

# The Development of a Preceptor Academy and Leadership Program: Results from a Needs Assessment study

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## Background and Objectives

### Background:

- Clinical site and preceptor shortages are among the major limiting factors for the growth of the PA profession with many PA programs expected to pay for some or all of their clinical sites.
- The demand for increased productivity among eligible preceptors is a constraint preventing preceptors from serving in clinical instructor roles.
- There is an urgent need to recruit, develop and advance preceptors across all health professions.

### Objectives:

- This study seeks to elucidate current perspectives regarding the development of a PA preceptor academy and leadership program
- Explore preferences of practicing PAs regarding program design, curricular content, and delivery formats of a potential preceptor academy.

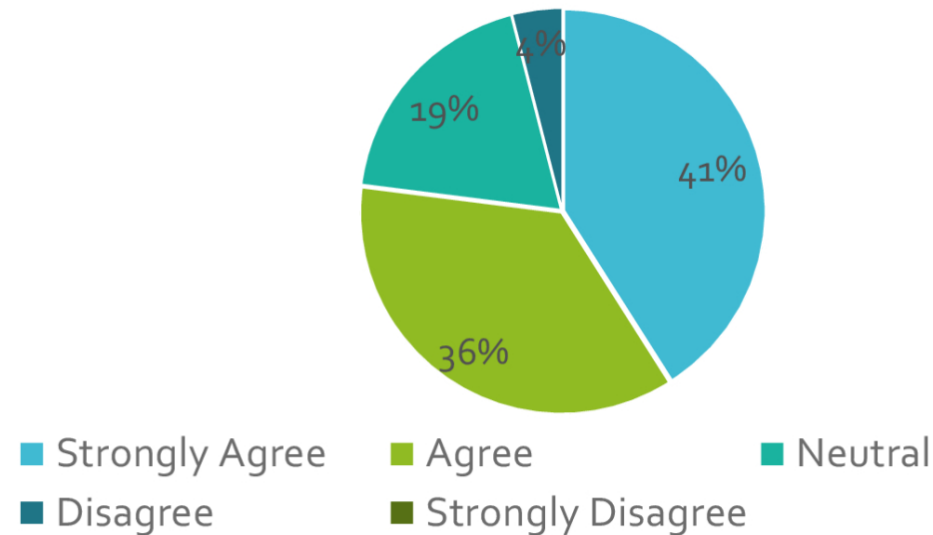
## Methodology

- A cross-sectional study that surveyed practicing PAs and clinical coordinators about their perspectives around developing a PA preceptor academy.
- A total of 60 participants were recruited from the various US regions.
- Data Collection was performed via Qualtrics, and descriptive statistics were used for data analysis.
- Response rate was >65%.

## Results

Figure 1: To what extent do you agree that a formal Preceptor Development Program is essential for precepting clinical students?

77% in favor of a formal Preceptor Program



## Conclusions

1. Approximately 77% of all respondents agreed that a formal preceptor development program is essential for precepting clinical year students.
2. Communication skills, receiving and giving feedback, adult learning theory, professionalism and ethics were the top competencies identified for a structured preceptor academy.
3. Financial incentives were identified as major motivators for clinician's interest in precepting.
4. Respondents were equally divided between workshop formats versus longitudinal synchronous and asynchronous delivery.

## Preferred Competency Domains



## References

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