



Preceptor Orientation:

Associate Degree Nursing Students

Getting Started as a Preceptor

Associate Degree Nursing Program

Why Preceptors?

- Provide individualized **coaching** to develop our students for professional nursing practice
- Facilitate **teamwork** experiences and opportunities to collaborate with nursing staff and healthcare providers
- Mentor the development of **core competencies** that our students will utilize in providing **patient-centered** care
- Stimulate and promote the evolution of **clinical reasoning** and **clinical judgment** capabilities needed to optimize patient outcomes

Associate Degree Nursing Preceptor Program Qualifications

Preceptor: Clinician who accepts the responsibility for guiding, teaching, supporting and enhancing the clinical learning experiences of the nursing student.

- Must be a licensed nurse for vocational nursing students or a Registered Nurse for professional nursing students
- Cannot be employed as a faculty member by the nursing program

Required Skills

- Competency in designated area of practice
- Effective verbal and written communication skills
- Interest in sharing knowledge through role modeling and teaching
- Philosophy congruent with the nursing education program

Associate Degree Nursing Preceptor Program Agreement and Application/Information Form

Preceptor Agreement

- Outlines responsibilities for college and faculty contact person for student being precepted
- Explains preceptor/mentor responsibilities
- Describes student responsibilities for preceptor experience
- Remains in effect for two years

Preceptor Information Form

- Current Texas residential address
- Current Texas Nursing License
- Description of Work Experience for past two years
- Nursing specialty practice expertise

Associate Degree Nursing Preceptor Program

College/Faculty Responsibilities

- **BEGIN:** Discuss with preceptor at the beginning of clinical experience to review and clarify clinical goals and objectives
- **DURING PRECEPTORSHIP:**
 - Be available to preceptor during clinical experiences whether in person, by phone, or beeper to provide assistance as needed
 - Make rounds to check-in with preceptors on student progress and to discuss any issues
 - Provide feedback to preceptor on the clinical learning experiences
- **CONCLUSION:** Meet with preceptor to seek input on evaluation of student and learning experiences as needed and at the end of the semester

Associate Degree Nursing Preceptor Program

Preceptor Responsibilities

- **BEGIN:** Meet with faculty and review and clarify written clinical objectives once per semester
- **DURING PRECEPTORSHIP:**
 - Guide student assignments based on clinical goals and objectives
 - Supervise students in performing care while maintaining the patient's safety
 - Contact faculty with questions or issues regarding student performance and planned assignments
 - Provide feedback to the student and faculty member regarding student progress in meeting designated goals and objectives
 - Notifies the faculty immediately in the event of unsafe clinical practice
- **CONCLUSION:** Meet with faculty member at the conclusion of the learning experience to provide input in the evaluation of the student and the learning experiences.

Associate Degree Nursing Preceptor Program Student Responsibilities

- **BEGIN:**
 - Be responsible for his/her learning experiences
 - Report to the agency preceptor/mentor prior to each learning experience unless other arrangements have been made
 - Discuss clinical goals and objectives with the preceptor
- **DURING PRECEPTORSHIP**
 - Be accountable for his/her own nursing actions while in the health agency
 - Respect the confidentiality of all information with regard to the patient(s) and agency(s) needs
 - Be accountable to validate the attainment of objectives
 - Be prepared for each clinical learning experience
 - Choose and accept assignments to meet course objectives
 - Complete assignments demonstrating safe clinical practice
 - Collaborate with preceptor for mutual evaluation of clinical performance
- **CONCLUSION:**
 - Discuss feedback regarding clinical experience
 - Determine progress in meeting clinical goals and objectives

Associate Degree Nursing Preceptor Program Recognition

- Notate preceptor status on resumes
- Recognize contribution to student development with a letter of appreciation at the end of the semester
- Library privileges (faculty will need to assist with request)
- Attend faculty development at one-half fee (faculty will need to facilitate)
- Per Texas Higher Education Coordinating Board ruling, Angelina College tuition benefits **up to \$500 of tuition per semester** will be available for preceptors and/or dependent children (faculty and Vice President for Health Careers will need to assist)

Associate Degree Nursing Preceptor Program Tuition Exemption – State of Texas

Exemption of eligible preceptors and eligible students from payment of up to \$500 of tuition per semester (Section 54.222 Texas Education Code):

To receive an exemption under this program, a preceptor must be a resident of Texas, be a registered nurse, and be serving under a written preceptor agreement with an undergraduate professional nursing program as a clinical preceptor for students enrolled in the program for the semester or other academic term for which the exemption is sought. A student that is a resident of Texas may receive the exemption as the child of a person meeting all criteria listed. An application is required. Contact the Health Careers Vice President. This exemption is adjusted based on other scholarships/grants received.



Preceptor Role

How can you help in developing our students?

Associate Degree Nursing Preceptor Program

What 's new: Change From Traditional Disease to Concept-Based Learning and Practice

National Council State Board of Nursing is leading change in nursing education:

- Introduce “big picture” concepts for clinical nursing practice
- Engage students to understand a clinical situation by identifying patterns in patient status
- Facilitate students in addressing key underlying clinical issues
- Promote connections between classroom learning and clinical care of patients
- Mentor students to improve clinical judgment capabilities to increase level of expertise in clinical practice

Associate Degree Nursing Preceptor Program: What is Concept-Based Learning?

Interact with Students to apply “Big Picture Concept” ideas: help students learn to apply Biophysical concepts and Psychosocial concepts to patient health conditions

Biophysical Concepts:

- Gas Exchange
- Fluid and Electrolyte Balance
- Mobility
- Tissue Integrity

Example Patient with Gas Exchange Issues

- Gas Exchange – process by which oxygen is transported to cells and CO₂ away from cells
- Process includes ventilation, transport, and perfusion
- Patients with pneumonia or lung cancer or infant in respiratory distress

Psychosocial Concepts:

- Cognition
- Coping
- End of Life
- Grief

Example Patient with Cognition Issues

- Cognition – process of acquiring knowledge and understanding
- Process includes perceptions or thoughts, experiences and sensations
- Patients with new diagnosis of diabetes or Patient fearful of possible breast cancer due to family history

Associate Degree Nursing Preceptor Program

What Approaches can you use to Mentor our Students to Understand Concepts and Develop Clinical Judgment?

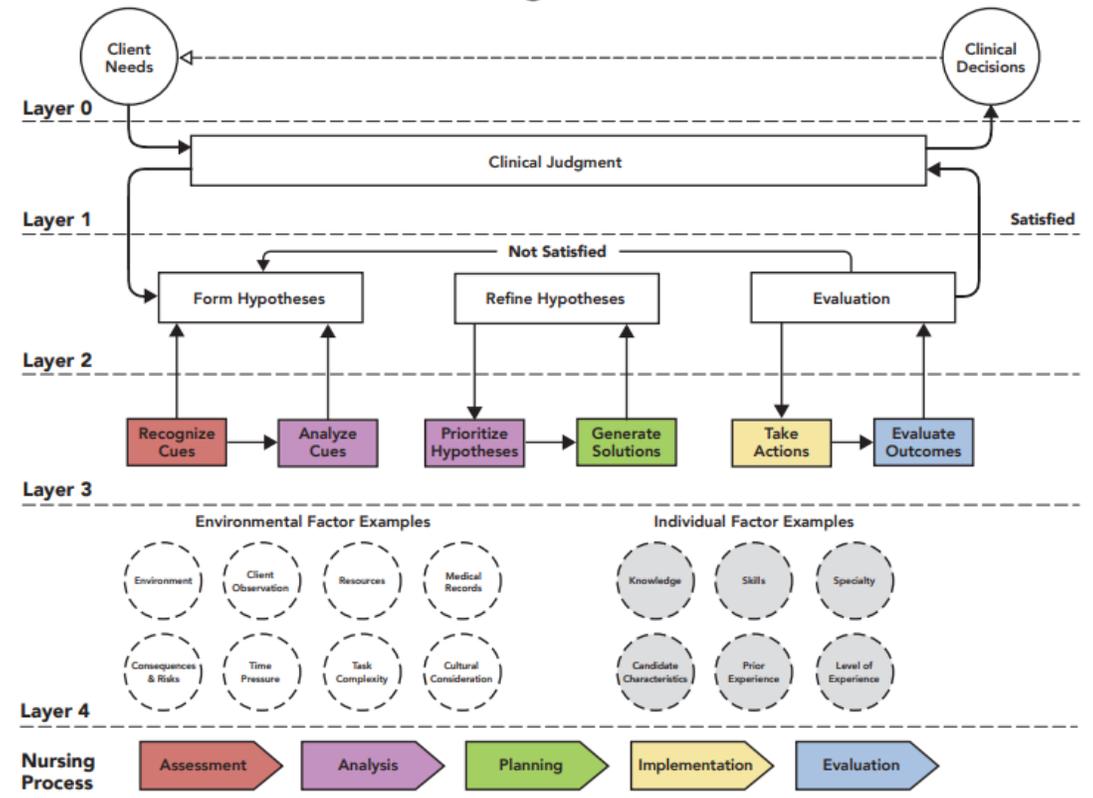
- Serve as a **coach** by directing experiences and meeting with student throughout the day to establish, review and evaluate “big picture concepts” with assigned patients
- Serve as a **teacher** to find learning experiences to help student build knowledge of concepts by identifying patterns and trends with assigned patients
- Serve as a **facilitator** to discuss unique clinical situations and encourage student to reflect on practice and their assumptions in caring for patient
- Serve as a **resource person** to help students discover the right disciplines, policies, and equipment by using knowledge of workplace to maximize student learning
- Serve as an **evaluator** to assess student’s progress in achieving learning objectives by offering feedback that is positive and constructive

Associate Degree Nursing Preceptor Program

How can you mentor our Students to Recognize Clinical Concepts and Develop Clinical Judgment?

- **Recognize Cues:** Identify findings or cues that are needed to decide what is wrong with the patient.
- **Analyze Cues:** Compare patient problems and health conditions to the findings that you expected to find with the patient.
- **Prioritize Hypothesis:** Identify possible explanations of the patient's condition and the possible problems that the patient may have.
- **Generate Solutions:** Identify interventions and in what ways the interventions will promote the expected outcomes of care.
- **Take Actions:** Implement interventions should be done first and the information that you will teach the patient or caregiver prior to discharge.
- **Evaluate Outcomes:** Determine the important findings to monitor to determine if the patient is improving and if interventions are effective.

The NCSBN Clinical Judgment Measurement Model



Associate Degree Nursing Preceptor Program Thank You!!!

THANK YOU!!

for participating as a preceptor for the Nursing Program. Your generosity and willingness to serve is appreciated.



Angelina College

Associate Degree Nursing Program Overview

Associates Degree Nursing Program

Mission and Vision

Mission:

In accordance with the mission of Angelina College, the Nursing program provides quality nursing education in response to the unique needs and ethnic diversity of East Texas.

Vision:

Providing high quality, affordable and accessible nursing education, preparing graduates to serve, lead, and provide quality health care to communities. Promote excellence in nursing education to develop nursing workforces to provide quality health care to communities, locally and globally.

Associate Degree Nursing Program Program Objectives

Upon completion of the associate degree level, the graduate nurse as a member of the profession should have the knowledge and skill to provide and coordinate care for clients (individuals and families) in a variety of settings by:

1. Demonstrating use of clinical reasoning, nursing process, and evidence-based practice outcomes as a basis for decision making.
2. Exhibiting behaviors that reflect commitment to the growth and development of the role and function of nursing consistent with state and national regulations and with ethical and professional standards; aspires to improve the discipline of nursing and its contribution to society; and values self-assessment and the need for life-long learning.
3. Accepting responsibility for the quality for nursing care and provides safe, compassionate nursing care using a systematic process of assessment, analysis, planning, intervention, and evaluation that focuses on the needs and preferences of patients and their families.
4. Promoting safety in the patient and family environment by: following scope and standards of nursing practice, practicing within the parameters of individual knowledge, skills, and abilities; identifying and reporting actual and potential unsafe practices; and implementing measures to prevent harm.
5. Providing patient-centered care by collaborating, coordinating, and/or facilitating comprehensive care with an interdisciplinary/multidisciplinary healthcare team to determine and implement best practices for the patients and their families.

Associates Degree Nursing Program

First Year Coursework

Fall Semester

RNSG 1205 Nursing Skills

RNSG 1215 Health Assessment

RNSG 1309 Introduction to Nursing

RNSG 1262 Clinical Nursing: Adult Health

BIOL 2420 Microbiology*

*will be a prerequisite for Fall 2023

Spring Semester

RNSG 1341 Common Concepts Adult Health

RNSG 1363 Clinical Nursing: Adult Health

RNSG 1301 Pharmacology

Associates Degree Nursing Program

First Year Clinical Skills

Vital Signs/Height & Weight

Infection Control:

- Performing Hand Hygiene
- Using Personal Protective Equipment
- Sterile Field, Gloving, & Dressing Change

Hygiene:

- Complete Bed Bath
- Oral Hygiene
- Bedpan/Urinal/Catheter Care
- Moving and Positioning a Client
- Making an Occupied and Unoccupied Bed

Medication Administration:

- All Safe Medication Administration
- All Non-Parenteral Medication Administration
- All Injections

Nutrition:

- Assisting with Meals
- Aspiration Precautions
- Inserting Nasogastric Tube
- Providing Feedings
- Removing Feeding Tube

Elimination:

- Collecting Specimens/Measuring Intake and Output
- Screening Urine for Chemical Properties
- Fecal Occult Blood Testing
- Inserting/Removing Foley Catheter

Associates Degree Nursing Program

First Year Clinical Skills

Pain:

- Pain Management: Assessing and Managing Pain
- Teaching about Post-Operative Exercises

Oxygenation:

- Oxygen Saturation with Pulse Oximetry
- Setting Oxygen Flow Rates
- Applying a Nasal Cannula or Face Mask
- Providing Tracheostomy Care
- Performing Suctioning

Restraints: Alternatives and Application

Skin and Wound Care:

- Assessing and Irrigating Wounds
- Changing a Dressing
- Using a Wound Drainage System
- Caring for Pressure Ulcers

Intravenous Therapy:

- IV Fluid Therapy Administration
- Management of Intravenous Fluid Therapy
- Intravenous Medication Administration
- Vascular Access

Associate Degree Nursing Program

Second Year Coursework

Fall Semester

RNSG 1343 Complex Concepts Adult Health

RNSG 1412 Nursing Care of the Childbearing/
Child Rearing Family

RNSG 2360 Clinical Nursing: Adult Health,
Maternal Health, Pediatrics, Ambulatory Care,
School Settings

Spring Semester

RNSG 2331 Advanced Concepts – Adult Health

RNSG 2130 Professional Nursing and Licensure
Preparation

RNSG 2213 Mental Health Nursing

RNSG 2363 Clinical Nursing: Critical Care,
Acute Psychiatric, Home Health, Hospice,
Ambulatory Care

Associate Degree Nursing Program

Second Year Clinical Skills

Pediatric Skills

- Physical Assessment of the Child
- IV Therapy Monitoring and Documentation
- Administration of Medications to Pediatric Patient

EKG:

- Analysis of EKG Strips
- Interpret Meaning of and Interventions for various EKG Arrhythmias

Ventilators:

- Nursing Care of Patients with an Artificial Airway
- Different Modes of Mechanical Ventilation
- Various Settings on a Ventilator Panel/System

Hemodynamic Monitoring:

- Various Hemodynamic Monitoring Devices/Systems
- Interpretation of and Interventions for Hemodynamic Monitoring Values

Intravenous Push and Central Lines:

- Precautions used when administering Intravenous Medication by Direct IV Push
- Identification of Possible Adverse Reactions with IV Push Medications
- Steps in Administering an Intravenous Push Medication
- Types of and Care for Central Lines including Dressing Change
- Total Parenteral

Cardiac Medications and Advanced Dosage Calculations:

- Calculate Flow Rates and Assess Safe Dosages for Critical Care Intravenous Medications
- Cardiac Medications
- Medication Treatment Options related to EKG Dysrhythmias

Associate Degree Nursing Program

Texas Board of Nursing: Differentiated Essential Competencies

Differentiated Essential Competencies (DECs) of Graduates of Texas Nursing Programs include 25 basic competencies within the four nursing roles: VN (Vocational), ADN (Associate/Diploma) and BSN (Baccalaureate) Nursing Education

The competencies:

- Describe the required outcomes for VN and RN nursing education with progressive differentiation of competency level for each educational level
- Ensure that newly licensed nurse enter practice with a knowledge base and a set of skills, including decision-making abilities, for safe practice
- Continue to grow as the practicing nurse gains experience and perfects nursing skills and clinical judgment and move from novice to expert

Associate Degree Nursing Program

Texas Board of Nursing: Differentiated Essential Competencies

Member of the Profession

- Function within the nurse's legal scope of practice and in accordance with regulation and the policies and procedures of the employing health care institution or practice setting.
- Assume responsibility and accountability for the quality of nursing care provided to patients and their families.
- Participate in activities that promote the development and practice of professional nursing.
- Demonstrate responsibility for continued competence in nursing practice, and develop insight through reflection, self-analysis, self-care, and lifelong learning.

Associate Degree Nursing Program

Texas Board of Nursing: Essential Competencies

Provider of Patient-Centered Care

- Use clinical reasoning and knowledge based on the program of study and evidence-based practice outcomes as a basis for decision-making in nursing practice.
- Determine the physical and mental health status, needs, and preferences influenced by culture, spirituality, ethnicity, identity, and social diversity of patients and their families, and the interpretation of comprehensive health assessment findings compared with evidence-based health data derived from the program of study.
- Analyze comprehensive assessment data to identify problems, formulate goals/outcomes, and develop plans of care for patients and their families using information from evidence-based practice in collaboration with patients, their families and the interdisciplinary health care team.

Associate Degree Nursing Program

Texas Board of Nursing: Essential Competencies

Provider of Patient-Centered Care Continued

- Provide safe, compassionate, comprehensive nursing care to patients and their families through a broad array of health care services.
- Implement the plan of care for patients and their families within legal, ethical, and regulatory parameters and in consideration of disease prevention, wellness, and promotion of healthy lifestyles.
- Evaluate and report patient outcomes and response to therapeutic interventions in comparison to benchmarks from evidence-based practice, and plan follow-up nursing care.
- Develop, implement, and evaluate teaching plans for patients and their families to address health promotion, maintenance, and restoration.
- Coordinate human, information, and physical resources in providing care for patients and their families.

Associate Degree Nursing Program

Texas Board of Nursing: Essential Competencies

Patient Safety Advocate

- Demonstrate knowledge of the Texas Nursing Practice Act and the Texas Board of Nursing Rules that emphasize safety, as well as all federal, state, and local government and accreditation organization safety requirements and standards.
- Implement measures to promote quality and a safe environment for patients, self, and others.
- Formulate goals and outcomes using evidence-based data to reduce patient risks.
- Obtain instruction, supervision, or training as needed when implementing nursing procedures or practices.
- Comply with mandatory reporting requirements of the Texas Nursing Practice Act.
- Accept and make assignments and delegate tasks that take into consideration patient safety and organizational policy.

Associate Degree Nursing Program

Texas Board of Nursing: Essential Competencies

Member of the Health Care Team

- Coordinate, collaborate, and communicate in a timely manner with patients, their families, and the interdisciplinary health care team to plan, deliver, and evaluate patient-centered care.
- Serve as a health care advocate in monitoring and promoting quality and access to health care for patients and their families.
- Refer patients and their families to resources that facilitate continuity of care; health promotion, maintenance, and restoration; and ensure confidentiality.
- Communicate and manage information using technology to support decision-making to improve patient care.
- Assign and/or delegate nursing activities to other members of the health care team based upon an analysis of patient or work place need.
- Supervise nursing care by others for whom the nurse is responsible by using evidence-based nursing practice.
- Participate with health care teams during local or global health emergencies or pandemics to promote health and safety, and prevent disease.

Updated 2/27/2026