

Roles and Responsibilities

CHW Preceptor Responsibilities

Directs work: Provides direction, delegates, and removes obstacles to get work done.

- Collaborate with the student to identify their learning needs
- Set long-term and short-term goals that reflect the student's curriculum outcomes
- Plan learning experiences and assignments will help the student meet their goals
- Provide clear expectations for the student: direct them on their responsibilities and tasks, and follow up to ensure the goals are being met

Communicates effectively: Develops and delivers multi-modal communications that convey a clear understanding of the unique needs of different audiences.

- Ask the student about their strengths and weaknesses, as well as learning preferences
- Provide frequent and timely feedback to the student regarding their clinical performance and progress toward their learning goals and competencies
- Encourage the student to reflect on their own performance, allowing them to identify areas that need improvement. Coach them as needed to develop a plan for improvement
- Consult with the clinical faculty liaison as necessary

Instills trust: Gains the confidence and trust of others through honesty, integrity, and authenticity.

- Act as a professional role model, being kind, respectful, courteous, and patient
- Facilitate the student's professional socialization into their new role
- Develop a relationship with the student; recall how it felt to be a novice, and provide a safe, welcoming environment that encourages questions and growth
- Consistently model flexibility, fairness, empathy, humor, and conflict resolution skills

Situational adaptability: Adapts approach and demeanor in real time to match the shifting demands of different situations.

- Recognize that nursing role elements may be new to the student; modeling and explaining various role elements may be needed
- Change teaching or communication approach if the student isn't progressing in their skills, clinical judgement, or critical thinking
- Demonstrate how knowledge is integrated into practice; explain the thought process behind each action

Nursing Student Responsibilities

Actively participates: Takes responsibility for learning and growth, demonstrated by tracking clinical experiences, advanced planning, preparedness, and professional behavior.

- Collaborate with preceptor to identify learning needs and goals
- Display self-direction by seeking learning experiences and initiating clear communication
- Demonstrate familiarity with practice guidelines and course objectives
- Accept, and act in accordance with, the direction provided by the preceptor
- Participate in ongoing evaluation of progress with the preceptor, program director, and faculty clinical liaison
- Participate in ongoing evaluation of the program