

## Preceptor Recognition Idea Tool-Kit

<b>Baseline Criteria for Preceptor Recognition</b>			
Leadership Recommendation	CREDO Behavior	Training <ul style="list-style-type: none"> <li>• Online Modules +/- Workshop</li> <li>• Preceptor Support Committee Participation OR <i>participation in department-based preceptor committee for 75% of meetings</i></li> </ul>	Precepted >50% of one preceptee experience within the last 12 months
<b>Preceptor Perk Ideas*</b>			
<b>Accolades/Recognition:</b> <ul style="list-style-type: none"> <li>• Thank you cards from preceptee</li> <li>• Thank you cards from leader</li> <li>• Star of the Month – Picture board- all dept staff signs, is displayed in breakroom x1 month, then preceptor takes home.</li> <li>• Preceptor of the Month (by department)</li> <li>• Preceptor Brag Board – posting comments from colleagues and/or patients in a public area</li> <li>• Recognition cards</li> <li>• Annual reset- ask preceptors what their additional needs are at their annual evaluations</li> <li>• Provide feedback from orientees to the preceptors (via leadership)</li> <li>• VPNPP- use as a part of RN/LPN 3 or 4</li> </ul>	<b>Professional Development:</b> <ul style="list-style-type: none"> <li>• Lottery drawing from all preceptors to attend a conference</li> <li>• Scope &amp; Standards books</li> <li>• Partnership w/ local schools</li> <li>• Representation as department preceptor committee co-chair</li> <li>• Represent with the Preceptor Support Committee</li> <li>• Mentor Preceptor role- have an experienced preceptor paired up with several new preceptors to guide their experience</li> <li>• Preceptor Journal Club</li> <li>• Department Preceptor Committee                             <ul style="list-style-type: none"> <li>○ Structure orientation</li> <li>○ Develop welcome new hire ideas (basket, connect prior to arrival, socialize them into the department (how to speak with the team), empowerment to move past the intimidation)</li> <li>○ Build teamwork (waving the white flag when a preceptor needs a break)</li> </ul> </li> </ul>	<b>Food/Gifts</b> <ul style="list-style-type: none"> <li>• Recognition breakfast (invite preceptors, leadership &amp; admin level)</li> <li>• Lunch with a group of preceptors</li> <li>• Candy delivery for preceptors</li> <li>• Grab bag- include movie tickets, gift cards, VUMC gear- do one drawing from the grab bag every week for preceptors</li> </ul>	<b>Schedule Perks:</b> <ul style="list-style-type: none"> <li>• Pick patient assignment</li> <li>• Pick a hallway partner/buddy</li> <li>• Last to be called in when on-call (not while precepting)</li> <li>• Vacation scheduling first preference</li> </ul>

**\* It is the staff member's responsibility to discuss any ideas or projects with their unit/department leadership for approval and/or funding before proceeding.**

