

Preceptors in Action



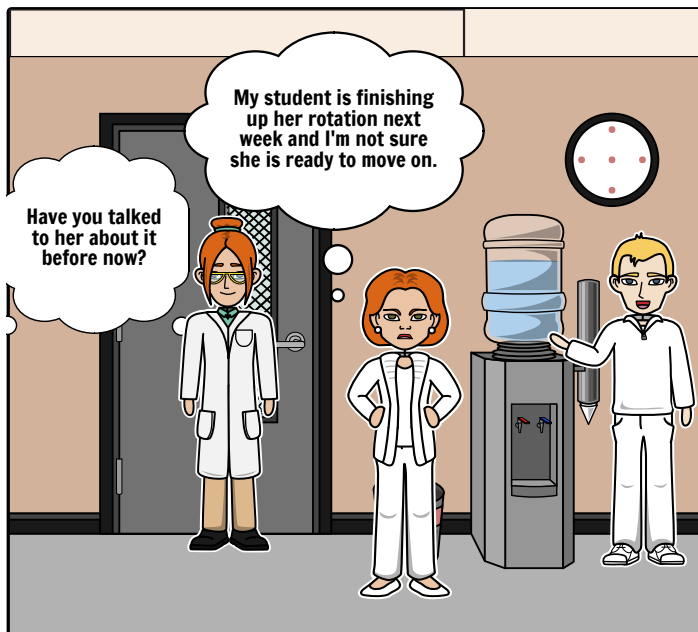
Preceptors volunteer their time and energy to teach in the clinical setting. By evaluating preceptees, preceptors are helping to ensure that they possess the knowledge, skills and attitudes necessary for nursing practice.

Feedback and Evaluation



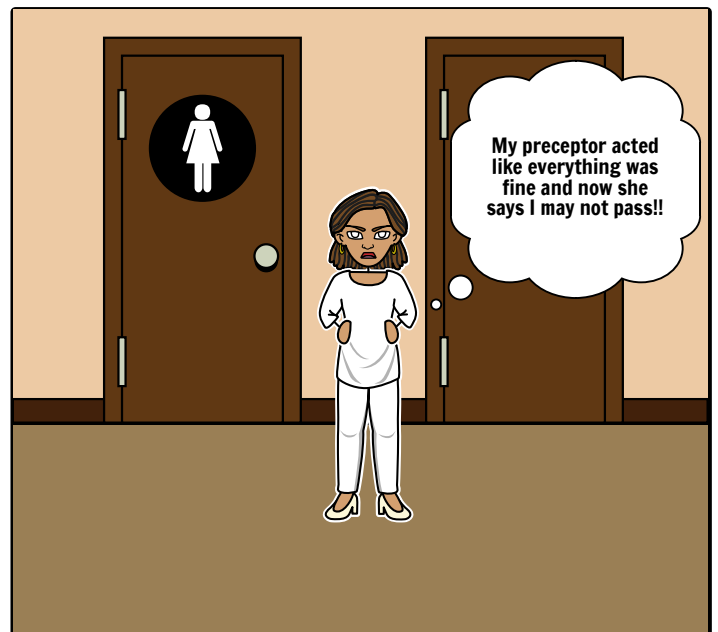
Feedback is the act of providing your observations and assessment with your preceptee. It should be timely, objective and contain specific directions regarding areas of improvement. Evaluation has a larger scope or focus and should include a broader review of performance and skills.

What Can Go Wrong?



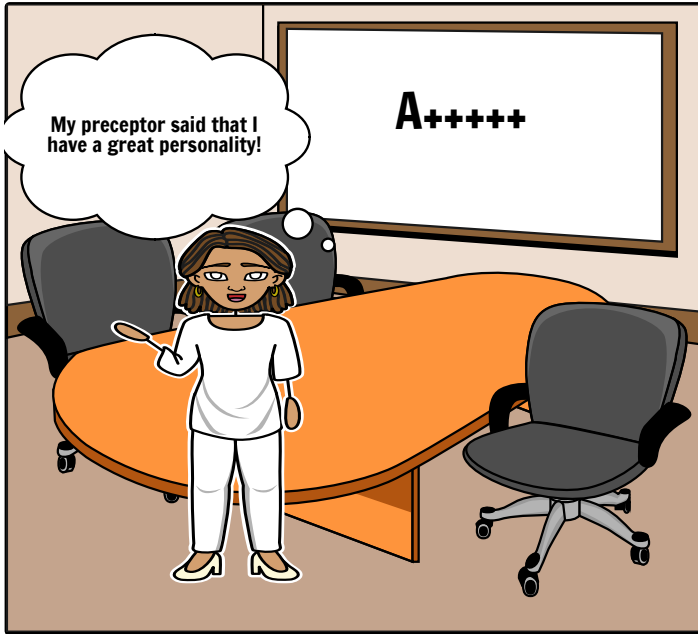
Evaluation is a process that should occur throughout the entire learning experience. Many preceptors find evaluation to be an unpleasant task.

The Difficult Student



What Can Go Wrong?
"You Never Told Me That"

Halo Effect

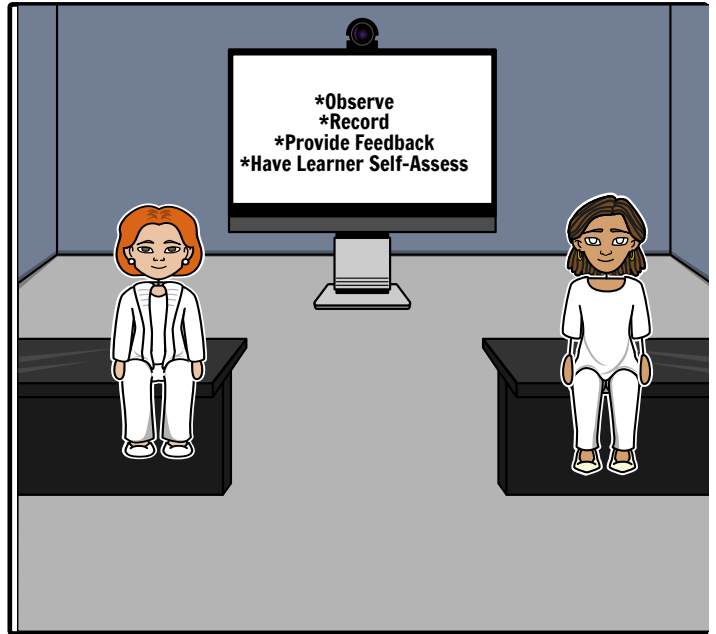


"Uh oh- should they pass?"

Halo Effect

"She's a sweet girl and she was always helping everyone out"

Evaluation- Making it Work



Use the GRADE Strategy for Evaluation

G= Get Ready

R= Review Expectations

A= Assess

D= Discuss at Mid-Point

E= End with a "Grade"