

# Pharmacist Preceptors' Training Programme

## Description

The Pharmacist Preceptors' Training Programme aims to promote the development of foundational teaching skills for pharmacist preceptors. The modules are constructed around themes that support individual participant's learning in their specific teaching context.

This full Intermediate programme offered by the National Healthcare Group (NHG) is conducted over 2 days, where Day 1 (Foundational) is accredited by the Singapore Pharmacy Council (SPC) for meeting the requirements to be a Preceptor for Pre-Registration Pharmacists. Pharmacists are strongly encouraged to attend the full programme of 2 days, or may choose to attend Day 1 only.

## Duration

2 days, where Day 1 is the Foundational programme accredited by SPC

## Programme Content

This programme comprises the following learning topics:

Day 1	Day 2
<ul style="list-style-type: none"><li>• Frameworks of Competency Standards</li><li>• Overview of the Four Preceptor Roles</li><li>• Major Factors in Learner Motivation</li><li>• Experiential Learning Theory</li><li>• Teaching and Coaching Skills</li><li>• Assessment using SPC Evaluation Forms</li></ul>	<ul style="list-style-type: none"><li>• Taxonomies of Learning</li><li>• Goal Analysis</li><li>• Writing Learning Objectives</li><li>• Principles of Assessments</li><li>• Assessment Tools</li><li>• Feedback for Learning</li></ul>

## Target Audience

Pharmacists who are actively performing preceptor roles in the clinical area

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## Learning Outcomes

At the end of the Day 1 (Foundational) programme, participants will be able to:

1. Outline the Competency Standards and Code of Ethics set out by SPC;
2. Describe the critical skills and values expected of a preceptor;
3. Given a description of a preceptee, appraise the preceptor role used and determine which of the four preceptor roles would be appropriate to help the preceptee's progress at his stage of learning;
4. Given a description of a learning situation, propose positive approaches to address the major factors that impact learner's motivations to promote learning;
5. Interpret and reflect upon learning styles based on the Kolb Learning Style Inventory;
6. Discuss the implications the four learning styles (accommodating, diverging, converging, and assimilating) on curriculum design, and ways to promote learning;
7. Summarize the key principles and process for coaching and on-to-one teaching;
8. Clarify the characteristics of effective feedback for enhancing learning; and
9. Summarize the key requirements for evidence-based and criteria-based documentation of evaluation for Pre-Registration Pharmacists based on SPC standards.

At the end of the Day 2 programme, participants will be able to:

1. Interpret and apply the Taxonomies of Learning;
2. Apply Goal Analysis in relation to instructional needs, goals and outcomes for learners;
3. Develop clear and specific learning objectives in alignment with your educational goals;
4. Describe and apply the Principles of Assessment for a broad range of evaluations;
5. Identify appropriate assessment tools and techniques for assessing learning outcomes;
6. Enhance your constructive feedback to learners to promote professional development.

## Methodology

This programme is designed to be an interactive learning experience for participants. Methodologies used will include:

1. Facilitated small group learning
2. Group presentations
3. Interactive exercises, e.g. Role plays, discussions in small and large groups
4. Case scenarios
5. Problem-based learning
6. Reflective use of journals

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## Training Capacity

25 participants per run

## About the Organiser

Officially established on 19 July 2002, the National Healthcare Group (NHG) College plays an instrumental role in facilitating the continuous learning and development of our workforce, as well as, promoting systems improvement and driving leadership development in NHG. NHG College collaborates with renowned institutions and industry partners to build the pipeline and collective capacities of our leaders, educators, healthcare professionals and staff to support NHG in serving and managing the health of our patients and the population.