

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

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Learning Needs:

- Large turnover in nursing staff in the perioperative area resulted in an influx of new nursing orientees.
- To manage the orientation demands, onboarding of new and less experienced preceptors was required.
- Transitions in leadership roles created updates and changes to the unit nursing orientation.
- A need was identified to get the new and experienced preceptors on the same page, provide program updates, and enhance leadership training.

Educational Objectives:

- Orient new and experienced preceptors to the PACU orientation process and documentation requirements.
- Discuss orientation challenges and strategize solutions.
- Provide leadership training for new and experienced Post-Anesthesia Care Unit (PACU) preceptors.



Figure 2. Preceptors receiving the presentation “Giving and Receiving Feedback”, September 2023.

Description of Educational Program or Offering:

- 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 (Figure 1).
- 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.
- There was a collaboration with Clinical Education, Informatics, Practice and Quality to present leadership training on Giving and Receiving Feedback (Figure 2).

Key Points/Program Highlights:

- Preceptors verbalized an increased level of preparedness in precepting new PACU nurses on program evaluations.
- Open discussion led to improved streamlining of orientation and communication throughout the orientation process.
- Advanced leadership training provided preceptors additional skills to manage orientees.
- The program was repeated in February of 2025 with a tailored agenda to meet the current preceptor needs (Figure 3).

Next Steps:

- Offer the workshop annually.
- Conduct yearly needs assessment of current preceptors to determine content.
- Disseminate work to other departments at Boston Children’s Hospital and through national conferences.



Figure 1. Preceptors attending the PACU Preceptor Workshop, September 2023.



Figure 3. One group of preceptors receiving “Advanced Preceptor Concepts training in February 2025.