



Program Details



MAINE NURSING PRECEPTOR EDUCATION PROGRAM

Inspire. Teach. Guide. Invest.

This program was founded in 2015. Its overarching goal is to advance and support the recruitment, integration, satisfaction, and retention of nursing students, new nurses, and transitioning nurses across the continuum of care. In 2023 the program has gone through a full review and enhancement. While the core content and methodology remain the same, we have ensured that the latest evidence-based materials are used throughout the course. Keeping the depth of content and the creativity of the original, we are addressing how the world has changed in practice and the education our nurse preceptors need to navigate it.

lunderdineen.org/mnpep



Why is this program important?

Maine has critical nursing workforce and faculty challenges. Many of the most seasoned nurses and faculty are poised to retire. And given the challenges that practices and health systems face post-pandemic, they often cannot afford to invest time and resources in continuing professional development.

This program is ideal to meet the professional development needs of nurses who are interested in assuming the roles and responsibilities of a preceptor.



1,100+

nurse leaders trained



95+

participating organizations



16

counties in Maine

Who Can Participate?

Prior to registering for the program, please review the qualifications and criteria for participation.

The program is open to:

✓ Registered nurses across the continuum of care, including school health and public health

✓ Clinical nurse educators

Although not the target audience, these groups are invited to participate along with registered nurse attendees from their organizations in order to further a collaborative practice mode and the ongoing development of new preceptors.

✓ Nurse managers

✓ Nursing school faculty

Although not the target audience, nursing faculty are invited to participate to bridge the gap between academia and practice.

✓ Certified Nursing Assistants

Although not the target audience, CNAs may participate on an invitational basis without contact hours. For more information, please reach out to us at info@lunderdineen.org.

How Much Does It Cost?

This program is provided free of charge for nurse participants from Maine and Massachusetts General Hospital (MGH) through funding from the Lunder Foundation and MGH. Starting in 2023, select seats are available for participants from organizations outside of Maine and MGH at a cost of \$400.00 per individual.

Group discounts may be available. To inquire about availability and group discounts, please contact us at info@lunderdineen.org.

Why Should Nurses from Your Organization Participate?

When you register staff to participate, this program:

- ✔ Provides access to a standardized preceptor education program that meets the learning needs of registered nurses across the continuum of care.
- ✔ Preserves organizational teaching resources for other purposes, since this curriculum addresses your needs around nursing leadership and professional development.
- ✔ Gives participants access to a toolkit of best-practice resources and reference materials with an action plan to use within your organization.
- ✔ Creates a forum to interact with and share learning experiences with nurses who work across the continuum of care.
- ✔ Broadens perspectives and knowledge about the preceptor role across acute care, behavioral health care, home health and hospice care, long term care, public health, school health and community health settings.

Who Leads the Curriculum?

All program content and teaching is led by an Advisory Team of nurse leaders from across Maine. They represent nursing education and clinical practice across Maine.

**Meet Our
Advisory Team**

[VIEW BIOS](#)

What Does the Curriculum Involve?

The curriculum is an evidence-based, blended-learning, professional development program that advances and supports the delivery of high-quality, patient-centered care. It consists of online learning modules and a live, interactive workshop (since 2020, the workshop consists of two half-day virtual sessions). This blend of instruction provides learners with an integrated learning experience.



What Do the Online Modules Look Like?

There are seven 30- to 45-minute mandatory modules. Participants have several weeks to complete the modules.

Online Module Titles

- ✔ Program Introduction
- ✔ Module 1: The Preceptor as Teacher and Coach
- ✔ Module 2: The Preceptor as Socialization Agent
- ✔ Module 3: The Preceptor as Leader
- ✔ Module 4: The Preceptor as Facilitator
- ✔ Module 5: The Preceptor as Evaluator
- ✔ Module 6: The Preceptor as Role Model
- ✔ Module 7: The Preceptor as Protector
- ✔ Conclusion

What Does the Live Workshop Look Like?

Participants can join the live (virtual) workshop after they complete the seven mandatory online modules.

Workshop Session Titles*

- ✔ Precepting: Bridging the Education Practice Gap
- ✔ Skills for Crafting a Positive Learning Experience
- ✔ Start with the Learner: The Role of the Preceptor for Nursing Students, Newly Licensed Nurses and the Experienced Nurse
- ✔ Navigating the Way to Professional Maturity: Developing Clinical Reasoning and Critical Thinking
- ✔ Nurses as “Lifeguards:” Preventing the Need for a Big Save
- ✔ All Aboard: Mapping the Course for 21st Century Education
- ✔ Finding True North: A Compass for Communication
- ✔ Keeping Patients Afloat Throughout Their Care Voyage
- ✔ Charting a Plan to Stay on Course

*Workshop Session Titles are subject to change



Is the Curriculum Approved for CE Credits?

Nursing contact hours are provided to participants who complete the following program requirements:

- ✓ Completion of all seven modules
- ✓ Attendance and active participation during the workshops
- ✓ Completion of an online workshop evaluation

In support of improving patient care, MGH Institute of Health Professions is jointly accredited by the Accreditation Council for Continuing Medical Education (ACCME), the Accreditation Council for Pharmacy Education (ACPE), and the American Nurses Credentialing Center (ANCC) to provide continuing education for the healthcare team. No conflict of interest exists for anyone in a position to control the content of this activity.



JOINTLY ACCREDITED PROVIDER™
INTERPROFESSIONAL CONTINUING EDUCATION

Nursing CEs pending.

Criteria to Complete the Live Workshop

- ✓ Register and check in at the workshop
- ✓ Attend **no fewer** than 80% of the workshop sessions
- ✓ Complete any assigned pre- and/or post-work
- ✓ Complete an attestation statement and the workshop evaluation

After the live workshop, participants receive an email with a link to the evaluation. When the evaluation is complete, a certificate with contact hours is delivered via email.

Criteria to Complete the Full Curriculum

In order to fully complete the program, simply print your certificate and share the Preceptor Action Plan you develop with your sponsor (for nurse preceptors) during the live workshop.



How to Register

Program registration can be completed online. Find the registration link and any available program dates at <https://lunderdineen.org/program/mnpep>

For any questions about the program, please email info@lunderdineen.org

Qualifications and Criteria for Participation

Please review and ensure that you meet the program qualifications. If at any time you are unable to meet these criteria, please notify both Lunder-Dineen and your sponsor as soon as possible. Space is limited and an open spot can go to an individual on the program waiting list.

Registered Nurses Interested in Assuming the Preceptor Role

All participants must be:

- ✓ A registered nurse who provides direct patient care with at least one year of clinical experience.

All participants must agree to:

- ✓ Plan to assume the role of preceptor following completion of the program.
- ✓ Commit to obtaining the knowledge, skills and abilities to guide and support:
 - Newly graduated nurses
 - Nurses transitioning to new practice settings/organizations
 - Nursing students completing clinical placements
- ✓ Complete all mandatory online learning modules and the two half-day virtual workshops. The online modules must be completed a minimum of one week prior to the workshop date(s). You should set aside approximately 30-45 minutes to complete each module.
- ✓ Complete an online workshop evaluation.
- ✓ Adhere to all restrictions on the use of copyrighted program materials owned by Lunder-Dineen.
- ✓ Identify a sponsor within your work setting. The role of the sponsor is to endorse the participant's enrollment in the program and provide follow-up guidance and support to the participant when they assume the preceptor role. Common sponsors include chief nursing officers, directors of nursing, nurse managers or nurse educators.
- ✓ Provide the name and email address of the sponsor when you register for the program.

Our experienced long term care nurses who have attended the Maine Nursing Preceptor Education Program have become even more valuable members of our team.

Allyson Miller, RN
Maine Veterans' Homes

Clinical Educators Interested in Guiding and Supporting RNs Who Complete This Program

All participants must be:

- ✔ A registered nurse employed in an educator role
- ✔ Employed in an organization that currently enrolls RNs to complete this program

All participants must agree to:

- ✔ Commit to obtaining the knowledge, skills and abilities to work directly with RN graduates of this program and to guide and support them in applying the preceptor role to practice.
- ✔ Complete all mandatory online learning modules and the two half-day virtual workshops. The online modules must be completed a minimum of one week prior to the workshop date(s). You should set aside approximately 30-45 minutes to complete each module.
- ✔ Complete an online workshop evaluation.
- ✔ Adhere to all restrictions on the use of copyrighted program materials owned by Lunder-Dineen.
- ✔ Identify a sponsor within your work setting. The role of the sponsor is to endorse the participant's enrollment in the program and provide follow-up guidance and support to the participant when they assume the preceptor role. Common sponsors include chief nursing officers, directors of nursing, nurse managers or nurse educators.
- ✔ Provide the name and email address of the sponsor when you register for the program.

Nurse Managers Interested in Guiding and Supporting RNs Who Complete This Program

All participants must be:

- ✔ A nurse manager who works directly with RN preceptors
- ✔ Employed in an organization that currently enrolls RNs to complete this program

All participants must agree to:

- ✔ Commit to obtaining the knowledge, skills and abilities to work directly with RN graduates of this program and to guide and support them in applying the preceptor role to practice.
- ✔ Complete all mandatory online learning modules and the two half-day virtual workshops. The online modules must be completed a minimum of one week prior to the workshop date(s). You should set aside approximately 30-45 minutes to complete each module.
- ✔ Complete an online workshop evaluation.
- ✔ Adhere to all restrictions on the use of copyrighted program materials owned by Lunder-Dineen.

Nursing Faculty Interested in Bridging Academia and Practice

All participants must be:

- ✔ A registered nurse interested in assuming an adjunct clinical faculty role
- ✔ A nursing faculty member that works in a college/university that currently enrolls RNs to complete this program

All participants must agree to:

- ✔ Commit to obtaining the knowledge, skills and abilities to work directly with RN graduates of this program and to guide and support them in applying the adjunct clinical faculty role to practice.
- ✔ Complete all mandatory online learning modules and the two half-day virtual workshops. The online modules must be completed a minimum of one week prior to the workshop date(s). You should set aside approximately 30-45 minutes to complete each module.
- ✔ Complete an online workshop evaluation.
- ✔ Adhere to all restrictions on the use of copyrighted program materials owned by Lunder-Dineen.
- ✔ Identify a sponsor within your work setting. The role of the sponsor is to endorse the faculty member's enrollment in the program and provide follow-up guidance and support to the adjunct faculty member. Common sponsors include directors of schools of nursing or department heads.
- ✔ Provide the name and email address of the sponsor when you register for the program.



Participating Organizations in Maine

Health systems and practices across Maine know that collaborative, interprofessional practice can deliver progress against public health challenges and give patients pathways to health.

SEE ALL THE SITES





LUNDER • DINEEN
Health Education Alliance of Maine
In collaboration with Massachusetts General Hospital

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By email: info@lunderdineen.org
By phone: 207-805-7709



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