Preceptor development program for clinical pharmacist at Children’s Cancer Hospital Egypt (57357)

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Background

- Children’s Cancer Hospital Egypt (CCHE) and University of Colorado Skaggs School of Pharmacy and Pharmaceutical Sciences partnered to create a PharmD program offered by CCHE.
- Didactic curriculum - administered by University of Colorado via distance-based education
- Experiential curriculum (OSCEs, IPPEs, APPEs) - administered by CCHE
- CCHE clinical pharmacists serve as preceptors for IPPEs and APPEs and facilitators OSCEs.
Objective

To train clinical pharmacy preceptors and facilitators for a new collaborative PharmD program in Egypt
Preceptor Development Program

- **Live 5 day intensive workshop – CU Faculty**
  - Lectures, active learning, video case-discussions, and reflection
  - Learners completed pre-work, daily homework assignments, and a case-based final examination
  - At completion, learners had an individual preceptor development plan including short-term and long-term goals, and a rotation syllabus – in addition to knowledge and skills

- **Ongoing (1 year) - distance mentorship**
  - Each new preceptor is paired with a CU faculty/preceptor
  - Weekly check-in, oversight of evaluations and feedback to students, monthly discussion groups with entire group
Live 5 day intensive workshop

- Preceptor Development Programs – Key Components
  - Preceptor roles and responsibilities
  - Practice site development
  - Teaching and learning styles
  - Evaluation and assessment processes
  - Providing effective feedback
  - Challenges of precepting
  - Continuous professional development
# Live 5 day intensive workshop

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<thead>
<tr>
<th>DAY</th>
<th>TOPIC</th>
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| 1   | **Introduction to Clinical Pharmacy**  
• JCPP Pharmacists’ Patient Care Process, ACCP Clinical Pharmacist Competencies, Entrustable Professional Activities, etc.  
**Preceptor Development**  
• Effective preceptors characteristics, didactic/experiential education, IPPE/APPE | Pre-work – Strength Finders Assessment  
Assignment #1- Long & short term goals |
| 2   | **Preceptor Development**  
• Administrative skills, communication and feedback  
• Interprofessional team dynamics & communication with other healthcare providers  
• Preceptor continuing education opportunities, board certification | Assignment #2-  
• Preceptor Development Plan  
• Communication Reflection |
| 3   | **Practice Site Development and Rotation Design**  
• Creating practice opportunities/Workflow incorporation, types of clinical rotations  
• Evaluation and assessment  
• Rotation design and syllabus development  
**Implementation**  
• Orientation and training  
• How to cultivate a successful preceptor-learner relationship  
• Learning styles, QI | Assignment #3-  
• Preliminary Experiential syllabus |
| 4   | **Challenges of Precepting**  
• Role delineation, Conflict resolution  
• Challenging students/Difficult scenarios | none |
| 5   | **Final Evaluation (case-based simulation with written component)** | Final drafts of Preceptor Development Plan & Experiential Syllabus |
Results

- 20 clinical pharmacists completed the preceptor development program.
Results

- Final Assessment
  - Rotation Syllabus
  - Preceptor Development Plan
  - 4 Case Scenarios

- Program Average – 84.24
Conclusion

- This international preceptor development program was designed to provide CCHE clinical pharmacists with the knowledge, skills and abilities necessary to precept PharmD students in a new collaborative PharmD program.

- Successfully trained 19/20 pharmacists to be preceptors in the live workshop.

- Ongoing mentorship (1 year) – starting in Fall 2018
FIP’s Pharmaceutical Workforce Development Goals

Three Clusters

- Academy - focus on the schools, universities and education providers
- Professional development - focus on the pharmaceutical workforce
- Systems - focus on policy development, governmental strategy and planning, and monitoring systems

[Link to PDF document]

Expanding clinical pharmacy education through preceptor development programs

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