

December 2023

The Preceptor Pulse



Behind Every Good Respiratory Therapist is a Great Preceptor!

We are thrilled to extend a warm welcome to you as a valued preceptor for our UVU Respiratory Therapy students. Your commitment to shaping the next generation of respiratory care professionals is a cornerstone of our shared vision. We hope the preceptornewsletter will be helpful.

As a preceptor, you play a vital role in the development of our students, providing them with real-world insights, practical skills, and invaluable guidance. Your wealth of experience and expertise will undoubtedly leave a lasting impact on their academic and professional growth.

What You May Find Each Month in the Newsletter

Best Practices & Preceptor Tips

This section will present training materials, commonly asked questions and tips for student evaluations and competency pass-offs.

Resources & Tools

Access a repository of resources, tools, and materials to support your precepting endeavors.

Exxat (UVU RT Clinical Tracking Site) Training

Here you'll find training materials, commonly asked questions and tips for student evaluations and competency pass-offs.

Preceptor Spotlights

We want to celebrate our amazing preceptors! Each month, we will showcase the achievements, contributions, and unique qualities of a specific preceptor in the community. The purpose of the spotlight is to recognize preceptor efforts, share their successes, and inspire others in the community.

Student Spotlights

Celebrate the achievements of your students! We will share success stories or other noteworthy accomplishments of the individuals you've been guiding. We want to showcase the positive impact of your efforts.

Please contact me anytime with questions, comments, or concerns.
Kelly Rose, Director of Clinical Education

Phone: 801-473-8336

Email: kelly.rose@uvu.edu

Preceptor Spotlight

**Kelley Glenn
MPH, RRT**



"If their brain doesn't hurt by the end of the day, they didn't think enough!"

Kelley has been an RT for 37 years, worked in AZ, NM, MD, UT and is currently working at American Fork Hospital and Central Valley Medical Center. She started as an RT aide, went to RT school in AZ, and has worked NICU, PICU, AICU, code and trauma team, large teaching hospitals and small community hospitals, home care, sales, and marketing, and taught for three colleges.

Teaching Philosophy

Application is key! I don't care if you have memorized the book, if you can't apply that knowledge to what you are seeing in your patient, it is useless! Great patient assessment skills are so very important.

Engage students by asking why. I can teach a 2-year-old to give a neb, but students have to understand WHY we are giving it. Having students think through the WHY of therapy helps them connect the dots between what they are learning in the classroom and what they are seeing clinically with real patients.

Advice

I always make students think out loud! If I ask a question and they can't answer it, I have them start with what they DO know and think out loud! As they struggle through it, they realize how much they do know, and it allows me to see where they have gaps in knowledge or where their reasoning is incorrect. Now I know where I can teach them something. I don't want to spend all day spouting off stuff they already know, so this allows me to quickly see where I can actually teach them something.

What the Students are Saying

"Kelley allowed me to do all of the hands-on work while doing rounds, had me participate in deliveries with drying and stimulating, had me do cord gasses independently, and had me participate in the morning rounds with the physicians. She asked me lots of questions throughout the day to challenge my critical thinking and had me try and troubleshoot. I was able to learn a lot of new things today, even though not much changed with the patients since I was here just two days ago."

"Better than a thousand days of diligent study is one day with a great teacher;"

-Japanese Proverb

Preceptor Training & Tips

An effective preceptor plays a crucial role in the professional development and success of learners, whether they are new employees, students, or individuals seeking to acquire new skills. Here are a few key characteristics of an effective preceptor.

Characteristics of an Effective Preceptor

Good Communication Skills

Clear and effective communication is essential. Preceptors should be able to convey information in a way that is easily understandable to the learner. This includes active listening and the ability to provide constructive feedback.

Good Assessment & Feedback Skills:

Accurate assessment of the learner's knowledge, attitudes, and skills, as well as constructive feedback, are vital for improvement. A good preceptor provides timely and specific feedback, highlighting both strengths and areas for improvement. They also offer guidance on how to enhance performance.

Feedback is extremely important when completing an Affective Evaluation for students. Please grade them honestly and fairly (based on where they are in their education) and provide both strengths and areas for improvement in the specific boxes. This helps the school know how the students are performing in the clinical settings. **If students aren't performing at an appropriate level or are lacking in a specific area, we need to know!**

Role Modeling

Leading by example is a powerful teaching tool. An effective preceptor demonstrates professionalism, ethical behavior, and a commitment to ongoing learning, serving as a positive role model for the learner.

We know that many respiratory therapists are burned out due to COVID and may have a more negative view of respiratory therapy and healthcare in general, and sometimes these views are passed on to students. Negative comments or attitudes can create a stressful atmosphere that hinders learning and professional development. Positive precepting experiences will contribute to higher retention rates and job satisfaction among students. Feeling positive about their learning experience is likely to make them more enthusiastic about entering and staying in respiratory care (which we need!).

The number one thing students want from you, their preceptor, is feedback.

Keep Reading for information on Exxat!

Exxat UVUs Clinical Tracking Site



We hope this new system makes your life as a preceptor just a little bit easier.
We know having a student adds to your workload.

Affective Evaluations

The student will initiate the Affective Evaluation which is sent to your preferred email address with a link included. Clicking on the link will take you to the evaluation form. You do not need a login and password! **Please make sure to select SUBMIT** once completed. Saving the form does not submit it to the school. Please **grade honestly!** Most importantly, please **provide the strengths** of the student and **at least one thing they can work on for their next shift.** Please don't be afraid to let me know in the comments, if there are any issues.

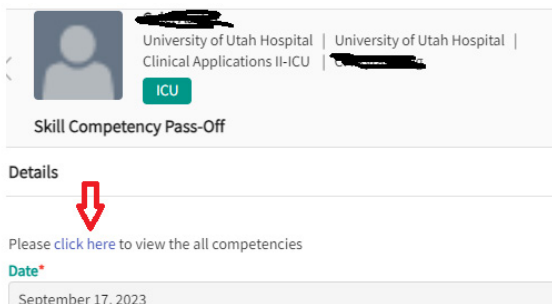
Competency Pass-offs:

The student will also initiate an email with a link for competencies (if they have any to pass off on that shift). When passing students off on their competencies, please ensure students are able to complete the skill with **VERY LITTLE help** from you! Ask questions that show they understand the why. There is a link within Exxat (when completing the competency pass-off) that provides you with the steps required for each competency (near the top)--Please see the example below. Review as needed.

If the student is unable to perform "competently" (with very little help), please do NOT pass them off. If a student listed a skill that you do not feel they are competent in, please "unsubmit to student" and put in a comment.

Where do I find the Competency Pass off Steps?

On the skill pass-off page click on the blue "Click Here", locate the specific competency, and review the steps.



We appreciate your
willingness to
complete the
evaluation and
competencies each
shift!

The Clinical Preceptor page on the UVU Respiratory Therapy website is currently under construction but will be ready to go very soon!

https://www.uvu.edu/respiratory/clinical_preceptors.html