

Leading the
REVOLUTION

2009 AACP Annual Meeting and Seminars
July 18-22 • Boston
Westin Boston Waterfront Hotel

American Association of
Colleges of Pharmacy **AACP**
Advancing • Learning • Quality • Improving • Health

Preceptor Development Opportunities:
The Collaborative Education Institute (CEI)

www.theCEIinstitute.org
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Reflection

- How many people use the following types of preceptor education formats?
 - Live, in-person
 - Online, pre-recorded or webinar
 - Print materials
- Discuss with your neighbor on your right or left:
 - What programs do you currently use to deliver preceptor education?
 - What has been most successful?

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Collaborative Education Institute

- Collaboration between Drake University, the University of Iowa and the Iowa Pharmacy Association (IPA)
- Address preceptor development requirements by ACPE(*Standards 2007*)
 - Mandatory development for new preceptors
 - Development opportunities for existing preceptors
- Focus on continuing professional development (CPD)



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Preceptor Development Plan: Core Modules

- For New Preceptors:
 - College Mission and Assessment Tools (customizable)
 - The Role of the Preceptor
 - Developing Your Rotation
 - Giving Experiential Students Constructive Feedback



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Preceptor Development Plan: Ongoing Educational Activities

- Current topics:
- Developing and Implementing an Introductory Pharmacy Practice Experience
 - Demonstrating Cultural Competence
 - Mentoring: Helping Students Create a Career in Pharmacy
 - When You See It In The News: How to Scientifically Interpret Published Studies
 - Pain Management
 - Rational Antibiotic Use: A Primer



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Additional Preceptor Development Activities

- Pharmacists and technicians have access to self study activities, practice-based activities, & live programming at affordable rates
 - Pharmacy Quality Series
 - Immunization Administration Training
 - Pharmacy Technician CE
 - Self Study CPD Library



Web Resources

- Registration and final evaluation/exam all online
- Programs presented online in a voice-recorded format
- Online automated statement of credit
- Online portfolio
 - Ability to upload non-CEI courses



CEI Partnerships with Schools/ Colleges of Pharmacy

- Current partnerships with 15 institutions
- Preceptor Development Activities offered to institutions through paid subscription program
- Prepaid access codes allow a participating school's preceptors to participate in required courses free of charge
- Reports to institutions include preceptor registration information and dates of completion for each activity



Reflection

- What are some of the barriers to preceptor participation in development activities?
- What strategies have you enlisted to overcome these barriers?

QUESTIONS?



Preceptor Development: Creighton's Experience

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What have we tried?

- Live Face-to-Face Presentations
 - School specific, 'active'
- APhA/NACDS Preceptor Education Program
 - Convenient (booklet for home study, website), free CE
- Pharmacist's Letter PTRN
 - Several opportunities, convenient, free CE, ...
- Collaborative Education Institute (CEI)
 - Several opportunities, convenient, fees, ...

What are our development challenges?

- Private institution in Midwest - smaller population base - need to send 'out'
- Distance program - students everywhere!
- Time to develop
- Cost
- Difficult to require - incentives?
- Tracking and documentation
- Face to face development programs -
 - lots of work, poor turnout, costly, same preceptors typically attend, distance challenges

What are our CU statistics?

- Approximately 2,000 preceptors in database
- Live: Anywhere from 5 to 30 at a program
- APhA/NACDS Preceptor Education Program: 63 completed program (August 2008 to May 2009)
- Pharmacist's Letter PTRN: 242 registered; 218 completed at least one program (April 2008 to May 2009)
- Collaborative Education Institute (CEI): 50 registrations (initiated April 2009 - April/May info.)

How do we communicate these resources to our preceptors?

- Upon initial approval – verbally and/or email
- Preceptor packet inserts
- Routine emails:
 - Undeliverables; not all have access
- Website:
 - Development Opportunities



<http://spahp.creighton.edu/experiential/preceptorhome.asp>

The Community Pharmacist Preceptor Education Program

- NACDS/APhA provided and Merck supported
- 3 hours free CE
- Home-study or on-line
http://nacds.rxschool.com/Course/info.cfm/course_id/375
- Includes on-line assessment to obtain CE
- Initially included booklet in packets, then added to website
- Quarterly reports to schools



The Community Pharmacist Preceptor Education Program

LEARNING OBJECTIVES

After completion of this program, pharmacists will be better able to:

1. Explain the benefits of precepting for preceptors, student pharmacists, community pharmacies, and the profession of pharmacy.
2. Describe the components of introductory and advanced pharmacy practice experiential education.
3. Facilitate effective communication among all parties involved with a community pharmacy rotation.
4. Establish a framework for student pharmacist learning during a community pharmacy rotation.
5. Align the activities of a pharmacy practice rotation with the stated objectives and competencies for the rotation.
6. Provide an effective and informative orientation for student pharmacists beginning a rotation.
7. Communicate feedback to student pharmacists in a positive and appropriate manner.
8. Develop strategies for providing accurate, fair assessments of student pharmacists.
9. Prepare student pharmacists to enter practice and/or the next level of pharmacy training.
10. Cultivate qualities of professionalism in student pharmacists.

The Community Pharmacist Preceptor Education Program

Benefits

- **Convenient:** home-study, on-line assessment
- **Free**
- **3 hours CE**
- **Quality preceptor development resource:** good overview & useful tools/worksheets
 - Benefits of Precepting, Managing Conflict Situations, Rotation Time Management, What Learning Experiences Can You Offer?, Planning Activities for the Rotation, Professionalism

Challenges

- **Community Reports/tracking** require accurate self-reporting from preceptors
- **Not live or interactive**

Pharmacist's Letter (PL) PTRN

- Preceptor Training and Resource Network
 - Provide connectivity between preceptors and schools
 - Provide preceptors with practice site access to teaching and training resources
 - Help preceptors obtain training
 - Help schools document preceptor training
 - Provide support to preceptors wishing to improve teaching and clinical practice skills

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PL Preceptor Training

- School specific information can be entered and accessed:
- They will send you a link so that you can access and update your school's information.

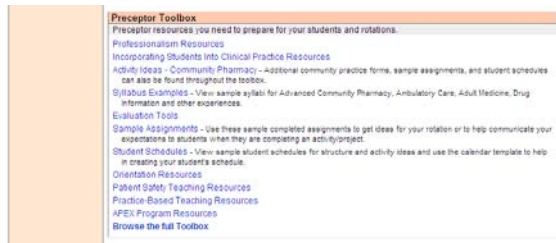


PL Preceptor Training

- A wide variety of live and home-based CE that is applicable to different sites and schools is available:



PL Preceptor Resources: Toolbox



PL Preceptor Resources: Journal Club

- Case-based, interdisciplinary review of current pharmacy and medical literature
 - Statistical teaching points
 - Clinical practice pearls
- Format
 - Preceptor key and student version
 - Content developed by contributing pharmacy and medical editors
 - Current library of over 100 topics
 - Two topics added/month

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Documentation and Tracking

- Quarterly CE reporting to schools/colleges
 - Let them know if you want a different reporting schedule
 - We currently try to track all preceptor development regardless of source under affiliate tracking in EMS and can pull reports from this

PL Excellence in Precepting Cooperative

- Participating schools/colleges will receive PTRN for all preceptors at no charge
 - IPPE and APPE preceptors
 - Preceptor access to CE programs, teaching tools, etc
 - CE reporting
 - Customizable Preceptor Training Requirements
 - Preceptor support

PL Excellence in Precepting Cooperative

- School/College Participants will:
 1. Maintain your school/college area within the *Preceptor Training and Resource Network*
 2. Communicate with preceptors at least once per quarter about available preceptor resources
 3. Make a good faith effort to inform experiential students of existing *Pharmacist's Letter* access
 4. Create and maintain a link to *Preceptor Training and Resource Network* for preceptors on your school/college website

Pharmacist's Letter

Benefits

- Quality Resources
 - Student/school recruitment
 - Toolbox
 - Journal Club
 - Pharmacy 101
- Preceptor Development
- Continuing Education
 - Home-based & live
 - Several hours
- Free of charge services
- Support

Challenges

- Initial skepticism
- Logistics confusing to preceptors
 - Log-in variability depending on own subscription, school, etc...
- Reports/tracking require accurate self-reporting from preceptors

Conclusion - Where are we going at Creighton?

- Ultimate goal: preceptor development and education to enhance student experience and development as a professional.
- Continue to offer several alternatives - something to fit various needs - distance, convenience, quality.
 - Try to match specific preceptor needs to development- at QA visits - IPPE, APPE, initial, ongoing, assessment, feedback, etc...
- Communicate with preceptors and work with other schools to assess what's working (what do they want?) and create additional resources as needed.

QUESTIONS?

**Preceptor Continuing Education
State of Texas Experience**

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University of Houston College of Pharmacy

TSBP Requirements: Preceptor CE

- 3 hours every licensure period (2 years)
- ACPE accredited
- Developed by a Texas college of pharmacy
- Or approved by committee of COPS (JCIP)
- Or approved by TSBP - Delegated to JCIP
 - Expected to be teaching aspects of precepting

**TSBP Website
List of Approved Preceptor CE**

http://www.tsbp.state.tx.us/files_pdf/Preceptor_Training.pdf

Reflection

- What do you think about developing the teaching competence of preceptors vs. the practice competence of preceptors?
- Are experiential directors qualified to develop the practice competence of preceptors in the preceptors' own specialty and work place?

State Collaborations on Profession Texas Pharmacy Congress

- Two Representatives from each:
 - University of Texas COP
 - University of Houston COP
 - Texas Southern University COP & Health Sciences
 - Texas Tech Health Sciences Center SOP
 - Texas A&M Hlth Sci Cent - Irma Lerma Rangel COP
 - University of Incarnate Word - Feik SOP
 - Texas Pharmacy Association
 - Texas Society of Health-Systems Pharmacists
 - Texas Federation of Drug Stores
 - Texas State Board of Pharmacy

Texas Pharmacy Congress

- Meets Quarterly
- Hosted by member organizations - rotates
- Considers issues important to profession
- Considers issues for lobbying legislature
- Decisions & actions by consensus
- Sub-Group meetings
 - Deans
 - Pharmacy Practice Coalition
 - Joint Committee on Internship Programs (JCIP)

Reflection

- Are there similar collaborations in your state?
- What has been done in your state to facilitate cooperation and collaboration among the colleges and professional organizations?
- Are there other organizations that should be included in these collaborations?

Joint Committee on Internship Programs Standardization Efforts

- APPE Calendars – 6-week experiences
- General Competencies – TSBP Pharmacy Rules
- Evaluation Form
- Hours Reporting Form
- TSBP Exam Retake Committee
- Advice & Consensus Requests to TSBP
- Required APPE Competencies/Duties (in progress)
- Preceptor CPE Collaborations

Preceptor CPE - JCIP Collaborations

- Home Study Programs
 - Becoming an Effective Preceptor
 - Evaluating Students in a Pharmacy Internship Program
 - Effective Clinical Teaching
- State Organization Annual Meetings (TPA/TSHP)
- Individual Colleges
 - Annual Preceptor CPE Meetings
 - Specific Regional or Sponsored Preceptor CPE Seminars

Preceptor CPE - JCIP Collaborations Cont

- JCIP Approved Programs - Developed by Others
 - Pharmacist's Letter
 - Community Pharmacists Preceptor Education Program
 - Dallas Area Preceptors - The Many Facets of Precepting
 - GCSHSP - A Preceptor CE Event

Reflection

- Should there be preceptor CPE targeted to specific specialty groups?
- Can we develop national standardization for preceptor CPE?
- Should we develop national standardization of preceptor CPE?

Challenges in Program Standardization

- Six different experiential programs to agree
- Curriculum Committees Approval
- Assessment Committees to develop tools
- Different university standards for adjuncts
- Competition for sites
- TPA, TSHP, Pharmacy Employer agendas
 - Expectations for similar affiliation agreements
 - Expectations for similar preceptor benefits
 - Expectations for pooled availability requests
- Schools from other states not standardized

Reflection

- Is there something better than CPE to develop our preceptors?
- Should and would our preceptors maintain individualized Continuous Professional Development (CPD) portfolios?

QUESTIONS?
