



Pricing Structure

Background

The Nurse Preceptor Academy is a one-day, intensive training program to prepare bedside nurses as preceptors with the specific purpose of increasing retention of nurses in the nursing profession. The overall program provides essential preceptor knowledge and skills, ongoing support for preceptors and strategies to improve retention of registered nurses. The Academy is designed for use by nurses in a hospital setting and can be used in new or established preceptor programs.

The Nurse Preceptor Academy is a critical component of a larger communitywide initiative in the metropolitan region of Kansas City designed to support a companion initiative called the Clinical Faculty Academy — a two-day intensive training program designed to increase area nursing school enrollment by preparing bedside nurses to serve as clinical faculty.

Since its inception in November 2006, the Kansas City initiative has trained over 500 preceptors in the bi-state region. The Nurse Preceptor Academy model also has been replicated by the Missouri Hospital Association, resulting in training an additional 600 preceptors statewide.

The curriculum for the Academy was developed by a team of professional nurse educators in conjunction with The Health Alliance of MidAmerica, LLC (a regional office of the Kansas and Missouri hospital associations) through a Workforce Innovations in Economic Development (WIRED) grant. These materials, based on adult learning theory, have been piloted, critically reviewed, and refined.

The eight content areas cover an overview of the preceptor role, goal setting, critical thinking skills, workplace socialization, emotional intelligence and self-awareness, conflict resolution/conflict management, evaluation and feedback, human resource considerations and practical preceptor tips/tools.

The curriculum and support materials include the following.

- A comprehensive preceptor reference manual for participants who attend the one-day Academy session.
- An instructor's guide for individuals who serve as presenters during the one-day Academy.
- A full set of companion PowerPoint slides that correspond to the individual content areas.
- Access to 24 issues of *Preceptor News* — a monthly preceptor newsletter to support preceptors in their new duties. Each issue includes practical advice and helpful hints.

- A Mentoring Toolkit with resources to support mentor program coordinators, mentors and mentees. Best practices, questions to jumpstart discussions, resources, checklists and activities are included in this practical, how-to mentoring guide. The mentor training materials are intended as a Web-based training tool to allow mentors to retrieve, download and print only those topics/sections necessary to meet the needs of their mentee at that point in time.

The Health Alliance of MidAmerica, LLC, which maintains the copyright on the curriculum, is pleased to provide these resources to other communities that share a common vision for strengthening the nursing workforce.

Each organization that purchases the Academy materials is required to sign a usage/release agreement, which includes the use of a standard evaluation form and annual reporting requirements for a two-year period. We require initial feedback on the Academy model to help us measure its overall effectiveness and incorporate improvements over time.

Organizations that want to modify the copyright materials to fit their individual needs may do so with specific written permission.

Pricing Structure

The copyright-protected Academy training materials have been adapted to permit the replication and implementation of the nurse preceptor training program in other communities through a unique, all inclusive turnkey program. The pricing structure for the program is based on the number of fulltime employees at the hospital or within the health system.

The one-time fee below includes a 25 percent promotional discount.

NUMBER OF TOTAL FTE'S	ONE-TIME FEE *
1 – 200	\$1,125
201 – 500	\$1,875
501 – 1,000	\$2,625
1,001 – 2,000	\$3,375
2,001 – 3,000	\$4,125
3,001 – 5,000	\$4,875
5,001 – 8,000	\$5,625
8,001– 10,000	\$6,375
10,001– 15,000	\$7,125
over 15,000	\$7,875

- Promotional fee based on American Hospital Association data for total number of FTEs as listed in the most recent AHA Guide.

The training materials are not available for purchase in the state of Kansas and Missouri as the Nurse Preceptor Academy program is coordinated by the Kansas and Missouri hospital associations.

Individual Hospital/Health System User

Each hospital and/or health system will have unlimited use of Academy training materials for their respective hospital or hospitals within the health system. The copyright-protected materials may be used to provide orientations for new and existing preceptors. The one-time fee includes:

- one copy of Academy preceptor reference manual for participants
- one copy of Academy instructor's guide
- one copy of Nurse Mentoring Toolkit reference manual
- one copy of the Nurse Mentoring Toolkit Coordinator's Guide
- CD with all Word and PDF files for reproducing the preceptor reference manual, instructor's guide, Academy logo, binder covers, preceptor newsletters and evaluation form, as well as the mentoring toolkit PDF files for use on your hospital Web site
- password to secure Web site to access future updates to Academy training materials and the Nurse Mentoring Toolkit
- full set of companion PowerPoint slides that correspond to each content area
- one hour of consultation with staff or other key Kansas City stakeholders (telephone support)

Questions regarding the Nurse Preceptor Academy training program should be directed to Michael R. Dunaway, senior vice president, Kansas City Metropolitan Healthcare Council at mdunaway@mail.mhanet.com or 913/327-7200.