



MT CAHN Nursing Education and Practice Summit  
June 8-9, 2015

## APIN II Grant Mentoring and Precepting Programs

Rita Cheek  
Sandra Kuntz



## Montana Center to Advance Health through Nursing Academic Progression in Nursing (APIN) grant

- ★ Casey Blumenthal, DNP, RN, MHSA, CAE, Co-Lead
- ★ Cynthia Gustafson, PhD, RN Co-Lead
- ★ Kristin Juliar, MA, APIN Grant Administrator
- ★ Kailyn Dorhauer, MHA, APIN Grant Coordinator
- ★ Sandra Kuntz, PhD, APRN, PHCNS-BC, Co-Projector Director
- ★ Rita E. Cheek, PhD, RN, Co-Projector Director

Overall Goal: 80% of working RNs in Montana have a BSN or higher degree by 2020

*Funded by the Robert Wood Johnson Foundation*

## Academic Progression in Nursing I

- ❖ Create and present an orientation course with Continuing Education credits for potential preceptors in community health and leadership / management courses in BSN programs.
- ❖ Establish a mentor program for BSN completion students.

## Academic Progression in Nursing II

- › Objective 2: Expand current mentoring programs to reach more RN to BSN students and new BSN graduates entering the workforce.
- › Objective 5: Increase employer support of and engagement in academic progression in nursing initiatives in Montana through changes in practice and policy, participation in coalition leadership, and expanded involvement in preceptor and mentor opportunities.
- › Objective 6: Expand the depth and breadth of the MT CAHN Preceptor Continuing Education and Recognition Program to academic/practice partnerships in each of the five MHA Regions of the state.

## How is the role of a mentor the same or different than that of a preceptor?

Characteristic	Mentor	Preceptor
<b>Role</b>	An experienced and trusted advisor; guide; coach; role model	An experienced clinical practice guide; coach; role model
<b>Relationship</b>	Professional; supportive; friendship	Professional; instructive; functional
<b>Setting</b>	Non-specific; intermittent	Specific; day-to-day supervision
<b>Duration</b>	Variable; years	Specific; days to months
<b>Evaluation</b>	No formal evaluation of competency	Includes evaluation of competency
<b>Scope and Standards of Practice</b>	Some preparation for role; no scope and standards specified	Preparation for role is essential; scope and standards specified (AAPA)

Yonge, O., Billay, D., Myrick, F., Luhanga, F. (2007). Preceptorship and mentorship: Not merely a matter of semantics. *International Journal of Nursing Education Scholarship*, 4(1), 1-13.



## Preceptor Modules

Montana Nurses Association (OH-242, 12/1/14) is an approved provider of continuing nursing education by the Ohio Nurses Association (OBN-001-91), an accredited approver by the American Nurses Credentialing Center's Commission on Accreditation.

### Module I: Role Description



1. How do current national initiatives and the MT and national board of nursing rules impact and enhance the role of the preceptor?
2. What competencies are essential for preceptor practice?
3. What are the roles, responsibilities, and relationships necessary for a dynamic preceptor, preceptee, and faculty partnership?
4. What is the role of the preceptor as coach?
5. What coaching strategies inspire growth and development of the preceptee?

### MODULE II COMMUNICATION



1. What five core skills are essential for effective communication between preceptees and preceptors?
2. What strategies contribute to effective management of different methods of communication?
3. How are four evidence-based strategies applied to address preceptee behavior and motivation?
4. What techniques are necessary for providing action-oriented feedback?

## Module III: Teaching/Learning Styles



How will an understanding of learning theories and learning styles enhance your work as a preceptor?

What competencies are associated with cognitive, affective, and psychomotor domains of learning and the learning style of preceptors and preceptees?

How does your organization facilitate or impede novice or advanced beginner progress?

What preceptor clinical strategies are most effective for developing preceptee confidence and improved expertise?

What can be learned from the *One Minute Manager*, *One Minute Praising*, or *Five Minute Precepting*?

## Module IV: Planning a Precepted Experience



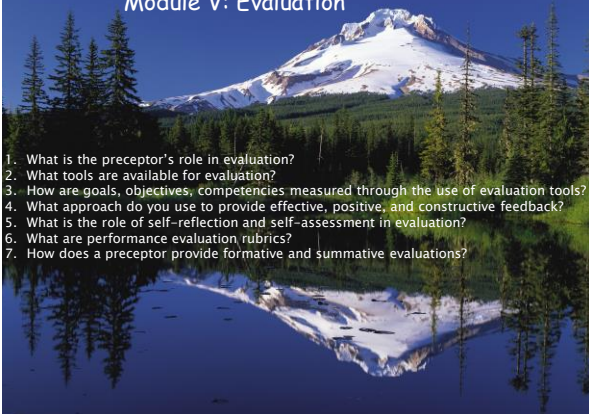
What is involved with understanding the development of preceptee confidence and competence?

How can the preceptor help a preceptee develop critical thinking, clinical reasoning, and clinical judgment?

What are the differences between goals, objectives, and outcomes and how are these tools used to develop an effective precepting plan?

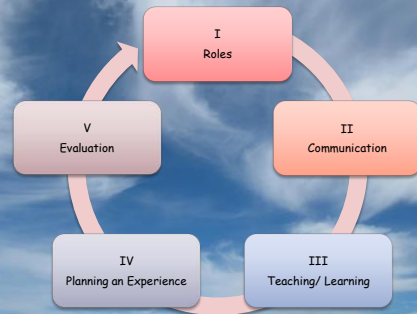
What is the value of a preceptor's familiarity with and use of learning taxonomies (Bloom, 1956; Fink, 2003)?

## Module V: Evaluation



1. What is the preceptor's role in evaluation?
2. What tools are available for evaluation?
3. How are goals, objectives, competencies measured through the use of evaluation tools?
4. What approach do you use to provide effective, positive, and constructive feedback?
5. What is the role of self-reflection and self-assessment in evaluation?
6. What are performance evaluation rubrics?
7. How does a preceptor provide formative and summative evaluations?

## Preceptor Education: The Basics





## Mentoring

## *Mentoring in Montana: Baling Twine for Nurse Retention*



## Mentoring Advisory Board

- \* Maureen Brophy, RN, MN, MT Tech, Butte
- \* Heidi Blossom, RN, MSN, Helena  
Co-Lead Transition to Practice Council
- \* Donita Clarin, BSN, RN, CEN, CPEN, Billings
- \* Kailyn Dorhauer, MHA
- \* Barbara Jefts, RN, MS, NE-BC, Kalispell,  
Co-Lead Transition to Practice Council
- \* Janet Leishman-Donahue, RN, CNM, MSN, Great Falls
- \* Jiff McAnally, MSU Graduate Student, Great Falls

## Mentoring Advisory Board

- \* LeAnn Ogilvie, RN, NE- BC, MSN, Missoula
- \* Susan Raph, RN, MN, NEA, BC, Great Falls
- \* Katie Schlepp, BSN, RN, Great Falls
- \* Evan Thompson, MSNA Chapter President, Great Falls
- \* Lora Weir, RN, Choteau
- \* Robyn Whalen, PhD, MBA, BSN, RN, Kalispell

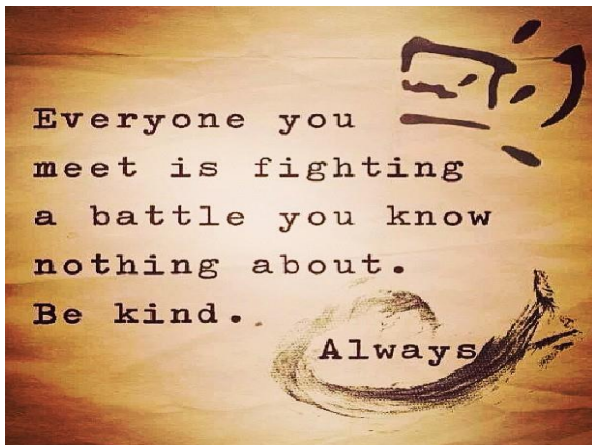


## Mentoring Workshop in Havre

Art of Mentoring in Nursing  
 by LeAnn Ogilvie and Rita Cheek

October 30, 2015 at 1:00 pm

Location: MSU - Northern



**Summary:** We look forward to hearing from you.

- ▶ For questions about the preceptor modules:
  - Sandra Kuntz [skuntz@montana.edu](mailto:skuntz@montana.edu)
  - Kailyn Dorhauer [kailyn.dorhauer@montana.edu](mailto:kailyn.dorhauer@montana.edu)
- ▶ For question about the mentoring program:
  - Rita Cheek [rccheek@q.com](mailto:rccheek@q.com)
  - Kailyn Dorhauer [kailyn.dorhauer@montana.edu](mailto:kailyn.dorhauer@montana.edu)