

The term preceptor, or teacher, has been known since 15th century England. The clinical preceptor is of critical importance in the education and socialization process of the advanced nursing student. It is within the context of the student's preceptorship experience and practicum that the student learns to apply an expanded knowledge base and to function in the advanced practice nursing roles of clinician, consultant, educator, leader, and researcher.

A Nurse Preceptor

- Is an experienced and competent clinician
- Facilitates and evaluates student learning in the clinician arena
- Provides a learning environment for students
- Encourages the student to function at their highest level of competence
- Develops the student to have a positive role concept, confidence and competence
- Adapts to accommodate to the expectations and needs of the student
- Utilizes timely, direct, honest and open communication
- Establishes boundaries of safety early
- Analyzes and provides feedback and constructive criticism to students

Adapted from:

Preceptor Handbook: A Guide for Effective Clinical Teaching Collaborative Rural Nurse Practitioner Project
Minneapolis, MN

Effective Clinical Preceptors Are:

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|---------------------------------|--|
| ○ Supportive | ○ Respectful of students |
| ○ Innovative | ○ Committed to students |
| ○ Flexible around student needs | ○ Willing to work with beginners |
| ○ Good listeners | ○ Interested in professional growth and continued learning |
| ○ Patient | ○ Involved in their community |
| ○ Clear and concise | ○ Good role models |
| ○ Enthusiastic | ○ Confident |
| ○ Helpful | ○ Politically savvy |
| ○ Empathic | ○ Articulate |
| ○ Caring | ○ Assertive |
| ○ Humorous | ○ Able to deal with conflict |
| ○ Fair | ○ Prepared |
| ○ Dependable | ○ Organized |
| ○ Consistent | ○ Problem solvers |
| ○ Motivated | |

SELF - EVALUATION FOR CLINICAL PRECEPTORS

I...	Yes	No
Have the respect of my peers		
Influence my colleagues and the work environment to promote quality care		
Have good interpersonal communication skills		
Orient students to the setting		
Ascertain student's prior learning experiences		
Negotiate expectations of the student		
Clarify the student's needs		
Evaluate comprehensive performance of the student		
Provide timely feedback		
Capture "teachable moments"		
Asking probing questions using them to guide learning		
Motivate students		
Model interdisciplinary learning collaboration		
Model collaborative professional behaviors		
Encourage the use of research finding in practice		

What is Expected of a Preceptor?

- Evaluate the student's ability to apply knowledge learned in the classroom to the clinical setting
- Teach content material and clinical skills based on the expectations of the student's clinical course and student's learning needs
- Evaluate the student's clinical performance
- Provide physical space for students and clients to interact
- Be physically present in the clinical setting or provide a qualified substitute.
- Be responsive to individual needs