

NAME: _____ DATE: _____

VUSN New Faculty Self-Assessment of Nurse Educator Competencies



Please rate your self in the role competencies of an academic nurse educator* using the following scale:

- 4 = I am very competent in this area and need little to no guidance.
- 3 = I am somewhat competent in this area and will seek guidance as needed.
- 2 = I am not particularly competent in this area and would benefit from guidance from colleagues.
- 1 = I am not at all competent in this area and need extensive guidance and support.

Please return the completed self-assessment to Betsy Kennedy, Director of Faculty Development, who will review it with you. Your responses will be used to develop an individualized plan to support you in professional development as an academic nurse educator at VUSN.

FACILITATE LEARNING				
	4	3	2	1
Implement a variety of teaching strategies in course design appropriate to learner needs, desired learner outcomes, content, and context (small group discussion/facilitation, clinical conference and simulation debriefing, lecture, varied pedagogies)				
Ground teaching strategies in educational theory and evidence-based teaching practices				
Recognize multicultural, gender, and experiential influences on teaching and learning				
Engage in self-reflection and continued learning to improve teaching practices that facilitate learning				
Use information technologies skillfully to support the teaching-learning process				
Practice 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				
Model critical and reflective thinking				
Create opportunities for learners to develop their critical thinking and critical reasoning skills				

Show enthusiasm for teaching, learning, and nursing that inspires and motivates students				
Demonstrate interest in and respect for learners				
Use personal attributes (e.g., caring, confidence, patience, integrity and flexibility) that facilitate learning				
Develop collegial working relationships with students, faculty colleagues, and clinical agency personnel to promote positive learning environments				
Maintain the professional practice knowledge base needed to help learners prepare for contemporary nursing practice				
Serve as a role model of professional nursing				
Comments about your ability to FACILITATE LEARNING:				

FACILITATE LEARNER DEVELOPMENT AND SOCIALIZATION				
	4	3	2	1
Identify individual learning styles and unique learning needs of international, adult, multicultural, educationally disadvantaged, physically challenged, at- risk, and second degree learners				
Provide resources to diverse learners that help meet their individual learning needs				
Engage in effective advisement and counseling strategies that help learners meet their professional goals				
Create learning environments that are focused on socialization to the role of the nurse and facilitate learners' self-reflection and personal goal setting				
Foster the cognitive, psychomotor, and affective development of learners				
Recognize the influence of teaching styles and interpersonal interactions on learner outcomes				
Assist learners to develop the ability to engage in thoughtful and constructive self and peer evaluation				
Model professional behaviors for learners including, but not limited to, involvement in professional organizations, engagement in lifelong learning activities, dissemination of information through publications and presentations, and advocacy				
Comments about your ability to FACILITATE LEARNER DEVELOPMENT AND SOCIALIZATION:				

USE ASSESSMENT AND EVALUATION STRATEGIES

	4	3	2	1
Use extant literature to develop evidence-based assessment and evaluation practices				
Use a variety of strategies to assess and evaluate learning in the cognitive, psychomotor, and affective domains (test construction, blueprint, and item analysis)				
Implement evidence-based assessment and evaluation strategies that are appropriate to the learner and to learning goals				
Use assessment and evaluation data to enhance the teaching-learning process				
Provide accurate, timely, constructive, meaningful, and thoughtful feedback to learners (distinguish grades for written, oral, and group work)				
Demonstrate skill in the design, use, supervision, and implementation of tools for assessing clinical practice				
Comments about your ability to USE ASSESSMENT AND EVALUATION STRATEGIES:				

PARTICIPATE IN CURRICULUM DESIGN AND EVALUATION OF PROGRAM OUTCOMES				
	4	3	2	1
Ensure 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				
Demonstrate knowledge of curriculum development including identifying program outcomes, developing competency statements, writing learning objectives, and selecting appropriate learning activities and evaluation strategies				
Base curriculum design and implementation decisions on sound educational principles, theory, and research				
Revise the curriculum based on assessment of program outcomes, learner needs, and societal and health care trends				
Implement curricular revisions using appropriate change theories and strategies				
Create and maintain community and clinical partnerships that support educational goals				
Collaborate with external constituencies throughout the process of curriculum revision				
Design and implement program assessment models that promote continuous quality improvement of all aspects of the program				
Comments about your ability to PARTICIPATE IN CURRICULUM DESIGN AND EVALUATION OF PROGRAM OUTCOMES:				

FUNCTION AS A CHANGE AGENT AND LEADER

	4	3	2	1
Model cultural sensitivity when advocating for change				
Integrate a long-term, innovative, and creative perspective into my role as a nurse educator				
Participate in interdisciplinary efforts to address health care and educational needs locally, regionally, nationally, or internationally				
Evaluate organizational effectiveness in nursing education				
Implement strategies for organizational change				
Provide leadership in the parent institution as well as in the nursing program to enhance the visibility of nursing and its contributions to the academic community				
Promote innovative practices in educational environments				
Develop leadership skills to shape and implement change				
Comments about your ability to FUNCTION AS A CHANGE AGENT AND LEADER:				

PURSUE CONTINUOUS QUALITY IMPROVEMENT IN THE NURSE EDUCATOR ROLE				
	4	3	2	1
Demonstrate a commitment to life-long learning				
Recognize that career enhancement needs and activities change as experience is gained in the role				
Participate in professional development opportunities that increase my effectiveness in the educator role				
Balance the teaching, scholarship, and service demands inherent in the role of educator and member of an academic institution				
Use feedback gained from self, peer, student, and administrative evaluation to improve my effectiveness in the educator role				
Engage in activities that promote my socialization to the educator role				
Use knowledge of legal and ethical issues relevant to higher education and nursing education as a basis for influencing, designing, and implementing policies and procedures related to students, faculty, and the educational environment				
Mentor and support faculty colleagues				
Comments about your ability to PURSUE CONTINUOUS QUALITY IMPROVEMENT IN THE NURSE EDUCATOR ROLE:				

ENGAGE IN SCHOLARSHIP				
	4	3	2	1
Draw on extant literature to design evidence-based teaching and evaluation practices				
Exhibit a spirit of inquiry about teaching and learning, student development, evaluation methods, and other aspects of the role				
Design and implement scholarly activities in an established area of expertise				
Disseminate nursing and teaching knowledge to a variety of audiences through various means				
Demonstrate skill in proposal writing for initiatives that include, but are not limited to, research, resource acquisition, program development, and policy development				
Demonstrate qualities of a scholar: integrity, courage, perseverance, vitality, and creativity				
Comments about your ability to ENGAGE IN SCHOLARSHIP:				

FUNCTION WITHIN THE EDUCATIONAL ENVIRONMENT				
	4	3	2	1
Use knowledge of history and current trends and issues in higher education as a basis for making recommendations and decisions on educational issues				
Identify how social, economic, political, and institutional forces influence higher education in general and nursing education in particular				
Develop networks, collaborations, and partnerships to enhance nursing's influence within the academic community				
Determine my own professional goals within the context of academic nursing and the mission of the parent institution and nursing program				
Integrate the values of respect, collegiality, professionalism, and caring to build an organizational climate that fosters the development of students and teachers				
Incorporate the goals of the nursing program and the mission of the parent institution when proposing change or managing issues				
Assume a leadership role in various levels of institutional governance				
Advocate for nursing and nursing education in the political arena				
Comments about your ability to FUNCTION IN THE EDUCATIONAL ENVIRONMENT:				

* The items in the self-assessment were developed and published by the National League for Nursing, *Core Competencies for Nurse Educators with Task Statements*.