2017 Preceptor Conference: Clinical and Academic Advances in Preceptor Specialty Practice

APRIL 26 PRE-CONFERENCE
APRIL 27-28 CONFERENCE

LOCATION:
MIAMI REGIONAL UNIVERSITY
700 S. ROYAL POINCIANA BLVD
MIAMI SPRINGS, FL 33166
Conference Goals

1. Explore and celebrate the advancement of Preceptor Specialists through training, practice, and certification

2. Discuss Intent-Based Leadership and how preceptors use this model to build on a desire to create an environment where preceptees think rather than do and grow into leaders rather than followers

3. Consider the essential roles and responsibilities of preceptors and preceptorships for Advanced Practice Providers

4. Engage conference participants in panel discussions:
   • Scope and standards of preceptor practice, performance, and competence
   • Preceptor certificates and certifications

5. Identify steps in preparing a Preceptor Specialist portfolio for certification

6. Review preceptor-based scenarios and discussions with simulation educators using the latest in simulation technology in the Preceptor Simulation Lab workshop

AAPA is committed to partnering with leaders and preceptors who seek recognition and specialty certification through nationally accepted standards of practice and performance for preceptors who positively impact the many complexities and challenges within academia, clinical settings, and the workplace.
**SPECIAL EVENTS!**

**Wednesday, April 26, 2017**
8:00am – 4:30pm

Enjoy a preceptor training program just for faculty and clinical instructors while networking and meeting many new colleagues and educators, preceptors, and leaders in multiple areas and disciplines of academia and health care. This program gives you an entire day directed at developing and working with preceptors in academic and clinical settings. Take this opportunity to explore ideas, challenges, and solutions for building effective preceptorships for your students and employees.

**Motivational Movement!**

**Thursday, April 27, 2017**
7:30am – 8:00am

Lose yourself in the music! Stimulate your mind with movement! Start your conference with *Motivational Movement Instructor Crystal Glover* in her exhilarating dance. Get energized and enjoy new levels of creativity!

**Preceptor Simulation Lab**

**Friday, April 28, 2017**

**AAPA Members: Preceptors’ Roundtables**

**Thursday and Friday, April 27-28, 2017**

AAPA members join preceptor specialists and other guests during the conference luncheons for conversation, questions, and networking!

**Certified Preceptor Specialists** and other experts in the field of precepting will be available throughout the pre-conference and conference activities to help you continue learning how preceptor specialty practice and certification are growing and advancing preceptor specialization in academic, service, and clinical settings.
### AAPA 2017 Events Agenda*

#### WEDNESDAY, April 26, 2017 (PRE-CONFERENCE)
- 7:00am - 4:30pm: Registration and Sign-in for Pre-conference
  - Miami Regional University (MRU) Main Lobby
- 7:00am - 8:00am: Breakfast Break
- 8:00am - 4:30pm: Advanced Preceptor Program for Faculty and Clinical Instructors

#### THURSDAY, April 27, 2017 (CONFERENCE DAY 1)
- 7:00am - 7:30am: Registration or Sign-in and Breakfast Break
- 7:30am – 8:00am: *Motivational Movement with Crystal Glover*
- 8:00am - 8:30am: Welcome and Opening Remarks
- 8:30am - 9:30am: Keynote: Celebrating Preceptor Specialty Practice
- 9:30am - 10:30am: Folding Intent-Based Leadership into Preceptor Specialty Practice
- 10:30am - 10:45am: Break
- 10:45am - 11:45am: Preceptors, Preceptorships, and Advanced Practice Providers
- 11:45am - 12:45pm: Lunch Break
  - **AAPA Members: Preceptors' Roundtable**

  **11:45am - 1:45pm**
  - Posters and Exhibits
  - Concurrent Sessions
  - Break
  - 3:00pm - 4:00pm: Panel Discussion: Scope and Standards of Preceptor Practice, Performance, and Competence
  - 4:00pm - 4:30pm: Closing Activities

#### FRIDAY, April 28, 2017 (CONFERENCE DAY 2)
- 7:00am - 8:00am: Registration or Sign-in and Breakfast Break
- 8:00am - 8:30am: Opening Remarks
- 8:30am - 9:30am: Preparing Your Preceptor Specialist Portfolio for Certification and Meaningful Recognition
- 9:30am - 10:30am: Concurrent Sessions
- **10:30am - 12:30pm**
  - Posters and Exhibits
- **11:30pm - 12:30pm**
  - Lunch Break
  - **AAPA Members: Preceptors' Roundtable**

  **12:30pm - 2:30pm**
  - Preceptor Simulation
  - Break
  - 2:45pm - 3:30pm: Panel Discussion: Certificates, Certifications, and You!
  - 3:30pm - 4:00pm: Closing Activities and Gifts

*Continuing Education Contact Hours*
  (Information will be provided online - keep watching!)

*subject to change
Meet Our Speakers

Diana Swihart, PhD, DMin, MSN, APN CS, RN-BC, P-PCA, FAAN
CEO & Managing Partner, American Academy for Preceptor Advancement; Keynote Speaker

Tracey L. Graham, MSN, MSM, NP-C, CEN
Senior Healthcare Strategist

Donna Rothwell, RN, BScN, MN, Wharton Fellow
Healthcare Strategist

Solimar Figueroa, PhD, MHA, MSN, BSN, RN, P-PCA
Doctoral thesis: Preceptorships
Author: Married State Preceptorship Model

Nicholas Perrino, DNP(c), MPH, MS, RN, FNP-BC, NE-BC,
President & CEO, Advanced Practice Provider Executives, Inc. (APPex)

Jay K. Ober, PhD, ACNP/ANP-BC, CCRN, CFRN, CEN
Senior Vice President, Miami Regional University

Roberto Roman, MSN, RN, CMSRN, P-PCA
Jonas Nurse Leader Scholar, Certified Advanced Practice Preceptor, Photographer

Jose Irizarry, MSN-Ed, RN, P-PCA
Clinical Leader/Educator, Certified Advanced Practice Preceptor
Meet Our Speakers

Michelle Mahaffey Harmon, PhD, RN
Nurse Education Specialist
Henry Ford Macomb

Tushara (Shara) Rhodes, MSN, RN, VHA-CM
Nurse Manager, Professional Nursing Development
Charleston VA Medical Center

Herbert (Steve) Hogue, MS, LSS MBBc
Administrative Consultant
QSV Consulting Division, Office of Quality, Safety and Value

Janet Sprehe, DNP, APN-BC, CVRN, RN-BC
Nurse Educator
Tampa VA Medical Center

Bobbi Martin, MSN, RN
Galen Center for Professional Development

Ronda LaVigne, MHA, BSN, RN, NE-BC
Galen Center for Professional Development

Honoree Ceballos, MBA, BSN, RN, CNRN, P-PC
Clinical Leader/Educator, Certified Specialty Practice Preceptor
**Pre-Conference: Preceptor Program for Faculty and Clinical Instructors**

**SPEAKERS:**
Solimar Figueroa, PhD, MHA, MSN, BSN, RN, P-PCA
Roberto Roman, MSN, RN, CMSRN, P-PCA
Jose Irizarry, MSN-Ed, RN, P-PCA

Objectives and program materials will be provided during the pre-conference.

What are YOUR objectives for this workshop?

____________________________________________________________________________

____________________________________________________________________________

____________________________________________________________________________

NOTES:
Conference Keynote:

Celebrating Preceptor Specialty Practice

Keynote Speaker: Diana Swihart
PhD, DMin, MSN, APN CS, RN-BC, P-PCA, FAAN

OBJECTIVES:

1. State three strategies for advancing preceptor specialty practice
2. Describe the difference between certificates and certification
3. Consider at least three ways to celebrate Preceptor Specialists

ABSTRACT:

Preceptoring is a unique specialty with its own core of knowledge and expertise associated with competent and engaged preceptors. Preceptors in every discipline and work setting are critical to role and job changes, onboarding processes, orientations, academia-to-practice activities, and successful transitions to practice and service. The need for effective, well prepared, influential preceptors continues to rise as companies groom and grow internal talent. Supporting preceptors in their specialty through training, education, and certification to enable them to better influence and guide employees in today’s demanding work environments is both efficient and cost-effective when done well. Educators, clinicians, and staff development specialists have been researching and building consistency in education, training, competencies, and standards of practice foundational to a formal certification within multiple and diverse communities of practice for many years. In this presentation, some of these advances in preceptoring to ensure qualified preceptors have a strong foundation grounded in a nationally and internationally recognized curriculum for practice and performance, operationalized terminology for continued workforce development and training, and standardized international preceptor certification are explored.

NOTES:
Folding Intent-Based Leadership into Preceptor Specialty Practice: Preceptor Advancement and Shared Accountability: Strategies for Success

SPEAKERS:

Tracey Graham, MSN, MSM, NP-c, CEN
Donna Rothwell, RN, BScN, MN, Wharton Fellow

OBJECTIVES:

1. Describe Intent-Based Leadership
2. Explain the ladder of leadership and its role in preceptorships
3. Discuss how this leadership style creates leaders, not followers

ABSTRACT:

We are in the middle of one of the most profound shifts in human history, where the primary work of educators and healthcare providers is moving from an Industrial Age of control to a Knowledge Worker Age of release, from the simple empowerment of followers to an intentional emancipation of leaders. Preceptor Specialists have moved beyond roles of “other duties as assigned” or simply checking off academic or work competencies in clinical settings. Those with training, experience, and a certificate or certification in the specialty practice of preceptoring—generally assume additional roles, responsibilities, and accountabilities as they continue to grow and develop as professionals. David Marquet, retired Captain, U.S. Navy, developed a ladder of leadership reflected in his model: Intent-Based Leadership. This presentation will explore how academic and clinical preceptors—with or without a formal title or designated allocation of authority beyond the preceptorship and onboarding processes—support preceptees while releasing their talent and potential through intent-based leadership.

NOTES:
Panel: Preparing Your Preceptor Specialist Portfolio for Certification and Meaningful Recognition

SPEAKERS:
Solimar Figueroa, PhD, MHA, MSN, BSN, RN, P-PCA
Jay K. Ober, PhD, ACNP/ANP-BC, CCRN, CFRN, CEN

OBJECTIVES:

1. Discuss the purpose of a professional portfolio for Preceptor specialty practice
2. Create an outline for building a portfolio recording preceptor skills, knowledge, and abilities
3. Identify the types of documents to include in a portfolio for certification and meaningful recognition
4. What questions do you want to ask?

________________________________________________________

________________________________________________________

________________________________________________________

NOTES:
Panel: *Scope and Standards of Preceptor Practice, Performance, and Competence*

**SPEAKERS:**
- Solimar Figueroa, PhD, MHA, MSN, BSN, RN, P-PCA
- Roberto Roman, MSN, RN, CMSRN, P-PCA
- Jose Irizarry, MSN-Ed, RN, P-PCA

**OBJECTIVES:**

1. Explore the scope and standards of practice and performance for preceptors
2. Identify at least five competencies for advanced preceptor practice
3. Discuss measurement criteria for determining preceptor specialty practice competence
4. What questions do you want to ask?

**NOTES:**
Workshop: Preceptor Simulations

Presenters: Simulation Faculty, Nursing Education
Miami Regional University

OBJECTIVES:

1. Explore multiple simulations and scenarios for preceptorships
2. Discuss how simulations engage preceptors and preceptees in active learning and role transition
3. Practice using simulation equipment and applying it in interactive preceptorships
4. What questions do you want to ask?

NOTES:
Panel: *Certificates, Certifications, and YOU!* 

**SPEAKERS:**
Solimar Figueroa, PhD, MHA, MSN, BSN, RN, P-PCA  
Honoree Ceballos, MBA, BSN, RN, CNRN, P-PC  
Jose Irizarry, MSN-Ed, RN, P-PCA

**OBJECTIVES:**

1. Interactive discussion: describe the difference between certificates and certification in preceptor specialty practice  
2. Discuss the importance of role development and certification in preceptor specialty practice  
3. What questions do you want to ask?

**NOTES:**

---

---

---
Concurrent Session:
Interprofessional Team-Based Onboarding

SPEAKER:
Michelle Mahaffey Harmon, PhD, RN

OBJECTIVES:

1. Explain the role of preceptor in onboarding and team building
2. Describe the integration of new employees into interprofessional teams
3. Identify the positive and negative factors associated with interprofessional team building

ABSTRACT:

All new hires should receive onboarding within their perspective units and the opportunity for unit personnel to demonstrate their excitement at having a new peer, colleague, and team member. This presentation will explore how interprofessional team-based onboarding coordinated by preceptors impacts retention, employee transitions to practice, and patient safety. Healthcare professionals working together as an interprofessional team promote high quality care and safety through a shared, interdependent partnership. Interprofessional teams are successful when they pool their skills, knowledge, and expertise; share their professional and academic opinions; make conjoint decisions; and learn from each other. Shared accountability, problem-solving, and decision-making are positive factors in collaborative teamwork when dealing with both positive and difficult situations, such as blaming, turf protection, mistrust, and an inability to confront issues directly. Preceptor leaders help new hires learn to safely and efficiently manage work situations and engage effectively and practically with their new team members through interprofessional interactions during their onboarding preceptorships.

NOTES:
Concurrent Session:  
*Dare to Empower: The Influence of Shared Governance in Preceptoring*  

**SPEAKER:**  
Shara Rhodes, MSN, RN, VHA-CM

**OBJECTIVES:**

1. Discuss the efficacy of linking shared governance with preceptoring to increase employee engagement in evidence-based practice that directly impacts their work environment  
2. Apply professional development techniques used to align facility practice and internal policies with industry preceptor standards of performance and practice

**ABSTRACT:**

Shared governance in nursing is central to staff retention and employee satisfaction. When laying the foundation for a formal evidence-based preceptor program to engage staff, it is important to encourage shared decision making and autonomous practice, to provide a model that is meaningful to staff, and to meet facility needs in orienting and mentoring new staff to the culture of the organization and service. This presentation will discuss how this was accomplished at her organization by including direct care staff in identifying program concepts, needed resources, and professional development opportunities for preceptors. A conceptual framework was built to bridge the gap between perceived and actual preceptor needs, linking shared governance with preceptored activities and aligning facility practices with industry preceptor standards of performance and practice. Centrally supporting the preceptor process, leadership, nursing educators, and staff members have worked to identify and provide professional development opportunities and support for preceptors.

**NOTES:**
Concurrent Session:
*Transforming Preceptorships Through Continuous Process Improvement*

**SPEAKER:**
Herbert (Steve) Hogue, MS, LSS MBBc

**OBJECTIVES:**
1. Explore Continuous Process Improvement (CPI) as a leadership imperative
2. Discuss how preceptors start with the end in mind – try to know what ‘right’ looks like
   developing preceptoring activities

**ABSTRACT:**
Leadership in preceptored continuous process improvement (CPI) activities begin first and foremost in the recognition that things do not get better by themselves. Most everything involved in preceptoring involves managing a process or managing the outcomes of a process. CPI is about moving beyond the status quo. Process improvement efforts can be very simple or very complex. This presentation will explore some powerful, simple tools preceptors can use to improve their specialty practice and preceptorships, such as those described by Steven Covey: (1) always start with the end in mind and (2) create a mind’s eye view of what ‘right’ looks like. These approaches yield better outcomes; aid preceptors, leaders, and educators in planning; allow others to ‘see’ the desired end state; and, drive shared problem solving.

**NOTES:**
Concurrent Session:
*Tired of Check-Off Lists? Evidence-Based Advances: A Preceptor’s Road Map*

**SPEAKERS:**
Bobbi Martin, MSN, RN and Ronda LaVigne MHA, BSN, RN, NE-BC

**OBJECTIVES:**
1. Discuss current and traditional methods used to assess transition nurses’ readiness to practice independently
2. Apply an evidence-based tool to determine transition nurses’ readiness for independent practice

**ABSTRACT:**
Leadership, a fundamental goal of the clinical preceptored experience, has been used to assess and validate competence of transitioning nurses. However, advances based in evidence in preceptor specialty practice that are both standardized and individualized are sparse. Most orientation/residency programs include a pre-determined number of clinical preceptored times ranging from 4 weeks for experienced new hires to 18 weeks or more for new graduates with little evidence to support these preceptored timeframes. Task and competency checklists have been used as a final determinant of when transitioning nurses are prepared to independently manage their full patient assignment. As a result, preceptor/preceptee dyads pay little attention to the application of content and to measuring key performance metrics to complete a validation document. Preceptors are left to determine if a transitioning nurse is ready to practice independently by their reported state of readiness rather than evidence of competence. This session introduces an evidence-based tool preceptors can use as a road map to assess and validate transition readiness for independent practice. Validation of all 11 Nurse Development Resources Benchmarks signifies successful management of a full patient assignment with a preceptor and triggers nurse leader approval for entry into productive performance. The tool was developed and beta-tested in 4 hospitals across the country in 2015. Results and lessons learned from the beta test and current usage from across the country will be shared. Participants will leave this session with a measurement tool that is consistent, concise, and valid.

**NOTES:**
Concurrent Session:  
*Utilizing Simulation to Support the Preceptor*

**SPEAKERS:**
Janet Sprehe, DNP, APN-BC, MSN, RNC-BC, CVRN  
and Carla Brunk, RN, MSN

**OBJECTIVES:**
1. Identify how the preceptor’s workforce of knowledge is critical in the discovery and application of healthcare practices to prevent disease and promote well being.
2. Describe how simulation can enhance critical thinking and provide a safe environment to practice staff needs.
3. Analyze how different simulation approaches can meet multiple learning needs.

**ABSTRACT:**
Our current healthcare system unfortunately is not prepared to provide the high quality healthcare and ensuing patient safety at points of care (IOM, 2010). The preceptor's role is to ensure safe practices while influencing safety, competence, quality and high performance in the work setting. Preceptoring is an essential process for undertaking preceptees in activities critical to help them develop and maintain competence, enhance orientation, and transition through orientation utilizing onboarding experiences into a safe, competent practice. Simulation provides the network for such practices. In this presentation, we will show how multiple studies have demonstrated evidence for the unmistakable value of simulation in preceptees trainings. Task trainers, standardized human patients, low, medium and high fidelity simulators can play a pivotal role in how the preceptor can enhance the preceptees’ competency and role development.


**NOTES:**
Posters:

One Model, Three Ways: Adapting the Married State Preceptorship Model to Meet the Needs of Student, Resident, and Experienced Nurses

Virginia Sande Downie, MSN, RN, RN-BC (Nursing Education and Practice Specialist, Legacy Health) and Grace Mooney, BSN, RN. Share the development of an innovative preceptorship model. Facilitate collaboration in studying the effects on preceptorship outcomes.

Developing a Preceptor Support Structure; Impact on RN Staff Retention and Turnover through an Enhanced Preceptorship Experience

Rebecca Joy Spetner, BSN, RN, CPN (Clinical Nurse Educator, Randal Children’s Hospital at Legacy Emanuel) and Katherine Anderson MS, RN, CNL. Create a sustainable preceptor support structure to enhance the preceptor and orientee experience. Explore how to maintain high RN retention rates through comprehensive preceptorship program.

Leadership in Preceptoring: Developing and Sustaining Nursing Leadership in the Preceptor Role by Engaging Head-Hands-Heart

Gisso M. Oreo, MSN, RN, CMSRN (Nursing Professional Development Specialist, Stanford Health Care). Explore how a Magnet designated, academic medical center is integrating a transformational and humanistic learning model to co-create an experiential learning environment that engages emergent leaders in mutual dialogue, deep reflection, mindful attention and authentic presence. Explore the functional role of preceptor needed to ensure a successful outcome and transition during the preceptor/preceptee relationship.

Exploring the Nurse Preceptor to Nurse Educator Development Process

Honoree Ceballos, MBA, BSN, RN, CNRN, P-PC, and Danielle Ferradas (Baptist Health South Educators). Explore the “Nurse Preceptor to Nurse Educator” development process. Identify the importance of certification through the use of a case study example. Visualize the importance of preceptorship and certification through personal examples provided by the presenters.
Thank you!

To our Exhibitors and Sponsors!

Our Executive Sponsor:

AMRU
MIAMI REGIONAL UNIVERSITY

To our Volunteers and Photographer!

- Roberto Roman
- Jose Irizarry
- Honoree Ceballos
- Crystal Glover
- Michelle Harmon
- Mavel Arinal
- Marlene Bulos
- Danielle Ferradas

Photographer: Roberto Roman
Thank you!

NURSE DEVELOPMENT RESOURCES®

Arm Your Nursing Workforce with the Right Tools.

*Advanced* generation of *total* RN workforce solutions

*Alignment* with your organizational *goals*

*Flexible* and *customizable* to fit your needs

*Affordable* because money *matters*

Maximize Clinical Efficiency and Financial Return.

ASK ME MORE!

The Nation’s Health Depends on Nursing.

Galen Center
For Professional Development
Registration Fees

<table>
<thead>
<tr>
<th></th>
<th>After March 1</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pre-conference</td>
<td>$229.00</td>
</tr>
<tr>
<td>Conference</td>
<td>$429.00</td>
</tr>
<tr>
<td>Students</td>
<td>$279.00</td>
</tr>
<tr>
<td>AAPA Members -10%</td>
<td></td>
</tr>
<tr>
<td>Cancellation Fee</td>
<td>$50.00</td>
</tr>
</tbody>
</table>

Contact:
Dr. Solimar Figueroa
Solimarf.AAPA@gmail.com
www.preceptoracademy.com

Make payable to:
DSSF, LLC/American Academy for Preceptor Advancement (AAPA)
Tax EIN: 45-5145476
D&B: #07-845-0262

Register at: http://www.conference.preceptoracademy.com/
Presentations will be available to download after the conference

Traveling to Miami Regional University (MRU) from Miami International Airport (MIA) at 2100 NW 42nd Ave, Miami, FL 33126:
Depart MIA south >> At exit 2-3-4, take ramp right for SR-953 North toward Cell Phone Lot/Rental Car Center >> Bear right onto SR-953 N/N Le Jeune Rd/NW 42nd Ave (Shell station on corner) >> Turn left onto SR-948 W/Doral Blvd/NW 36th St >> Turn right onto Coolidge Dr >> Bear left onto S Royal Poinciana Blvd >> **700 S Royal Poinciana Blvd**, Miami Springs, FL 33166

Hotel Accommodations:
EB Hotel, 4299 NW 36th St, Miami Springs, FL 33166, (ph) **877-298-2066**, is the official housing vendor for the 2017 AAPA Conference. AAPA has secured a reduced-rate of $149 + taxes/night for you. Rooms at the discounted rates are limited and available on first come, first-served basis. **WHEN MAKING YOUR RESERVATIONS:** to receive this special rate for the conference, click on reservations. If you call the hotel, tell the agent you are attending the conference at MRU (Miami Regional University).

There is still time! Join us for a GREAT conference in Miami!

Embassy Suites by Hilton MIA, 3974 NW South River Drive, Miami, FL 33142; (ph) 305.634.5000
LaQuinta Inn MIA-North, 7401 North West 36th St, Miami, FL 33166, (ph) 305.599.9902