomes?

• Multicultural awareness

• Generational differences

Training Components

• Teaching strategies for being an effective teacher
  – Basic preceptor skills
  – Active learning
  – Critical thinking
  – Life-long learning (CPD)

Training Components

• Teaching strategies for being an effective teacher
  – Educational theory (how to teach)
  – Developing goals and objectives
  – Teaching skills and techniques
    • Increasing effectiveness and efficiency
Training Components

• Coaching and mentoring
  – Theory of helping
    • facilitate personal growth & problem solving through effective interpersonal communication
  – Examining how to role model
  – Motivating students

Training Components

• Assessment
  – Evaluating students
    • Gaining familiarity with your assessment tools
    • Providing effective feedback
    • Techniques for evaluation

• Portfolio assistance and management

Training Components

• Dealing with difficult situations
  – Handling difficult students
  – Handling difficult problems
  – Recognizing troubled students
  – Program policies regarding:
    • Discrimination
    • Dependence
    • Harassment
Training Components

• Communication
  – INTRA-disciplinary
  – INTER-disciplinary

Introductory Training

“Pharmacy School 101”

• Mission and goals
• ACPE Requirements
  – Recent changes and how they affect PEP
• Administrative issues
  – “How to get things done”
  – Resources and informatics systems
  – Legal aspects
    • Affiliation agreements
    • FERPA

• Planning for students
  – Time management
  – Orienting students
• Student Presentation
• “What Makes a Good Preceptor?”
• Community Outreach
• Professional Conduct
• Training for assessment
  – Using evaluations and the data they generate
How will your preceptors benefit?

Consider offering
– Fringe benefits
– Certification or credentialing
– Recognition and appreciation

Additional Ideas/Benefits

• Use panel of preceptors representing exemplary sites
• Incorporate break outs for interaction
• Include salient pharmacotherapy topics
• Offer preceptor sharing network or list serve
• Relate to the “employed” preceptor
• Present preceptor pearls (like clinical pearls)
• Distribute newsletters
• Show how to use students to advance practice

Resources

• Pharmacist’s Letter
  www.pharmacistsletter.com/ptrn
• PEP Resource Library
  www.peplibrary.vcu.edu
• ASHP Preceptor Information Page
  http://www.ashp.org/s_ashp/cat1c.asp?CID=1177&DID=1219
• ACCP Teaching and Learning Program
  http://academy.accp.com/teach.asp
• CEI Preceptor Modules
  http://www.theceinstitute.org/Preceptor.aspx