

NLN Nurse Educator Core Competencies

This form provides a template in which the student can document attainment of competencies. This document is intended to be fluid and develop with student. Nurse Educator students should be able to demonstrate the core competencies at graduation. Column 3 provides evidence of attainment of competency and should reflect course and activities, as well as unique student achievements.

NLN Nurse Educator Core Competency	Competency	Narrative	Evidence of Attainment (student learning activities, professional achievements)
Competency I	Facilitate Learning	Nurse educators are responsible for creating an environment in classroom, laboratory, and clinical settings that facilitates student learning and the achievement of desired cognitive, affective, and psychomotor outcomes.	<p>NURS-592: Led and facilitated clinicals with nursing students including pre-conference, on unit guidance (ER and Med-Surg), and post conference, utilizing Kolb's Experiential Learning Theory to meet diverse learning styles and foster a learning environment for nursing students.</p> <p>NURS-592: Applied Constructivist Theory and interactive strategies such as ice breakers and open discussions to promote student engagement and perform continuous formative assessments.</p> <p>NURS-531: Taught didactic lessons including topics such as nursing ethics and communication skills to newly graduated nurse residents at the Fresno VA education department.</p>
Competency II	Facilitate Learner Development and Socialization	Nurse educators recognize their responsibility for helping students develop as nurses and integrate the values and behaviors expected of those who fulfill that role.	<p>NURS-592: Led and facilitated open discussions with nursing students in the classroom and clinical conference setting, encouraging reflections and providing opportunities to share unique experiences and growth.</p> <p>NURS-531: Led and facilitated didactic teaching sessions on nursing ethics with the VA's newly graduated nurse residents, preparing them for the many difficult situations and dilemmas they might encounter as they begin to practice nursing independently.</p>
Competency III	Use Assessment and Evaluation Strategies	Nurse educators use a variety of strategies to assess and evaluate student learning in classroom, laboratory and clinical settings, as well	NURS-533: Created multiple unique SMART (Specific, measurable, achievable, relevant, time) NCLEX-style test questions including multiple item types and cognitive levels to evaluate

		as in all domains of learning.	student understanding of education provided. NURS-592: Frequently conducted formative and summative assessments throughout clinicals with nursing students including methods such as open-discussions, post-quizzes, case study reviewal, and on-unit evaluations of students practicing nursing skills and critical thinking.
Competency IV	Participate in Curriculum Design and Evaluation of Program Outcomes	Nurse educators are responsible for formulating program outcomes and designing curricula that reflect contemporary health care trends and prepare graduates to function effectively in the health care environment.	NURS-532: Joined a Fresno State curriculum committee meeting with mentor to observe professional curricula development and continuous evaluation practices. NURS-532: Developed a mini curriculum project including aspects such as a mission, course mapping, and program outcome alignment. NURS-532: Developed multiple complete mock course syllabi including aspects such as objectives, evaluation criteria, and a detailed course schedule.
Competency V	Function as a Change Agent and Leader	Nurse educators function as change agents and leaders to create a preferred future for nursing education and nursing practice	NURS-560: Completed the “SIGMA Nurse Manager” course covering project management, strategic planning, team management, and nursing ethics. NURS 531: Led and facilitated didactic teaching sessions on nursing ethics with the VA’s newly graduated nurse residents, preparing them for the many difficult situations and dilemmas they might encounter as they begin to practice nursing independently.
Competency VI	Pursue Continuous Quality Improvements in the Nurse Educator	Nurse educators recognize that their role is multidimensional and that an ongoing commitment	NURS-592: Completed the “SIGMA Faculty Knowledge & Skills Development for Nurse Educators” course.

	Role	to develop and maintain competence in the role is essential.	NURS-531 & NURS-592: Utilized post-surveys and met with mentor after each teaching session to collect feedback from both on potential ways to improve as a nurse educator.
Competency VII	Engage in Scholarship	Nurse educators acknowledge that scholarship is an integral component of the faculty role, and that teaching itself is a scholarly activity.	NURS 506: Completed EBP and systematic literature review on nursing burnout and transition to practice among newly graduated nurses. NURS-533: Created multiple unique SMART (Specific, measurable, achievable, relevant, time) NCLEX-style test questions including multiple item types and cognitive levels to evaluate student understanding of education provided.
Competency VIII	Function Within the Educational Environment	Nurse educators are knowledgeable about the educational environment within which they practice and recognize how political, institutional, social, and economic forces impact their role.	NURS-532: Joined and reflected on Fresno State curriculum committee meeting learning how multiple political, institutional, social, and economic forces impact the role of a nurse educator. NURS-533: Completed an analysis paper on ethical issues in student assessment, focusing on fairness, bias, and academic integrity.