Exam Objective
To measure the overall clinical knowledge of the Nurse Educator in the Acute Care setting.

Knowledge Domains
Adult Learning Processes
Change Management
Collaborative Partnerships
Competency Management
Education Development and Delivery
Educational Technology
Healthcare Regulatory Environment
Leadership
Nursing Professional Practice
Onboarding and Orientation Practices
Professional Communication
Professional Development
Professional Ethical Issues
Research & Evidence Based Practices

Each question in this assessment is categorized by a cognitive level that the test taker would use to respond. These categories are:
Recall: The ability to recall or recognize specific information.

Application: The ability to comprehend, relate, or apply knowledge to new or changing situations.

Analysis: The ability to analyze and synthesize information, determine solutions, and/or evaluate the usefulness of a solution.

Content Outline

I. Adult Learning Processes
   A. Knowledge of the development of adult educational content.
   B. Knowledge of how to develop and deliver adult educational content which promotes learner engagement.
   C. Knowledge of simulation process, subject matter, and debriefing to engage learners and stimulate critical thinking skills.
   D. Knowledge of techniques to increase staff engagement and involvement related to the onboarding process.
   E. Knowledge of effective communication with the adult learner within an intergenerational staff.
   F. Knowledge of incorporating learning principles into educational activities and expected results such as increased engagement.

II. Change Management
   A. Knowledge of assisting with implementation of change strategies.
   B. Knowledge of how to demonstrate a positive attitude, critical thinking and flexibility through times of change.

III. Collaborative Partnerships
   A. Knowledge of how to collaborate and work effectively and professionally with interdisciplinary teams.

IV. Competency Management
   A. Knowledge of organizations policies and procedures.
   B. Knowledge of how to provide opportunities for skill advancement and mastery.
   C. Knowledge of competency development and validation of staff through multiple methods.
   D. Knowledge of competency requirements and practice standards.

V. Education Development and Delivery
   A. Knowledge of practice gap evaluation & analysis.
   B. Knowledge of how to develop and deliver adult educational content which promotes learner engagement.
   C. Knowledge of practice gap analysis & evaluation.
   D. Knowledge of course development such as learning objectives, anticipated outcomes, and evaluation strategies.
   E. Knowledge of how to disseminate research findings in the educational program, course, and activity design.
   F. Knowledge of certification requirements.
   G. Knowledge of policies, procedures, and evidence based practices related to analysis of
needs assessment.

H. Knowledge of resources to identify subject matter experts

I. Knowledge of facility processes to facilitate mock code drills and simulation experiences.

J. Knowledge of course development such as creating learning objectives, determining anticipated outcomes, and evaluation strategies.

K. Knowledge of techniques for staff engagement and involvement related to onboarding process.

L. Knowledge of educational documentation to satisfy regulatory requirements

M. Knowledge of educational methods.

VI. Education Technology

A. Knowledge of how to provide efficient and effective delivery of quality clinical education content, such as use of simulation laboratory, flipped classroom model, mannequins, etc.

B. Knowledge of subject matter, simulation process and debriefing to engage learners and stimulate critical thinking skills

VII. Healthcare Regulatory Environment

A. Knowledge of regulatory requirements

B. Knowledge of organizations policies and procedures.

C. Knowledge of facility’s policy development

D. Knowledge of how to remain current on regulatory changes and advancements in healthcare delivery.

   Knowledge of policies, procedures, and evidence based practices related to analysis of needs assessment.

E. Knowledge of staff and hospital requirements for hospital accreditations

F. Knowledge of certification requirements.

VIII. Leadership

A. Knowledge of facility specific incentives for professional growth certifications, and clinical ladder.

B. Knowledge of how to participate in the processes and/or requirements for staff performance evaluation.

IX. Nursing Professional Practice

A. Knowledge of how to promote consistent positive patient interactions.

B. Knowledge of patient experience processes and principles.

C. Knowledge of organizations policies and procedures.

D. Knowledge of accepted facility processes to facilitate mock code drills and simulation experiences

E. Knowledge of current and desired clinical metrics

F. Knowledge of pharmacological and non-pharmacological interventions for specific diagnoses.

G. Knowledge of pathophysiological conditions commonly seen in specialty area.

X. Orientation and Onboarding Practices

A. Knowledge of techniques for staff engagement and involvement related to the onboarding process.
B. Knowledge of division and facility onboarding process and requirements.
C. Knowledge of organizations values and culture.

XI. Professional Communication
A. Knowledge of how to communicate professionally.
B. Knowledge of effective communication with the adult learner within an intergenerational staff.

XII. Professional Development
A. Knowledge of subject matter, simulation process and debriefing to engage learners and stimulate critical thinking skills.
B. Knowledge of practice gap analysis & evaluation.
C. Knowledge of resources available for determining evidence based practice.
D. Knowledge of examples of facility specific incentives for professional growth certifications, and clinical ladder.
E. Knowledge of how to provide opportunities for skill advancement and mastery.
F. Knowledge of policies, procedures, and evidence based practices related to analysis of needs assessment.
G. Knowledge of mentorship skills and processes.
   Knowledge of how to demonstrate a positive attitude, critical thinking and flexibility through times of change

XIII. Professional Ethical Issues
A. Knowledge of how to promote and demonstrate ethical principles of academic honesty, teamwork, respect, and protection of intellectual property.

XIV. Research and Evidenced Based Practices
A. Knowledge of resources available for determining evidence based practice.
B. Knowledge of how to improve processes through evidence-based practices.
C. Knowledge of how to disseminate research findings in the educational program, course, and activity design.
D. Knowledge of organizational strategies and evidence-based practice needs.