National Nurse Preceptor Program for Newly Licensed Registered Nurses

Through synchronous and asynchronous delivery, OpusVi uses best-practice teaching and learning strategies to support preceptors moving toward competency within the preceptor role. The learning pathways have case studies, tools, tips and strategies for precepting and extensive reference materials.

The National Nurse Preceptor Program for Newly Licensed Registered Nurses integrates best practices of teaching and learning to deliver a robust professional development program for the preceptor to meet the organizational and individual needs for transitioning nurses into the role and setting.

ACCREDITED NCPD ACTIVITY

INTERNATIONAL

AMERICAN NURSES CREDENTIALING CENTER

What's Included

10 Hours Core Curriculum (8 hours Self-Paced, 2 hours Virtual Interactive Live Sessions)

Monthly Townhall Session (Optional)

Board Certification in Nursing Professional Development (Optional)

Mastering Precepting e-Book by Beth Ulrich

Combined Synchronous & Asynchronous Delivery

Continuing Nursing Education Contact Hours

Mentorship Training and Support (Optional)
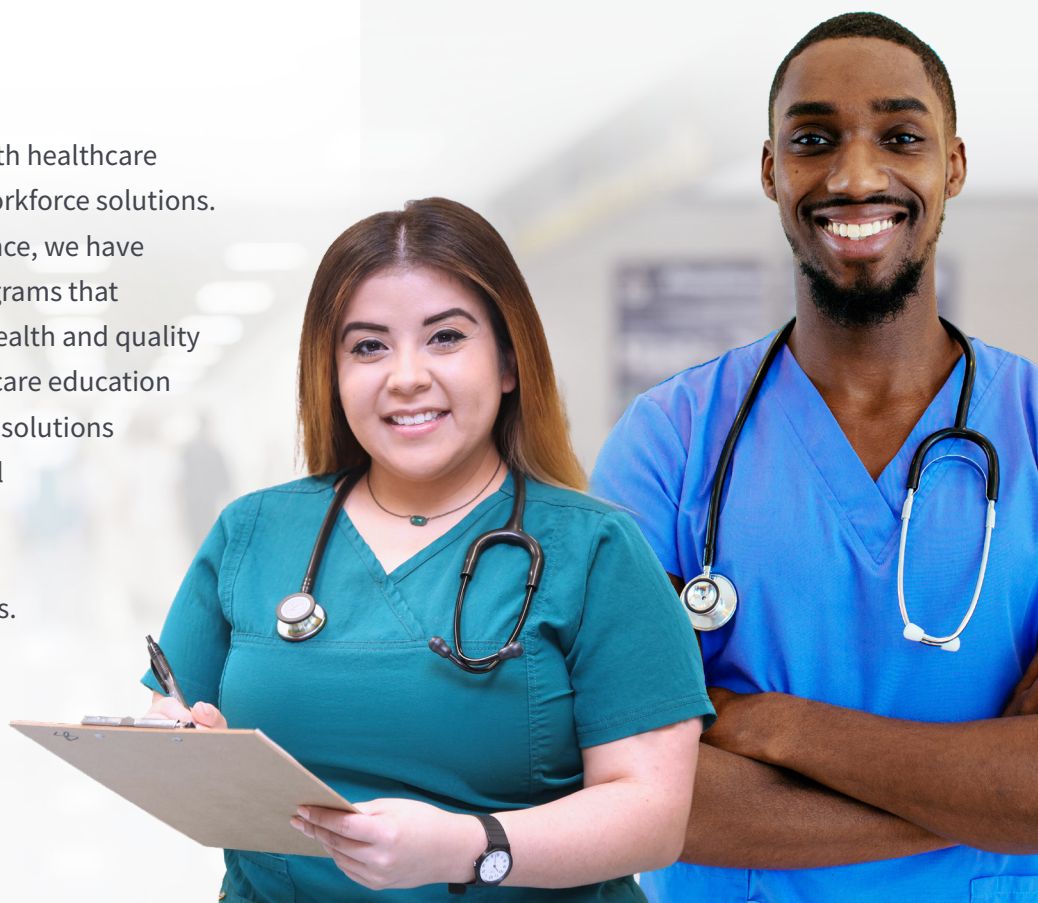
Digital Badge

Impact Reporting

Logistics

Cohort of 10 or more participants is suggested for optimal learning outcomes

$495/person

Flexible integration and delivery options are available

About OpusVi

OpusVi (Latin for Workforce) partners with healthcare organizations to build transformative workforce solutions. Dedicated to providing the best experience, we have designed custom online and hybrid programs that improve and positively impact patient health and quality of care. We remain leaders in the healthcare education space by creating scalable, cutting-edge solutions through innovative technologies, clinical expertise and evidence-based training alongside the industry's top subject matter experts and academic institutions.

# National Nurse Preceptor Program Curriculum

Course Outcomes

Module I: At the completion of this learning module the participant will integrate adult learning principles and personality styles into the preceptor role, responsibilities, and competencies to successfully transition Newly Licensed Registered Nurses (NLRN) into professional practice.

Module II: At the completion of this module the participant will evaluate the professional identity and core competencies of NLRN using best practice teaching and learning strategies and positive learning environments.

Module III: At the completion of this module the participant will effectively communicate, in various situations, to coach, inspire, and meet the individual learning needs of the NLRN transitioning to professional practice.

Module IV: At the completion of this module the participant will practice self-care and create concrete strategies to support the NLRN's motivation and behavior, time management, prioritization, and delegation as well as strategies for self-care.

Preceptor Pathway
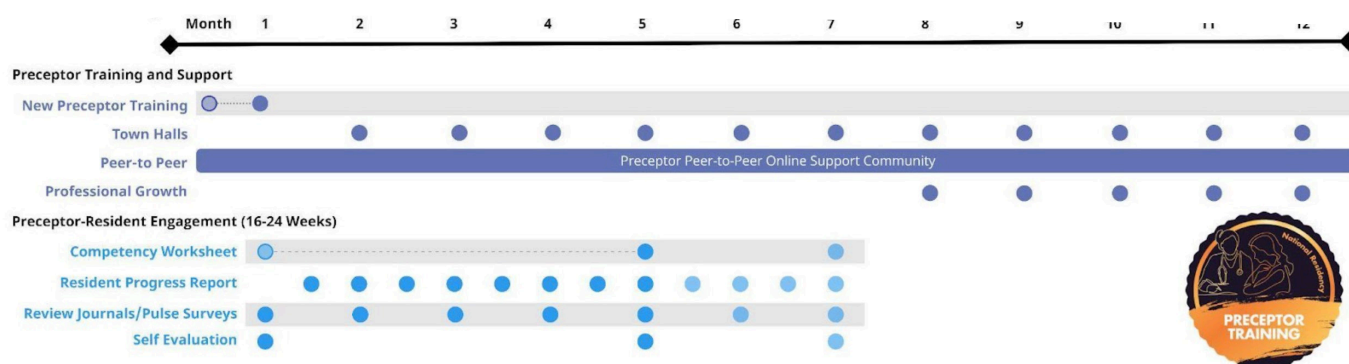
The OpusVi Preceptor Platform leverages a Digital Badging infrastructure to ensure learners carry on their accolades throughout their careers.

Module 1: Preceptor Role and Adult Learning

Mastering Precepting (Ulrich) - Chapters 1 & 2

Module Objectives:

1. Summarize precepting in the context of nursing and the healthcare system.
2. Value the role and competencies of the preceptor.
3. Investigate learning theories and assumptions of adult learning.

Module Topics:

1. Precepting in the context of nursing and the healthcare system
   - Overview of Nurse Residency Program
   - Preceptor Responsibilities and Standards

2. Preceptor Role and Competency
   - Role of the Preceptor
   - Competency Development & Competency-based Education (CBE)

3. Concepts of Adult Learning
   - Adult Learning Theories
   - Creating an Effective Learning Environment
   - Personality Types and Learning Styles

4. Nursing Models and Theories
   - Benner's Novice to Expert
   - Critical Thinking and Deliberate Practice
   - Reality Shock

Module 2: Development of the Preceptee

Mastering Precepting (Ulrich) - Chapters 3, 4, 5 & 6

Module Objectives:

1. Validate competence development.
2. Motivate critical thinking, clinical reasoning, and clinical judgment.
3. Develop precepting strategies for teaching and learning.
4. Create a positive learning environment.
5. Interpret the four domains of professional identity in nursing: values and ethics, knowledge, nurse as leader, and professional comportment.

Module Topics:

1. Critical Thinking: Nursing Process to Clinical Judgement
   - Thinking Like a Nurse
   - Socratic Questioning
   - One Minute Preceptor Model

2. Professional Identity & Positive Work Environments
   - Professional Identity in Nursing
   - Incivility in Nursing
   - Married State Preceptor Model

3. Competency Models, Outcomes, Assessment and Validation
   - Competence and Competency
   - Nurse Residency Competency Model
   - Donna Wright Competency Model
   - Competency-based Outcomes
   - Competency Assessment
   - Competency Validation
   - Formative and Summative Assessment

Module 3: Effective Communication and Coaching Relationships

Mastering Precepting (Ulrich) - Chapters 7, 8, 10

Module Objectives:

1. Facilitate effective communication with the preceptee and interdisciplinary team.
2. Navigate difficult conversations for optimal outcomes.
3. Practice effective coaching strategies during resistance and disruptive behaviors
4. Predict and respond to the diversity and unique needs of specific learner populations.

Module Topics:

1. Effective and Inclusive Communication
   - Effective Communication
   - The Power of Storytelling: From Head to Heart
   - Culture and Diversity
   - How Miscommunication Happens
2. Constructive Communication & Conflict Resolution
   - Providing Feedback
   - Conflict Management
3. Empowerment & Coaching
   - Empowerment
   - Coaching

Module 4: Motivation and Behavior

Mastering Precepting (Ulrich) - Chapters 12, 13, & 14

Module Objectives:

1. Implement evidence-based practices to influence preceptee behaviors.
2. Utilize the Five-Step Format to provide the preceptee with action-oriented feedback regarding how their behavior impacts care delivery, patient interactions, and teammates.
3. Develop strategies and techniques to assist in the preceptee's organization, time management, and delegation skill development.
4. Manage negative and unproductive preceptee behaviors.
5. Value the importance of self-care as a professional nurse.
6. Foster healthy work environments.

Module Topics:

1. Preceptee Motivation and Behavior
2. Time Management, Prioritization, and Delegation
3. Self-Care

Learn More

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