

### Preceptor Protocol Abstract

**Problem/Significance:** An effective CNS preceptor is a key variable to quality, timely and fiscally responsible CNS transition and retention. The majority of preceptors receive no formal education or skill development.

**Purpose:** Develop an evidenced-based CNS preceptor protocol to improve the preceptor's knowledge, skills, and effectiveness to strengthen and enrich the preceptor/preceptee relationship and outcomes.

**PICOT:** For clinical nurse specialist (CNS) preceptors in an acute care academic health care center, does a standardized best practice precepting protocol compared to standard practice improve their satisfaction with precepting?

**Method:** Evidenced-based literature synthesis was used to develop the evidenced-based protocol.

The literature from the previous 10 years was searched to explore CNS preceptor, preceptee and preceptorship process.

**Findings / Outcomes:** Literature synthesis resulted in development of a CNS preceptor protocol and schematic diagram. The protocol is heavily influenced by the consideration and establishment of the development of the mutual collaborative relationship, shared meaning, understanding, goal setting, timelines and evaluations. Key components of the protocol include face-to-face initial meeting to identify overarching goals and establish a trusting collaborative relationship. The established relationship is followed by an iterative process that includes identification of specific learning needs and goals, and strategies such as debriefing, reflexive journaling and mutual ongoing evaluation.

### Discussion

There is a dearth of research directly related to CNS preceptorship experiences, roles, practices, satisfaction and outcomes. The literature informed the CNS preceptor protocol.

CNSs need a focused, formally structured precepted protocol education program. As increasing numbers of CNSs are integrated into advanced practice roles, the need for a focused, structured precepted protocol program becomes increasingly important to provide quality outcomes.

**Implications:** The protocol has the potential to be evaluated within a preceptor and preceptee relationship across multiple settings. Higher levels of CNS research evidence are vital to identify strategies to support successful CNS preceptorship roles, activities, and to generate rigorous findings and generalizability.

x