

# Implementation of Preceptor Training Program at a Large Tertiary Hospital

Hunter Fletcher, DNP, CRNA, Daniel Horne, DNP, CRNA, Roman Marks, DNP, CRNA, Kye Shealy, DNP, CRNA, Ken Wofford, PhD, CRNA, CHSE, FAWM, DiMM, Mayte Diaz, DNP, CRNA, CHSE

## BACKGROUND

- Preceptorship is critical in clinical education
- For RRNAs transitioning to CRNAs, effective preceptorship is essential for the successful transfer of skills and knowledge.
- Only 6% to 14% of preceptors receive formal training.
- Without training preceptors may feel unprepared, leading to potential student dissatisfaction and ineffective skill and knowledge transfer.

## PICOT Question

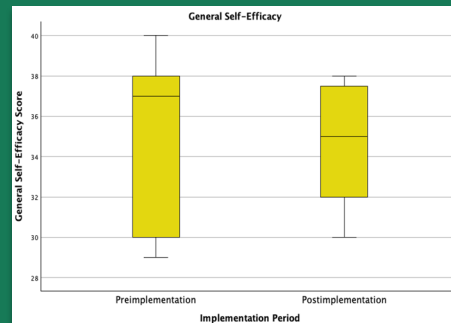
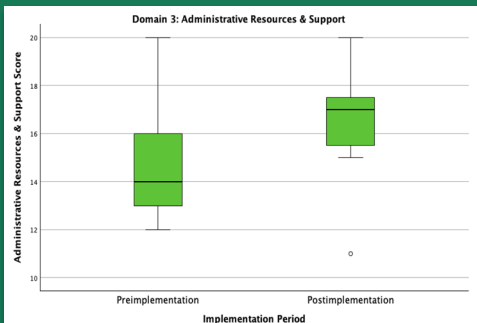
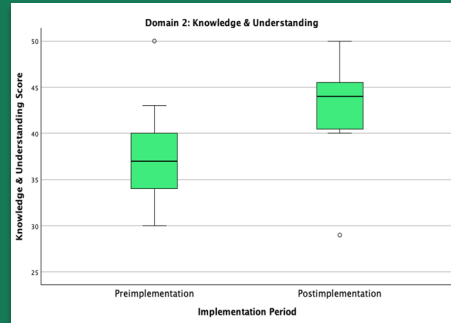
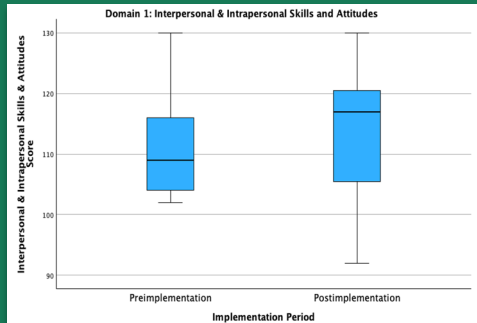
For CRNA preceptors, does the implementation of a preceptor training program (PTP), compared to the current practice of no formal training, improve preceptor inter/intrapersonal skills and attitudes, knowledge and understanding, administrative resources and support, and general self-efficacy—measured by the PSAT-40 and GSE, over a 3-month period?

## METHODS

- Framework: Model for Improvement (Moi)
- Participants: CRNAs of a large tertiary hospital in Tampa who participate in student preceptorship
- Measures: The PSAT-40 evaluates interpersonal and intrapersonal skills, knowledge, and administrative support using Likert scale questions. The GSE uses Likert scale questions to assess self-perceived general self-efficacy.
- Intervention/Data Collection: Preceptor training is delivered online with trigger videos, discussion modules, and resources, allowing three months for participant interaction. Learning domains are assessed using the PSAT-40 and GSE through pre- and post-surveys.



Scan QR code for PTP website.



*The implementation of PTP increased competency scores in the PSAT-40 domains but did not improve GSE tool scores*



## RESULTS:

Domain	Pre-Implementation Median Score	Post-Implementation Median Score	Asymp. Sig. (2-tailed)
Inter/intrapersonal Skills & Attitudes	109	117	0.450
Knowledge & Understanding	37	44	0.074
Administrative Resources & Support	14	17	0.202
General Self-Efficacy	37	35	0.810

## DISCUSSION:

- 13 pre-implementation and 7 post-implementation surveys were collected. Domain scores associated with the PSAT-40 increased, while GSE showed no similar improvement.
- There was no statistically significant improvement in the four learning domains after PTP implementation.
- Although results were statistically insignificant, studies suggest formal preceptor training benefits both learners and preceptors.
- A larger participant group, correlated pre- and post-surveys, improved survey tracking, and fewer barriers to participation (such as hurricanes or high staff turnover) could lead to more reliable, statistically significant results in future studies.
- This project was designed for sustainability, with training materials integrated into a website for easy updates and future use across various settings. The goal is for it to evolve into a structured annual program that continues to equip CRNAs with effective preceptorship skills.



Scan QR code for references.