

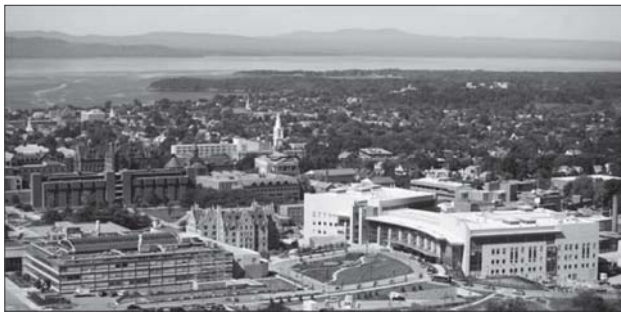
Preceptor Workshops for Laboratory Employees

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Disclosures

Nothing to disclose.

The University of Vermont Medical Center



Clinical Laboratory



The need...

“I am a trained tech, not a trained teacher.”



What is a preceptor?

Bridge between didactic training and professional employment

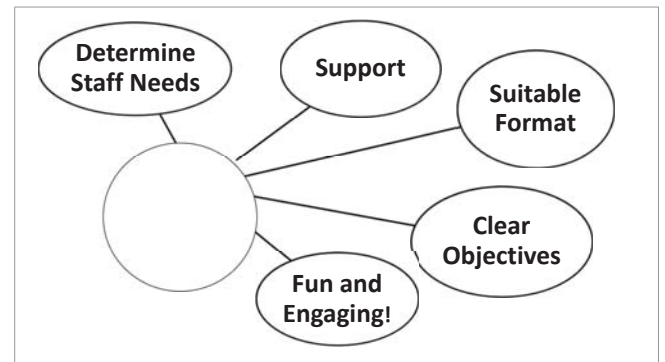


Arlington Green Covered Bridge, Vermont; Photo credit: Dennis Jay

Objectives

- Identify the key elements for a successful customized preceptor workshop.
- Employ strategies for effective teaching in the clinical laboratory.
- Summarize the benefits of implementing a preceptor workshop for laboratory employees.

Preceptor Workshop - Key Elements



Key Elements of a Customized Workshop

- Interviewed/surveyed
 - New hires who were previous students
 - Employees
 - Leadership
- Considered organizational development courses
- Researched existing programs

Determine
Staff
Needs

Key Elements of a Customized Workshop

- 1) Time management tips
- 2) Identify and understand learning styles
- 3) How to create a “safe” learning environment
- 4) Dealing with difficult situations
- 5) Practice giving feedback and making assessments
- 6) Reflect on their own teaching practices

Clear
Objectives

Key Elements of a Customized Workshop

Support

- Leadership
- Staff
- Resources
- Mentor

Suitable
Format

- Online learning vs. in-person?
- Length of time – 2hr, 4hr, 8hr?
- Blocks of time – same day or different days?
- Shift – day, evening, night?



Key Elements of a Customized Workshop

Fun and
Engaging!



Give staff a framework to create a "Bench Plan"



http://www.hkeaa.edu.hk/DocLibrary/SBA/HKDSE/Eng_DVD/at1_interrelationship.html

How to create a "Bench Plan"

Guiding Questions for the Teaching and Learning Cycle

- 1) What are the "need-to-knows"?
- 2) Who am I teaching?
- 3) How am I going to teach it?
- 4) How will I check for understanding?
- 5) When will I assess?
- 6) How/where do I provide feedback?



(Un)Expected Treasures

Unexpected:

- Meet colleagues
- Shared experiences built new relationships
- Evolution of a team approach to teaching
- Creation of new initiatives

Expected:

- Meet learning objectives
- Increase confidence
- Increase engagement
- Improve clinical experience



Review of the Objectives

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Questions?



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