Best Practices in Acute Care Precepting
Tri City Medical Center

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Goals & Objectives
- Review UCSD mission and goals as they relate to acute care precepting
- Identify TCMC examples of best practices in precepting
- Highlight “Precepting pearls”
- List “Mandatory topics” covered in TCMC rotation
- Discuss challenges and opportunities for improvement
- List resources and references

Discussion Topics
1. TCMC stats and preceptors
2. Preceptor and mentor qualities
3. UCSD Skaggs School Acute Care Rotation
4. Best practices and “precepting pearls”
5. Challenges and opportunities for improvement
6. Suggested reading
Tri City Medical Center
- Licensed for 397 beds
- Servicing Vista, Oceanside, Carlsbad
- Average daily census 210
- Full service community hospital
- JC accredited stroke center
- 45 pharmacy employees
- 14 FTE pharmacists

TCMC Preceptors
- Laurie Rubie, Pharm.D.
- Jafar Zand, Pharm.D.
- Vivian Luo, Pharm.D.
- John Gama, Pharm.D.

Core Values for Preceptors
- Professionalism
- Desire to educate and share knowledge
- Willingness to mentor
- Time commitment for precepting
- Respect for others
- Willingness to work with a diverse student population
PRECEPTOR QUALITIES

- Aptitude to facilitate learning
- Ability to document and assess student performance
- Practice evidence-based medicine
- Practice ethically and with compassion
- Desire to educate

Elements of Precepting

- Partnership for education
- Role modeling
- Education
- Coaching
- Evaluation of performance
- Professionalism
- Teamwork
- Investment of time and energy
- Negotiation & individualization of learning activities
- Guidance

Preceptor Training

- Orientation to the college mission and goals statements
- Review of the specific objectives for the pharmacy practice experiences
- Guidance regarding the assessment of students’ prior knowledge and experience relative to the rotation’s objectives so that the preceptor may tailor the rotation to maximize the educational experience
- Review the college performance assessment and grading systems
UCSD Mission

The Skaggs School of Pharmacy and Pharmaceutical Sciences was established to serve the needs of the citizens of the State of California, the nation and the global community. As part of a research-intensive university, the School has a three part mission of education, research and service.

Skaggs Goals

- Provide a premier professional education program leading to the Pharm.D. degree and postgraduate programs including residencies and fellowships
- Prepare students to be leaders in the profession of pharmacy and to provide them with the tools to effectively practice in a wide variety of currently existing and potential future roles in hospitals and medical centers, community pharmacy settings, academia, government and the pharmaceutical industry

Advanced Pharmacy Practice Goals

Students will interact with a number of different healthcare providers and participate in a variety of patient care activities with the pharmacy preceptor and medical teams. The student will be provided with many opportunities to apply his/her academic basic science and clinical didactic course work to patient care in the hospital setting.
SPPS 400AB Acute Care
Course Objectives

To apply all prior didactic and clinical education to the evaluation of specific patient diseases/problems and to critically evaluate current drug therapies and potential alternate drug therapies to ensure the most appropriate therapies are utilized.

Organization

- Student orientation and Checklists
- Rotation syllabus
- Dept and site tour
- Student profile
- Calendar of activities/meetings/rounds
- Computer access and training
- Review of relevant policies/procedures
- Contact information
- Define expectations

Preceptor Pearl

Providing students with a detailed training manual/syllabus on their first day begins to orient the student to the training site and shows you are committed to their training.
TCMC Student Syllabus

- Rotation description
- Goals and objectives
- Rotation activities (both required and optional)
- Calendar of events
- Site/facility map
- Preceptor contact info

- Clinical policies
- Sample clinical forms
- Rounds schedule
- Dress code
- Topics sign-off
- Evaluation/grading

TCMC Orientation Checklist

- Background check
- TB tests
- Student Profile
- Facility tour
- TCMC ID badge
- Meet preceptors
- Computer access
- TCMC orientation /HIPAA

- Patient chart
- Parking
- Rotation description and requirements
- Library orientation
- Daily activities/schedule
- Patient monitoring forms

Preceptor Pearl

Use students’ experience, goals, and interests to help tailor the rotation to each student.
TCMC Student Profile

- Prior rotations completed
- Prior pharmacy work experience
- Setting they plan to work in after graduation
- Considering residency?
- Areas of clinical interest
- Their expectations of our rotation/site
- Outside interests/hobbies/fun

Preceptor Pearl

Incorporate unique activities into a rotation to ensure both the student and the preceptor remain engaged and committed.

Potential Student Activities

- Patient specific monitoring & evaluation
- Patient case presentations
- ICU rounds/other rounds
- In-service presentations
- MUE’s
- Med histories
- ADR reporting
- Formulary evaluations
- Drug information
- Journal club presentations
- Patient Med education
- Clinical Consults (P.K., anticoag., TPN, etc.)
TCMC Mandatory Topics

- DVT prophylaxis
- Stress Ulcer prophylaxis
- IV fluids
- Pharmacokinetics
- Anticoagulation
- Acute coronary syndrome/MI
- Pulmonary
- Sepsis
- CHF
- Warfarin
- TPN
- Antibiotic stewardship
- Sterile IV technique

Preceptor Pearl

Helping students develop their interpersonal skills involves role modeling, observation, and feedback.

Preceptor Pearl

Preceptors teach students how to be professionals and how to apply their knowledge in clinical situations.
TCMC Clinical Patient Rounds
- ICU rounds
- Antibiotic Stewardship
- NICU rounds
- Ventilator wean team rounds
- Rehab rounds
- Ethics

Preceptor Skills - Coaching
- Encouragement and enthusiasm
- Skill teaching
- Repetition
- Feedback – (positive – negative – positive)
- Show you care

Preceptor Pearl
Development of lifelong learning habits are key to providing our patients with the highest level of care
Preceptor Pearl

Continuous professional development is an excellent tool for a practitioner to utilize at any point in his or her career.

Preceptor Skills - Leadership

- All preceptors are leaders
- Lead by example
- Role model for student interns
- Teach “workplace skills”
- Encourage continuing professional growth
- Inspire “life-long” learning and continuous professional development

Preceptor Pearl

Provide frequent, specific, and constructive feedback.
Student evaluation

- Direct observation and feedback
- Timeliness essential
- One minute praising and reprimand
- Positive – negative – positive method
- Written tools for mid-point and summative evaluations

One minute praising

- Praise the behavior
- Do it soon
- Be specific
- Describe feelings
- Pause
- Encourage

One minute reprimand

- Reprimand the behavior
- Do it soon, but privately
- Be specific
- Describe feelings
- Pause
- Encourage improvement
Challenges and Opportunities

- Training for preceptors
- Improve organization
- Scheduling
- Time and time management
- Preceptor by committee
- Communication
- Incorporating drug information
- CQI of program
- Borderline students

Site and Preceptor CQI

- Peer assessment
- Student feedback
- School feedback
- Feedback from other health professionals
- Patients (if applicable)

Borderline students

- Intervene early and often with feedback
- Define and redefine expectations
- Involve school of pharmacy
- Be a coach, encourage and “train”
- Invest extra time
Considerations

- Were objectives and expectations clearly defined?
- Does the student have direct patient care responsibility?
- Is this the first exposure to this type of environment?
- Where is the student in sequence of rotations?
- Have I been available to provide feedback?
- Am I approachable?
- Do I frequently provide feedback and make time?

Preceptor Pearl

It is not necessary for you to be an expert on all subjects to be a successful preceptor. Be willing to listen to your students and learn something new.

Discussion & Questions
Suggested Reading

• American Society of Health-System Pharmacists Website-Preceptor Information
• “How to be an effective clerkship or internship preceptor” Erstad, brian L Am J Hosp Pharm 1993; 50: 434, 439

Suggested Reading

• UCSD Skaggs School of Pharmacy and Pharmaceutical Sciences SPPS 400AB Acute Care Syllabus
• “Becoming an Effective Preceptor” introductory module to help pharmacists to the world of teaching students in their clinical settings. The University of Houston College of Pharmacy
• Accreditation standards and guidelines for the professional program in pharmacy leading to the Doctor of Pharmacy degree-January 15, 2006 ASHP website