



**National League
for Nursing**
Certification

The Mark of Distinction for Nursing Faculty

Certified Nurse Educator (CNE®) Examination
Detailed Test Blueprint

1. Facilitate Learning

22%

- A. Implement a variety of teaching strategies appropriate to:
 - 1. content
 - 2. setting (i.e., clinical versus classroom)
 - 3. learner needs
 - 4. learning style
 - 5. desired learner outcomes
 - 6. method of delivery (e.g., face-to-face, remote, simulation)
- B. Use teaching strategies based on:
 - 1. educational theory
 - 2. evidence-based practices related to education
- C. Modify teaching strategies and learning experiences based on consideration of learners':
 - 1. cultural background
 - 2. past clinical experiences
 - 3. past educational and life experiences
 - 4. generational groups (i.e., age)
- D. Use information technologies to support the teaching-learning process
- E. Practice skilled oral and written (including electronic) communication that reflects an awareness of self and relationships with learners (e.g., evaluation, mentorship, and supervision)
- F. Communicate effectively orally and in writing with an ability to convey ideas in a variety of contexts
- G. Model reflective thinking practices, including critical thinking
- H. Create opportunities for learners to develop their own critical thinking skills
- I. Create a positive learning environment that fosters a free exchange of ideas
- J. Show enthusiasm for teaching, learning, and the nursing profession that inspires and motivates students
- K. Demonstrate personal attributes that facilitate learning (e.g., caring, confidence, patience, integrity, respect, and flexibility)
- L. Respond effectively to unexpected events that affect instruction
- M. Develop collegial working relationships with clinical agency personnel to promote positive learning environments
- N. Use knowledge of evidence-based practice to instruct learners
- O. Demonstrates ability to teach clinical skills
- P. Act as a role model in practice settings
- Q. Foster a safe learning environment

<p>2. Facilitate Learner Development and Socialization</p> <ul style="list-style-type: none"> A. Identify individual learning styles and unique learning needs of learners with these characteristics: <ul style="list-style-type: none"> 1. culturally diverse (including international); 2. English as an additional language 3. traditional vs. non-traditional (i.e., recent high school graduates vs. those in school later) 4. at-risk (e.g., educationally disadvantaged, learning and/or physically challenged, social, and economic issues) 5. previous nursing education B. Provide resources for diverse learners to meet their individual learning needs C. Advise learners in ways that help them meet their professional goals D. Create learning environments that facilitate learners' self-reflection, personal goal setting, and socialization to the role of the nurse E. Foster the development of learners in these areas: <ul style="list-style-type: none"> 1. cognitive domain 2. psychomotor domain 3. affective domain F. Assist learners to engage in thoughtful and constructive self and peer evaluation G. Encourage professional development of learners 	15%
<p>3. Use Assessment and Evaluation Strategies</p> <ul style="list-style-type: none"> A. Provide input for the development of nursing program standards and policies regarding: <ul style="list-style-type: none"> 1. admission 2. progression 3. graduation B. Enforce nursing program standards related to <ul style="list-style-type: none"> 1. admission 2. progression 3. graduation C. Use a variety of strategies to assess and evaluate learning in these domains: <ul style="list-style-type: none"> 1. cognitive 2. psychomotor 3. affective D. Incorporate current research in assessment and evaluation practices E. Analyze available resources for learner assessment and evaluation F. Create assessment instruments to evaluate outcomes G. Use assessment instruments to evaluate outcomes H. Implement evaluation strategies that are appropriate to the learner and learning outcomes I. Analyze assessment and evaluation data J. Use assessment and evaluation data to enhance the teaching-learning process K. Advise learners regarding assessment and evaluation criteria L. Provide timely, constructive, and thoughtful feedback to learners <p style="text-align: center;">© 2018. NLN. All rights reserved.</p>	19%

4. Participate in Curriculum Design and Evaluation of Program Outcomes	17%
<ul style="list-style-type: none"> A. Demonstrate knowledge of curriculum development including: <ul style="list-style-type: none"> 1. identifying program outcomes 2. developing competency statements 3. writing course objectives 4. selecting appropriate learning activities 5. selecting appropriate clinical experiences 6. selecting appropriate evaluation strategies B. Actively participate in the design of the curriculum to reflect: <ul style="list-style-type: none"> 1. institutional philosophy and mission 2. current nursing and health care trends 3. community and societal needs 4. nursing principles, standards, theory, and research 5. educational principles, theory, and research 6. use of technology C. Lead the development of curriculum design D. Lead the development of course design E. Analyze results of program evaluation F. Revise the curriculum based on evaluation of: <ul style="list-style-type: none"> 1. program outcomes 2. learner needs 3. societal and health care trends 4. stakeholder feedback (e.g., from learners, agency personnel, accrediting agencies, advisory boards) G. Implement curricular revisions using appropriate change theories and strategies H. Collaborate with community and clinical partners to support educational goals I. Design program assessment plans that promote continuous quality improvement J. Implement the program assessment plan K. Evaluate the program assessment plan 	
5. Pursue systematic self-evaluation and improvement in the academic nurse educator role	12%
<ul style="list-style-type: none"> A. Engage in activities that promote one’s socialization to the role B. Maintain membership in professional organizations C. Participate actively in professional organizations through committee work and/or leadership roles D. Demonstrate a commitment to lifelong learning E. Participate in professional development opportunities that increase one’s effectiveness in the role F. Manage the teaching, scholarship, and service demands as influenced by the requirements of the institutional setting G. Use feedback gained from self, peer, learner, and administrative evaluation to improve role effectiveness H. Practice according to legal and ethical standards relevant to higher education and nursing education I. Mentor and support faculty colleagues in the role of an academic nurse educator J. Engage in self-reflection to improve teaching practices <p style="text-align: center;">© 2018. NLN. All rights reserved.</p>	

6. Engage in scholarship, service, and leadership	15%
A. Function as a Change Agent and Leader	
<ol style="list-style-type: none"> 1. Function as a Change Agent and Leader <ul style="list-style-type: none"> • Model cultural sensitivity when advocating for change • Evaluate organizational effectiveness in nursing education 2. Enhance the visibility of nursing and its contributions by providing leadership in the: <ul style="list-style-type: none"> • nursing program • parent institution • local community • state or region 3. Participate in interdisciplinary efforts to address health care and educational needs: <ul style="list-style-type: none"> • within the institution • locally • regionally 4. Implement strategies for change within the: <ul style="list-style-type: none"> • nursing program • institution • local community 5. Develop leadership skills in others to shape and implement change 6. Adapt to changes created by external factors 7. Create a culture for change within the: <ul style="list-style-type: none"> • nursing program • institution 8. Advocate for nursing, nursing education, and higher education in the political arena 	
B. Engage in Scholarship of Teaching	
<ol style="list-style-type: none"> 1. Exhibit a spirit of inquiry about teaching and learning, student development, and evaluation methods 2. Use evidence-based resources to improve and support teaching 3. Participate in research activities related to nursing education 4. Share teaching expertise with colleagues and others 5. Demonstrate integrity as a scholar 	
C. Function Effectively within the Organizational Environment and the Academic Community	
<ol style="list-style-type: none"> 1. Identify how social, economic, political, and institutional forces influence nursing and higher education 2. Make decisions based on knowledge of historical and current trends and issues in higher education 3. Integrate the values of respect, collegiality, professionalism, and caring to build an organizational climate that fosters the development of learners and colleagues 4. Consider the goals of the nursing program and the mission of the parent institution when proposing change or managing issues 5. Participate on institutional and departmental committees 	
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