

# Perioperative Preceptor Development: Journey of a STAR!

## Situation:

- No trained Preceptor in 2019
- Only 2 functioning Preceptors in the Main OR
- New Hires/Orientees and supervisors scrounge around to find a willing Preceptor to be assigned to the role

## Task:

Build an in-house Preceptor Program that addresses the need for Perioperative Preceptors

## Our Strategies to Teach the STAR Class

Utilize Kolb's Experiential Learning Cycle (Kearsley, 2010) to teach the sessions:

### 1. Activity

**Concrete Experience** on new techniques such as using separate instruments during fascia and skin closure; re-gowning and re-gloving at closing time; and, use of new suction top and new Bovie pencil.

### 2. Analysis

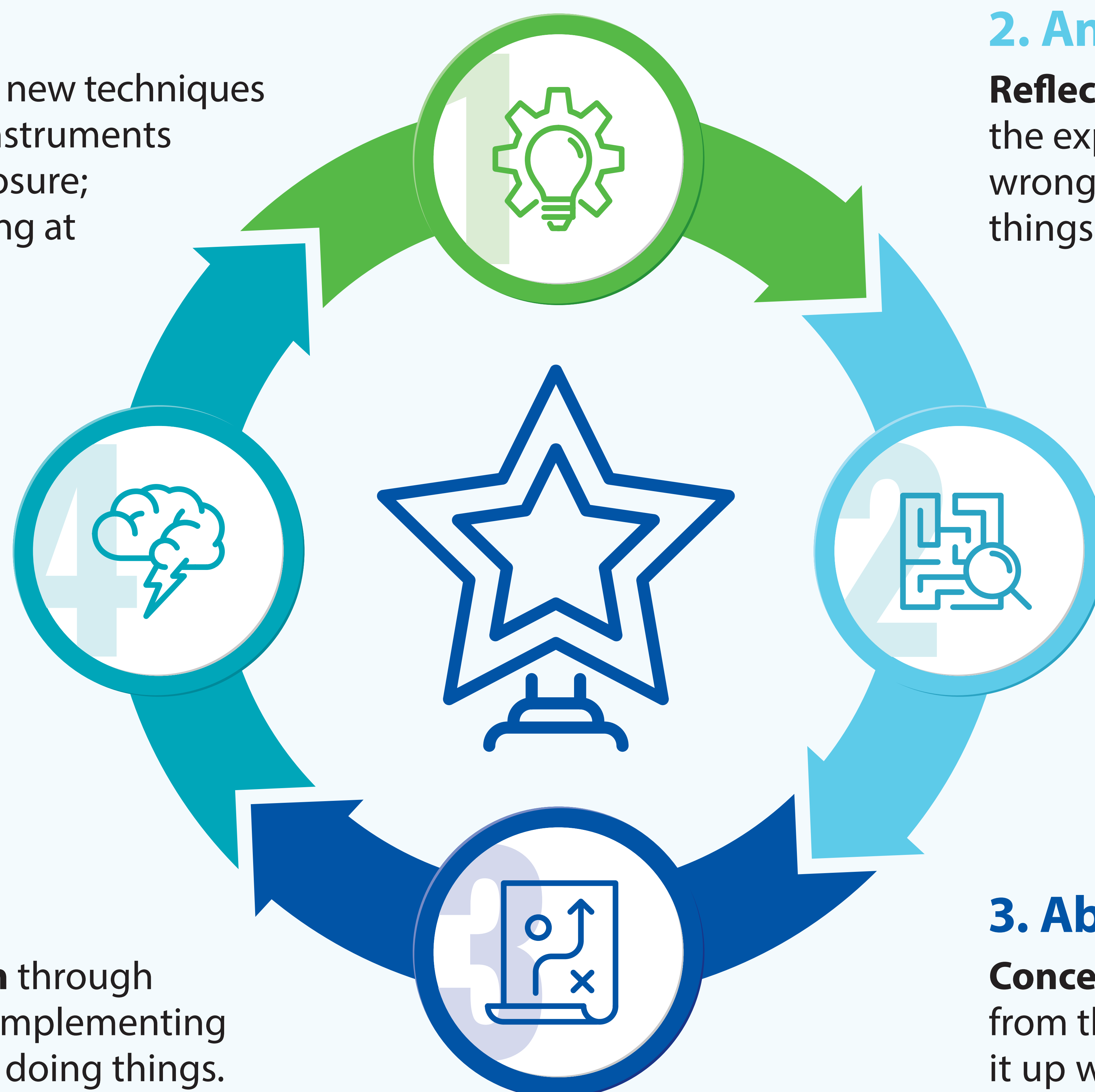
**Reflective Observation** on the experience; on what went wrong, or right, and on how things could be done better.

### 4. Application

**Active Experimentation** through reflective planning, and implementing learning as a new way of doing things.

### 3. Abstraction

**Conceptualization** of learning from the experience and tying it up with evidences.



**Kearsley, G. (2010). Andragogy of M. Knowles. San Francisco, CA: Jossey-bass.**

**Action:** Implement and train on a monthly basis

**Results:** From 2 Preceptors in 2019 to 61 Preceptors in 2021 (increase of 59 strong Preceptors in one year's time)

**STAR Preceptor Program offered in 2022 to:**

1. Entire Perioperative Services of BSLMC
2. Entire BSLMC Hospital
3. Entire CHI Houston/Texas Division
4. Entire Common Spirit Health System