

## **Implementation of a Unit Specific Preceptor Workshop for Post-Anesthesia Care Unit Nurses**

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**Abstract Background Information:** In 2023 the Perioperative Services Department at Boston Children's Hospital (BCH) experienced a large turnover in nursing staff, resulting in an influx of new nursing orientees in the Post-Anesthesia Care Unit (PACU). To manage the orientation demands, onboarding of new and less experienced preceptors was required. Furthermore, transitions in leadership roles created updates and changes to the unit nursing orientation. A need was identified to align new and experienced preceptors, provide program updates, and enhance leadership training beyond what was offered for preceptor training hospital wide.

### **Objectives of Project:**

- To orient new and experienced preceptors to the PACU orientation process and documentation requirements.
- To discuss orientation challenges and strategize solutions.
- To provide leadership training for new and experienced PACU preceptors.

**Process of Implementation:** Experienced and new preceptors in the PACU were invited to a "Back to School" department level preceptor workshop. Thirteen nurses attended the four-hour program in September 2023.

The unit educator and orientation coordinators created an agenda based on department orientation requirements and needs identified by preceptors. The agenda included review of orientation documentation, identification of orientation challenges and strategizing solutions, and advanced leadership training.

The pilot program included a collaboration with Clinical Education, Informatics, Practice and Quality to present leadership training on giving and receiving feedback.

**Statement of Successful Practice:** At the completion of the program, 100% of preceptors verbalized an increased level of preparedness in precepting new PACU nurses on program evaluations. The program was repeated in February of 2025 with a tailored agenda to meet the current preceptor needs. Program feedback was consistent with the previous offering.

**Implications for Advancing the Practice of Perianesthesia Nursing:** The PACU is a patient care environment with unique training needs and challenges. This program created open discussion, leading to improved streamlining of orientation and communication throughout the orientation process. The addition of advanced leadership training provided preceptors essential skills to successfully manage orientees. Annual offering of this course as part of the PACU education core curriculum ensures adherence to orientation regulatory requirements and aims to improve preceptor retention.