

## NLN Nurse Educator Core Competencies

### Task statements per Course Module:

#### Module 1: Transitioning to the role of Effective Clinical Instructor

##### NLN Core Competency

NLN Core Competency VI: Pursue Continuous Quality Improvement in the Nurse Educator Role. Nurse educators recognize that their role is multidimensional and that an ongoing commitment to develop and maintain competence in the role is essential.

- Pertinent Task Statements:
  - Demonstrates a commitment to life-long learning
  - Participates in professional development opportunities that increase one's effectiveness in the role
  - Uses feedback gained from self, peer, student, and administrative evaluation to improve role effectiveness
  - Engages in activities that promote one's socialization to the role

#### Module # 2: The Role of the Mentor

##### NLN Core Competency(s)

##### NLN 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.*
  - *Grounds teaching strategies in educational theory and evidence-based teaching Practices*
  - *Engages in self-reflection and continued learning to improve teaching practices that facilitate learning*
  - *Practices skilled 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*
  - *Models critical and reflective thinking*
  - *Creates opportunities for learners to develop their critical thinking and critical reasoning skills*
  - *Demonstrates interest in and respect for learners*
  - *Uses personal attributes (e.g., caring, confidence, patience, integrity and flexibility) that facilitate learning*
  - *Develops collegial working relationships with students, faculty colleagues, and clinical agency personnel to promote positive learning environments*
  - *Serves as a role model of professional nursing*
- NLN Competency II:  
Nurse educators recognize their responsibility for helping students develop as nurses and integrate the values and behaviors expected of those who fulfill that role.

- *Creates learning environments that are focused on socialization to the role of the nurse and facilitate learners' self-reflection and personal goal setting*
- *Fosters the cognitive, psychomotor, and affective development of learners*
- NLN Competency VI- Pursue Continuous Quality Improvement in the Nurse Educator Role Nurse educators recognize that their role is multidimensional and that an ongoing commitment to develop and maintain competence in the role is essential.
  - *Engages in activities that promote one's socialization to the role*
  - *Participates in professional development opportunities that increase one's effectiveness in the role*
  - *Uses feedback gained from self, peer, student, and administrative evaluation to improve role effectiveness*
  - *Mentors and supports faculty colleagues*

### **Module 3: Teaching and Learning**

#### NLN Competency

- NLN 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.
- Task Statements:
  - *Identifies individual learning styles and unique learning needs of international, adult, multicultural, educationally disadvantaged, physically challenged, at-risk, and second degree learners*
  - *Provides resources to diverse learners that help meet their individual learning needs*
  - *Creates learning environments that are focused on socialization to the role of the nurse and facilitate learners' self-reflection and personal goal setting*
  - *Fosters the cognitive, psychomotor, and affective development of learners*
  - *Recognizes the influence of teaching styles and interpersonal interactions on learner outcomes (NLN, 2005).*

### **Module 4: Foundations of Clinical Teaching**

#### NLN Competency(s) – Pertinent to clinical teaching

- *NLN 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. To participate effectively in curriculum design and evaluation of program outcomes, the nurse educator:*

- *Ensures that the curriculum reflects institutional philosophy and mission, current nursing and health care trends, and community and societal needs so as to prepare graduates for practice in a complex, dynamic, multicultural health care environment.*
- *Demonstrates knowledge of curriculum development including identifying program outcomes, developing competency statements, writing learning objectives, and selecting appropriate learning activities and evaluation strategies*
- *NLN 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.*
  - *Develops networks, collaborations, and partnerships to enhance nursing’s influence within the academic community*
  - *Determines own professional goals within the context of academic nursing and the mission of the parent institution and nursing program*
  - *Integrates the values of respect, collegiality, professionalism, and caring to build an organizational climate that fosters the development of students and teachers (NLN, 2005).*

### **Module 5: The Clinical Day**

#### NLN Competency

#### NLN 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. To facilitate learning effectively, the nurse educator:*
  - *Implements a variety of teaching strategies appropriate to learner needs, desired learner outcomes, content, and context*
  - *Grounds teaching strategies in educational theory and evidence-based teaching practices*
  - *Recognizes multicultural, gender, and experiential influences on teaching and learning*
  - *Engages in self-reflection and continued learning to improve teaching practices that facilitate learning*
  - *Uses information technologies skillfully to support the teaching-learning process*
  - *Practices skilled 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*

- *Models critical and reflective thinking*
- *Creates opportunities for learners to develop their critical thinking and critical reasoning skills*
- *Shows enthusiasm for teaching, learning, and nursing that inspires and motivates students*
- *Demonstrates interest in and respect for learners*
- *Uses personal attributes (e.g., caring, confidence, patience, integrity and flexibility) that facilitate learning*
- *Develops collegial working relationships with students, faculty colleagues, and clinical agency personnel to promote positive learning environments*
- *Maintains the professional practice knowledge base needed to help learners prepare for contemporary nursing practice*
- *Serves as a role model of professional nursing*

### **Module 6: The Clinical Evaluation**

#### NLN Competency(s)

- NLN 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 as in all domains of learning.
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  - Uses feedback gained from self, peer, student, and administrative evaluation to improve role effectiveness