

Preceptor Recognition Idea Tool-Kit

Baseline Criteria for Preceptor Recognition			
Leadership Recommendation	CREDO Behavior	Training • Online Modules +/- Workshop • Preceptor Support Committee Participation OR <i>participation in department-based preceptor committee for 75% of meetings</i>	Precepted >50% of one preceptee experience within the last 12 months
Preceptor Perk Ideas*			
Accolades/Recognition: • Thank you cards from preceptee • Thank you cards from leader • Star of the Month – Picture board- all dept staff signs, is displayed in breakroom x1 month, then preceptor takes home. • Preceptor of the Month (by department) • Preceptor Brag Board – posting comments from colleagues and/or patients in a public area • Recognition cards • Annual reset- ask preceptors what their additional needs are at their annual evaluations • Provide feedback from orientees to the preceptors (via leadership) • VPNPP- use as a part of RN/LPN 3 or 4	Professional Development: • Lottery drawing from all preceptors to attend a conference • Scope & Standards books • Partnership w/ local schools • Representation as department preceptor committee co-chair • Represent with the Preceptor Support Committee • Mentor Preceptor role- have an experienced preceptor paired up with several new preceptors to guide their experience • Preceptor Journal Club • Department Preceptor Committee ○ Structure orientation ○ 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) ○ Build teamwork (waving the white flag when a preceptor needs a break)	Food/Gifts • Recognition breakfast (invite preceptors, leadership & admin level) • Lunch with a group of preceptors • Candy delivery for preceptors • Grab bag- include movie tickets, gift cards, VUMC gear- do one drawing from the grab bag every week for preceptors	Schedule Perks: • Pick patient assignment • Pick a hallway partner/buddy • Drop a weekend shift • First scheduling for next period • Last to be called in when on-call (not while precepting) • Drop on-call shift (week day only) • Holiday scheduling first preference • Vacation scheduling first preference

*** 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.**