

Next Meeting

Wednesday
November 15, 2023
12—1 p.m.

The logo for the Nurse Preceptor Task Force features a stylized sun icon with rays to the left of the word 'Nurse' in a large, black, serif font. Below 'Nurse' is the word 'Preceptor' in a large, green, serif font. Underneath 'Preceptor' is the phrase 'Task Force' in a smaller, italicized, black, serif font.

Preceptor Recognition 2023: The Outstanding Nurse Preceptor Award nomination window is open! Submissions are due by Friday, September 1, at 5 p.m. This year, we're excited to introduce the new "Impact Award," a peer-nomination category allowing individuals to submit nominations. The nomination opportunity is being promoted across OCN communication channels, but we encourage you to help us spread the work—[here is the link to share](#). A photo of your nominee is optional for the application. The selection committee makes decisions based on your written narrative; images are not shared during the selection process.

Save the Date: We are hosting the virtual award ceremony on Zoom for selected preceptors on October 4 from 12 to 1 p.m. All are encouraged to attend. Our guest speaker for this event is still being determined.

Event Discussion: During this quarter's task force meeting, we discussed the agenda for this year's virtual event. Attendees agreed that it is ideal to have the nominator there to read the nomination submission and help celebrate selected honorees. We are also looking for suggestions for a guest speaker. Please reach out to Callie Gisler (callie.gisler@oregoncenterfornursing.org) with any ideas or recommendations.

Upcoming Transition to Care Conference: The Oregon Center for Nursing, along with PeaceHealth and other partners, will host a conference on the transition to practice. The proposed date is April 25, 2024. Attendees explored how to get involved and signed up for initial assignments. Please reach out to Callie Gisler (callie.gisler@oregoncenterfornursing.org) if you would like to be involved in the process. Speakers will be asked to submit an abstract, with potential topics including new transition to practice programs and other initiatives that organizations have instituted impacting the flux of new hires.

Environmental Scan: Additional discussion at this quarter's meeting included organizational updates, gathering feedback, and how to connect as a task force. See below for a summary of each discussion topic.

- **OHSU:** An OHSU representative discussed the influx of new hires and how to meet the demand for preceptors. The organization does not have enough preceptors on the night shift. Resources for preceptors continue to be popular, including a practice evaluation class that is constantly waitlisted. OHSU is also exploring peer learning circles to help offer support. Like many places, time limitations are a barrier.
- **PeaceHealth:** The organization is rolling out a weekly progression tool and feedback process from the preceptors. PeaceHealth started continuing education sessions over coffee to dive deep into topics that training time otherwise wouldn't allow. One tactic they are using is simulated role-play to explore random scenarios. Organization-wide communications now include a preceptor corner segment in

communications. In addition, the preceptor pay differential went up to \$5.50.

- **Other Organizations:** Attendees discussed revamping competency models to reduce work by filling out checklists. There are efforts to get preceptors through official training rather than just standing meetings. Efforts to standardize processes are getting a lot of pushback due to the required training time. Attendees discussed attempting to find a balance between supporting with the right tools while having staff on the floor doing the precepting. There is an interest in professional development amongst staff, but organizations are working to meet expectations that training is delivered in a timely and convenient way on paid time.
- **Gathering Feedback:** One task force member reported her struggles getting quality feedback from preceptors regarding a new hire's preparedness. Concerns are sometimes not raised until near the end of the precepted experience. Efforts are being made to change the form to be more accommodating to preceptor level and time. The organization is also discussing a paid work break that would provide the preceptor with uninterrupted time to fill out the survey.
- **Sharing Best Practices.** A request was made to connect task force members outside these meetings to share resources. We encourage you to get active in our Mobilize Community, a digital space dedicated to Oregon Nurse Preceptors! [You can request to join here.](#)

NEXT MEETING:
WEDNESDAY, NOV 15, 12 P.M.

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