# DEVELOPMENT AND IMPLEMENTATION OF A
# PRECEPTOR RECOGNITION PROGRAM
## A Quality Improvement Initiative

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## BACKGROUND

Clinical preceptors play a vital role in educating students and onboarding new employees. As demands on preceptors continue to grow, meaningful recognition was identified as an opportunity to enhance engagement, satisfaction, and retention while fostering a culture of teaching excellence and mentorship.

## PURPOSE

To address the lack of a formal process for recognizing clinical preceptors through a standardized, sustainable program that promotes excellence, acknowledges contributions, and celebrates the impact preceptors have on learner success and organizational outcomes.

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The Outstanding Professional Preceptor Award honors exceptional nurse and respiratory therapist preceptors for their dedication to mentoring, fostering growth, and inspiring excellence in the nursing and respiratory therapy professions.

## WHY RECOGNITION MATTERS

- Boosts engagement and job satisfaction
- Encourages continued excellence in teaching
- Supports retention of top talent
- Enhances learner experience in teaching
- Strengthens our culture of compassion, quality and mentorship

## NOMINATION/RECOGNITION PROCESS

| Who can nominate | Nominations Submitted | Review Committee | Recognition Delivered | Impact & Ongoing |
|---|---|---|---|---|
| Leaders | Standardized form | Education Department Leadership reviews quarterly | Recognition pins | Evaluate outcomes |
| Peers | Objective Criteria | Selects recipients | Social media spotlight | Share feedback |
| Preceptees/ Students | Narrative Evaluation | | Celebratory gifts | Refine program |

*"A truly great preceptor is hard to find, difficult to part with, and impossible to forget!"*

## ELIGIBILTY CRITERIA

- Currently serving as a preceptor
- One-year experience in specialty
- Preceptor Course Completion
- No disciplinary action in the last 12 months
- Demonstrates excellence in teaching and mentorship
- Exhibits professionalism, compassion, and collaboration
- Positive impact on the learning environment

## RESULTS/EVALUATION PLAN

Outcome data will be evaluated using nomination volume, participation rates, learner evaluations, and stakeholder feedback to determine program effectiveness and guide improvements.

## FUTURE PLANS

- Analyze Inaugural cycle data
- Refine program based on feedback and outcomes
- Expand recognition opportunities
- Share success stories across the organization
- Evaluate long-term impact on retention and culture

## KEY TAKEAWAYS

This quality improvement initiative establishes a standardized, sustainable framework for recognizing excellence in clinical precepting. Findings from the inaugural recognition cycle will inform ongoing program refinement and evaluate its impact on preceptor engagement, recognition, and organizational culture.