RN TRANSITION TO PRACTICE · PRECEPTOR TOOL

New Nurse Remediation Plan

Build a focused support plan with the new nurse and educator or manager. Describe the gap, check the cause, and agree on practice opportunities and evidence before reassessment.

Supplementary discussion aid, not a validated assessment or official competency record. Follow facility policy. Keep patient identifiers and private personnel details off this copy; use approved secure records.

Example goal: During the next two suitable supervised shifts, before beginning scheduled care, explain the top priorities and escalation triggers for the agreed assignment, then review changing priorities at mid-shift with the preceptor. Adapt criteria and timing with the educator; this example is not a universal competency standard.

Plan start / review date / unit / reviewers

Observed behavior, date, context, and support required

Approved expectation and gap: what should have happened?

Possible causes and orientee perspective

Goal 1: observable behavior, situation, and agreed success criteria

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Goal 1: teaching, supervised practice, support owner, and review date

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Goal 2: observable behavior, situation, and agreed success criteria

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Goal 2: teaching, supervised practice, support owner, and review date

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Reassessment method, evidence to collect, and authorized reviewer

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Outcome: met / progressing / not met / not observed; evidence and next action

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Three-way meeting date, participants, orientee response, and follow-up owner

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