



**National League
for Nursing**
Certification

The Mark of Distinction for Nursing Faculty

Certified Nurse Educator Novice (CNE®n) Examination
Detailed Test Blueprint

1. Facilitate Learning

39%

- A. Implement a variety of teaching strategies appropriate to:
 - 1. learner needs
 - 2. desired learner outcomes
 - 3. content
 - 4. context

- B. Employs teaching strategies grounded in:
 - 1. educational theories
 - 2. evidence-based teaching practices
- C. Engages in self-reflection and continued learning to improve teaching practices that facilitate learning.
- D. Uses technologies skillfully to support the teaching-learning process.
- E. Uses oral, written, and electronic communication that reflects an awareness of self and others, along with an ability to convey ideas in a variety of contexts.
- F. Engages in critical and reflective thinking, considering multiple perspectives.
- G. Provides opportunities for learners to develop critical thinking and clinical judgement skills.
- H. Shows enthusiasm for teaching, learning, and nursing that inspires and motivates learners.
- I. Demonstrates interest in and value for all learners.
- J. Uses personal attributes (e.g., caring, confidence, patience, integrity, flexibility) that facilitate learning.
- K. Participates positively in collegial working relationships with learners, faculty colleagues, and the inter-professional health care team to promote learning.
- L. Maintains professional practice knowledge base needed to assist learners to prepare for contemporary nursing practice.
- M. Serves as a role model of professional nursing.
- N. Creates a physically, psychologically, emotionally safe learning environment.
- O. Establishes professional boundaries.

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2. Facilitate Learner Development and Socialization	11%
<ul style="list-style-type: none"> A. Recognize individual learning and professional socialization needs of diverse learner populations. B. Identifies resources available for diverse learners that assist in meeting individual learning needs. C. Describes the advisement and counseling processes to support learners in the achievement of professional goals D. Guides learner self-reflection and personal goal setting. E. Fosters the cognitive, psychomotor, and affective development of learners. F. Recognizes the influence of teaching strategies and communication on learner outcomes. G. Encourages learners to engage in thoughtful and constructive self-evaluation. 	
<ul style="list-style-type: none"> H. Discusses the importance of involvement in professional organizations and a commitment to lifelong learning in pursuit of professional role development. 	
<ul style="list-style-type: none"> I. Communicates the value of inter-professional practice and collaboration among members of the healthcare team. 	
<ul style="list-style-type: none"> J. Recognizes the influences that social determinants of education have on teaching and learning. 	
3. Use Assessment and Evaluation Strategies	15%
<ul style="list-style-type: none"> A. Uses extant literature to develop evidence-based assessment and evaluation practices. B. Employs a variety of strategies to assess and evaluate learning in these domains: <ul style="list-style-type: none"> 1. cognitive 2. psychomotor 3. affective C. Implements formative and summative evidence-based assessment and evaluation strategies. D. Enhances the teaching-learning process based upon data. E. Provides timely, constructive, and thoughtful feedback to learners <p style="text-align: center;">© 2021. NLN. All rights reserved.</p>	

<p>4. Participate in Curriculum Design and Evaluation of Program Outcomes</p>	<p>5%</p>
<ul style="list-style-type: none"> A. Identifies that the curriculum reflects: <ul style="list-style-type: none"> 1. institutional philosophy and mission 2. current nursing and health care trends 3. community/social needs that prepare graduates for practice in a complex, dynamic, diverse health care environment. B. Recognizes the influences of accreditation and regulatory standards on curriculum development. C. Demonstrates knowledge of curriculum development including: <ul style="list-style-type: none"> 1. identification of program outcomes 2. developing competency statements 3. writing learning objectives 4. selecting learning activities and evaluation strategies D. Relates curriculum design and implementation decisions to: <ul style="list-style-type: none"> 1. sound educational principles 2. theory 3. research E. Contributes to curriculum revision based on: <ul style="list-style-type: none"> 1. assessment of program outcomes 2. learner needs 3. societal and health care trends F. Uses appropriate change theories and strategies when implementing curricular revisions. G. Assists in maintaining community and clinical partnerships that support educational goals. H. Collaborates with external constituencies regarding curriculum and evaluation of program outcomes. I. Provides program assessment and evaluation data to promote continuous quality improvement of all aspects of the program. 	
<p>5. Function as a Change Agent and Leader</p>	<p>7%</p>
<ul style="list-style-type: none"> A. Demonstrates cultural humility when advocating for change. B. Develops an inclusive, innovative, and creative perspective of the nurse educator role. C. Recognizes inter-professional efforts to address health care, health policy, and educational needs locally, regionally, nationally, and internationally. D. Describes the influence of organizational effectiveness in nursing education. E. Identifies strategies for organizational change. F. Explains the leadership structure in the nursing program and the parent institution. G. Incorporates innovative practices in educational environments. H. Develops leadership behaviors for shaping and implementing change. <p style="text-align: center;">© 2021. NLN. All rights reserved.</p>	

6. Pursue Continuous Quality Improvement in the Role of Nurse Educator	8%
<ul style="list-style-type: none"> A. Demonstrates a commitment to life-long learning. B. Recognizes that career enhancement needs and activities change as experience is gained in the role. C. Engages in professional development opportunities that increase one's effectiveness in the role. D. Describes the teaching, scholarship, and service demands inherent in the role of educator and member of the academic institution. E. Uses feedback gained from self, peer, learner, and/or administrative evaluation to improve role effectiveness. F. Engages in activities that promote one's socialization to the role. G. Uses knowledge of legal and ethical issues relevant to higher education and nursing education. H. Seeks mentors to enhance development in the role. 	
7. Engage in Scholarship	4%
<ul style="list-style-type: none"> A. Draws on extant literature to design evidence-based teaching practices. B. Exhibits a spirit of inquiry about teaching and learning, learner development, evaluation methods, and other aspects of the role. C. Designs and implements scholarly activities in an established area of expertise. D. Disseminates nursing and teaching knowledge to a variety of audiences through multiple means. E. Demonstrates qualities of a scholar: <ul style="list-style-type: none"> 1. integrity 2. courage 3. perseverance 4. vitality 5. creativity 	
8. Function within the Organizational Environment	11%
<ul style="list-style-type: none"> A. Identifies history, current trends, issues, roles, and boundaries in higher education. B. Identifies how social, technological, economic, political, and institutional forces impact higher education in general and nursing education specifically. C. Engages in cross-mentorship (mentor-mentee), collaborations, and partnerships. D. Participates in academic, professional, and community service. E. Develops professional goals that align with the nursing program and the parent institution. F. Integrates the values of civility, collegiality, professionalism, and caring to build an organizational climate that fosters the development of learners and nurse educators. G. Supports the goals and mission of the nursing program and the parent institution when managing conflict. H. Implements policies and procedures related to learners, faculty, and the educational environment. I. Discusses the various levels of governance, including shared governance, within the nursing program and the parent institution. J. Uses social media in a manner consistent with professional and institutional guidelines. K. Describes the role of faculty input into the budgetary processes of the program and parent institution. L. Maintains professional role boundaries as an educator. 	
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