

**Improving Performance Feedback to New Graduate Nursing Orientees Utilizing the Daily
Feedback Tool®: A Quality Improvement Project**

By

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Abstract

Preceptorship holds a vital role in the preparation of new graduate registered nurses (NGRNs) for the transition from scholastic to professional practice. Despite this, inconsistencies within preceptor preparation methodology lead to insufficient preceptorship dyad support and communication, therefore reducing preceptorship efficacy across medical institutions globally. The purpose of this Doctor of Nursing Practice (DNP) project was to evaluate the potential improvement of preceptor feedback and support methods with their orientees by utilizing the Daily Feedback Tool[®] (DFT) during a simulated role-play experience in a hospital nursing Preceptorship Preparation Program (PPP). Gaps in preceptor support and communication were gathered from surveys completed by recent participants in the Nurse Residency Program (NRP) at a single facility in suburban Pennsylvania, United States. This project was a single-cohort, single-site, quality improvement (QI) project by design. Efficacy was measured through self-scoring, by participants, on Pre- and Post-Implementation Surveys. This project included participants that were current or prospective preceptors of NGRNs (orientees) at the hospital across all nursing departments and disciplines that maintained a minimum of one full year of nursing experience. Descriptive statistical analyses determined if simulated role-play and the DFT[®] better equipped participants to communicate and support future NGRN cohorts through the collection of Pre- and Post-Implementation Survey scores. Effective preceptorship programs have been shown to decrease new nurse turnover, represent significant cost savings to the healthcare system, and increase the quality of patient care by way of reducing negative safety events.

Key words: New graduate registered nurse, preceptor, orientee, cohort, dyad, orientation program, feedback, instruments, tools, nurse residency, simulation, role-play, nurse education.