

**Oregon Consortium for Nursing Education
Differences Clinical Teaching Associate (CTA) and Preceptor**

	Clinical Teaching Associate (CTA)¹	Preceptor²
Learner is:	<ul style="list-style-type: none"> • Pre-licensure Nursing student or RN student completing their BS at the end of their program 	<ul style="list-style-type: none"> • Licensed Nurse (RN) <ul style="list-style-type: none"> - New graduate - New employee - Transfer employee
The CTA/preceptor is accountable to:	<ul style="list-style-type: none"> • Student • Manager • Partner School faculty • Integrative practicum coordinator 	<ul style="list-style-type: none"> • Preceptee • Manager • Clinical Educator
Key Roles	<ul style="list-style-type: none"> • Facilitate positive learning environment • Orient to Dept. • Clinical Coach • Role Model • Help to pull it all together; bridge clinical learning to practice setting; guide student in attainment of OCNE competencies 	<ul style="list-style-type: none"> • Facilitate positive learning environment • Orient to Dept. • Clinical Coach • Role Model • Assist in transition to new employed position
The learner's "Scope of Practice" is derived from:	<ul style="list-style-type: none"> • Policies related to student role; specific to agency and School • Contract agreement for provision of clinical experience 	<ul style="list-style-type: none"> • Oregon Nurse Practice Act • Agency policies and protocols for practice • Policies related to new employee orientation
The learner's relationship to the agency is	Short term initially with an eye to recruitment after graduation	Longer term focusing on a positive initial experience leading to longer retention
Documentation /Feedback related to learner includes:	<ul style="list-style-type: none"> • OCNE Clinical Competency Scale (adapted from NCSBN) • Varies by school 	Follows Agency orientation/ communication plan
The learner's clinical experience focuses on:	<ul style="list-style-type: none"> • Integrating OCNE competencies, especially clinical judgment, teamwork, & leadership • Beginning to Transition to practice • Developing confidence/competence 	<ul style="list-style-type: none"> • Transitioning to practice (if new graduate) • Unit/agency Based Competencies • Integration with the clinical team
The learners personal focus is on:	<ul style="list-style-type: none"> • Managing competing course work and completing degree requirements • Managing multiple roles 	<ul style="list-style-type: none"> • Meeting professional demands of the clinical area assigned to • Integration with the clinical team • Managing multiple roles
Financial Relationship	Pays tuition	Paid a salary for work

Definitions and Disclaimer

¹ **Clinical Teaching Associate (CTA)** - The term CTA Clinical Teaching Associate is used by OCNE partner schools to describe a “nurse who has undergone specific education/training to serve as a role model, resource and coach for nursing students. Functions under the direction of the nurse educator or nurse educator associate” (OSBN Draft/ Proposed Division 21 rules).

² **Preceptor** - The term preceptor has varied definitions and has not been defined by the OSBN. Refer to your agencies policies and guidelines related to preceptors for definitions. In the OSBN draft rule development, the advisory group supported the concept that the preceptor be a role for orientation of new graduates and employees, and the CTA be designated for work with students.