

Advancing the Science of Nursing Education through Peer Mentoring

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Objectives

Through participation in this discussion, the learner will have the opportunity to:

- 1. Examine the process and benefits of certification as a nurse educator.*
- 2. Describe nurse educator competencies as they facilitate mentoring to prepare increasingly diverse learners .*
- 3. Create a Nursing Education Certification course study plan from the resources and tools provided in this presentation for themselves and colleagues.*



Certified Nurse Educator

Certified Nurse Educator

Background and significance

- Faculty shortage intensifying (NLN, 2016)
- Faculty shortage influences nursing shortage (NLN, 2016; ANA, 2015)
- Lack of specific preparation for role of nurse educator in PhD, DNP or Master's programs (Billings and Halstead, 2014)
- Lack of support for transition from expert clinician to novice educator

New faculty report..



- They don't know enough to be a teacher!
- They worry they won't be able to answer the student's questions...
- They will look foolish in front of the students
- They won't fully understand the curriculum plan
- They won't know how to create a syllabus or an assignment
- They won't know how to *teach* about being a nurse
- They won't know how to evaluate students fairly
- They won't fit in to the culture of their new department
- They won't fit in to higher education

Competent Educators are Mentors



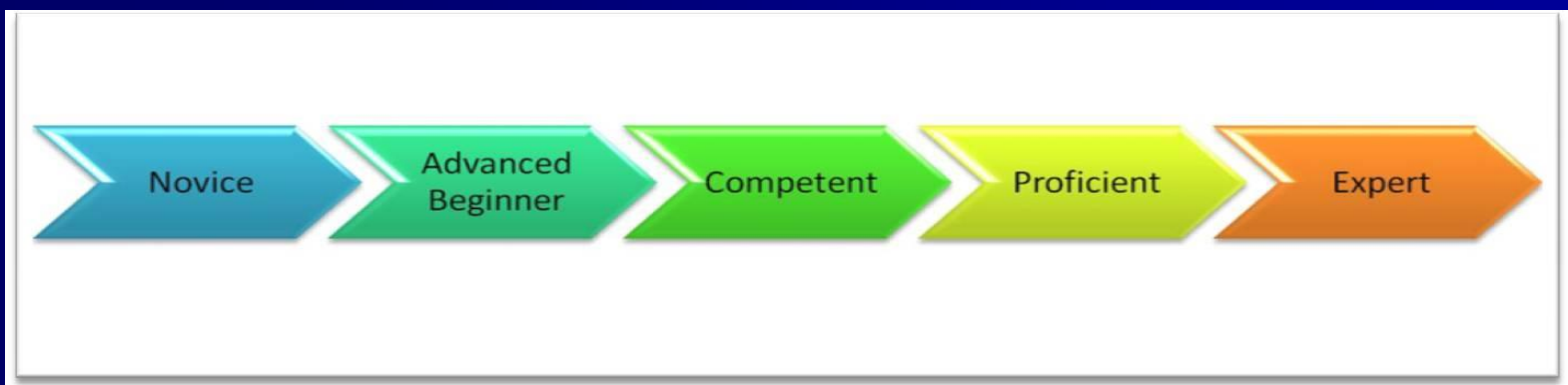
- Being certified as a nurse educator (NLN, 2005)
 - NLN Core competencies
 - Test Blueprint
 - Study tools and references
- Using evidence based educational strategies
- Supporting colleagues for success
- Sustainability



Mentorship in nursing education

Benner's Novice to Expert Theory (Benner, et al., 2010)

- *What needs to be in place for this process of mentoring and evolution in the educator role to happen?*
- *What can a nurse educator do to help in this socialization?*
 - Create a positive learning environment
 - Create opportunities for educator to develop own skills
 - Use university educational support systems
 - Serve as a role model



Becoming certified as a nurse educator

- Eligibility criteria
 - US
 - International
- Study tools
 - Test blueprint, nln.org/
 - Formal review courses
 - Group work
 - Individual study



NLN, 2016; Caputi, 2015; Billings & Halstead, 2014

Competencies of nurse educators

- *Facilitate learning*
- *Facilitate learner development and socialization*
- *Use assessment and evaluation strategies*
- *Participate in curriculum design and evaluation of program outcomes*
- *Function as a change agent and leader*
- *Pursue continuous quality improvement in the nurse educator role*
- *Engage in scholarship*
- *Function within the educational environment*
-



(NLN, 2005)

Mentoring project

■ Purposes:

- Mentor novice nurse educators to increase knowledge and skills in best practices in nursing education.
- Facilitate preparation for successful completion of the Certified Nurse Educator exam.
- Increase the cadre of CNE's on the faculty.

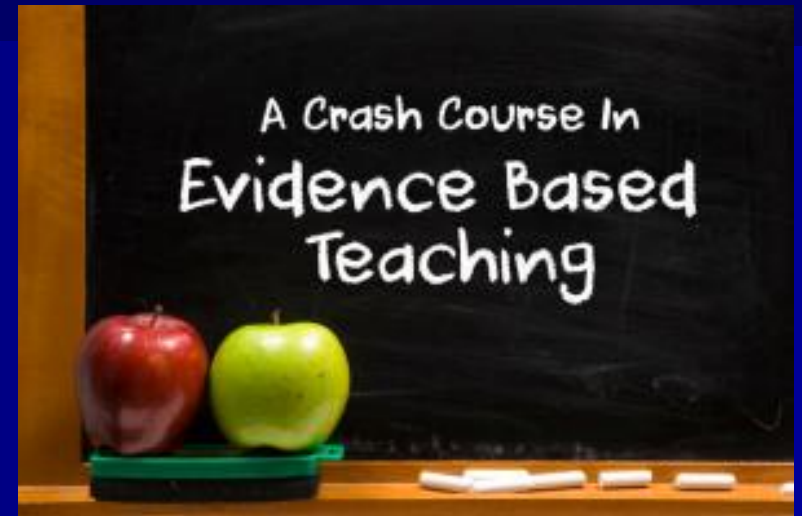
Project methods

- Planning
- Scheduling
- Content and strategy selection
- Creating the online course site
- Obtaining institutional support



Importance of EB teaching

- Assessing the learner
- Planning
- Implementing evidence based strategies
- Evaluation of learning outcomes



Study tools and resources

Investigate Web-based learning

- Student: conveniences

How do learners like to learn?

- ▶ VARK: Visual, Auditory, Read/Write, Kinesthetic
 - ▶ Ex: Provide pictures of otitis media; discuss the findings, s/s or manifestations; assign "Ear assessment" in chapter readings, and bring out otoscope equipment for student to practice

Competencies of nurse educators

- ▶ **Facilitate learning (Session 1)**
- ▶ Facilitate learner development and socialization
- ▶ Use assessment and evaluation strategies
- ▶ Participate in curriculum design and evaluation of program outcomes
- ▶ Function as a change agent and leader
- ▶ Pursue continuous quality improvement in the nurse educator role
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- ▶ Function within the educational environment

Examine academic dishonesty and incivility

- What is incivility?
 - Student behavior:
 - Cheating: what is effective and ineffective

A nurse educator recognizes that a student who is a visual learner would prefer which of the following assignments:

- a. Watch a movie and then discuss it with the class
- b. Read a textbook and write an essay
- c. Create a concept map using

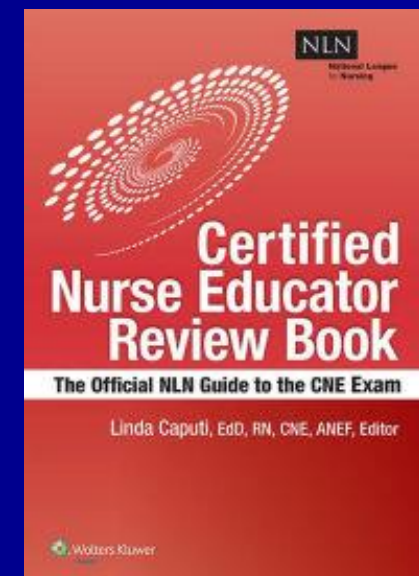
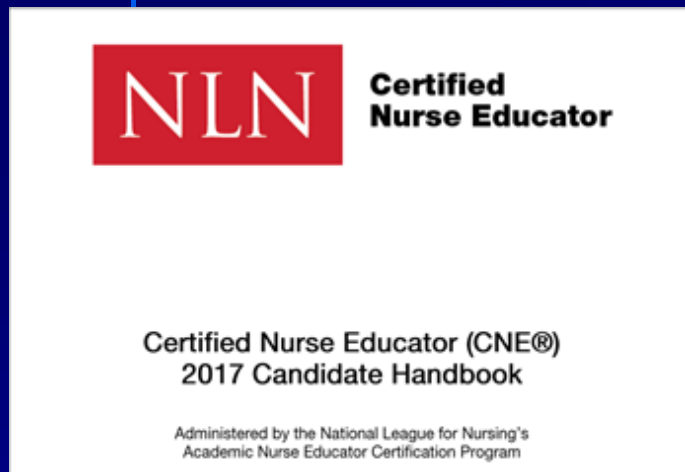
Certification as a Nurse Educator Review Session # 2

Facilitating Learner Development and Socialization

(14% of examination, approximately 21 questions)

Colleague support for Success!

Shared resources
Reviewed practice exams
Online course learning
Recorded review sessions



Sustainability plan for ongoing Mentoring

- Creating an online platform
 - IT created an online course for review participants
 - Course included review materials, monthly classes and assignments, practice tests, and discussion board for questions
- Session recordings
 - Posted on course site for individual viewing
- College and SON support
 - Books, resources
 - Practice tests



Evaluating outcomes

■ Participants

- Full time faculty and adjunct faculty invited
 - Full time faculty, $n = 10$
 - Adjunct faculty, $n = 1$

■ Sessions

- AM with breakfast, $n = 5$
- Lunch time with lunch, $n = 6$
- Combined session (Practice test)

■ Outcomes

- Successful certification, $n = 3$ so far!



Helpful sources

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