CNE Examination Preparation: Best Practices for Educator Success

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NLN Competencies/NEI Pre-Conference Learning Outcomes

- Identify selected teaching/learning activities based on adult learning preferences and related educational theories. (I, II)
- Describe common assessment and evaluation strategies and methods that are appropriate for nursing education. (III)

NLN Competencies/NEI Pre-Conference Learning Outcomes

- Articulate how to develop or revise curriculum, including course development, and plan for program assessment to promote continuous quality improvement. (IV)
- Discuss the role of the nurse educator in scholarship, service, leadership, and self-improvement. (V-VIII)

Preparing for the CNE Exam

- Barbe, T. (2015). Preliminary psychometric analysis of the modified perceived value of certification tool for the nurse educator. *Nursing Education Perspectives, 36*(4), 244-248.
  - Validates specialized knowledge
  - Provides personal satisfaction
  - Enhances feeling of personal accomplishment

Preparing for the CNE Exam

- Hagler, et al. (2014). Integrating your experience and opportunities to prepare for nurse educator certification. *Nurse Educator, 39*(1), 45-48.
  - Spend more time on largest knowledge gaps.
  - Determine your own study plan and activities.

Essential Tools for CNE Preparation

- Certified Nurse Educator (CNE) *2016 Candidate Handbook* (includes test plan) (www.nln.org/certification)
- *The scope of practice for academic nurse educators* (NLN) (www.nln.org/publications)
- NLN online CNE Practice Tests (Form A and B; each 50 test items)

Essential Tools for CNE Preparation

- Key References:
  - Billings and Halstead (5th ed.)
  - Iwasiw & Goldenburg (3rd ed.)/Keating (3rd ed.)
  - All Oermann books

Two Qualifying Options

- RN + graduate degree in nursing + 2 or more years employment as educator in last 5 years
- RN + graduate degree in nursing with nursing education focus or post-masters certificate in education

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CNE Pass Rates

- 150 multiple choice items, but 20 items being pretested.
- Usual cut score is 99 out of 130 = about 76% (may vary based on item difficulty)
- Pass rates started at or over 80% (2005-2010)but have gradually decreased (2015 = 56%) (personal communication)

Competency I and II. Focus on Teaching and Learning

Characteristics of Today's Learners

- Have diverse learning style preferences based on senses:
  - V = Visual
  - A = Auditory
  - R = Read/write
  - K = Kinesthetic

Characteristics of Today's Learners

- Have diverse learning style preferences based on how information is processed (Kolb & Kolb, 2005):
  - Convergers (abstract, hands-on)
  - Divergers (concrete, reflective)
  - Assimilators (abstract, use inductive reasoning)
  - Accommodators (concrete, hands-on)

Characteristics of Today's Learners

- Are of diverse generations:
  - *Generation X (1965-late1970s))*
    - Latchkey kids, so learned to manage time, set limits, get work done
    - Work-life balance
    - Tolerate change and are into tech

Characteristics of Today's Learners

- *Millennials (Gen Y) (late1970s-mid-to-late 1990s)*
  - *Digital natives who are high achievers, need feedback, and most diverse*
  - *Team-oriented*

Characteristics of Today's Learners: *Gen Z (Gen Next)(late 1990s-present)*

Tips for ESL/ELL Student Learning

- Mix ESL/ELL student with native speaking students in group activities (Olsen, 2012).
- Allow students to audio tape classes to replay later.
- Provide copies of class materials either in print or online.
- Create a climate of openness, value, and respect for all students.

PAIR ACTIVITY

What are the implications for educators to create a positive learning environment for these diverse learners?

PRACTICE QUESTIONS

PRACTICE QUESTION #1

Which teaching/learning method would be best to employ for visual learners?

A.Online voice-over lecture

B.Case study

C.Video clip

D.Guest speaker

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PRACTICE QUESTION #2

Which statement by the novice nurse educator indicates an understanding of how to teach millennial nursing students?

A. "I'm going to assign each student a topic to research and present."

B. "I'm going to have small groups work together on unfolding case studies."

C. "I'm going to post a discussion forum online."

D. "I'm going to co-teach this course with another faculty member."

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PRACTICE QUESTION #3

Which teaching activity would likely be the most preferred by learners who are accommodators?

A. Reflective journaling in clinical

B. Practicing physical assessment skills in lab

C. Creating a concept map in class

D. Listening to simulated breath sounds in class

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PRACTICE QUESTION #4

Which statement by the novice educator regarding teaching ESL students requires follow-up by the mentor?

A."I told students that they were not allowed to audiotape my class."

B."I mixed ESL and primary English-speaking students for group work on a case study."

C."I asked my ESL students after class what I can do to help them better understand the content."

D."I provided all students with copies of my handouts to help them study."

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Selected Learner Resources

- For students with a disability:
  - Americans with Disabilities Act (ADA), 1990, requires that students with mental or physical illnesses or disabilities be offered reasonable accommodations.
  - Student must ask for accommodation.

Selected Learner Resources

- For students academically at risk:
  - Tutoring services
  - Writing center
  - Peer study groups
  - Guidance by advisor (What is the faculty advisor's role?)

Learning Domains

- Cognitive = Thinking
- Psychomotor = Doing
- Affective = Feeling

Learning Environments: What Learning Domains Apply?

- *Classroom?*
- *Online?*
- *Laboratory?*
- *Simulation (onsite clinical)?*
- *Clinical settings (external/outside clinical)?*

Selected Educational/Learning Theories

- Adult Learning Theory (Knowles) =
  - Adults are self-directed and motivated.
  - Adults desire useful information and are problem-centered.

Selected Educational/Learning Theories

- Behaviorism = (Mager)
  - All behavior is learned and can be shaped by reward. It is directed by outcome statements.
- Constructivism = (Bruner)
  - Learning is constructed by the learner and builds on previous learning and experience.
- Humanism = (Maslow)
  - Learning motivates the development of human potential to reach the goal of self-actualization.

Selected Educational/Learning Theories

- Experiential Learning Theory (Kolb) =
  - Knowledge is created and learning occurs through transformation of experience.

Active Learning Strategies

- How do educators help students develop deep learning in ALL learning environments and use these theories?

Small Group Activity

PRACTICE QUESTIONS

PRACTICE QUESTION #5

A nursing student with a severe visual deficit states that she needs a magnifier to read medication labels and syringes. What is the appropriate response by the nurse educator?

A. "You can't use a magnifier in the clinical area."

B. "You might need to get a stronger eyeglass prescription."

C. "I'll check to be sure that we will have one for the medication skills lab."

D. "You really can't be a good nurse unless you can see well."

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PRACTICE QUESTION #6

A student tells the nurse educator that he has been out of school for a long time and needs help with writing the assigned paper. What is the appropriate response by the educator?

A. "I can take time during my office hours to help you with APA."

B. "Have you checked out the services of the college writing center?"

C. "I wouldn't worry about it because grammar is just a small part of the paper grade."

D. "I'll be glad to provide feedback on your first draft."

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A. Working on a case study

B. Dosage calculation test

C. Watching a movie

D. Playing Jeopardy in class

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B.Taking a test collaboratively

C.Asking for a more difficult clinical assignment

D.Setting deadlines to get a project completed

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