# NCSBN

*National Council of State Boards of Nursing*

Report of Findings from the 2015 LPN/VN Nursing Knowledge Survey

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National Council of State Boards of Nursing, Inc. (NCSBN®)

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# EXECUTIVE SUMMARY

The National Council of State Boards of Nursing (NCSBN®) is responsible to its members, the boards of nursing in the U.S. and member board territories for the preparation of psychometrically sound and legally defensible licensure examinations (American Educational Research Association, American Psychological Association and National Council on Measurement in Education, 2014). Practice analysis studies assist NCSBN in evaluating the validity of the test plan that guides content distribution of the licensure examination. Because changes can occur in licensed practical/vocational nurse (LPN/VN) practice, NCSBN conducts practice analysis studies every three years.

The primary purpose of this study is to identify the knowledge needed by newly licensed LPN/VNs. The results of this study (i.e., the important knowledge statements) will be used to inform item development. As with other new NCSBN research projects, there is a possibility that the knowledge statements may become an integral part of other processes (e.g., test specifications). However, at this time, these knowledge statements will be used solely to inform item development.

## Methodology

A number of steps are necessary to perform an analysis of the knowledge needed by newly licensed LPN/VNs. This section provides a description of the methodology used to conduct the 2015 LPN/VN Nursing Knowledge Survey. Descriptions of the subject matter expert (SME) panel processes, survey development, sample selection and data collection procedures are provided, as well as information about confidentiality, response rates and the degree to which participants were representative of the sample of Newly Licensed LPN/VNs, LPN/VN Educators, and LPN/VN Supervisors.

### Methodology Reviewers

There were three methodology reviewers, chosen for their psychometric expertise in practice/job analysis and certification exam development, who reviewed the methodologies and procedures utilized in this study. All three reviewers indicated this methodology was psychometrically sound, legally defensible and in compliance with professional testing standards.

### Panel of Subject Matter Experts (SMEs)

A panel of seven SMEs was assembled to assist with the creation of the knowledge statements and survey. Panel members taught LPN/VN students, supervised newly licensed LPN/VNs or were newly licensed LPN/VNs themselves. The panelists also represented the four NCSBN geographic areas, as well as the major nursing specialties and practice settings.

### Survey Development

A number of processes were used to create, evaluate and refine the survey instrument used for the 2015 LPN/VN Nursing Knowledge Survey. In the initial meetings for the triennial practice analysis, a panel of nurses, representing different geographic regions of the country, nursing specialties and practice settings, met and developed nursing activity statements, which were intended to represent newly licensed LPN/VN practice. These activity statements and the category structure developed by the SMEs provided a categorical structure for the creation of the knowledge statements. Following the work of the first panel, a second group of SMEs was convened with two panelists bridging the two groups.

This second panel reviewed the activity statements as provided and then developed knowledge statements for each activity statement. The knowledge statements are intended to provide more detailed information regarding the knowledge needed by newly licensed LPN/VNs in order to perform nursing activities. The knowledge statements were reviewed and edited by the NCLEX Examination Committee (NEC). The resulting 293 knowledge statements were incorporated into a survey format.

The final version of the survey contained several initial questions to identify responder characteristics and then four sections. The first section focused on the knowledge necessary for newly licensed LPN/VN practice, asking responders to rate the importance of each knowledge statement by using a one to five-point scale. Section two identified the participant's

work environment including area of practice, ages of client, and employment setting/specialty. Section three focused on demographic information such as racial/ethnic background, highest obtained education degree, and gender. The final section provided space for responders to write comments or suggestions about the survey.

## Survey Process

### Sample Selection

Newly Licensed LPN/VNs: A random sample of 2,150 LPN/VNs was selected from a list of candidates who passed the NCLEX-PN® examination between Jan. 15, 2015 and March 31, 2015 and did not participate in the LPN/VN Practice Analysis survey. Only candidates with a U.S. mailing address within the jurisdiction in which they were seeking licensure were included in the sample. This strategy provided a way to minimize the number of incorrect addresses to which the survey would be sent.

Educators of LPN/VNs (LPN/VN Educators): In addition, surveys were sent to 2,100 LPN/VN Educators at 700 different nursing programs. Three surveys were sent to each dean/director of 700 nursing programs with instructions for them to distribute one survey to (1) a Medical/Surgical nursing instructor; (2) an Obstetrics-Gynecology/Pediatric nursing instructor; and (3) a Mental Health or Community Health nursing instructor. Each of the programs in the sample had a minimum of nine NCLEX candidates within the last two calendar years (2013 and 2014). In the event that there were faculty members unable to complete the survey, the dean/directors were asked to give the survey to additional Medical/Surgical faculty members.

Supervisors of Newly Licensed LPN/VNs (LPN/VN Supervisor): Finally, 2,100 employers (700 in nursing homes; 700 in hospitals; and 700 in home health agencies) of newly licensed LPN/VNs were surveyed. This list came from a substantially larger mailing list, but the selection of employers to be included in the survey was also based upon the number of LPN/VN employees working for the facility. This criterion was applied in order to maximize the likelihood that the employer would have newly licensed LPN/VNs and supervisors of newly licensed

LPN/VNs. Surveys were mailed to the directors of nursing (DON) or an equivalent title at 2,100 health care facilities mentioned previously. The DONs were asked to complete the survey if they directly supervised newly licensed LPN/VNs. If they did not supervise newly licensed LPN/VNs, the DONs were asked to give the survey to a nurse who did supervise newly licensed LPN/VNs.

### Representativeness

Because multiple surveys were sent to LPN/VN Educators of the same institution, all responders from an institution were counted as one in the representativeness calculation. The percentage of responders from the various NCSBN member board jurisdictions is similar to the sample composition.

### Mailing Procedure

The survey forms were mailed to a total of 6,350 potential responders (2,150 Newly Licensed LPN/VNs, 700 nursing programs, which included surveys for three educators [2,100 LPN/VN Educators in total] and 700 nursing homes, 700 hospitals and 700 home health agencies [2,100 potential supervisors of newly licensed LPN/VNs]). To acquire the LPN/VN Educator responders, three surveys were sent to the dean/director of the program to distribute amongst their staff. It was requested that a survey be distributed to an educator in each of the following general areas: (1) Medical/Surgical Nursing; (2) Obstetrics-Gynecology/Pediatric or Maternal Child Nursing; and (3) Mental Health or Community Health Nursing. If the school did not have specialty faculty who could complete the survey, it was asked that additional faculty in the clinical setting who teach Medical/Surgical participate.

A five-stage mailing process was used to engage the participants in the study. A pre-survey letter was sent to each person or facility selected for the sample. One week later, the survey(s), with a cover letter and a postage-paid return envelope, were mailed. Eleven days later, a postcard was sent to all participants or facilities reiterating the importance of the study and urging participation. Approximately one week after the first postcard, a second reminder postcard was sent. A final reminder was sent to nonresponders approximately one week after the

second reminder. The survey was conducted from May through July 2015.

### Confidentiality

All potential participants were promised confidentiality with regard to their participation and responses. Pre-assigned code numbers were used to facilitate follow-up mailings. Files containing mailing information were kept separate from the data files. The study protocol was approved by NCSBN's Chief Executive Officer (CEO) for compliance with organizational guidelines for research studies involving human subjects.

### Return Rates

There were 2,150 Newly Licensed LPN/VNs invited to complete the survey and of those, 66 surveys were undeliverable due to incorrect addresses. There were 343 surveys returned by Newly Licensed LPN/VNs for an adjusted return rate of 16.5%. A total of 2,100 LPN/VN Educators were invited to complete the survey and 39 of those were undeliverable due to incorrect addresses. A total of 660 surveys were returned by LPN/VN Educators for a 32.0% adjusted return rate. There were 2,100 surveys sent to LPN/VN Supervisors, with 329 surveys returned due to incorrect addresses. LPN/VN Supervisors returned 205 surveys for an adjusted return rate of 11.6%. Of the 1,208 surveys received, 49 responders did not report holding either an LPN/VN or RN license. With the implementation of quality control procedures, the analyzable return rates were 16.1%, 30.3% and 11.2% for Newly Licensed LPN/VNs, LPN/VN Educators and LPN/VN Supervisors, respectively. There were 1,159 analyzable surveys or a return rate of 19.6% for the total group.

### Knowledge Survey Nonresponder Study

In order to ensure the validity of the results, NCSBN conducted a telephone survey of nonresponders to determine if those LPN/VNs not responding would have rated the knowledge statements differently than the survey responders. If there are no systematic differences in responders versus nonresponders, it would seem that the results are not biased and we have evidence to support the validity of the survey results. Of the LPN/VNs not participating in the survey, a stratified random sample of Newly Licensed LPN/VNs, LPN/VN Educators, and LPN/VN Supervisors were contacted via telephone. Of the potential contacts, a telephone interview was obtained from 90 participants: 30 Newly Licensed LPN/VNs, 30 LPN/VN Educators, and 30 LPN/VN Supervisors. The study found that the majority of nonresponders were either too busy, did not receive the initial survey invitation, or did not respond for other reasons. More importantly, the study found that the nonresponders rated the knowledge statements similar to how responders rated them; this similarity supports the validity of the results of this study.

## Summary

A panel of nurses experienced in the practices of newly licensed LPN/VNs met and created a list of 293 knowledge statements that are important for a newly licensed LPN/VN to possess. A data collection instrument was developed, piloted and revised prior to being mailed. The surveyed LPN/VNs were divided into the following categories: 2,150 Newly Licensed LPN/VNs, 2,100 LPN/VN Educators (obtained by sending three surveys to 700 nursing programs) and 2,100 LPN/VN Supervisors (obtained by sending a survey to 700 nursing homes, 700 home health agencies and 700 hospitals). A 19.6% response rate of analyzable surveys was obtained for the total group. This analysis contains the responses of 336 Newly Licensed LPN/VNs, 624 LPN/VN Educators and 199 LPN/VN Supervisors.

## Demographics, Experiences and Practice Environments of Participants

### Demographics/Past Experiences

Demographic information, including racial and ethnic backgrounds, educational preparation, and gender, is presented next, followed by descriptions of responders' work environments, including settings and client characteristics.

### Nursing Licenses Held

Respondents were asked what type of nursing license they held, with the option of choosing LPN/VN and/or RN licenses. All but three Newly

Licensed LPN/VNs (99.1%) responded to hold an LPN/VN license. Only 4.2% of LPN/VN Educators and 4.0% of LPN/VN Supervisors held an LPN/VN license. The remainder of the respondents held RN licenses.

## Gender

The majority of survey responders (91.6%) reported their gender as female: Newly Licensed LPN/VNs (85.0%), LPN/VN Educators (94.8%) and LPN/VN Supervisors (92.9%).

## Age

Of the responders who elected to provide data regarding their age, Newly Licensed LPN/VNs had an average age of 35.0 years (SD=10.45); LPN/VN Educators' average age was 51.0 years (SD=10.38); LPN/VN Supervisors' average age was 50.9 years (SD=11.33).

## Race/Ethnic Background

White-Not of Hispanic Origin was the ethnic background identified most frequently by Newly Licensed LPN/VNs (57.2%), LPN/VN Educators (85.2%), and LPN/VN Supervisors (84.0%).

## Education Background

The majority of Newly Licensed LPN/VNs (75.7%) reported having an LPN/VN diploma or certificate. Approximately 31.8% of LPN/VN Educators listed their highest degree as an RN master's degree earned within the U.S. or an RN baccalaureate degree (24.0%). LPN/VN Supervisors listed their highest degree as an RN associate degree (35.8%) or an RN baccalaureate degree earned within the U.S. (31.1%).

## Primary Language

The majority of Newly Licensed LPN/VNs (81.0%), LPN/VN Educators (96.7%), and LPN/VN Supervisors (93.9%) reported English as their primary language.

## Years of Experience

Newly Licensed LPN/VNs were asked how long it had been since they graduated from their nursing program and they reported an average of over one year (16.6 months). There were large variations in months and years LPN/VN Educators and LPN/VN Supervisors worked in their job. LPN/VN Supervisors had spent the longest time at their jobs (11.4 years) compared to LPN/VN Educators, who spent an average of 9.7 years in their jobs.

## Facilities

The majority of Newly Licensed LPN/VNs (46.7%) worked in long-term care. LPN/VN Educators (51.8%) worked most frequently in hospitals. LPN/VN Supervisors worked primarily in long term care (48.2%) and hospitals (33.0%).

## Client Health Conditions

The majority of Newly Licensed LPN/VNs (60.7%) worked with clients having stabilized chronic conditions. LPN/VN Educators (63.5%) reported working with clients exhibiting acute conditions. A large percentage of LPN/VN Supervisors worked with clients at the end of life (62.3%) and having stabilized chronic conditions (59.8%). As nurses often work with clients with varying conditions, responders were allowed to give multiple answers, resulting in percentages within each job title totaling more than 100%.

## Client Ages

The most frequent response for Newly Licensed LPN/VNs (72.3%) and LPN/VN Supervisors (81.4%) was caring for older adults aged 65-85. LPN/VN Educators reported caring for both adults aged 18-64 (63.6%) and older adults aged 65-85 (65.1%). The ability to give multiple answers allows for percentages to equal more than 100%.

## Employment Setting/Specialty

The employment setting most frequently given by Newly Licensed LPN/VNs (43.2%) and LPN/VN Supervisors (40.7%) was nursing homes. LPN/VN Educators (47.6%) most frequently answered medical-surgical unit. On average for all job titles, the least reported employment settings were occupational health (0.3%), prison/correctional facility/jail (0.9%), and short stay/Observational (0.9%). Responders were able to answer up to two employment settings allowing for percentages totaling more than 100%.

## Summary

The average Newly Licensed LPN/VPN responder was an English-speaking, White female with an average age of 35.0 years. She held an LPN/VN diploma/certificate and primarily worked in a long-term care facility caring for older adults (ages 65-85) with stabilized chronic health conditions. She had been an LPN/VN for just over one year.

The average LPN/VN Educator responder was an English-speaking, White female with an average age of 51.0 years. She held an RN master's degree within the US. She primarily worked in a hospital caring for adults ranging from 18 to 85 with acute conditions. On average, she had been an LPN/VN Educator for 9.7 years.

The average LPN/VN Supervisor responder was an English-speaking, White female with an average age of 50.9 years. She held an RN associate or baccalaureate degree from a college/university within the U.S. She worked in long-term care facilities and hospitals caring for older clients (ages 65-85) exhibiting end-of- life and chronic conditions. On average, she exhibited the most work experience in her job title, having worked as an LPN/VN Supervisor for 11.4 years.

# Knowledge Statements

## Overview of Methods

The 2015 LPN/VN Nursing Knowledge Survey asked responders to rate the importance of knowledge statements necessary for a newly licensed LPN/VN to practice safely and effectively. Responders were asked to rate the overall importance of each knowledge statement considering safe and effective professional practice, regardless of specific practice setting. Importance was rated by using a five-point (1-5) scale.

## SME Validation of Survey Findings

The SME Panel for the 2015 LPN/VN Nursing Knowledge Survey was asked to provide independent ratings of the 293 knowledge statements. In order to validate the results of the survey, the importance ratings estimated by SMEs were compared to the average importance ratings from the knowledge survey. There was, in general, consistency among the highest importance ratings for Newly Licensed LPN/VNs, LPN/VN Educators, LPN/VN Supervisors and the SME ratings. Additionally, there was consistency among the lowest importance knowledge statements among Newly Licensed LPN/VNs, LPN/VN Educators, LPN/VN Supervisors and SMEs. There seems to be evidence from several sources that provide convergent validity on the knowledge needed by newly licensed LPN/VN's in order to practice safely and effectively. The importance ratings of SMEs compared to the ratings of each subgroup were similar. In fact, only three knowledge statements had rating differences of slightly over one point between the SMEs and the Newly Licensed LPN/VNs: fetal heart monitoring, client in labor, and emergency preparedness. The Educators differed with the SMEs on only one statement, peripheral intravenous catheter insertion, giving it a lower rating. However, LPN/VN Supervisors and the SMEs had rating differences of more than one point on seven knowledge statements. Again, the information on knowledge needed by newly licensed LPN/VNs from multiple sources provides a more accurate description than a single source.

## Representativeness of Knowledge Statements

The participants were asked whether the knowledge areas listed on the survey represented knowledge a newly licensed LPN/VN should possess. A large percentage of Newly Licensed LPN/VNs (63.5%), LPN/VN Educators (52.4%) and LPN/VN Supervisors (53.6%) responded that the survey represented the necessary knowledge "Very Well." Moreover, 93.0% of Newly Licensed LPN/VNs, 89.4% of LPN/VN Educators and 86.4% of LPN/VN Supervisors noted that the knowledge statements covered the knowledge of a newly licensed LPN/VN "Well" to "Very Well."

## Reliability of Instrument

A reliability index (coefficient alpha) was calculated to evaluate the measurement error associated with the survey and the internal consistency of the survey instrument. Alpha coefficients range from 0 to 1; a value of 0.7 or greater is considered adequate (Cronbach, 1951). The resulting value of 0.99 for this survey instrument suggests this survey is reliably

measuring the knowledge a newly licensed LPN/VN needs for safe and effective practice.

## Knowledge Statements

### Importance of Knowledge Statements

The safe and effective practice of newly licensed LPN/VNs was determined by participants' responses based on an importance rating scale. In other words, the responders were asked, "How important is the possession of this knowledge by a newly licensed LPN/VN for safe and effective professional practice, regardless of specific practice setting?" Importance ratings were recorded using a five-point scale: 1= "Not Important," 2= "Marginally Important," 3= "Moderately Important," 4= "Important," 5= "Critically Important." Average importance ratings were calculated by including all importance ratings regardless of practice setting. The SME panel ratings and survey respondent ratings of the 293 knowledge statements yielded similar results. All of the groups (Newly Licensed LPN/VNs, LPN/VN Educators, LPN/VN Supervisors and SMEs) rated "medication safety" or "medication administration safety" among the five most important knowledge statements. In terms of least important knowledge statements, Newly Licensed LPN/VNs, LPN/VN Educators, LPN/VN Supervisors, and SMEs all rated "group session" among the five least important knowledge statements.

## Knowledge Statements Subgroup Analysis

### Primary Job Title

The average knowledge statement importance ratings of Newly Licensed LPN/VNs, LPN/VN Educators, and LPN/VN Supervisors were cross-analyzed for meaningful differences between these job titles. The least important knowledge statement for newly licensed LPN/VN and LPN/VN Educators was "group session," with an average value of 3.11 and 2.94, respectively. LPN/VN Supervisors rated "care of toddler client through two years" the lowest with an average value of 2.63. The most important knowledge statement for LPN/VN Educators and Supervisors was "medication safety measures" with

an average value of 4.88 and 4.78, respectively. Newly licensed LPN/VNs rated "cardiopulmonary resuscitation" the highest with an average value of 4.85. In general, there were few differences in importance ratings based on job title.

### Facility

The average importance ratings of the knowledge statements of responders from hospitals, long-term care, community-based facilities, and other facilities were cross-analyzed for meaningful differences. Responders answering hospital, long-term care, community-based facilities, and other facilities all rated "group session" as the least important knowledge statement, with average values of 2.89, 2.85, 3.22, and 3.03, respectively. The most important knowledge statement for responders working in hospitals, long-term care, and other facilities was "medication safety measures," with average values of 4.89 and 4.84, and 4.86, respectively. Individuals working in community-based facilities rated "medication administration safety" highest with an average value of 4.88.

## Summary

Responders to the 2015 LPN/VNs Nursing Knowledge Survey found the statements listed in the survey to be representative of the knowledge necessary for safe and effective professional practice of newly licensed LPN/VNs. There were similar importance ratings of the knowledge statements for Newly Licensed LPN/VNs, LPN/VN Educators, LPN/VN Supervisors and SMEs.

## CONCLUSION

Based on the reliability of the knowledge statement instrument; the survey of the nonresponders; the validation of the knowledge statement importance ratings by SMEs; and the similarity of knowledge statement importance ratings by Newly Licensed LPN/VNs, LPN/VN Educators and LPN/VN Supervisors, the results of this survey can be used to inform item development.

# Report of Findings from the 2015 LPN/VN Nursing Knowledge Survey

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# BACKGROUND OF STUDY

The National Council of State Boards of Nursing (NCSBN®) is responsible to its members, the boards of nursing in the U.S. and member board territories for the preparation of psychometrically sound and legally defensible licensure examinations (American Educational Research Association, American Psychological Association and National Council on Measurement in Education, 2014). Practice analysis studies assist NCSBN in evaluating the validity of the test plan that guides content distribution of the licensure examination. Because changes can occur in licensed practical/vocational nurse (LPN/VN) practice, NCSBN conducts practice analysis studies every three years.

The primary purpose of this study is to identify the knowledge needed by newly licensed LPN/VNs. The results of this study (i.e., the important knowledge statements) will be used to inform item development. As with other new NCSBN research projects, there is a possibility that the knowledge statements may become an integral part of other processes (e.g., test specifications). However, at this time, these knowledge statements will be used solely to inform item development.

## Methodology

A number of steps are necessary to perform an analysis of the knowledge needed by newly licensed LPN/VNs. This section provides a description of the methodology used to conduct the 2015 LPN/VN Nursing Knowledge Survey. Descriptions of subject matter expert (SME) panel processes, survey development, sample selection and data collection procedures are provided, as well as information about confidentiality, response rates and the degree to which participants were representative of the sample of Newly Licensed LPN/VNs, LPN/VN Educators, and LPN/VN Supervisors.

### Methodology Reviewers

Three methodology reviewers, chosen for their psychometric expertise in practice/job analysis and certification exam development, reviewed the methodologies and procedures utilized in this study. All three reviewers indicated these methodologies were psychometrically sound, legally defensible and in compliance with professional testing standards. See Appendix A for a listing of methodology reviewers.

### Panel of SMEs

A panel of seven SMEs was assembled to assist with the creation of the knowledge statements and survey. Panel members all worked with and/or supervised the practice of newly licensed LPN/VNs with no more than 12 months of experience or were newly licensed LPN/VNs themselves. The panelists were representative of the four NCSBN geographic areas as well as the major nursing specialties and practice settings. See Appendix B for a listing of panel members.

### Survey Development

A number of processes were used to create, evaluate, and refine the survey instrument used for the 2015 LPN/VN Nursing Knowledge Survey. In the initial meetings for the triennial practice analysis, a panel of nurses, representing different geographic regions of the country, nursing specialties and practice settings, met and developed nursing activity statements, which were intended to represent newly licensed LPN/VN practice. These activity statements and the category structure developed by the SMEs provided a categorical structure for the creation of the knowledge statements. Following the work of the first panel, a second group of SMEs was convened with two panelists bridging the two groups.

This second panel reviewed the activity statements and then developed knowledge statements for each activity statement. The link between knowledge statements and activity statements can be seen in Appendix K, which was developed by the SME panelists during the meeting. Subsequent to their meeting, some of the knowledge statements were re-categorized by the NCLEX Examination Committee (NEC). The knowledge statements were then reviewed and edited by the NEC. The statements in Appendix K reflect the knowledge statements developed by the SMEs. The resulting

293 knowledge statements were incorporated into a survey format.

The final version of the survey contained four sections. Following the initial identification of responder characteristics, the first section focused on the knowledge necessary for newly licensed LPN/VN practice, asking responders to rate the importance of each knowledge statement by using a one to five-point scale. Section two identified the participant's work environment including area of practice, type of client and employment setting/ specialty. Section three focused on demographic information such as racial/ethnic background, highest obtained education degree and gender. The final section provided space for responders to write comments or suggestions about the survey. The survey used in the 2015 Knowledge of Newly Licensed Registered Nurses Survey may be found in Appendix C.

**Survey Process**

Sample Selection

Newly Licensed LPN/VNs: A random sample of 2,150 LPN/VNs was selected from a list of candidates who passed the NCLEX-PN® examination between January 15, 2015 and March 31, 2015 and did not participate in the LPN/VN Practice Analysis survey. Only candidates with a U.S. mailing address within the jurisdiction in which they were seeking licensure were included in the sample. This strategy provided a way to minimize the number of incorrect addresses to which the survey would be sent.

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the survey to additional Medical/Surgical faculty members.

Supervisors of Newly Licensed LPN/VNs (LPN/VN Supervisor): Finally, 2,100 employers (700 in nursing homes; 700 in hospitals; and 700 in home health agencies) of newly licensed LPN/VNs were surveyed. This list came from a substantially larger mailing list, but the selection of employers to be included in the survey was also based upon the number of LPN/VN employees working for the company. This criterion was applied in order to maximize the likelihood that the employer would have newly licensed LPN/VNs and supervisors of newly licensed LPN/VNs. Surveys were mailed to the directors of nursing (DON) or an equivalent title at 2,100 health care facilities mentioned previously. The DONs were asked to complete the survey if they directly supervised newly licensed LPN/VNs. If they did not supervise newly licensed LPN/VNs, the DONs were asked to give the survey to a nurse who did supervise newly licensed LPN/VNs.

Representativeness

Table 1 presents the correspondence of sample and responders within each primary job title by NCSBN jurisdiction. As shown in Table 1, the percentage of responders from different jurisdictions is similar to the sample composition.

Mailing Procedure

The survey forms were mailed to a total of 6,350 potential responders (2,150 Newly Licensed LPN/VNs, 700 nursing programs, which included surveys for three educators [2,100 LPN/VN Educators in total], 700 nursing homes, 700 hospitals and 700 home health agencies [2,100 potential supervisors of newly licensed LPN/VNs]). To acquire the LPN/VN Educator responders, three surveys were sent to the dean/director of the program to distribute amongst their faculty members. It was requested that a survey be distributed to an educator in each of the following general areas: (1) Medical/Surgical Nursing; (2) Obstetrics-Gynecology/Pediatric or Maternal Child Nursing; and (3) Psychiatric (Mental Health) or Community Health Nursing. If the school did not have specialty faculty who could complete the survey it was asked that additional faculty in the clinical setting who teach Medical-Surgical participate.

| Jurisdiction | Newly Licensed LPN/VN | | | | LPN/VN Educator | | | | LPN/VN Supervisor | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Sample | | Responders | | Sample | | Responders | | Sample | | Responders | |
| | N | % | N | % | N | % | N | % | N | % | N | % |
| Alabama | 28 | 1.3 | 5 | 1.5 | 30 | 1.4 | 11 | 1.8 | 38 | 1.8 | 3 | 1.5 |
| Alaska | 3 | 0.1 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 3 | 0.1 | 0 | 0.0 |
| Arkansas | 27 | 1.3 | 6 | 1.8 | 42 | 2.0 | 18 | 2.9 | 40 | 1.9 | 6 | 3.0 |
| Arizona | 18 | 0.8 | 0 | 0.0 | 33 | 1.6 | 3 | 0.5 | 20 | 1.0 | 1 | 0.5 |
| California | 347 | 16.1 | 54 | 16.1 | 234 | 11.1 | 33 | 5.3 | 174 | 8.3 | 9 | 4.5 |
| Colorado | 16 | 0.7 | 3 | 0.9 | 42 | 2.0 | 16 | 2.6 | 34 | 1.6 | 2 | 1.0 |
| Connecticut | 1 | 0.0 | 0 | 0.0 | 48 | 2.3 | 10 | 1.6 | 32 | 1.5 | 1 | 0.5 |
| District Of Columbia | 0 | 0.0 | 0 | 0.0 | 6 | 0.3 | 0 | 0.0 | 3 | 0.1 | 0 | 0.0 |
| Delaware | 6 | 0.3 | 2 | 0.6 | 6 | 0.3 | 3 | 0.5 | 7 | 0.3 | 0 | 0.0 |
| Florida | 153 | 7.1 | 24 | 7.1 | 195 | 9.3 | 41 | 6.6 | 82 | 3.9 | 8 | 4.0 |
| Georgia | 46 | 2.1 | 7 | 2.1 | 42 | 2.0 | 5 | 0.8 | 42 | 2.0 | 2 | 1.0 |
| Hawaii | 9 | 0.4 | 4 | 1.2 | 3 | 0.1 | 0 | 0.0 | 6 | 0.3 | 0 | 0.0 |
| Iowa | 36 | 1.7 | 4 | 1.2 | 21 | 1.0 | 15 | 2.4 | 61 | 2.9 | 6 | 3.0 |
| Idaho | 9 | 0.4 | 2 | 0.6 | 12 | 0.6 | 3 | 0.5 | 13 | 0.6 | 4 | 2.0 |
| Illinois | 86 | 4.0 | 14 | 4.2 | 54 | 2.6 | 19 | 3.0 | 80 | 3.8 | 4 | 2.0 |
| Indiana | 30 | 1.4 | 4 | 1.2 | 24 | 1.1 | 11 | 1.8 | 67 | 3.2 | 4 | 2.0 |
| Kansas | 42 | 2.0 | 8 | 2.4 | 27 | 1.3 | 7 | 1.1 | 56 | 2.7 | 11 | 5.5 |
| Kentucky | 25 | 1.2 | 4 | 1.2 | 30 | 1.4 | 5 | 0.8 | 35 | 1.7 | 5 | 2.5 |
| Louisiana | 34 | 1.6 | 5 | 1.5 | 87 | 4.1 | 19 | 3.0 | 55 | 2.6 | 6 | 3.0 |
| Massachusetts | 3 | 0.1 | 1 | 0.3 | 30 | 1.4 | 15 | 2.4 | 46 | 2.2 | 5 | 2.5 |
| Maryland | 13 | 0.6 | 4 | 1.2 | 21 | 1.0 | 8 | 1.3 | 28 | 1.3 | 3 | 1.5 |
| Maine | 0 | 0.0 | 0 | 0.0 | 6 | 0.3 | 0 | 0.0 | 12 | 0.6 | 1 | 0.5 |
| Michigan | 67 | 3.1 | 13 | 3.9 | 42 | 2.0 | 22 | 3.5 | 46 | 2.2 | 3 | 1.5 |
| Minnesota | 65 | 3.0 | 14 | 4.2 | 21 | 1.0 | 6 | 1.0 | 60 | 2.9 | 10 | 5.0 |
| Missouri | 55 | 2.6 | 8 | 2.4 | 48 | 2.3 | 14 | 2.2 | 44 | 2.1 | 6 | 3.0 |
| Northern Mariana Islands | 0 | 0.0 | 0 | 0.0 | 3 | 0.1 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Mississippi | 26 | 1.2 | 2 | 0.6 | 30 | 1.4 | 7 | 1.1 | 27 | 1.3 | 2 | 1.0 |
| Montana | 6 | 0.3 | 2 | 0.6 | 6 | 0.3 | 2 | 0.3 | 11 | 0.5 | 2 | 1.0 |
| North Carolina | 50 | 2.3 | 7 | 2.1 | 39 | 1.9 | 10 | 1.6 | 53 | 2.5 | 8 | 4.0 |
| North Dakota | 6 | 0.3 | 2 | 0.6 | 6 | 0.3 | 5 | 0.8 | 17 | 0.8 | 8 | 4.0 |
| Nebraska | 17 | 0.8 | 4 | 1.2 | 12 | 0.6 | 5 | 0.8 | 28 | 1.3 | 4 | 2.0 |
| New Hampshire | 0 | 0.0 | 0 | 0.0 | 9 | 0.4 | 0 | 0.0 | 9 | 0.4 | 1 | 0.5 |
| New Jersey | 1 | 0.0 | 0 | 0.0 | 39 | 1.9 | 6 | 1.0 | 33 | 1.6 | 0 | 0.0 |
| New Mexico | 5 | 0.2 | 0 | 0.0 | 12 | 0.6 | 6 | 1.0 | 20 | 1.0 | 0 | 0.0 |
| Nevada | 9 | 0.4 | 2 | 0.6 | 6 | 0.3 | 3 | 0.5 | 10 | 0.5 | 1 | 0.5 |
| New York | 126 | 5.9 | 18 | 5.4 | 123 | 5.9 | 29 | 4.6 | 88 | 4.2 | 9 | 4.5 |
| Ohio | 113 | 5.3 | 6 | 1.8 | 108 | 5.1 | 40 | 6.4 | 101 | 4.8 | 12 | 6.0 |
| Oklahoma | 50 | 2.3 | 11 | 3.3 | 60 | 2.9 | 17 | 2.7 | 48 | 2.3 | 5 | 2.5 |
| Oregon | 20 | 0.9 | 0 | 0.0 | 18 | 0.9 | 9 | 1.4 | 21 | 1.0 | 3 | 1.5 |
| Pennsylvania | 103 | 4.8 | 17 | 5.1 | 90 | 4.3 | 52 | 8.3 | 96 | 4.6 | 7 | 3.5 |

| Table 1. Representativeness of Responders by NCSBN Jurisdiction | | | | | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| | Newly Licensed LPN/VN | | | | LPN/VN Educator | | | | LPN/VN Supervisor | | | |
| | Sample | | Responders | | Sample | | Responders | | Sample | | Responders | |
| Jurisdiction | N | % | N | % | N | % | N | % | N | % | N | % |
| Puerto Rico | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 1 | 0.0 | 0 | 0.0 |
| Rhode Island | 0 | 0.0 | 0 | 0.0 | 3 | 0.1 | 2 | 0.3 | 5 | 0.2 | 1 | 0.5 |
| South Carolina | 30 | 1.4 | 3 | 0.9 | 15 | 0.7 | 11 | 1.8 | 36 | 1.7 | 0 | 0.0 |
| South Dakota | 5 | 0.2 | 3 | 0.9 | 9 | 0.4 | 3 | 0.5 | 19 | 0.9 | 0 | 0.0 |
| Tennessee | 83 | 3.9 | 13 | 3.9 | 21 | 1.0 | 15 | 2.4 | 39 | 1.9 | 3 | 1.5 |
| Texas | 223 | 10.4 | 34 | 10.1 | 135 | 6.4 | 47 | 7.5 | 188 | 9.0 | 16 | 8.0 |
| Utah | 17 | 0.8 | 2 | 0.6 | 12 | 0.6 | 8 | 1.3 | 13 | 0.6 | 0 | 0.0 |
| Virginia | 46 | 2.1 | 9 | 2.7 | 147 | 7.0 | 36 | 5.8 | 38 | 1.8 | 1 | 0.5 |
| Virgin Islands, U.S. | 0 | 0.0 | 0 | 0.0 | 3 | 0.1 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Vermont | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 2 | 0.1 | 1 | 0.5 |
| Washington | 41 | 1.9 | 6 | 1.8 | 30 | 1.4 | 14 | 2.2 | 31 | 1.5 | 2 | 1.0 |
| Wisconsin | 31 | 1.4 | 6 | 1.8 | 30 | 1.4 | 8 | 1.3 | 52 | 2.5 | 7 | 3.5 |
| West Virginia | 20 | 0.9 | 3 | 0.9 | 18 | 0.9 | 3 | 0.5 | 22 | 1.0 | 4 | 2.0 |
| Wyoming | 3 | 0.1 | 0 | 0.0 | 12 | 0.6 | 2 | 0.3 | 8 | 0.4 | 2 | 1.0 |
| Total | 2150 | 100 | 336 | 100 | 2100 | 100 | 624 | 100 | 2100 | 100 | 199 | 100 |

A five-stage mailing process was used to engage the participants in the study. A pre-survey letter was sent to each person or facility selected for the sample. One week later, the survey(s), with a cover letter and a postage-paid return envelope, were mailed. Eleven days later, a postcard was sent to all participants or facilities reiterating the importance of the study and urging participation. Approximately one week after the first postcard, a second reminder postcard was sent. A final reminder was sent to nonresponders approximately one week after the second reminder. The survey was conducted from April through July 2015.

## Confidentiality

All potential participants were promised confidentiality with regard to their participation and responses. Pre-assigned code numbers were used to facilitate follow-up mailings. Files containing mailing information were kept separate from the data files. The study protocol was approved by the NCSBN's Chief Executive Officer (CEO) for compliance with organizational guidelines for research studies involving human subjects.

## Return Rates

There were 2,150 Newly Licensed LPN/VNs invited to complete the survey and of those, 66 surveys were undeliverable due to incorrect addresses. There were 343 surveys returned by Newly Licensed LPN/VNs for an adjusted return rate of 16.5%. A total of 2,100 LPN/VN Educators were invited to complete the survey and 39 of those were undeliverable due to incorrect addresses. A total of 660 surveys were returned by LPN/VN Educators for a 32.0% adjusted return rate. There were 2,100 surveys sent to LPN/VN Supervisors, with 329 surveys coming back due to incorrect addresses. LPN/VN Supervisors returned 205 surveys for an adjusted return rate of 11.6%. Total number of surveys delivered was 5916, with an adjusted return rate of 20.4% as seen in Table 2.

It should be noted that the adjusted return rates by job title in Table 2 are based on the original classification of the sample by their ID numbers. The ID number classified each member of the original sample into Newly Licensed LPN/VNs, LPN/VN Educators, or LPN/VN Supervisors. 56 survey respondents did not self-report or self-reported different job titles than what their original IDs classified them as.

**Table 2. Adjusted Return Rates**

| Job Title | Sample | Incorrect Addresses | Surveys Delivered | Adjusted Responses | Adjusted Return Rate % |
|---|---|---|---|---|---|
| Newly Licensed LPN/VNs | 2150 | 66 | 2084 | 343 | 16.5 |
| LPN/VN Educators | 2100 | 39 | 2061 | 660 | 32.0 |
| LPN/VN Supervisors | 2100 | 329 | 1771 | 205 | 11.6 |
| Total | 6350 | 434 | 5916 | 1208 | 20.4 |

**Table 3. Analyzable Return Rates**

| Job Title | Surveys Sent | Invalid Responses | Analyzable Responses | Analyzable Return Rates % |
|---|---|---|---|---|
| Newly Licensed LPN/VNs | 2084 | 7 | 336 | 16.1 |
| LPN/VNs Educators | 2061 | 36 | 624 | 30.3 |
| LPN/VNs Supervisors | 1771 | 6 | 199 | 11.2 |
| Total | 5916 | 49 | 1159 | 19.6 |

Of the 1,208 surveys received, 49 responders did not report to hold either an LPN/VN or RN license. With the implementation of quality control procedures, the analyzable return rates were 16.1%, 30.3% and 11.2% for Newly Licensed LPN/VNs, LPN/VN Educators, and LPN/VN Supervisors, respectively; as seen in Table 3. There were 1,159 analyzable surveys or a return rate of 19.6% for the total group.

Knowledge Survey Nonresponder Study

In order to ensure the validity of the results, NCSBN conducted a telephone survey of nonresponders to determine if those LPN/VNs not responding would have rated the knowledge statements differently. If there are no systematic differences in responders versus nonresponders, it would seem that the results are not biased and we have evidence to support the validity of the results. Of the LPN/VNs not participating in the survey, a stratified random sample of Newly Licensed LPN/VNs, LPN/VN Educators and LPN/VN Supervisors were contacted via telephone. Of the potential contacts, a telephone interview was obtained from 90 participants: 30 Newly Licensed LPN/VNs, 30 LPN/VN Educators and 30 LPN/VN Supervisors. The study found that the majority of the nonresponders did not receive the initial survey invitation, or were too busy, or did not respond for other reasons. More importantly, the study found that the nonresponders rated the knowledge statements similar to how responders rated them; this similarity supports the validity of the results of this study. A full report of the study can be found in Appendix J.

## Summary

A panel of LPN/VNs experienced in the practices of newly licensed LPN/VNs met and created a list of 293 knowledge statements that are important for a newly licensed LPN/VN to possess. A data collection instrument was developed, piloted and revised prior to being mailed. The surveyed LPN/VNs were divided into the following categories: 2,150 Newly Licensed LPN/VNs, 2,100 LPN/VN Educators (obtained by sending three surveys to 700 nursing programs) and 2,100 LPN/VN Supervisors (obtained by sending a survey to 700 nursing homes, 700 home health agencies and 700 hospitals). A 19.6% response rate of analyzable surveys was obtained for the total group. This analysis contains the responses of 336 Newly Licensed LPN/VNs, 624 LPN/VN Educators and 199 LPN/VN Supervisors.

# DEMOGRAPHICS, EXPERIENCES AND PRACTICE ENVIRONMENTS OF PARTICIPANTS

## Demographics/Past Experiences

Demographic information, including racial and ethnic backgrounds, educational preparation and gender are presented next, followed by descriptions of responders' work environments, including settings and client characteristics.

### Nursing Licenses Held

Respondents were asked what type of nursing licenses they held, with the option of choosing LPN/VN and/or RN licenses. All but three Newly Licensed LPN/VNs (99.1%) responded that they held an LPN/VN license. Only 4.2% of the LPN/VN educators and 4.0% of LPN/VN Supervisors held an LPN/VN license. The remainder of the respondents held RN licenses. Responders were allowed to select both licenses, so percentages do not add up to 100%. These figures were close to those from the 2012 survey figures, which were 100.0% (Newly Licensed LPN/VNs), 4.1% (LPN/VN Educators) and 5.9% (LPN/VN Supervisors).

### Gender

The majority of survey responders (91.6%) reported their gender as female: Newly Licensed LPN/VNs (85.0%), LPN/VN Educators (94.8%) and LPN/VN Supervisors (92.9%). See Figure 2 for gender sorted by primary job title. In 2012 93.2% of the respondents were females.

### Survey Adequacy

The responders were asked to rate how well the knowledge statements represented the knowledge areas a newly licensed LPN/VN should possess choosing one of four options: "Poorly," "Adequately," "Well," or "Very Well." The majority of survey responders within each job title reported the survey covered the important knowledge areas of a newly licensed LPN/VN "Well" or "Very Well." Approximately 93.0% of Newly Licensed LPN/VNs, 89.4% of LPN/VN Educators and 86.5% of LPN/VN Supervisors rated the survey as covering knowledge "Well" or "Very Well." See Figure 3 for adequacy of responses sorted by primary job title in 2015 and 2012.

### Age

Newly Licensed LPN/VNs had an average age of 35.0 years (SD=10.45); LPN/VN Educators' average age was 51.0 years (SD=10.38). LPN/VN Supervisors' average age was 50.9 years (SD=11.33). In 2012, the average ages for the three groups were 33.9 years, 51.0 years and 50.9 years, respectively.

### Race/Ethnic Background

White - Not of Hispanic Origin was the ethnic background identified most frequently by Newly Licensed LPN/VNs (57.2%), LPN/VN Educators (85.2%) and LPN/VN Supervisors (84.0%). See



Figure 1. Licenses by Primary Job Title
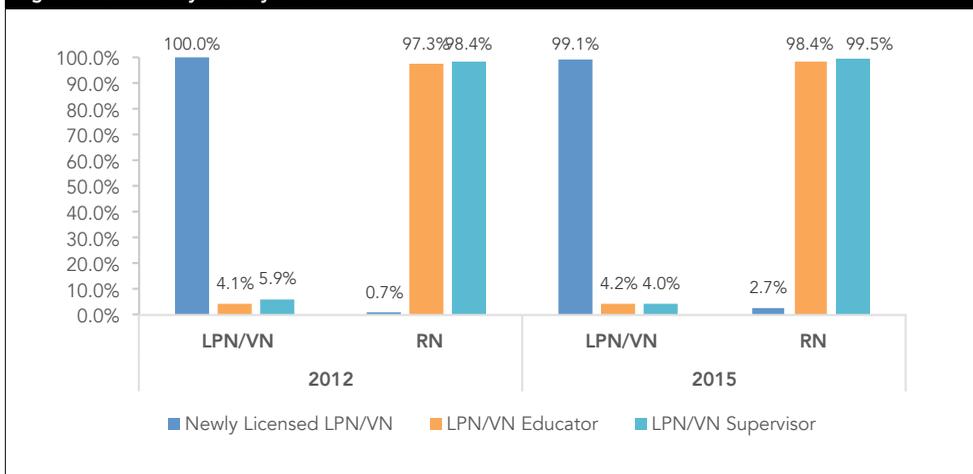
**Figure 2. Gender by Primary Job Title**
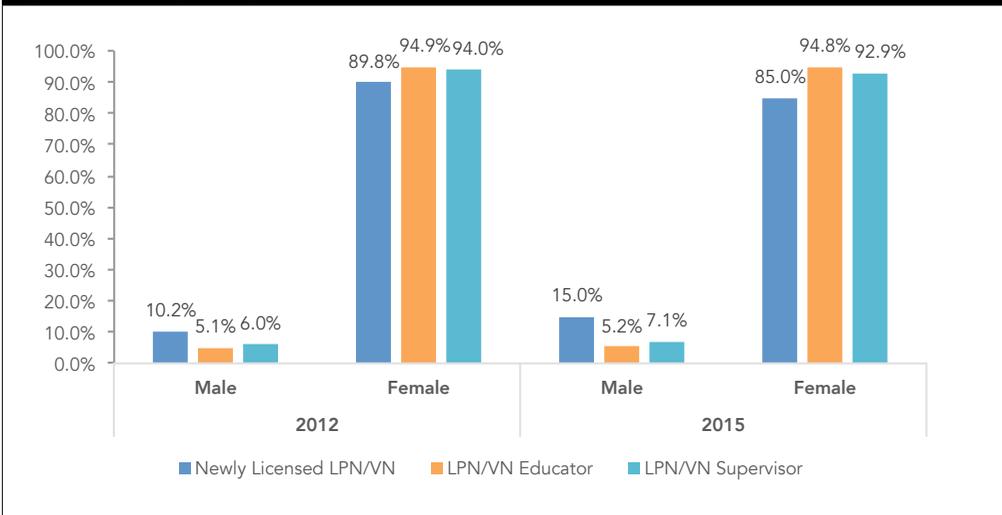


**Figure 3. Survey Adequacy by Primary Job Title**
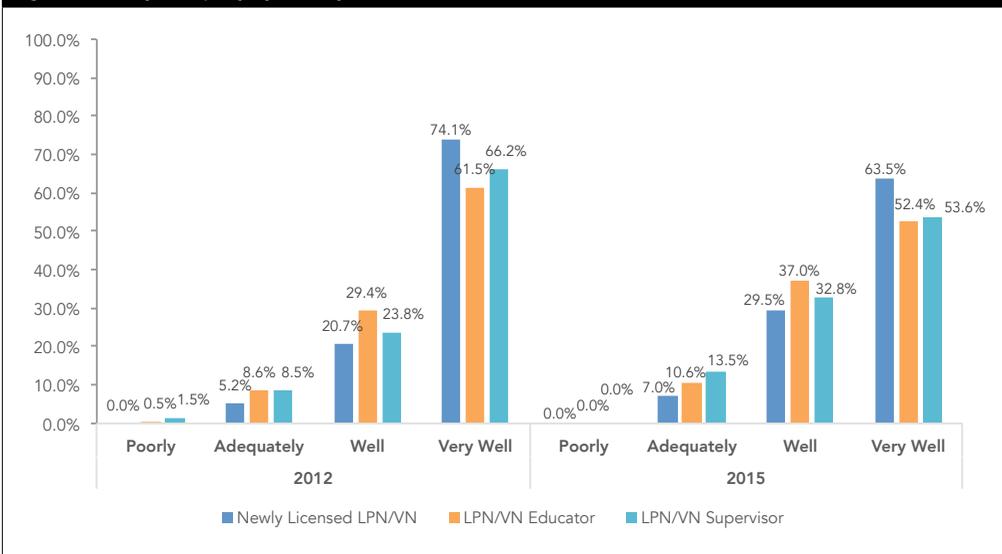


Figure 4 for the racial/ ethnic backgrounds of survey responders sorted by primary job title in 2015 and 2012. The Newly Licensed LPN/VN percentage has increased from 2012 to 2015 by 4.0%, while the LPN/VN Educator and LPN/VN Supervisor percentages decreased by 0.3% and 3.3%.

## Education Background

The majority of Newly Licensed LPN/VNs (75.7%) reported having an LPN/VN diploma or certificate. Approximately 31.8% of LPN/VN Educators listed their highest degree as an RN master's degree earned within the U.S. or an RN baccalaureate

degree (24.0%), an increase of 8.0% and a decrease of 9.2%, respectively, from 2012. LPN/VN Supervisors listed their highest degree as an RN associate degree (35.8%) or an RN baccalaureate degree earned within the U.S. (31.1%), an increase of 8.7% and 6.4%, respectively, from 2012. See Table 4 for the educational background of responders sorted by primary job title from both years.

## Primary Language

The majority of Newly Licensed LPN/VNs (81.0%), LPN/VN Educators (96.7%) and LPN/VN Supervisors (93.9%) reported English as their primary language.

**Figure 4. Race/Ethnic Background by Primary Job Title**



*2015*

Newly Licensed LPN/VN | LPN/VN Educator | LPN/VN Supervisor

| | African American | Asian Indian | Asian Other | Hispanic | Native American | Pacific Islander | White, non-Hispanic | Other |
|---|---|---|---|---|---|---|---|---|
| Newly Licensed LPN/VN | 18.7% | 0.0% | 6.9% | 13.0% | 0.6% | 0.6% | 57.2% | 3.0% |
| LPN/VN Educator | 7.6% | 0.3% | 1.0% | 2.4% | 0.5% | 0.5% | 85.2% | 2.5% |
| LPN/VN Supervisor | 6.7% | 1.0% | 2.1% | 4.1% | 1.0% | 0.5% | 84.0% | 0.5% |

*2012*

Newly Licensed LPN/VN | LPN/VN Educator | LPN/VN Supervisor

| | African American | Asian Indian | Asian Other | Hispanic | Native American | Pacific Islander | White, non-Hispanic | Other |
|---|---|---|---|---|---|---|---|---|
| Newly Licensed LPN/VN | 21.1% | 1.3% | 6.4% | 11.8% | 0.0% | 0.0% | 53.2% | 6.2% |
| LPN/VN Educator | 7.8% | 0.1% | 1.9% | 3.0% | 0.1% | 0.1% | 85.5% | 1.5% |
| LPN/VN Supervisor | 3.3% | 0.8% | 4.1% | 2.0% | 0.8% | 0.4% | 87.3% | 1.2% |

**Table 4. Educational Background by Primary Job Title**

| Degree | Newly Licensed LPN/VN | | LPN/VN Educator | | LPN/VN Supervisor | |
|---|---|---|---|---|---|---|
| | 2012 | 2015 | 2012 | 2015 | 2012 | 2015 |
| LPN/VN - Diploma/ Certificate U.S. | 82.2% | 75.7% | 0.7% | 0.3% | 1.2% | 0.5% |
| LPN/VN - Associates Degree U.S. | 14.9% | 14.3% | 0.3% | 0.3% | 0.0% | 0.0% |
| RN - Diploma U.S. | 0.0% | 0.3% | 1.4% | 0.3% | 7.2% | 7.3% |
| RN - Associate Degree U.S. | 0.2% | 3.0% | 9.1% | 6.3% | 27.1% | 35.8% |
| RN - Baccalaureate Degree U.S. | 0.0% | 0.6% | 33.2% | 24.0% | 24.7% | 31.1% |
| RN - Generic Masters Degree U.S. | 0.0% | 0.0% | 23.8% | 31.8% | 18.7% | 9.8% |
| RN - Masters (Nurse Practitioner) | 0.0% | 0.0% | 5.4% | 3.3% | 1.2% | 1.6% |
| RN - Masters (Clinical Nurse Specialist) | 0.0% | 0.0% | 8.7% | 6.3% | 4.0% | 1.6% |
| RN - Masters (Nurse Midwife) | 0.0% | 0.0% | 0.1% | 0.3% | 0.0% | 0.0% |
| RN - Masters (CRNA) | 0.0% | 0.0% | 0.1% | 1.5% | 0.0% | 1.0% |
| RN - Generic Doctorate U.S. | 0.0% | 0.0% | 0.8% | 1.0% | 0.8% | 0.5% |
| RN - Nursing Doctorate in U.S. | 0.0% | 2.1% | 0.4% | 0.5% | 0.0% | 1.0% |
| Nursing Program Outside the U.S. | 0.2% | 0.0% | 0.0% | 1.0% | 2.8% | 0.5% |
| Other | 2.4% | 4.0% | 16.1% | 22.8% | 12.4% | 9.3% |

**Figure 5. Primary Language by Primary Job Title**
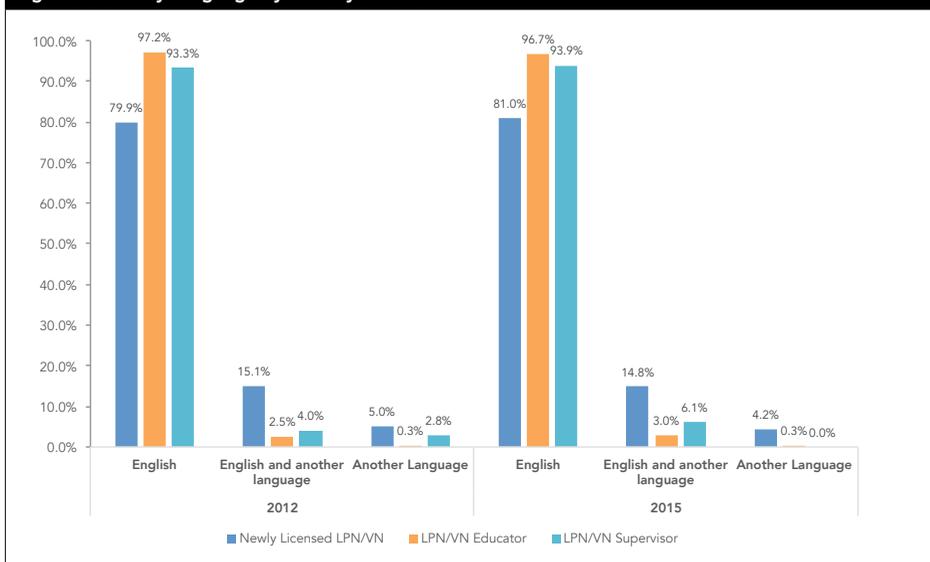
See Figure 5 for primary language sorted by primary job title. In 2012, 79.9% of Newly Licensed LPN/VNs reported English as their primary language.

### Years of Experience

Newly Licensed LPN/VNs were asked how long it had been since they graduated from their nursing program and they reported an average of more than one year (16.6 months). There were large variations in months and years LPN/VN Educators and LPN/VN Supervisors worked in their job. LPN/VN Supervisors had spent the longest time at their jobs (11.4 years) compared to LPN/VN Educators, who spent an average of 9.7 years in their jobs. In 2012, Newly Licensed LPN/VNs reported an average of 11.9 months since graduation; LPN/VN Educators spent 10.1 years at their jobs compared to LPN/VN Supervisors with an average of 12.9 years at their jobs.

### Facilities

The majority of Newly Licensed LPN/VNs (46.7%) worked in long-term care. LPN/VN Educators (51.8%) worked most frequently in hospitals. LPN/VN Supervisors worked primarily in long-term care (48.2%) and hospitals (33.0%). See Figure 6 for facility by primary job title in 2012 and 2015.

### Client Health Conditions

The majority of Newly Licensed LPN/VNs (60.7%) worked with clients having stabilized chronic conditions. More than half of LPN/VN Educators (63.5%) reported working with clients exhibiting acute conditions. A similar percentage of LPN/VN Supervisors (62.3%) worked with clients at the end of life. A large percentage of LPN/VN Supervisors also worked with clients having stabilized chronic health conditions (59.8%) and clients with behavioral/emotional conditions (59.3%). As nurses often work with clients with varying conditions, responders were allowed to give multiple answers, resulting in percentages within each job title totaling more than 100%. See Figure 7 for client health conditions sorted by primary job title in 2015 and 2012.

### Client Ages

The most frequent response for Newly Licensed LPN/VNs (72.3%) and LPN/VN Supervisors (81.4%) was caring for older adults aged 65-85. LPN/VN Educators reported caring for both adults aged 18-64 (63.6%) and older adults aged 65-85 (65.1%). The ability to give multiple answers allows for percentages to equal more than 100%. See Figure 8 for client ages sorted by primary job title in both 2015 and 2012.



Figure 6. Facility by Primary Job Title
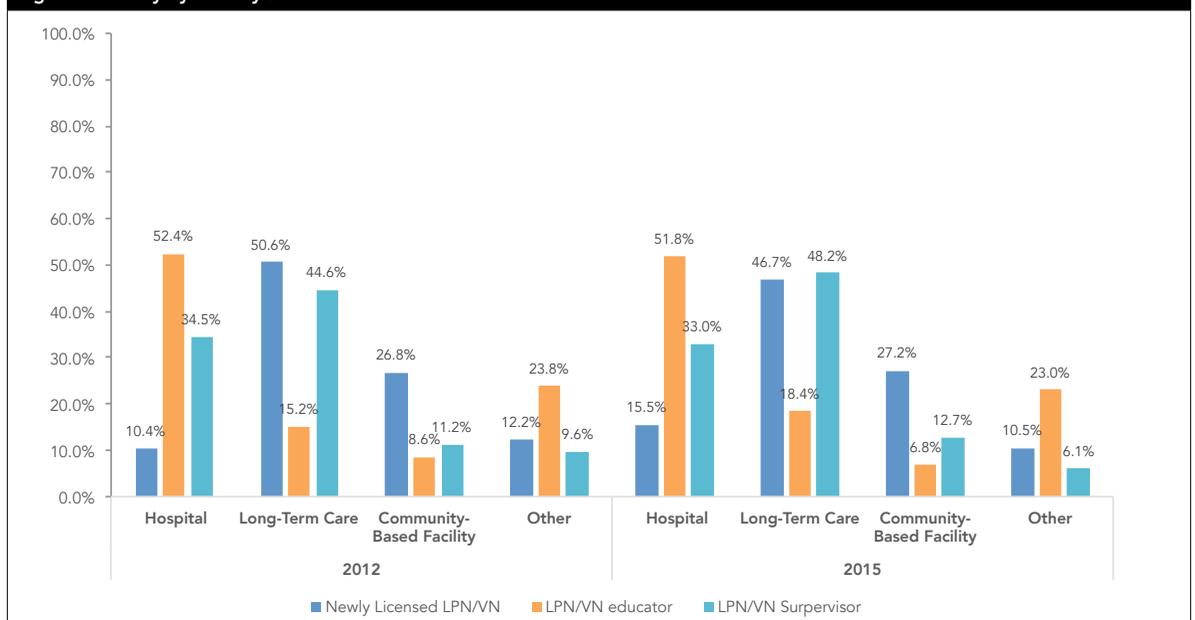
**Figure 7. Client Health Conditions by Primary Job Title**



**2015**

Newly Licensed LPN/VN | LPN/VN Educator | LPN/VN Supervisor

Well Clients: 32.1%, 18.9%, 14.1%
OB Clients: 5.1%, 26.9%, 10.6%
Stabilized Chronic Conditions: 60.7%, 52.7%, 59.8%
Unstabilized Chronic Conditions: 27.4%, 40.9%, 56.8%
Acute Conditions: 39.0%, 63.5%, 55.8%
End of Life: 44.0%, 39.3%, 62.3%
Behavioral/Emotional Conditions: 49.1%, 35.1%, 59.3%
Other: 17.6%, 17.5%, 20.1%

**2012**

Newly Licensed LPN/VN | LPN/VN Educator | LPN/VN Supervisor

Well Clients: 30.2%, 16.8%, 12.2%
OB Clients: 5.8%, 27.6%, 8.2%
Stabilized Chronic Conditions: 58.2%, 49.9%, 51.4%
Unstabilized Chronic Conditions: 27.4%, 39.0%, 52.9%
Acute Conditions: 36.4%, 66.7%, 56.5%
End of Life: 38.8%, 36.0%, 52.5%
Behavioral/Emotional Conditions: 41.2%, 31.0%, 48.6%
Other: 16.4%, 11.4%, 15.7%

**Figure 8. Client Ages by Primary Job Title**



**2015**

- Newly Licensed LPN/VN
- LPN/VN Educator
- LPN/VN Supervisor

**2012**

- Newly Licensed LPN/VN
- LPN/VN Educator
- LPN/VN Supervisor
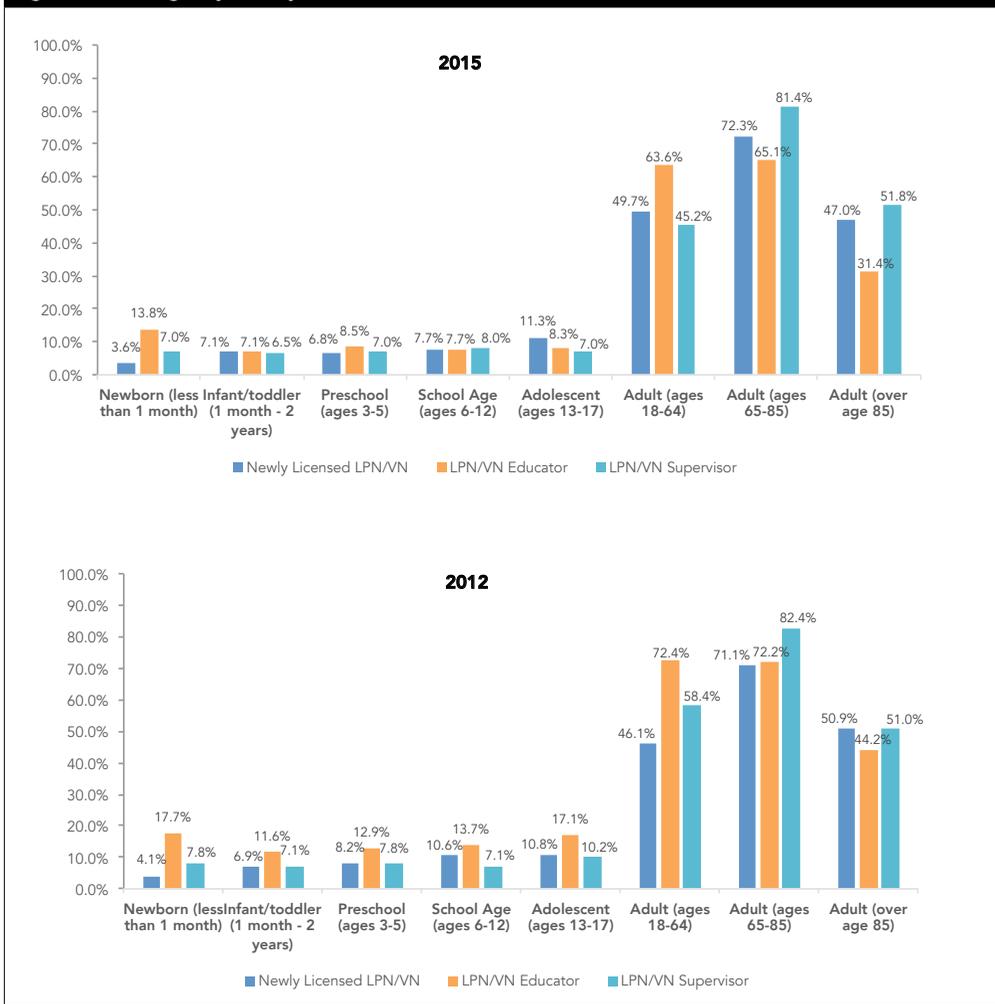
**Table 5. Employment Setting/Specialty by Primary Job Title**

| Employment Setting | Year | Newly Licensed LPN/VN | | LPN/VN Educator | | LPN/VN Supervisor | | Total | |
|---|---|---|---|---|---|---|---|---|---|
| | | N | % | N | % | N | % | N | % |
| Critical care | 2015 | 16 | 4.8 | 82 | 13.1 | 20 | 10.1 | 118 | 10.2 |
| | 2012 | 15 | 3.2 | 69 | 8.9 | 28 | 11 | 112 | 7.4 |
| Medical-surgical unit | 2015 | 31 | 9.2 | 297 | 47.6 | 40 | 20.1 | 368 | 31.8 |
| | 2012 | 39 | 8.4 | 385 | 49.7 | 63 | 24.7 | 487 | 32.1 |
| Pediatrics | 2015 | 19 | 5.7 | 52 | 8.3 | 2 | 1.0 | 73 | 6.3 |
| | 2012 | 20 | 4.3 | 68 | 8.8 | 7 | 2.7 | 95 | 6.3 |
| Nursery | 2015 | 3 | 0.9 | 42 | 6.7 | 4 | 2.0 | 49 | 4.2 |
| | 2012 | 0 | 0 | 52 | 6.7 | 1 | 0.4 | 53 | 3.5 |
| Labor and delivery | 2015 | 3 | 0.9 | 58 | 9.3 | 5 | 2.5 | 66 | 5.7 |
| | 2012 | 3 | 0.6 | 72 | 9.3 | 4 | 1.6 | 79 | 5.2 |

| Table 5. Employment Setting/Specialty by Primary Job Title | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | Newly Licensed LPN/VN | | LPN/VN Educator | | LPN/VN Supervisor | | Total | |
| Employment Setting | Year | N | % | N | % | N | % | N | % |
| Postpartum unit | 2015 | 3 | 0.9 | 59 | 9.5 | 3 | 1.5 | 65 | 5.6 |
| | 2012 | 1 | 0.2 | 87 | 11.2 | 2 | 0.8 | 90 | 5.9 |
| Psychiatric | 2015 | 22 | 6.5 | 59 | 9.5 | 13 | 6.5 | 94 | 8.1 |
| | 2012 | 19 | 4.1 | 84 | 10.9 | 16 | 6.3 | 119 | 7.9 |
| Operating room | 2015 | 42 | 12.5 | 14 | 2.2 | 4 | 2.0 | 60 | 5.2 |
| | 2012 | 7 | 1.5 | 11 | 1.4 | 4 | 1.6 | 22 | 1.5 |
| Assisted living | 2015 | 2 | 0.6 | 13 | 2.1 | 5 | 2.5 | 20 | 1.7 |
| | 2012 | 74 | 15.9 | 12 | 1.6 | 11 | 4.3 | 97 | 6.4 |
| Nursing home | 2015 | 145 | 43.2 | 221 | 35.4 | 106 | 53.3 | 472 | 40.7 |
| | 2012 | 214 | 46.1 | 267 | 34.5 | 124 | 48.6 | 605 | 39.9 |
| Other long term care | 2015 | 49 | 14.6 | 32 | 5.1 | 10 | 5.0 | 91 | 7.9 |
| | 2012 | 62 | 13.4 | 33 | 4.3 | 13 | 5.1 | 108 | 7.1 |
| Rehabilitation | 2015 | 53 | 15.8 | 53 | 8.5 | 30 | 15.1 | 136 | 11.7 |
| | 2012 | 70 | 15.1 | 37 | 4.8 | 46 | 18 | 153 | 10.1 |
| Subacute unit | 2015 | 14 | 4.2 | 31 | 5.0 | 13 | 6.5 | 58 | 5.0 |
| | 2012 | 14 | 3 | 28 | 3.6 | 24 | 9.4 | 66 | 4.4 |
| Transitional care unit | 2015 | 8 | 2.4 | 19 | 3.0 | 10 | 5.0 | 37 | 3.2 |
| | 2012 | 6 | 1.3 | 18 | 2.3 | 7 | 2.7 | 31 | 2 |
| Physician/dentist's office | 2015 | 21 | 6.3 | 9 | 1.4 | 0 | 0.0 | 30 | 2.6 |
| | 2012 | 39 | 8.4 | 8 | 1 | 3 | 1.2 | 50 | 3.3 |
| Occupational health | 2015 | 3 | 0.9 | 1 | 0.2 | 0 | 0.0 | 4 | 0.3 |
| | 2012 | 1 | 0.2 | 0 | 0 | 1 | 0.4 | 2 | 0.1 |
| Outpatient clinic | 2015 | 27 | 8.0 | 15 | 2.4 | 3 | 1.5 | 45 | 3.9 |
| | 2012 | 18 | 3.9 | 11 | 1.4 | 2 | 0.8 | 31 | 2 |
| Home health | 2015 | 44 | 13.1 | 24 | 3.8 | 26 | 13.1 | 94 | 8.1 |
| | 2012 | 50 | 10.8 | 11 | 1.4 | 29 | 11.4 | 90 | 5.9 |
| Public health | 2015 | 3 | 0.9 | 10 | 1.6 | 7 | 3.5 | 20 | 1.7 |
| | 2012 | 8 | 1.7 | 8 | 1 | 2 | 0.8 | 18 | 1.2 |
| Student/school health | 2015 | 9 | 2.7 | 24 | 3.8 | 0 | 0.0 | 33 | 2.8 |
| | 2012 | 10 | 2.2 | 21 | 2.7 | 1 | 0.4 | 32 | 2.1 |
| Hospice care | 2015 | 31 | 9.2 | 19 | 3.0 | 16 | 8.0 | 66 | 5.7 |
| | 2012 | 22 | 4.7 | 14 | 1.8 | 17 | 6.7 | 53 | 3.5 |
| Prison/correctional facility/jail | 2015 | 5 | 1.5 | 5 | 0.8 | 1 | 0.5 | 11 | 0.9 |
| | 2012 | 8 | 1.7 | 6 | 0.8 | 1 | 0.4 | 15 | 1 |
| Short stay/Observational | 2015 | 6 | 1.8 | 0 | 0.0 | 5 | 2.5 | 11 | 0.9 |
| | 2012 | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Step-down/Progressive care | 2015 | 2 | 0.6 | 17 | 2.7 | 1 | 0.5 | 20 | 1.7 |
| | 2012 | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |

| Table 5. Employment Setting/Specialty by Primary Job Title | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| | | Newly Licensed LPN/VN | | LPN/VN Educator | | LPN/VN Supervisor | | Total | |
| Employment Setting | Year | N | % | N | % | N | % | N | % |
| Other | 2015 | 33 | 9.8 | 119 | 19.1 | 23 | 11.6 | 175 | 15.1 |
| | 2012 | 36 | 7.8 | 146 | 18.9 | 23 | 9 | 205 | 13.5 |
| Hospice care | 2015 | 31 | 9.2 | 19 | 3.0 | 16 | 8.0 | 66 | 5.7 |
| | 2012 | 22 | 4.7 | 14 | 1.8 | 17 | 6.7 | 53 | 3.5 |
| Prison/correctional facility/jail | 2015 | 5 | 1.5 | 5 | 0.8 | 1 | 0.5 | 11 | 0.9 |
| | 2012 | 8 | 1.7 | 6 | 0.8 | 1 | 0.4 | 15 | 1 |
| Short stay/Observational | 2015 | 6 | 1.8 | 0 | 0.0 | 5 | 2.5 | 11 | 0.9 |
| | 2012 | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Step-down/Progressive care | 2015 | 2 | 0.6 | 17 | 2.7 | 1 | 0.5 | 20 | 1.7 |
| | 2012 | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Other | 2015 | 33 | 9.8 | 119 | 19.1 | 23 | 11.6 | 175 | 15.1 |
| | 2012 | 36 | 7.8 | 146 | 18.9 | 23 | 9 | 205 | 13.5 |

### Employment Setting/Specialty

The employment setting most frequently given by Newly Licensed LPN/VNs (43.2%) and LPN/VN Supervisors (53.3%) was nursing homes. LPN/VN Educators (47.6%) most frequently answered medical-surgical unit. On average for all job titles, the least reported employment settings were occupational health (0.3%), prison/correctional facility/jail (0.9%), and short stay/Observational (0.9%). Responders were able to answer up to two employment settings allowing for percentages totaling more than 100%. See Table 5 for employment settings and specialties.

## Summary

The average Newly Licensed LPN/VPN responder was an English-speaking, White female with an average age of 35.0 years. She held an LPN/VN diploma/certificate and primarily worked in a long-term care facility caring for older adults (ages 65-85) with stabilized chronic health conditions. She had been an LPN/VN for just over one year.

The average LPN/VN Educator responder was an English-speaking, White female with an average age of 51.0 years. She held an RN master's degree within the US. She primarily worked in a hospital caring for adults ranging from 18 to 85 with acute conditions. On average, she had been an LPN/VN Educator for 9.7 years.

The average LPN/VN Supervisor responder was an English-speaking, White female with an average age of 50.9 years. She held an RN associate or baccalaureate degree from a college/university within the U.S. She worked in long-term care facilities and hospitals caring for older clients (ages 65-85) exhibiting end-of- life and chronic conditions. On average, she exhibited the most work experience in her job title, having worked as an LPN/VN Supervisor for 11.4 years.

# KNOWLEDGE STATEMENT FINDINGS

## Overview of Methods

The 2015 LPN/VN Nursing Knowledge Survey asked responders to rate the importance of knowledge statements necessary for a newly licensed LPN/VN to practice safely and effectively. Responders were asked to rate the overall importance of each knowledge statement considering safe and effective professional LPN/VN practice, regardless of practice setting. Importance was rated by using a five-point (1-5) scale.

## SME Panel Validation of Survey Findings

### Representativeness of Knowledge Statements

The participants were asked whether the knowledge areas listed on the survey represented knowledge a newly licensed LPN/VN should possess. A large percentage of Newly Licensed LPN/VNs (63.5%), LPN/VN Educators (52.4%) and LPN/VN Supervisors (53.6%) responded that the survey represented the necessary knowledge "Very Well." Moreover, 93.0% of Newly Licensed LPN/VNs, 89.4% of LPN/VN Educators and 86.4% of LPN/VN Supervisors noted that the knowledge statements covered the knowledge of a newly licensed LPN/VN "Well" to "Very Well."

### Reliability of Instrument

A reliability index (coefficient alpha) was calculated to evaluate the measurement error associated with the survey and the internal consistency of the survey instrument. Alpha coefficients range from 0 to 1; a value of 0.7 or greater is considered adequate (Cronbach, 1951). The resulting value of 0.99 for this survey instrument suggests this survey is reliably measuring the knowledge a newly licensed LPN/VN needs for safe and effective practice.

## Knowledge Statements

### Importance of Knowledge Statements

The safe and effective practice of newly licensed LPN/VNs was determined by participants' responses based on an importance rating scale. In other words, the responders were asked, "How important is the possession of this knowledge by a newly licensed LPN/VN for safe and effective professional practice, regardless of specific practice setting?" Importance ratings were recorded using a five-point scale: 1= "Not Important," 2= "Marginally Important," 3= "Moderately Important," 4= "Important," 5= "Critically Important." Average importance ratings were calculated by including all importance ratings regardless of practice setting.

The five least important and the five most important knowledge statements for all groups are shown in Table 6 along with the ratings they received. All of the groups (Newly Licensed LPN/VNs, LPN/VN Educators, LPN/VN Supervisors and SMEs) rated "medication safety" or "medication administration safety" among the five most important knowledge statements. In terms of least important knowledge statements, Newly Licensed LPN/VNs, LPN/VN Educators, LPN/VN Supervisors, and SMEs all rated "group session" among the five least important knowledge statements. These groups of statements were contrasted in Tables 7 and 8 with those from the 2012 survey.

The average importance of ratings sorted by primary job title (Newly Licensed LPN/VN, LPN/VN Educator and LPN/VN Supervisor) for all of the knowledge statements are presented in Table 8. Additionally, Appendices E, F and G present the information in rank order of importance for each of the primary job titles as compared to ratings of SMEs. Since a different set of statements were used in 2012, it would not be possible to make individual comparisons between the two years.

## Knowledge Statement Subgroup Analysis

### Primary Job Title

The average knowledge statement importance ratings of Newly Licensed LPN/VNs, LPN/VN Educators, and LPN/VN Supervisors were cross-analyzed for meaningful differences between these job titles. The least important knowledge statement

**Table 6. Most Important and Least Important Knowledge Statements with Ratings**

**Most Important Knowledge Statements**

| Newly Licensed LPN/VN | | LPN/VN Educator | | LPN/VN Supervisor | | SMEs | |
|---|---|---|---|---|---|---|---|
| Knowledge Statement | Avg. (1-5 scale) | Knowledge Statement | Avg. (1-5 scale) | Knowledge Statement | Avg. (1-5 scale) | Knowledge Statement | Avg. (1-5 scale) |
| Cardiopulmonary Resuscitation | 4.85 | Medication Safety Measures | 4.88 | Medication Safety Measures | 4.78 | Cardiopulmonary Resuscitation | 5.00 |
| Medication Administration Safety | 4.84 | Medication Safety | 4.85 | Cardiopulmonary Resuscitation | 4.77 | Infection Control | 5.00 |
| Medication | 4.82 | Medication Administration Rights | 4.84 | Client Safety | 4.74 | Medication Administration Safety | 5.00 |
| Medication Safety Measures | 4.80 | Medication Administration Safety | 4.84 | Infection Control | 4.73 | Medication Administration Calculations | 5.00 |
| Medication Safety | 4.80 | Vital Signs | 4.83 | Medication | 4.72 | Standard/Universal Precautions | 5.00 |

**Least Important Knowledge Statements**

| Newly Licensed LPN/VN | | LPN/VN Educator | | LPN/VN Supervisor | | SMEs | |
|---|---|---|---|---|---|---|---|
| Knowledge Statement | Avg. (1-5 scale) | Knowledge Statement | Avg. (1-5 scale) | Knowledge Statement | Avg. (1-5 scale) | Knowledge Statement | Avg. (1-5 scale) |
| Group Session | 3.11 | Group Session | 2.94 | Care of Toddler Client through Two Years | 2.63 | Fetal Heart Monitoring | 2.67 |
| Referral | 3.48 | Fetal Heart Monitoring | 3.00 | Preschool Client Care | 2.70 | Group Session | 2.67 |
| Ear Irrigation | 3.48 | Ear Irrigation | 3.02 | Group Session | 2.73 | Client in Labor | 2.83 |
| Alternative/ Complementary Therapy | 3.53 | Newborn Education | 3.09 | Newborn Education | 2.74 | Reminiscence Therapy | 3.00 |
| Nose Irrigation | 3.53 | Ventilator | 3.11 | Fetal Heart Monitoring | 2.74 | Cost Effective Care | 3.17 |

| Table 7. Most Important Knowledge Statements from 2015 and 2012 Surveys | | | | | |
|---|---|---|---|---|---|
| Newly Licensed LPN/VN | | LPN/VN Educator | | LPN/VN Supervisor | |
| 2015 | 2012 | 2015 | 2012 | 2015 | 2012 |
| Cardiopulmonary Resuscitation | Signs and Symptoms of Allergic Reaction | Medication Safety Measures | Medication Administration | Medication Safety Measures | Medication Administration |
| Medication Administration Safety | Medication Administration Protocols (e.g., heart rate, blood glucose, blood pressure) | Medication Safety | Medication Safety | Cardiopulmonary Resuscitation | Abnormal Findings |
| Medication | Medication Administration | Medication Administration Rights | Client Safety | Client Safety | Medication Administration Protocols (e.g., heart rate, blood glucose, blood pressure) |
| Medication Safety Measures | Client Safety | Medication Administration Safety | Medication Administration Protocols (e.g., heart rate, blood glucose, blood pressure) | Infection Control | Signs and symptoms of Hypoglycemia |
| Medication Safety | Signs and Symptoms of Hypoglycemia | Vital Signs | Medication Administration Devices (e.g., syringes, needles) | Medication | Signs and Symptoms of Allergic Reaction |

| Table 8. Least Important Knowledge Statements from 2015 and 2012 Surveys | | | | | |
|---|---|---|---|---|---|
| Newly Licensed LPN/VN | | LPN/VN Educator | | LPN/VN Supervisor | |
| 2015 | 2012 | 2015 | 2012 | 2015 | 2012 |
| Group Session | Group Session Participation | Group Session | Central venous Catheter Blood Draw | Care of Toddler Client through Two Years | Central Venous Catheter Blood Draw |
| Referral | Alternative/ Complementary Therapies | Fetal Heart Monitoring | Ventilators | Preschool Client Care | Fetal Heart Monitoring |
| Ear Irrigation | Reminiscence Therapy | Ear Irrigation | Fetal Heart Monitoring | Group Session | Group Session Participation |
| Alternative/ Complementary Therapy | Referral Process | Newborn Education | Group Session Participation | Newborn Education | Stages of Labor |
| Nose Irrigation | Time-out Procedure | Ventilator | Central Venous Catheter Maintenance | Fetal Heart Monitoring | Reminiscence Therapy |

| Table 9. Knowledge Statement Importance Ratings | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| Survey Position # | Knowledge of: | Newly Licensed LPN/VN | | | LPN/VN Educator | | | LPN/VN Supervisor | | |
| | | N | Avg. | Std. Err. | N | Avg. | Std. Err. | N | Avg. | Std. Err. |
| 1 | Abuse Prevention | 163 | 4.34 | 0.07 | 288 | 4.26 | 0.05 | 100 | 4.56 | 0.06 |
| 2 | Active Listening | 168 | 4.71 | 0.04 | 329 | 4.72 | 0.03 | 95 | 4.72 | 0.06 |
| 3 | Activities Of Daily Living | 163 | 4.29 | 0.06 | 289 | 4.43 | 0.04 | 99 | 4.39 | 0.07 |
| 4 | Acute Illness | 167 | 4.50 | 0.05 | 325 | 4.40 | 0.04 | 95 | 4.46 | 0.07 |
| 5 | Adaptive Devices | 161 | 4.06 | 0.06 | 288 | 3.84 | 0.05 | 100 | 3.74 | 0.07 |
| 6 | Adolescent Client Care | 167 | 3.69 | 0.09 | 327 | 3.54 | 0.05 | 94 | 3.15 | 0.12 |
| 7 | Adult Client Care | 160 | 4.43 | 0.05 | 285 | 4.54 | 0.04 | 100 | 4.28 | 0.08 |
| 8 | Advance Directives | 164 | 4.19 | 0.08 | 323 | 4.08 | 0.04 | 93 | 3.96 | 0.10 |
| 9 | Allergic Reactions | 161 | 4.69 | 0.05 | 288 | 4.48 | 0.05 | 98 | 4.55 | 0.07 |
| 10 | Alternative Therapies | 167 | 3.70 | 0.07 | 325 | 3.29 | 0.05 | 95 | 3.16 | 0.10 |
| 11 | Alternative/ Complementary Therapy | 161 | 3.53 | 0.08 | 286 | 3.28 | 0.05 | 100 | 3.27 | 0.08 |
| 12 | Antepartum Client | 167 | 3.69 | 0.10 | 326 | 3.43 | 0.06 | 95 | 2.83 | 0.14 |
| 13 | Appropriate Resources | 163 | 4.04 | 0.07 | 289 | 3.87 | 0.05 | 100 | 3.68 | 0.09 |
| 14 | Aseptic Technique | 167 | 4.72 | 0.05 | 329 | 4.78 | 0.03 | 94 | 4.63 | 0.07 |
| 15 | Aspiration Precautions | 163 | 4.70 | 0.05 | 289 | 4.62 | 0.04 | 99 | 4.63 | 0.06 |
| 16 | Assistive Devices | 167 | 4.19 | 0.06 | 327 | 4.13 | 0.04 | 95 | 4.05 | 0.08 |
| 17 | Assistive Devices For Medication Administration | 163 | 4.09 | 0.07 | 282 | 3.93 | 0.05 | 100 | 3.75 | 0.09 |
| 18 | Available Resources | 168 | 4.11 | 0.07 | 325 | 4.06 | 0.04 | 95 | 3.83 | 0.09 |
| 19 | Barriers To Learning | 162 | 3.81 | 0.07 | 287 | 3.78 | 0.05 | 100 | 3.72 | 0.08 |
| 20 | Basic Cardiac Abnormalities | 168 | 4.39 | 0.07 | 327 | 4.16 | 0.04 | 95 | 3.93 | 0.10 |
| 21 | Behavioral Disorders | 163 | 4.02 | 0.06 | 287 | 3.80 | 0.05 | 99 | 3.99 | 0.07 |
| 22 | Behavioral Management | 168 | 4.08 | 0.07 | 327 | 3.91 | 0.04 | 95 | 4.11 | 0.08 |
| 23 | Bladder Irrigation | 163 | 3.74 | 0.08 | 286 | 3.35 | 0.06 | 99 | 3.48 | 0.10 |
| 24 | Bladder Management Protocol | 168 | 3.96 | 0.07 | 324 | 3.94 | 0.05 | 95 | 3.82 | 0.09 |
| 25 | Bladder Palpation Technique | 162 | 3.58 | 0.08 | 287 | 3.47 | 0.06 | 100 | 3.38 | 0.09 |
| 26 | Blood Glucose Monitoring | 168 | 4.62 | 0.05 | 328 | 4.56 | 0.03 | 94 | 4.41 | 0.07 |
| 27 | Blood Product | 162 | 4.17 | 0.08 | 286 | 3.66 | 0.07 | 100 | 3.41 | 0.13 |
| 28 | Blood Product Transfusion | 168 | 3.87 | 0.11 | 326 | 3.52 | 0.06 | 94 | 3.23 | 0.14 |
| 29 | Body Mechanics | 162 | 4.29 | 0.06 | 289 | 4.48 | 0.04 | 100 | 4.44 | 0.07 |
| 30 | Bowel Management Protocol | 168 | 4.02 | 0.07 | 328 | 3.90 | 0.05 | 94 | 3.79 | 0.09 |
| 31 | Cardiopulmonary Resuscitation | 162 | 4.85 | 0.04 | 287 | 4.77 | 0.04 | 100 | 4.77 | 0.05 |

| Survey Position # | Knowledge of: | Newly Licensed LPN/VN | | | LPN/VN Educator | | | LPN/VN Supervisor | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | N | Avg. | Std. Err. | N | Avg. | Std. Err. | N | Avg. | Std. Err. |
| 32 | Care Of Toddler Client Through Two Years | 168 | 3.60 | 0.10 | 321 | 3.26 | 0.06 | 94 | 2.63 | 0.12 |
| 33 | Care Plan | 163 | 3.89 | 0.08 | 288 | 3.67 | 0.05 | 100 | 3.86 | 0.09 |
| 34 | Central Venous Catheter | 168 | 3.88 | 0.10 | 325 | 3.35 | 0.06 | 94 | 3.37 | 0.14 |
| 35 | Central Venous Catheter Management | 162 | 3.96 | 0.09 | 286 | 3.14 | 0.07 | 100 | 3.40 | 0.12 |
| 36 | Chain Of Command | 167 | 4.16 | 0.07 | 324 | 4.33 | 0.04 | 95 | 4.14 | 0.08 |
| 37 | Chemical Dependency | 163 | 3.65 | 0.09 | 289 | 3.55 | 0.06 | 100 | 3.33 | 0.10 |
| 38 | Chemical Toxicity | 168 | 4.15 | 0.08 | 327 | 3.86 | 0.05 | 95 | 3.56 | 0.10 |
| 39 | Chronic Illness | 162 | 4.17 | 0.06 | 286 | 4.26 | 0.05 | 99 | 4.10 | 0.07 |
| 40 | Circulatory Checks | 168 | 4.54 | 0.06 | 327 | 4.58 | 0.04 | 95 | 4.26 | 0.08 |
| 41 | Client Advocacy | 162 | 4.35 | 0.06 | 289 | 4.33 | 0.04 | 99 | 3.95 | 0.08 |
| 42 | Client Allergies | 167 | 4.68 | 0.05 | 328 | 4.75 | 0.03 | 95 | 4.54 | 0.06 |
| 43 | Client Autonomy | 161 | 4.18 | 0.06 | 288 | 4.08 | 0.05 | 100 | 3.88 | 0.08 |
| 44 | Client Baseline Data | 168 | 4.51 | 0.06 | 326 | 4.57 | 0.03 | 95 | 4.38 | 0.07 |
| 45 | Client Care Prioritization | 162 | 4.47 | 0.05 | 289 | 4.54 | 0.04 | 100 | 4.25 | 0.08 |
| 46 | Client Cognitive Ability | 168 | 4.38 | 0.05 | 328 | 4.36 | 0.03 | 95 | 4.33 | 0.07 |
| 47 | Client Communication | 162 | 4.44 | 0.06 | 287 | 4.53 | 0.04 | 101 | 4.25 | 0.07 |
| 48 | Client Complication | 167 | 4.44 | 0.05 | 328 | 4.45 | 0.03 | 94 | 4.28 | 0.07 |
| 49 | Client Condition | 162 | 4.56 | 0.05 | 289 | 4.42 | 0.04 | 100 | 4.28 | 0.07 |
| 50 | Client Consent | 167 | 4.49 | 0.06 | 327 | 4.51 | 0.04 | 94 | 4.38 | 0.08 |
| 51 | Client Disease Processes And Conditions | 162 | 4.56 | 0.04 | 288 | 4.40 | 0.04 | 100 | 4.31 | 0.07 |
| 52 | Client Education | 167 | 4.34 | 0.06 | 325 | 4.28 | 0.04 | 95 | 4.25 | 0.07 |
| 53 | Client Evaluation | 162 | 4.49 | 0.05 | 289 | 4.37 | 0.04 | 100 | 4.25 | 0.08 |
| 54 | Client History | 168 | 4.38 | 0.06 | 327 | 4.34 | 0.04 | 95 | 4.35 | 0.07 |
| 55 | Client Identification | 161 | 4.60 | 0.06 | 287 | 4.70 | 0.04 | 100 | 4.42 | 0.08 |
| 56 | Client Identification Methods | 167 | 4.59 | 0.06 | 324 | 4.75 | 0.03 | 95 | 4.42 | 0.07 |
| 57 | Client In Labor | 161 | 3.89 | 0.10 | 288 | 3.11 | 0.07 | 100 | 3.15 | 0.13 |
| 58 | Client Knowledge Deficit | 167 | 4.16 | 0.07 | 328 | 4.13 | 0.04 | 94 | 4.03 | 0.08 |
| 59 | Client Limitations | 161 | 4.06 | 0.06 | 288 | 3.92 | 0.05 | 98 | 3.78 | 0.09 |
| 60 | Client Literacy | 165 | 3.86 | 0.08 | 325 | 3.92 | 0.04 | 93 | 3.83 | 0.09 |
| 61 | Client Medical History | 162 | 4.41 | 0.06 | 289 | 4.19 | 0.04 | 101 | 4.16 | 0.08 |
| 62 | Client Medication History | 168 | 4.51 | 0.05 | 328 | 4.50 | 0.04 | 95 | 4.37 | 0.07 |
| 63 | Client Mental Competency | 162 | 4.28 | 0.06 | 289 | 4.00 | 0.04 | 100 | 4.01 | 0.07 |
| 64 | Client Mental Status | 165 | 4.44 | 0.05 | 328 | 4.42 | 0.03 | 95 | 4.42 | 0.07 |

Table 9. Knowledge Statement Importance Ratings

| Survey Position # | Knowledge of: | Newly Licensed LPN/VN | | | LPN/VN Educator | | | LPN/VN Supervisor | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | N | Avg. | Std. Err. | N | Avg. | Std. Err. | N | Avg. | Std. Err. |
| 65 | Client Nutrition | 162 | 4.21 | 0.06 | 289 | 4.03 | 0.04 | 100 | 3.98 | 0.07 |
| 66 | Client Observation | 167 | 4.35 | 0.05 | 327 | 4.43 | 0.04 | 95 | 4.39 | 0.07 |
| 67 | Client Privacy | 162 | 4.48 | 0.06 | 289 | 4.47 | 0.04 | 100 | 4.38 | 0.06 |
| 68 | Client Psychosocial Needs | 166 | 4.28 | 0.06 | 327 | 4.15 | 0.04 | 95 | 4.14 | 0.07 |
| 69 | Client Rights | 162 | 4.54 | 0.06 | 288 | 4.62 | 0.03 | 100 | 4.54 | 0.06 |
| 70 | Client Risk Identification | 168 | 4.43 | 0.06 | 327 | 4.38 | 0.04 | 95 | 4.23 | 0.07 |
| 71 | Client Safety | 161 | 4.74 | 0.05 | 288 | 4.78 | 0.03 | 98 | 4.74 | 0.05 |
| 72 | Client Self-Advocacy | 167 | 4.17 | 0.07 | 326 | 4.02 | 0.04 | 95 | 3.79 | 0.08 |
| 73 | Client Spiritual Beliefs | 162 | 3.98 | 0.07 | 287 | 3.97 | 0.05 | 100 | 3.92 | 0.07 |
| 74 | Client-Centered Care | 167 | 4.38 | 0.06 | 328 | 4.39 | 0.04 | 95 | 4.24 | 0.08 |
| 75 | Code Of Ethics | 163 | 4.49 | 0.05 | 289 | 4.53 | 0.04 | 100 | 4.52 | 0.06 |
| 76 | Cognitive Impairment | 166 | 4.28 | 0.05 | 327 | 4.26 | 0.04 | 95 | 4.17 | 0.07 |
| 77 | Communication Barriers | 161 | 4.12 | 0.07 | 289 | 4.15 | 0.04 | 99 | 4.02 | 0.07 |
| 78 | Communication Skills | 168 | 4.51 | 0.05 | 327 | 4.62 | 0.03 | 94 | 4.59 | 0.07 |
| 79 | Community Resources | 162 | 3.67 | 0.08 | 287 | 3.72 | 0.05 | 100 | 3.49 | 0.09 |
| 80 | Compression Stockings | 168 | 3.97 | 0.07 | 325 | 3.90 | 0.05 | 95 | 3.58 | 0.09 |
| 81 | Confidentiality | 162 | 4.63 | 0.05 | 288 | 4.77 | 0.03 | 100 | 4.69 | 0.05 |
| 82 | Confidentiality And Privacy Laws | 169 | 4.73 | 0.04 | 326 | 4.71 | 0.03 | 95 | 4.63 | 0.06 |
| 83 | Conflict Resolution | 163 | 4.21 | 0.06 | 289 | 4.02 | 0.04 | 100 | 4.21 | 0.07 |
| 84 | Continuity Of Care | 168 | 4.48 | 0.06 | 326 | 4.34 | 0.04 | 95 | 4.32 | 0.08 |
| 85 | Continuous Suction Of Nasogastric Tube | 160 | 3.92 | 0.09 | 286 | 3.63 | 0.06 | 100 | 3.51 | 0.11 |
| 86 | Cooling Measures | 167 | 3.80 | 0.08 | 328 | 3.47 | 0.05 | 94 | 3.12 | 0.11 |
| 87 | Coping Mechanisms | 159 | 3.99 | 0.06 | 282 | 3.87 | 0.05 | 98 | 3.87 | 0.08 |
| 88 | Cost Effective Care | 169 | 3.70 | 0.08 | 324 | 3.63 | 0.05 | 95 | 3.39 | 0.09 |
| 89 | Critical Thinking | 160 | 4.66 | 0.05 | 285 | 4.67 | 0.03 | 98 | 4.61 | 0.06 |
| 90 | Cultural Competency | 169 | 4.04 | 0.07 | 329 | 4.16 | 0.04 | 94 | 3.57 | 0.08 |
| 91 | Data Collection | 161 | 4.37 | 0.06 | 287 | 4.31 | 0.04 | 99 | 3.99 | 0.09 |
| 92 | De-Escalation Techniques | 168 | 4.13 | 0.06 | 327 | 3.95 | 0.05 | 95 | 3.79 | 0.10 |
| 93 | Delegation | 161 | 3.94 | 0.06 | 285 | 3.86 | 0.05 | 100 | 3.64 | 0.09 |
| 94 | Developmental Stages | 168 | 3.83 | 0.09 | 328 | 3.74 | 0.05 | 94 | 3.24 | 0.10 |
| 95 | Diagnostic Test Procedures | 161 | 4.11 | 0.06 | 287 | 3.84 | 0.05 | 100 | 3.69 | 0.08 |
| 96 | Diagnostic Test Requirements | 168 | 4.17 | 0.07 | 327 | 3.95 | 0.04 | 94 | 3.63 | 0.08 |
| 97 | Diagnostic Test Results | 161 | 4.25 | 0.07 | 286 | 4.04 | 0.05 | 99 | 3.83 | 0.08 |
| 98 | Diagnostic Values | 167 | 4.41 | 0.06 | 328 | 4.20 | 0.04 | 95 | 3.87 | 0.08 |
| 99 | Disaster Drills | 161 | 3.95 | 0.08 | 285 | 3.64 | 0.06 | 100 | 3.73 | 0.10 |

**Table 9. Knowledge Statement Importance Ratings**

| Survey Position # | Knowledge of: | Newly Licensed LPN/VN | | | LPN/VN Educator | | | LPN/VN Supervisor | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | N | Avg. | Std. Err. | N | Avg. | Std. Err. | N | Avg. | Std. Err. |
| 100 | Discharge Process | 167 | 3.85 | 0.08 | 327 | 3.80 | 0.05 | 95 | 3.69 | 0.10 |
| 101 | Documentation | 160 | 4.61 | 0.05 | 285 | 4.64 | 0.04 | 100 | 4.69 | 0.05 |
| 102 | Drainage Device | 167 | 4.04 | 0.08 | 328 | 3.88 | 0.05 | 94 | 3.55 | 0.11 |
| 103 | Ear Irrigation | 159 | 3.48 | 0.08 | 287 | 3.02 | 0.06 | 99 | 3.20 | 0.10 |
| 104 | Electrocardiogram | 168 | 4.15 | 0.08 | 327 | 3.55 | 0.05 | 95 | 3.34 | 0.11 |
| 105 | Electronic Medical Records (Emr) | 161 | 4.26 | 0.07 | 287 | 4.25 | 0.05 | 100 | 4.09 | 0.09 |
| 106 | Emergency Preparedness | 168 | 4.62 | 0.06 | 328 | 4.03 | 0.05 | 95 | 4.00 | 0.09 |
| 107 | Emergency Procedures | 160 | 4.63 | 0.05 | 287 | 4.26 | 0.05 | 98 | 4.48 | 0.07 |
| 108 | Enteral Site Care | 168 | 4.30 | 0.06 | 328 | 4.08 | 0.04 | 95 | 3.73 | 0.11 |
| 109 | Enteral Tube Management | 159 | 4.08 | 0.07 | 287 | 3.96 | 0.06 | 100 | 3.87 | 0.09 |
| 110 | Enteral Tube Types | 167 | 4.12 | 0.07 | 326 | 3.98 | 0.05 | 95 | 3.68 | 0.11 |
| 111 | Environmental Factors | 161 | 3.66 | 0.08 | 287 | 3.56 | 0.05 | 100 | 3.48 | 0.08 |
| 112 | Environmental Stressors | 168 | 3.92 | 0.07 | 327 | 3.74 | 0.04 | 95 | 3.56 | 0.08 |
| 113 | Client Equipment | 161 | 3.94 | 0.07 | 286 | 3.81 | 0.05 | 100 | 3.55 | 0.08 |
| 114 | Evidence-Based Practice | 168 | 4.12 | 0.07 | 325 | 4.26 | 0.05 | 95 | 3.87 | 0.09 |
| 115 | Evidence-Based Practice Resources | 161 | 3.80 | 0.08 | 287 | 3.92 | 0.05 | 100 | 3.76 | 0.08 |
| 116 | Eye Irrigation | 168 | 3.85 | 0.08 | 325 | 3.56 | 0.05 | 94 | 3.39 | 0.10 |
| 117 | Family Dynamics | 161 | 3.70 | 0.07 | 287 | 3.64 | 0.05 | 100 | 3.69 | 0.07 |
| 118 | Fetal Heart Monitoring | 167 | 3.78 | 0.11 | 327 | 3.00 | 0.06 | 94 | 2.74 | 0.14 |
| 119 | Follow-Up With Clients | 158 | 4.08 | 0.07 | 287 | 3.82 | 0.05 | 100 | 3.84 | 0.09 |
| 120 | Functional Status | 167 | 4.06 | 0.06 | 328 | 3.98 | 0.04 | 95 | 3.83 | 0.09 |
| 121 | Geriatric Client Care | 160 | 4.33 | 0.06 | 286 | 4.35 | 0.05 | 100 | 4.28 | 0.08 |
| 122 | Grieving Process | 168 | 3.98 | 0.08 | 327 | 3.99 | 0.04 | 95 | 3.87 | 0.08 |
| 123 | Group Session | 161 | 3.11 | 0.09 | 286 | 2.94 | 0.06 | 100 | 2.73 | 0.10 |
| 124 | Health Care Provider'S Orders | 168 | 4.73 | 0.04 | 325 | 4.60 | 0.03 | 94 | 4.51 | 0.07 |
| 125 | Health Promotion Programs | 161 | 3.61 | 0.08 | 286 | 3.56 | 0.05 | 100 | 3.02 | 0.10 |
| 126 | Health Screening Programs | 168 | 3.88 | 0.08 | 325 | 3.69 | 0.05 | 95 | 3.26 | 0.08 |
| 127 | Hearing Impairment | 161 | 3.80 | 0.08 | 287 | 3.73 | 0.05 | 100 | 3.48 | 0.09 |
| 128 | High Risk Behaviors | 168 | 4.23 | 0.06 | 328 | 4.01 | 0.04 | 95 | 3.96 | 0.09 |
| 129 | Hospice | 161 | 4.00 | 0.08 | 287 | 3.81 | 0.05 | 100 | 3.70 | 0.09 |
| 130 | Hyperglycemia | 168 | 4.66 | 0.05 | 328 | 4.60 | 0.03 | 95 | 4.47 | 0.07 |
| 131 | Hypoglycemia | 161 | 4.63 | 0.05 | 287 | 4.63 | 0.04 | 100 | 4.49 | 0.07 |
| 132 | Hypoxia | 168 | 4.71 | 0.04 | 328 | 4.73 | 0.03 | 93 | 4.54 | 0.06 |
| 133 | Immunizations | 161 | 4.20 | 0.06 | 287 | 4.01 | 0.05 | 100 | 3.78 | 0.09 |

| Survey Position # | Knowledge of: | Newly Licensed LPN/VN | | | LPN/VN Educator | | | LPN/VN Supervisor | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | N | Avg. | Std. Err. | N | Avg. | Std. Err. | N | Avg. | Std. Err. |
| 134 | Incident Report | 169 | 4.25 | 0.06 | 325 | 3.98 | 0.05 | 94 | 3.95 | 0.08 |
| 135 | Incision Care | 161 | 4.40 | 0.06 | 287 | 4.24 | 0.04 | 100 | 4.11 | 0.08 |
| 136 | Infant Care | 167 | 3.76 | 0.10 | 324 | 3.25 | 0.06 | 95 | 2.87 | 0.14 |
| 137 | Infection Control | 160 | 4.79 | 0.03 | 287 | 4.69 | 0.04 | 100 | 4.73 | 0.05 |
| 138 | Interdisciplinary Collaboration | 167 | 3.97 | 0.07 | 327 | 4.06 | 0.05 | 95 | 3.99 | 0.08 |
| 139 | Interdisciplinary Communication | 160 | 4.03 | 0.07 | 285 | 4.07 | 0.05 | 99 | 4.04 | 0.07 |
| 140 | Interdisciplinary Roles And Responsibilities | 167 | 4.07 | 0.07 | 327 | 4.05 | 0.04 | 95 | 3.91 | 0.08 |
| 141 | Intermittent Suction Of Nasogastric Tube | 160 | 4.01 | 0.08 | 286 | 3.64 | 0.06 | 100 | 3.48 | 0.11 |
| 142 | Intervention Implementation | 167 | 4.33 | 0.06 | 327 | 4.29 | 0.04 | 95 | 3.95 | 0.09 |
| 143 | Intervention Techniques | 161 | 4.14 | 0.06 | 284 | 3.76 | 0.05 | 100 | 3.75 | 0.10 |
| 144 | Interventions To Life-Threatening Situations | 167 | 4.68 | 0.05 | 327 | 4.68 | 0.03 | 94 | 4.50 | 0.09 |
| 145 | Interviewing Skills | 159 | 3.70 | 0.09 | 287 | 3.59 | 0.06 | 100 | 3.36 | 0.11 |
| 146 | Intradermal Medication Administration | 168 | 4.34 | 0.06 | 328 | 4.15 | 0.05 | 95 | 3.89 | 0.10 |
| 147 | Intramuscular Medication Administration | 161 | 4.42 | 0.06 | 287 | 4.43 | 0.04 | 100 | 4.30 | 0.07 |
| 148 | Intravenous Complications | 168 | 4.44 | 0.08 | 328 | 4.25 | 0.05 | 95 | 4.05 | 0.12 |
| 149 | Intravenous Flow Rate Calculation | 161 | 4.21 | 0.09 | 287 | 3.95 | 0.07 | 100 | 3.77 | 0.13 |
| 150 | Intravenous Piggyback Calculations | 168 | 4.21 | 0.09 | 328 | 4.15 | 0.06 | 95 | 3.60 | 0.13 |
| 151 | Intravenous Piggyback Medication | 161 | 4.23 | 0.09 | 287 | 3.91 | 0.07 | 99 | 3.87 | 0.12 |
| 152 | Intravenous Piggyback Medication Administration | 167 | 4.17 | 0.09 | 328 | 4.17 | 0.06 | 94 | 3.70 | 0.14 |
| 153 | Intravenous Site Maintenance | 159 | 4.48 | 0.06 | 286 | 4.27 | 0.05 | 100 | 3.97 | 0.11 |
| 154 | Invasive Procedures | 168 | 4.24 | 0.08 | 325 | 3.96 | 0.05 | 95 | 3.45 | 0.12 |
| 155 | Isolation Techniques | 160 | 4.49 | 0.06 | 286 | 4.50 | 0.05 | 98 | 4.27 | 0.08 |
| 156 | Laboratory Test Results | 167 | 4.51 | 0.06 | 328 | 4.32 | 0.04 | 95 | 4.05 | 0.08 |
| 157 | Learning Barriers | 160 | 3.83 | 0.07 | 287 | 3.75 | 0.05 | 100 | 3.56 | 0.08 |
| 158 | Life Stressors | 167 | 3.89 | 0.07 | 325 | 3.75 | 0.04 | 95 | 3.52 | 0.09 |
| 159 | Life Transitions | 160 | 3.81 | 0.08 | 286 | 3.55 | 0.05 | 99 | 3.43 | 0.08 |
| 160 | Living Wills | 169 | 3.86 | 0.08 | 328 | 3.83 | 0.05 | 95 | 3.60 | 0.10 |
| 161 | Mandatory Reporting | 159 | 4.37 | 0.06 | 287 | 4.40 | 0.04 | 100 | 4.39 | 0.08 |

**Table 9. Knowledge Statement Importance Ratings**

**Table 9. Knowledge Statement Importance Ratings**

| Survey Position # | Knowledge of: | Newly Licensed LPN/VN | | | LPN/VN Educator | | | LPN/VN Supervisor | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | N | Avg. | Std. Err. | N | Avg. | Std. Err. | N | Avg. | Std. Err. |
| 162 | Measurement Conversion | 168 | 4.35 | 0.08 | 326 | 4.29 | 0.05 | 95 | 3.84 | 0.10 |
| 163 | Medical Procedures | 161 | 4.35 | 0.06 | 284 | 3.89 | 0.05 | 100 | 3.92 | 0.08 |
| 164 | Medication | 168 | 4.82 | 0.03 | 328 | 4.81 | 0.02 | 95 | 4.72 | 0.05 |
| 165 | Medication Administration By Ear | 161 | 4.02 | 0.08 | 286 | 4.06 | 0.06 | 100 | 3.96 | 0.09 |
| 166 | Medication Administration By Eye | 168 | 4.45 | 0.06 | 329 | 4.48 | 0.04 | 95 | 4.32 | 0.08 |
| 167 | Medication Administration By Inhalation | 161 | 4.21 | 0.07 | 287 | 4.16 | 0.05 | 100 | 4.05 | 0.09 |
| 168 | Medication Administration By Nose | 168 | 4.40 | 0.07 | 329 | 4.42 | 0.04 | 95 | 4.26 | 0.08 |
| 169 | Medication Administration By Rectum | 161 | 4.10 | 0.08 | 286 | 4.14 | 0.05 | 100 | 4.00 | 0.09 |
| 170 | Medication Administration By Skin | 168 | 4.48 | 0.06 | 329 | 4.48 | 0.04 | 94 | 4.31 | 0.08 |
| 171 | Medication Administration By Vagina | 161 | 3.96 | 0.09 | 287 | 3.98 | 0.06 | 100 | 3.88 | 0.10 |
| 172 | Medication Administration Rights | 168 | 4.72 | 0.05 | 328 | 4.84 | 0.02 | 95 | 4.63 | 0.06 |
| 173 | Medication Administration Safety | 161 | 4.84 | 0.03 | 286 | 4.84 | 0.03 | 100 | 4.70 | 0.05 |
| 174 | Medication Administration Calculations | 168 | 4.66 | 0.06 | 328 | 4.79 | 0.03 | 94 | 4.40 | 0.08 |
| 175 | Medication History | 160 | 4.37 | 0.06 | 291 | 4.36 | 0.04 | 100 | 4.13 | 0.08 |
| 176 | Medication Reconciliation | 169 | 4.49 | 0.06 | 330 | 4.42 | 0.04 | 94 | 4.51 | 0.07 |
| 177 | Medication Safety | 163 | 4.80 | 0.03 | 291 | 4.85 | 0.02 | 100 | 4.67 | 0.05 |
| 178 | Medication Safety Measures | 169 | 4.80 | 0.04 | 331 | 4.88 | 0.02 | 94 | 4.78 | 0.05 |
| 179 | Mental Health Disorders | 163 | 4.18 | 0.06 | 290 | 3.84 | 0.05 | 99 | 3.80 | 0.07 |
| 180 | Mobility Needs | 168 | 4.15 | 0.06 | 325 | 4.15 | 0.04 | 93 | 3.94 | 0.08 |
| 181 | Narcotics/Controlled Substances | 164 | 4.57 | 0.05 | 291 | 4.44 | 0.04 | 101 | 4.35 | 0.08 |
| 182 | Nasogastric Tube Insertion | 169 | 3.96 | 0.09 | 329 | 3.75 | 0.05 | 94 | 3.19 | 0.14 |
| 183 | Nasogastric Tube Maintenance | 164 | 4.02 | 0.08 | 290 | 3.79 | 0.06 | 101 | 3.59 | 0.11 |
| 184 | Nasogastric Tube Removal | 168 | 3.93 | 0.09 | 329 | 3.82 | 0.05 | 94 | 3.27 | 0.14 |
| 185 | Nasogastric Tube Types | 163 | 3.72 | 0.08 | 291 | 3.51 | 0.06 | 101 | 3.37 | 0.11 |
| 186 | Neurological Checks | 169 | 4.57 | 0.06 | 324 | 4.46 | 0.04 | 94 | 4.43 | 0.08 |

| Survey Position # | Knowledge of: | Newly Licensed LPN/VN | | | LPN/VN Educator | | | LPN/VN Supervisor | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | N | Avg. | Std. Err. | N | Avg. | Std. Err. | N | Avg. | Std. Err. |
| 187 | Newborn Client Care | 163 | 3.85 | 0.10 | 289 | 3.42 | 0.07 | 101 | 3.29 | 0.13 |
| 188 | Newborn Education | 169 | 3.59 | 0.10 | 325 | 3.09 | 0.06 | 92 | 2.74 | 0.13 |
| 189 | Non-Pharmacological Measures For Pain Relief | 163 | 4.00 | 0.07 | 290 | 4.06 | 0.05 | 101 | 4.06 | 0.07 |
| 190 | Nose Irrigation | 169 | 3.53 | 0.09 | 329 | 3.28 | 0.06 | 93 | 2.98 | 0.11 |
| 191 | Nurse Education | 164 | 4.39 | 0.06 | 290 | 3.98 | 0.06 | 100 | 4.00 | 0.08 |
| 192 | Nurse-Client Relationships | 169 | 4.46 | 0.06 | 330 | 4.36 | 0.04 | 94 | 4.21 | 0.08 |
| 193 | Nutritional Norms | 164 | 3.88 | 0.07 | 289 | 3.70 | 0.05 | 101 | 3.49 | 0.08 |
| 194 | Ostomy Types | 169 | 4.05 | 0.07 | 330 | 3.89 | 0.05 | 94 | 3.83 | 0.10 |
| 195 | Oxygen Saturation Monitoring | 163 | 4.57 | 0.05 | 290 | 4.47 | 0.04 | 101 | 4.13 | 0.08 |
| 196 | Pacemaker | 169 | 4.22 | 0.07 | 330 | 3.70 | 0.05 | 94 | 3.71 | 0.09 |
| 197 | Pain Management | 163 | 4.49 | 0.05 | 288 | 4.51 | 0.04 | 101 | 4.45 | 0.07 |
| 198 | Palliative Care | 168 | 4.21 | 0.06 | 330 | 4.09 | 0.04 | 94 | 3.98 | 0.09 |
| 199 | Peripheral Intravenous Catheter Insertion | 164 | 4.12 | 0.09 | 290 | 3.48 | 0.08 | 101 | 3.56 | 0.14 |
| 200 | Peripheral Intravenous Catheter Maintenance | 168 | 4.16 | 0.08 | 327 | 4.14 | 0.05 | 94 | 3.81 | 0.13 |
| 201 | Peripheral Intravenous Catheter Removal | 164 | 4.04 | 0.09 | 291 | 3.78 | 0.07 | 101 | 3.57 | 0.13 |
| 202 | Personal Biases | 169 | 3.82 | 0.08 | 330 | 4.09 | 0.05 | 93 | 3.78 | 0.10 |
| 203 | Personal Limitations | 163 | 4.01 | 0.06 | 291 | 4.02 | 0.05 | 100 | 3.83 | 0.10 |
| 204 | Physical Data Norms | 169 | 4.07 | 0.07 | 330 | 4.24 | 0.05 | 92 | 3.76 | 0.09 |
| 205 | Plan Of Care | 164 | 4.12 | 0.07 | 291 | 3.95 | 0.05 | 100 | 3.95 | 0.08 |
| 206 | Policies And Procedures | 169 | 4.39 | 0.06 | 328 | 4.39 | 0.04 | 93 | 4.35 | 0.08 |
| 207 | Polypharmacy | 164 | 4.16 | 0.08 | 288 | 4.16 | 0.05 | 101 | 4.04 | 0.08 |
| 208 | Post-Operative Care | 168 | 4.24 | 0.08 | 329 | 4.08 | 0.05 | 94 | 3.76 | 0.12 |
| 209 | Post-Operative Education | 164 | 4.08 | 0.08 | 291 | 3.93 | 0.06 | 101 | 3.75 | 0.10 |
| 210 | Postpartum Client | 169 | 3.83 | 0.10 | 328 | 3.42 | 0.06 | 94 | 2.89 | 0.15 |
| 211 | Practice Error | 163 | 4.26 | 0.07 | 290 | 4.27 | 0.05 | 101 | 4.07 | 0.08 |
| 212 | Prenatal Complication | 166 | 3.89 | 0.11 | 330 | 3.38 | 0.07 | 93 | 2.88 | 0.15 |
| 213 | Pre-Operative Education | 164 | 3.98 | 0.08 | 291 | 3.87 | 0.06 | 101 | 3.56 | 0.10 |
| 214 | Preschool Client Care | 169 | 3.58 | 0.10 | 329 | 3.21 | 0.06 | 94 | 2.70 | 0.13 |
| 215 | Preventative Care | 164 | 4.30 | 0.06 | 291 | 4.20 | 0.05 | 101 | 3.96 | 0.09 |
| 216 | Prevention Strategies | 169 | 4.26 | 0.06 | 329 | 4.13 | 0.04 | 93 | 3.83 | 0.09 |
| 217 | Professional Accountability | 164 | 4.38 | 0.06 | 289 | 4.64 | 0.03 | 101 | 4.52 | 0.07 |
| 218 | Professional Boundaries | 168 | 4.40 | 0.06 | 331 | 4.47 | 0.04 | 94 | 4.11 | 0.09 |

| Survey Position # | Knowledge of: | Newly Licensed LPN/VN | | | LPN/VN Educator | | | LPN/VN Supervisor | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | N | Avg. | Std. Err. | N | Avg. | Std. Err. | N | Avg. | Std. Err. |
| 219 | Professional Development | 164 | 4.20 | 0.07 | 287 | 4.21 | 0.05 | 101 | 4.30 | 0.08 |
| 220 | Protocols | 169 | 4.38 | 0.05 | 330 | 4.23 | 0.04 | 94 | 4.24 | 0.08 |
| 221 | Psychological Evaluation | 163 | 3.89 | 0.07 | 291 | 3.54 | 0.05 | 101 | 3.45 | 0.10 |
| 222 | Psychosocial Functioning | 168 | 4.13 | 0.06 | 330 | 4.00 | 0.04 | 94 | 3.94 | 0.08 |
| 223 | Quality Improvement | 164 | 3.98 | 0.07 | 290 | 3.69 | 0.05 | 101 | 3.93 | 0.08 |
| 224 | Reality Orientation | 169 | 4.14 | 0.07 | 329 | 3.96 | 0.04 | 93 | 3.62 | 0.11 |
| 225 | Referral | 162 | 3.48 | 0.08 | 291 | 3.34 | 0.05 | 101 | 3.24 | 0.09 |
| 226 | Referral Process | 169 | 3.76 | 0.08 | 329 | 3.53 | 0.05 | 93 | 3.43 | 0.10 |
| 227 | Relaxation Techniques | 163 | 3.67 | 0.08 | 288 | 3.54 | 0.05 | 100 | 3.37 | 0.08 |
| 228 | Reminiscence Therapy | 167 | 3.56 | 0.09 | 327 | 3.16 | 0.06 | 92 | 3.07 | 0.12 |
| 229 | Resources | 163 | 3.78 | 0.07 | 290 | 3.63 | 0.05 | 101 | 3.49 | 0.08 |
| 230 | Respiratory Disorders | 168 | 4.58 | 0.05 | 331 | 4.47 | 0.04 | 94 | 4.27 | 0.08 |
| 231 | Respiratory Interventions | 164 | 4.64 | 0.05 | 291 | 4.43 | 0.04 | 101 | 4.21 | 0.08 |
| 232 | Responses To Life-Threatening Situations | 169 | 4.72 | 0.05 | 330 | 4.72 | 0.03 | 93 | 4.69 | 0.07 |
| 233 | Restraint Alternatives | 163 | 3.91 | 0.08 | 291 | 4.08 | 0.05 | 101 | 3.83 | 0.10 |
| 234 | Restraints | 168 | 3.88 | 0.09 | 330 | 4.14 | 0.05 | 93 | 3.91 | 0.12 |
| 235 | Risk Tools | 163 | 3.69 | 0.08 | 290 | 3.66 | 0.05 | 101 | 3.60 | 0.09 |
| 236 | Safe Health Care Environment | 167 | 4.46 | 0.06 | 331 | 4.54 | 0.04 | 94 | 4.24 | 0.08 |
| 237 | Safe Health Care Practice | 164 | 4.49 | 0.06 | 289 | 4.37 | 0.05 | 100 | 4.21 | 0.09 |
| 238 | Safety Checks | 168 | 4.51 | 0.05 | 330 | 4.61 | 0.03 | 94 | 4.26 | 0.08 |
| 239 | School Age Client Care | 163 | 3.71 | 0.09 | 288 | 3.44 | 0.06 | 100 | 3.04 | 0.11 |
| 240 | Scope Of Practice | 168 | 4.65 | 0.05 | 328 | 4.70 | 0.03 | 94 | 4.68 | 0.06 |
| 241 | Seclusion | 162 | 3.60 | 0.09 | 290 | 3.22 | 0.06 | 101 | 3.21 | 0.11 |
| 242 | Sensory/Perceptual Alterations | 169 | 4.19 | 0.06 | 330 | 4.12 | 0.04 | 93 | 3.81 | 0.08 |
| 243 | Sequential Compression Devices | 164 | 3.79 | 0.08 | 291 | 3.86 | 0.06 | 100 | 3.33 | 0.11 |
| 244 | Shift Report, Hand-Off | 167 | 4.51 | 0.06 | 330 | 4.41 | 0.04 | 94 | 4.41 | 0.08 |
| 245 | Skin Care | 164 | 4.32 | 0.06 | 291 | 4.38 | 0.04 | 101 | 4.37 | 0.07 |
| 246 | Skin Integrity | 168 | 4.60 | 0.04 | 331 | 4.46 | 0.04 | 94 | 4.45 | 0.06 |
| 247 | Skin Monitoring | 164 | 4.39 | 0.05 | 289 | 4.40 | 0.04 | 100 | 4.38 | 0.06 |
| 248 | Sleep Hygiene | 167 | 3.93 | 0.07 | 329 | 3.85 | 0.05 | 94 | 3.69 | 0.10 |
| 249 | Specialty Diet | 164 | 4.04 | 0.08 | 291 | 3.81 | 0.05 | 101 | 3.66 | 0.08 |
| 250 | Specimen Collection | 168 | 4.30 | 0.06 | 328 | 4.10 | 0.04 | 94 | 4.18 | 0.08 |
| 251 | Staff Competency | 163 | 4.33 | 0.06 | 291 | 4.03 | 0.06 | 101 | 4.12 | 0.08 |

**Table 9. Knowledge Statement Importance Ratings**

| Survey Position # | Knowledge of: | Newly Licensed LPN/VN | | | LPN/VN Educator | | | LPN/VN Supervisor | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | N | Avg. | Std. Err. | N | Avg. | Std. Err. | N | Avg. | Std. Err. |
| 252 | Staff Education | 167 | 4.20 | 0.07 | 329 | 3.84 | 0.05 | 94 | 3.80 | 0.10 |
| 253 | Staff Safety | 161 | 4.42 | 0.06 | 289 | 4.36 | 0.05 | 100 | 4.33 | 0.07 |
| 254 | Standard Of Care | 165 | 4.53 | 0.05 | 330 | 4.41 | 0.04 | 94 | 4.46 | 0.07 |
| 255 | Standard/Universal Precautions | 163 | 4.66 | 0.05 | 290 | 4.79 | 0.03 | 101 | 4.65 | 0.06 |
| 256 | Standardized Orders | 168 | 4.39 | 0.06 | 326 | 4.13 | 0.04 | 94 | 4.09 | 0.09 |
| 257 | Standardized Pain Scales | 164 | 4.25 | 0.06 | 289 | 4.30 | 0.04 | 100 | 4.20 | 0.08 |
| 258 | Standards Of Care | 167 | 4.53 | 0.05 | 329 | 4.47 | 0.04 | 92 | 4.49 | 0.07 |
| 259 | Staple Removal | 164 | 3.59 | 0.08 | 290 | 3.48 | 0.06 | 101 | 3.41 | 0.09 |
| 260 | Sterile Technique | 167 | 4.74 | 0.05 | 329 | 4.71 | 0.03 | 94 | 4.48 | 0.09 |
| 261 | Stressful Life Events | 164 | 3.80 | 0.07 | 290 | 3.62 | 0.05 | 100 | 3.55 | 0.09 |
| 262 | Subcutaneous Medication Administration | 168 | 4.58 | 0.05 | 329 | 4.57 | 0.03 | 94 | 4.34 | 0.08 |
| 263 | Substance Abuse Disorder | 164 | 3.92 | 0.08 | 290 | 3.81 | 0.05 | 101 | 3.59 | 0.10 |
| 264 | Substance Withdrawal | 169 | 4.08 | 0.08 | 328 | 3.82 | 0.05 | 94 | 3.66 | 0.09 |
| 265 | Supervision/Monitoring Of Assistive Personnel | 164 | 4.12 | 0.06 | 291 | 4.00 | 0.05 | 101 | 3.92 | 0.09 |
| 266 | Supervision/Monitoring Of Tasks Assigned | 168 | 4.30 | 0.06 | 330 | 4.23 | 0.04 | 94 | 4.13 | 0.07 |
| 267 | Surgical Procedure | 163 | 3.89 | 0.09 | 289 | 3.51 | 0.06 | 101 | 3.16 | 0.11 |
| 268 | Suture Removal | 169 | 3.70 | 0.09 | 328 | 3.46 | 0.06 | 94 | 3.39 | 0.12 |
| 269 | Therapeutic Communication | 164 | 4.26 | 0.06 | 290 | 4.41 | 0.04 | 101 | 3.92 | 0.08 |
| 270 | Therapeutic Environment | 168 | 4.05 | 0.06 | 327 | 4.00 | 0.04 | 93 | 3.62 | 0.09 |
| 271 | Time Management Skills/Techniques | 164 | 4.39 | 0.06 | 290 | 4.42 | 0.04 | 101 | 4.32 | 0.07 |
| 272 | Tracheostomy | 169 | 4.27 | 0.08 | 330 | 4.00 | 0.05 | 94 | 3.71 | 0.12 |
| 273 | Transfer Assistive Devices | 164 | 4.20 | 0.06 | 290 | 4.05 | 0.05 | 101 | 3.96 | 0.07 |
| 274 | Transfer Process | 169 | 4.21 | 0.06 | 330 | 3.83 | 0.05 | 94 | 3.78 | 0.09 |
| 275 | Transfusion Reaction | 164 | 4.37 | 0.09 | 291 | 4.12 | 0.07 | 101 | 3.97 | 0.12 |
| 276 | Treatment Barriers | 167 | 4.19 | 0.06 | 329 | 3.86 | 0.04 | 94 | 3.78 | 0.08 |
| 277 | Urinary Catheter Insertion | 164 | 4.50 | 0.06 | 290 | 4.33 | 0.05 | 101 | 4.09 | 0.08 |
| 278 | Urinary Catheter Irrigation | 169 | 4.22 | 0.07 | 328 | 3.97 | 0.05 | 94 | 3.88 | 0.10 |
| 279 | Urinary Catheter Maintenance | 164 | 4.46 | 0.06 | 291 | 4.32 | 0.05 | 100 | 4.16 | 0.07 |
| 280 | Urinary Catheter Removal | 169 | 4.22 | 0.07 | 330 | 4.15 | 0.04 | 94 | 3.97 | 0.10 |
| 281 | Urinary Retention | 164 | 4.29 | 0.07 | 289 | 4.10 | 0.05 | 101 | 4.11 | 0.07 |

**Table 9. Knowledge Statement Importance Ratings**

| Survey Position # | Knowledge of: | Newly Licensed LPN/VN | | | LPN/VN Educator | | | LPN/VN Supervisor | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | N | Avg. | Std. Err. | N | Avg. | Std. Err. | N | Avg. | Std. Err. |
| 282 | Usage Of Social Media Related To Client Information | 168 | 3.83 | 0.11 | 329 | 4.04 | 0.06 | 93 | 3.80 | 0.12 |
| 283 | Validation Therapy | 163 | 3.67 | 0.09 | 287 | 3.25 | 0.06 | 100 | 3.23 | 0.10 |
| 284 | Venipuncture | 169 | 4.13 | 0.08 | 330 | 3.79 | 0.06 | 94 | 3.91 | 0.13 |
| 285 | Ventilator | 164 | 4.15 | 0.09 | 290 | 3.11 | 0.08 | 100 | 3.07 | 0.14 |
| 286 | Verbal Orders | 168 | 4.59 | 0.05 | 331 | 4.29 | 0.05 | 94 | 4.35 | 0.09 |
| 287 | Visual Impairment | 163 | 3.98 | 0.07 | 290 | 3.80 | 0.05 | 100 | 3.71 | 0.08 |
| 288 | Vital Signs | 169 | 4.78 | 0.04 | 329 | 4.83 | 0.02 | 94 | 4.61 | 0.06 |
| 289 | Warming Measures | 164 | 3.79 | 0.07 | 290 | 3.53 | 0.06 | 101 | 3.43 | 0.11 |
| 290 | Wound Drainage Device Removal | 169 | 4.07 | 0.08 | 330 | 3.80 | 0.05 | 94 | 3.67 | 0.11 |
| 291 | Wound Dressing Change | 163 | 4.50 | 0.05 | 291 | 4.28 | 0.05 | 101 | 4.31 | 0.07 |
| 292 | Wound Irrigation | 169 | 4.23 | 0.07 | 330 | 3.99 | 0.05 | 94 | 3.91 | 0.10 |
| 293 | Wound Types | 164 | 4.40 | 0.06 | 291 | 4.18 | 0.05 | 101 | 4.30 | 0.07 |

for newly licensed LPN/VN and LPN/VN Educators was "group session," with an average value of 3.11 and 2.94, respectively. LPN/VN Supervisors rated "care of toddler client through two years" the lowest with an average value of 2.63. The most important knowledge statement for LPN/VN Educators and Supervisors was "medication safety measures" with an average value of 4.88 and 4.78, respectively. Newly licensed LPN/VNs rated "cardiopulmonary resuscitation" the highest with an average value of 4.85. In general, there were few differences in importance ratings based on job title.

### Facility

The average importance ratings of the knowledge statements of responders from hospitals, long-term care, community-based facilities, and other facilities were cross-analyzed for meaningful differences. Responders answering hospital, long-term care, community-based facilities, and other facilities all rated "group session" as the least important knowledge statement, with average values of 2.89, 2.85, 3.22, and 3.03, respectively. The most important knowledge statement for responders working in hospitals, long-term care, and other facilities was "medication safety measures," with average values

of 4.89 and 4.84, and 4.86, respectively. Individuals working in community-based facilities rated "medication administration safety" highest with an average value of 4.88. Average importance values for all knowledge statements by facilities are listed in Appendix I.

## Summary

Responders to the 2015 LPN/VN Nursing Knowledge Survey found the statements listed in the survey to be representative of the knowledge necessary for safe and effective professional practice of newly licensed LPN/VNs. There were similar importance ratings of the knowledge statements for Newly Licensed LPN/VNs, LPN/VN Educators, LPN/VN Supervisors and SMEs.

## CONCLUSIONS

Based on the reliability of the knowledge statement instrument, the survey of the nonresponders, the validation of the knowledge statement importance ratings by SMEs, and the similarity of knowledge statement importance ratings by Newly Licensed LPN/VNs, LPN/VN Educators and LPN/VN Supervisors, the results of this survey can be used to inform item development.

# REFERENCES

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## APPENDIX A: 2015 KNOWLEDGE SURVEY METHODOLOGY REVIEWERS

**Stephanie Stanard,** PhD, is a Senior Human capital Strategist at the Central Intelligence Agency's (CIA), Office of Inspector General. In her role at the CIA Dr. Stanard has worked on job analysis projects, employee recruitment, training development, change management projects, training gap identification projects and employee assessment development for the CIA. Her work in the area of workforce development help to recommendations for improvement in training and development programs. Dr. Stanard is also an adjunct professor at Bowie State University, where she teaches performance management, research and report writing and research advisory.

**Noelle K. Newhouse**, PhD, is an Associate professor at The Chicago School of Professional Psychology. In her role as a professor, Dr. Newhouse teaches Masters and Doctoral level courses in the areas of performance management, human resource management, survey design and development, and employee selection. Dr. Newhouse also has worked for Vagent Inc. where she conducted cross-validation studies for tests, conducted criterion related validity studies for employment assessments. Dr. Newhouse has presented at various professional conferences on the topics of self-awareness, personality assessments, and assessment as a foundation of talent management.

**Alan Mead**, PhD, is the president of Talent Algorithms Inc. In his role as president Dr. Mead has an extensive work history in the areas of psychometrics and test development. He has numerous outreach efforts and grant activities related to the field of test and assessment development. Dr. Mead has authored peer-reviewed articles on item writing, the effects of culture on reasoning, multistage testing, ethical decision-making process, item response theories, and computerized testing. He has also written numerous book chapters on item analysis, computerized assessment, technology based selection and assessment reliability. Dr. Mead also teaches Industrial Organizational Psychology at Illinois Institute of technology and at Roosevelt University in Chicago, IL.

# APPENDIX B: SUBJECT MATTER EXPERT PANEL FOR THE 2015 KNOWLEDGE OF NEWLY LICENSED LPN/VN SURVEY

### Area I

| | |
|---|---|
| **Member:** | Debbie M. Barrett-Bryson, MSN/MHA, RNC-OB, CCE |
| **Regulatory Board:** | Arizona State Board of Nursing |
| **Nursing Specialty:** | OB/GYN, Medical-Surgical, Case Management |
| **Type of Facility:** | College, University, Insurance |

Barrett-Bryson has nearly 30 years of nursing experience. She currently serves as a nursing faculty member at Maricopa GateWay Community College and the University of Phoenix, where she teaches physical assessment courses to LPNs students. Barrett-Bryson holds another position in the insurance industry at United Healthcare, where she works directly with LPNs just beginning their careers and acts as a mentor to help them succeed.

### Area II

| | |
|---|---|
| **Member:** | Timothy P. McDonald, LPN |
| **Regulatory Board:** | Ohio Board of Nursing |
| **Nursing Specialty:** | Oncology |
| **Type of Facility:** | Hospital |

McDonald is an entry-level LPN who obtained his license in November 2013. He currently works in the Outpatient Department of the Oncology/Hematology unit at the Cleveland Clinic. He also serves as a member of the emergency response team there.

### Area III

| | |
|---|---|
| **Member:** | Erika Frederick, LPN |
| **Regulatory Board:** | Florida Board of Nursing |
| **Nursing Specialty:** | Practical Nursing |
| **Type of Facility:** | Assisted Living |

Frederick is an entry-level LPN who obtained her license in April 2014. She works with other entry-level nurses, and provides general nursing care in an assisted living setting.

| | |
|---|---|
| **Member:** | Gregory T. Howard, LPN |
| **Regulatory Board:** | Alabama Board of Nursing |
| **Nursing Specialty:** | Mental Health, Long-term Care |
| **Type of Facility:** | Assisted Living, Memory Care |

Howard has 35 years of nursing experience as an LPN. He worked for 25 years at the Tuscaloosa VA Medical Center in mental health and memory care before retiring in 2010. Howard currently works at Morning Pointe, an assisted living facility, where he assists with the facility-specific orientation and training for entry-level LPNs.

| | |
|---|---|
| **Member:** | Shela Upshaw, RN |
| **Regulatory Board:** | Arkansas State Board of Nursing |
| **Nursing Specialty:** | PN Education |
| **Type of Facility:** | University, Hospital |

Upshaw has 22 years of nursing experience, 17 of which she has spent educating LPNs. She currently serves as the PN Program Chair for the University of Arkansas at Monticello where she teaches courses in theory and clinical. Upshaw also works in a local hospital in the Medical-Surgical, Critical Care, Emergency, and Home Health departments, and has helped supervise recent LPN and RN graduates there for over 20 years. She is currently the President of the Arkansas State Board of Nursing, where she is involved in the licensing and discipline of new graduate nurses.

## Area IV

| | |
|---|---|
| **Member:** | Sandra Hryhor, RN, BSN, CPN |
| **Regulatory Board:** | New Jersey Board of Nursing |
| **Nursing Specialty:** | Pediatrics, Mental Health |
| **Type of Facility:** | Home Health Care, Private School |

Hryhor has 16 years of nursing experience and currently serves as a Wellness Nurse at Bridgeway Rehabilitation Services, where she provides psychiatric home health care. In this role, Hryhor also orients and mentors entry level LPNs and RNs on the organization's policies and procedures, including documentation procedures, OSHA regulations, and computer systems. She is responsible for completing the orientation checklist for the nurses she trains and also participates in their 90-day review.

| | |
|---|---|
| **Member:** | Ottamissiah W. Moore, LPN, BS, WCC, GC, CHPLN, CSD-LTC |
| **Regulatory Board:** | District of Columbia Board of Nursing |
| **Nursing Specialty:** | Long-term Care, Wound Care |
| **Type of Facility:** | Long-term Care |

Moore has over 23 years of nursing experience, and currently serves as a Staff Development Coordinator at Deanwood Rehabilitation and Wellness Center, a long term care facility. She is responsible for developing and coordinating the orientation for new LPNs, in addition to providing nursing staff with ongoing training opportunities. Moore also assigns preceptors and mentors to LPNs in her facility, and provides new nurses with a competency skills lab.

## APPENDIX C: 2015 KNOWLEDGE OF NEWLY LICENSED LPN/VN SURVEY (VERSION 1)

### NCSBN
*National Council of State Boards of Nursing*

National Council of State Boards of Nursing (NCSBN)

# LICENSED PRACTICAL/VOCATIONAL NURSE (LPN/VN) NURSING KNOWLEDGE SURVEY

This survey is being performed by the National Council of State Boards of Nursing (NCSBN) on behalf of your board of nursing. The survey is part of a comprehensive study of the practice of newly licensed practical/vocational nurses (LPN/VNs) in the NCSBN areas using the NCLEX® examination for primary licensure decisions. Please complete and return this form as soon as possible. This is your opportunity to contribute to the development of the NCLEX® examination that future candidates will take.

### INSTRUCTIONS

Please read each question carefully and respond by filling in the oval of the response that most closely represents your answer. Choose the answer that **best** applies to your practice and fill in the appropriate oval(s). When asked to write in information, print your answer legibly in the space provided.

As used in this survey, the "**client**" can be an individual, family, or group which includes significant others and population. "Clients" are the same as "residents" or "patients." Your answers will be kept confidential and your individual responses to the questions will not be released.

| **Correct marks** | **Incorrect marks** | • Use a pencil.<br>• Make heavy dark marks that fill the oval completely.<br>• If you want to change an answer and used a pencil, erase completely. |
| --- | --- | --- |

1. **What type(s) of nursing license do you hold?**
   *(Select ALL that apply)*
   ○ Licensed Practical/Vocational Nurse (LPN/VN)
   ○ Registered Nurse (RN)
   ○ Advanced Practice Registered Nurse (APRN)

2. **I am primarily:** *(Select only ONE)*
   ○ Newly Licensed LPN/VN
   ○ Nurse Educator
   ○ Nurse Supervisor/Director

3. **How long have you been in the position you selected in question 2? (For newly licensed LPN/VNs – how long since you completed course requirements in your nursing program?)**

| YEARS | | MONTHS | |
| --- | --- | --- | --- |
| ⓪ ⓪ | | ⓪ ⓪ | |
| ① ① | | ① ① | |
| ② ② | | ② ② | |
| ③ ③ | | ③ ③ | |
| ④ ④ | | ④ ④ | |
| ⑤ ⑤ | | ⑤ ⑤ | |
| ⑥ ⑥ | | ⑥ ⑥ | |
| ⑦ ⑦ | | ⑦ ⑦ | |
| ⑧ ⑧ | | ⑧ ⑧ | |
| ⑨ ⑨ | | ⑨ ⑨ | |

**FOR OFFICE USE ONLY**

**1**

## SECTION 1:  KNOWLEDGE STATEMENTS

This section contains a list of knowledge statements applicable to nursing practice in a variety of settings. For each knowledge statement, please mark the degree of importance, whether or not it applies to your practice setting. For each knowledge statement, one question is asked:

**Question - Importance:**

How important is the possession of this <u>knowledge</u> by a newly licensed LPN/VN for safe and effective professional practice, <u>regardless of specific practice setting</u>? *(Select only <u>ONE</u>).*

1 = **Not Important**
2 = **Minimally Important**
3 = **Moderately Important**
4 = **Important**
5 = **Critically Important**

### KNOWLEDGE OF:

| | IMPORTANCE | | | | |
|---|---|---|---|---|---|
| | 1 Not Important | 2 Minimally Important | 3 Moderately Important | 4 Important | 5 Critically Important |
| 1. abuse prevention | ① | ② | ③ | ④ | ⑤ |
| 2. activities of daily living | ① | ② | ③ | ④ | ⑤ |
| 3. adaptive devices | ① | ② | ③ | ④ | ⑤ |
| 4. adult client care | ① | ② | ③ | ④ | ⑤ |
| 5. allergic reactions | ① | ② | ③ | ④ | ⑤ |
| 6. alternative/complementary therapy | ① | ② | ③ | ④ | ⑤ |
| 7. appropriate resources | ① | ② | ③ | ④ | ⑤ |
| 8. aspiration precautions | ① | ② | ③ | ④ | ⑤ |
| 9. assistive devices for medication administration | ① | ② | ③ | ④ | ⑤ |
| 10. barriers to learning | ① | ② | ③ | ④ | ⑤ |
| 11. behavioral disorders | ① | ② | ③ | ④ | ⑤ |
| 12. bladder irrigation | ① | ② | ③ | ④ | ⑤ |
| 13. bladder palpation technique | ① | ② | ③ | ④ | ⑤ |
| 14. blood product | ① | ② | ③ | ④ | ⑤ |
| 15. body mechanics | ① | ② | ③ | ④ | ⑤ |
| 16. cardiopulmonary resuscitation | ① | ② | ③ | ④ | ⑤ |
| 17. care plan | ① | ② | ③ | ④ | ⑤ |
| 18. central venous catheter management | ① | ② | ③ | ④ | ⑤ |
| 19. chemical dependency | ① | ② | ③ | ④ | ⑤ |
| 20. chronic illness | ① | ② | ③ | ④ | ⑤ |
| 21. client advocacy | ① | ② | ③ | ④ | ⑤ |
| 22. client autonomy | ① | ② | ③ | ④ | ⑤ |
| 23. client care prioritization | ① | ② | ③ | ④ | ⑤ |
| 24. client communication | ① | ② | ③ | ④ | ⑤ |
| 25. client condition | ① | ② | ③ | ④ | ⑤ |
| 26. client disease processes and conditions | ① | ② | ③ | ④ | ⑤ |
| 27. client evaluation | ① | ② | ③ | ④ | ⑤ |
| 28. client identification | ① | ② | ③ | ④ | ⑤ |
| 29. client in labor | ① | ② | ③ | ④ | ⑤ |
| 30. client limitations | ① | ② | ③ | ④ | ⑤ |
| 31. client medical history | ① | ② | ③ | ④ | ⑤ |
| 32. client mental competency | ① | ② | ③ | ④ | ⑤ |
| 33. client nutrition | ① | ② | ③ | ④ | ⑤ |
| 34. client privacy | ① | ② | ③ | ④ | ⑤ |
| 35. client rights | ① | ② | ③ | ④ | ⑤ |
| 36. client safety | ① | ② | ③ | ④ | ⑤ |
| 37. client spiritual beliefs | ① | ② | ③ | ④ | ⑤ |
| 38. code of ethics | ① | ② | ③ | ④ | ⑤ |
| 39. communication barriers | ① | ② | ③ | ④ | ⑤ |
| 40. community resources | ① | ② | ③ | ④ | ⑤ |
| 41. confidentiality | ① | ② | ③ | ④ | ⑤ |
| 42. conflict resolution | ① | ② | ③ | ④ | ⑤ |

## SECTION 1:  KNOWLEDGE STATEMENTS *(continued)*

**Question - Importance:**

How important is the possession of this <u>knowledge</u> by a newly licensed LPN/VN for safe and effective professional practice, <u>regardless of specific practice setting</u>? *(Select only <u>ONE</u>)*.

1 = **Not Important**
2 = **Minimally Important**
3 = **Moderately Important**
4 = **Important**
5 = **Critically Important**

### KNOWLEDGE OF:

| | 1 Not Important | 2 Minimally Important | 3 Moderately Important | 4 Important | 5 Critically Important |
|---|---|---|---|---|---|
| 43. continuous suction of nasogastric tube | ① | ② | ③ | ④ | ⑤ |
| 44. coping mechanisms | ① | ② | ③ | ④ | ⑤ |
| 45. critical thinking | ① | ② | ③ | ④ | ⑤ |
| 46. data collection | ① | ② | ③ | ④ | ⑤ |
| 47. delegation | ① | ② | ③ | ④ | ⑤ |
| 48. diagnostic test procedures | ① | ② | ③ | ④ | ⑤ |
| 49. diagnostic test results | ① | ② | ③ | ④ | ⑤ |
| 50. disaster drills | ① | ② | ③ | ④ | ⑤ |
| 51. documentation | ① | ② | ③ | ④ | ⑤ |
| 52. ear irrigation | ① | ② | ③ | ④ | ⑤ |
| 53. electronic medical records (EMR) | ① | ② | ③ | ④ | ⑤ |
| 54. emergency procedures | ① | ② | ③ | ④ | ⑤ |
| 55. enteral tube management | ① | ② | ③ | ④ | ⑤ |
| 56. environmental factors | ① | ② | ③ | ④ | ⑤ |
| 57. client equipment | ① | ② | ③ | ④ | ⑤ |
| 58. evidence-based practice resources | ① | ② | ③ | ④ | ⑤ |
| 59. family dynamics | ① | ② | ③ | ④ | ⑤ |
| 60. follow-up with clients | ① | ② | ③ | ④ | ⑤ |
| 61. geriatric client care | ① | ② | ③ | ④ | ⑤ |
| 62. group session | ① | ② | ③ | ④ | ⑤ |
| 63. health promotion programs | ① | ② | ③ | ④ | ⑤ |
| 64. hearing impairment | ① | ② | ③ | ④ | ⑤ |
| 65. hospice | ① | ② | ③ | ④ | ⑤ |
| 66. hypoglycemia | ① | ② | ③ | ④ | ⑤ |
| 67. immunizations | ① | ② | ③ | ④ | ⑤ |
| 68. incision care | ① | ② | ③ | ④ | ⑤ |
| 69. infection control | ① | ② | ③ | ④ | ⑤ |
| 70. interdisciplinary communication | ① | ② | ③ | ④ | ⑤ |
| 71. intermittent suction of nasogastric tube | ① | ② | ③ | ④ | ⑤ |
| 72. intervention techniques | ① | ② | ③ | ④ | ⑤ |
| 73. interviewing skills | ① | ② | ③ | ④ | ⑤ |
| 74. intramuscular medication administration | ① | ② | ③ | ④ | ⑤ |
| 75. intravenous flow rate calculation | ① | ② | ③ | ④ | ⑤ |
| 76. intravenous piggyback medication | ① | ② | ③ | ④ | ⑤ |
| 77. intravenous site maintenance | ① | ② | ③ | ④ | ⑤ |
| 78. isolation techniques | ① | ② | ③ | ④ | ⑤ |
| 79. learning barriers | ① | ② | ③ | ④ | ⑤ |
| 80. life transitions | ① | ② | ③ | ④ | ⑤ |
| 81. mandatory reporting | ① | ② | ③ | ④ | ⑤ |
| 82. medical procedures | ① | ② | ③ | ④ | ⑤ |
| 83. medication administration by ear | ① | ② | ③ | ④ | ⑤ |
| 84. medication administration by inhalation | ① | ② | ③ | ④ | ⑤ |
| 85. medication administration by rectum | ① | ② | ③ | ④ | ⑤ |
| 86. medication administration by vagina | ① | ② | ③ | ④ | ⑤ |
| 87. medication administration safety | ① | ② | ③ | ④ | ⑤ |

**IMPORTANCE**

National Council of State Boards of Nursing, Inc. (NCSBN) | 2016

## SECTION 1:  KNOWLEDGE STATEMENTS *(continued)*

**Question - Importance:**

How important is the possession of this <u>knowledge</u> by a newly licensed LPN/VN for safe and effective professional practice, <u>regardless of specific practice setting</u>? *(Select only <u>ONE</u>).*

1 = **Not Important**
2 = **Minimally Important**
3 = **Moderately Important**
4 = **Important**
5 = **Critically Important**

### KNOWLEDGE OF:

| | IMPORTANCE | | | | |
|---|---|---|---|---|---|
| | 1 Not Important | 2 Minimally Important | 3 Moderately Important | 4 Important | 5 Critically Important |
| 88. medication history | ① | ② | ③ | ④ | ⑤ |
| 89. medication safety | ① | ② | ③ | ④ | ⑤ |
| 90. mental health disorders | ① | ② | ③ | ④ | ⑤ |
| 91. narcotics/controlled substances | ① | ② | ③ | ④ | ⑤ |
| 92. nasogastric tube maintenance | ① | ② | ③ | ④ | ⑤ |
| 93. nasogastric tube types | ① | ② | ③ | ④ | ⑤ |
| 94. newborn client care | ① | ② | ③ | ④ | ⑤ |
| 95. non-pharmacological measures for pain relief | ① | ② | ③ | ④ | ⑤ |
| 96. nurse education | ① | ② | ③ | ④ | ⑤ |
| 97. nutritional norms | ① | ② | ③ | ④ | ⑤ |
| 98. oxygen saturation monitoring | ① | ② | ③ | ④ | ⑤ |
| 99. pain management | ① | ② | ③ | ④ | ⑤ |
| 100. peripheral intravenous catheter insertion | ① | ② | ③ | ④ | ⑤ |
| 101. peripheral intravenous catheter removal | ① | ② | ③ | ④ | ⑤ |
| 102. personal limitations | ① | ② | ③ | ④ | ⑤ |
| 103. plan of care | ① | ② | ③ | ④ | ⑤ |
| 104. polypharmacy | ① | ② | ③ | ④ | ⑤ |
| 105. post-operative education | ① | ② | ③ | ④ | ⑤ |
| 106. practice error | ① | ② | ③ | ④ | ⑤ |
| 107. pre-operative education | ① | ② | ③ | ④ | ⑤ |
| 108. preventative care | ① | ② | ③ | ④ | ⑤ |
| 109. professional accountability | ① | ② | ③ | ④ | ⑤ |
| 110. professional development | ① | ② | ③ | ④ | ⑤ |
| 111. psychological evaluation | ① | ② | ③ | ④ | ⑤ |
| 112. quality improvement | ① | ② | ③ | ④ | ⑤ |
| 113. referral | ① | ② | ③ | ④ | ⑤ |
| 114. relaxation techniques | ① | ② | ③ | ④ | ⑤ |
| 115. resources | ① | ② | ③ | ④ | ⑤ |
| 116. respiratory interventions | ① | ② | ③ | ④ | ⑤ |
| 117. restraint alternatives | ① | ② | ③ | ④ | ⑤ |
| 118. risk tools | ① | ② | ③ | ④ | ⑤ |
| 119. safe health care practice | ① | ② | ③ | ④ | ⑤ |
| 120. school age client care | ① | ② | ③ | ④ | ⑤ |
| 121. seclusion | ① | ② | ③ | ④ | ⑤ |
| 122. sequential compression devices | ① | ② | ③ | ④ | ⑤ |
| 123. skin care | ① | ② | ③ | ④ | ⑤ |
| 124. skin monitoring | ① | ② | ③ | ④ | ⑤ |
| 125. specialty diet | ① | ② | ③ | ④ | ⑤ |
| 126. staff competency | ① | ② | ③ | ④ | ⑤ |
| 127. staff safety | ① | ② | ③ | ④ | ⑤ |
| 128. standard/universal precautions | ① | ② | ③ | ④ | ⑤ |
| 129. standardized pain scales | ① | ② | ③ | ④ | ⑤ |
| 130. staple removal | ① | ② | ③ | ④ | ⑤ |
| 131. stressful life events | ① | ② | ③ | ④ | ⑤ |
| 132. substance abuse disorder | ① | ② | ③ | ④ | ⑤ |

4

## SECTION 1: KNOWLEDGE STATEMENTS *(continued)*

**Question - Importance:**

How important is the possession of this <u>knowledge</u> by a newly licensed LPN/VN for safe and effective professional practice, <u>regardless of specific practice setting</u>? *(Select only <u>ONE</u>).*

1 = **Not Important**
2 = **Minimally Important**
3 = **Moderately Important**
4 = **Important**
5 = **Critically Important**

### KNOWLEDGE OF:

| | IMPORTANCE | | | | |
|---|---|---|---|---|---|
| | 1 Not Important | 2 Minimally Important | 3 Moderately Important | 4 Important | 5 Critically Important |
| 133. supervision/monitoring of assistive personnel | ① | ② | ③ | ④ | ⑤ |
| 134. surgical procedure | ① | ② | ③ | ④ | ⑤ |
| 135. therapeutic communication | ① | ② | ③ | ④ | ⑤ |
| 136. time management skills/techniques | ① | ② | ③ | ④ | ⑤ |
| 137. transfer assistive devices | ① | ② | ③ | ④ | ⑤ |
| 138. transfusion reaction | ① | ② | ③ | ④ | ⑤ |
| 139. urinary catheter insertion | ① | ② | ③ | ④ | ⑤ |
| 140. urinary catheter maintenance | ① | ② | ③ | ④ | ⑤ |
| 141. urinary retention | ① | ② | ③ | ④ | ⑤ |
| 142. validation therapy | ① | ② | ③ | ④ | ⑤ |
| 143. ventilator | ① | ② | ③ | ④ | ⑤ |
| 144. visual impairment | ① | ② | ③ | ④ | ⑤ |
| 145. warming measures | ① | ② | ③ | ④ | ⑤ |
| 146. wound dressing change | ① | ② | ③ | ④ | ⑤ |
| 147. wound types | ① | ② | ③ | ④ | ⑤ |

**148. How well did the survey cover the important knowledge areas a newly licensed LPN/VN should possess, regardless of the practice setting?**

○ Very well     ○ Well     ○ Adequately     ○ Poorly

**Please list any important knowledge areas you believe that a newly licensed LPN/VN should possess that are missing from the survey.**

_____

_____

_____

_____

_____

## SECTION 2:  WORK ENVIRONMENT

**INSTRUCTIONS FOR *NEWLY LICENSED LPN/VNs*:**  Choose the following clinical setting or practice area that most accurately describes where you work.

**INSTRUCTIONS FOR *NURSE EDUCATORS*:**  Choose the following clinical setting or practice area that most accurately describes where you supervise your students.

**INSTRUCTIONS FOR *NURSE SUPERVISORS/DIRECTORS*:**  Choose the following clinical setting that most accurately describes the general population you supervise and/or the unit on which you work.

1. **Which of the following <u>best</u> describes your area of practice?** *(Select <u>ALL</u> that apply)*
   - ○ Well clients, possibly with minor illnesses
   - ○ OB (Maternity) clients
   - ○ Clients with stabilized chronic conditions
   - ○ Clients with unstabilized chronic conditions
   - ○ Clients with acute conditions, including clients with medical, surgical or critical conditions
   - ○ Clients at the end of life
   - ○ Clients with behavioral/emotional conditions
   - ○ Other, please specify:
     _____

2. **Which of the following <u>best</u> describes the ages of <u>most</u> of your clients on the last day you worked?** *(Select <u>ALL</u> that apply)*
   - ○ Newborn (less than 1 month)
   - ○ Infant/toddler (1 month-2 years)
   - ○ Preschool (ages 3-5)
   - ○ School age (ages 6-12)
   - ○ Adolescent (ages 13-17)
   - ○ Adult (ages 18-64)
   - ○ Adult (ages 65-85)
   - ○ Adult (over age 85)

3. **Which of the following choices <u>best</u> describes your employment setting/specialty area? If you work mainly in one setting, fill in the appropriate oval for that one setting. If you work in more than one setting, fill in the appropriate oval for all the settings where you spend at least one-half of your time.** *(Select <u>no more than TWO</u> answers)*
   - ○ Critical care (e.g., ICU, CCU, step-down units, pediatric/neonatal intensive care, emergency department, post-anesthesia recovery unit)
   - ○ Medical-surgical unit or any of its sub-specialties (e.g., oncology, orthopedics, neurology)
   - ○ Pediatrics
   - ○ Nursery
   - ○ Labor and delivery
   - ○ Postpartum unit
   - ○ Psychiatric or any of its sub-specialties (e.g., detox)
   - ○ Assisted living
   - ○ Operating room, including outpatient surgery and surgicenters
   - ○ Nursing home, skilled or intermediate care
   - ○ Other long term care (e.g., residential care, developmental disability)
   - ○ Rehabilitation
   - ○ Subacute unit
   - ○ Transitional care unit
   - ○ Physician/Advanced Practice RN/Nurse Practitioner (NP) dentist's office
   - ○ Occupational health
   - ○ Outpatient clinic
   - ○ Home health, including visiting nurse associations
   - ○ Public health
   - ○ Student/school health
   - ○ Hospice care
   - ○ Prison/correctional facility/jail
   - ○ Short stay/Observational
   - ○ Step-down/Progressive care
   - ○ Other, please specify:_____

4. **Which of the following <u>best</u> describes the type of facility/organization where your employment setting/specialty area is located?** *(Select only <u>ONE</u>)*
   - ○ Hospital
   - ○ Long-term care facility
   - ○ Community-based or ambulatory care facility/organization (including public health department, visiting nurses association, home health, physician/Advanced Practice RN/Nurse Practioner (NP)/dentist's office, clinic, school, prison, etc.)
   - ○ Other, please specify:
     _____

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## SECTION 3:  DEMOGRAPHIC INFORMATION

**1. What is your gender?**

○ Male          ○ Female

**2. What is your age in years?**

YEARS

⓪⓪ ①① ②② ③③ ④④ ⑤⑤ ⑥⑥ ⑦⑦ ⑧⑧ ⑨⑨

**3. Which of the following best describes your racial/ethnic background.** *(Select ONE answer)*

○ African American        ○ Native American
○ Asian Indian            ○ Pacific Islander
○ Asian Other             ○ White-not of Hispanic origin
○ Hispanic                ○ Other

**4. What is your primary language?**

○ English
○ English and another language
○ Another language

**5. What is the highest degree completed that led to your current position?**

○ LPN/VN - Diploma/Certificate in U.S.
○ LPN/VN- - Associate degree in U.S.
○ RN - Diploma in U.S.
○ RN - Associate degree in U.S.
○ RN - Baccalaureate degree in U.S.
○ RN - Generic Masters degree in U.S.
○ RN - Masters (Nurse Practitioner)
○ RN - Masters (Clinical Nurse Specialist)
○ RN - Masters (Nurse Midwife)
○ RN - Masters (CRNA)
○ RN - Generic Doctorate in U.S. (e.g., ND or PhD)
○ RN - Nursing Doctorate in U.S. (e.g., DNP)
○ Any nursing program NOT located in the U.S.
○ In progress to complete generic Master's
○ Other program, please specify:_____

## SECTION 4:  COMMENTS

If we need additional information in order to clarify the results of this study, we may call and/or e-mail some participants. If you would be willing to answer a few additional questions by phone or e-mail, please provide a number where you can be reached during the day or early evening.

**Name:** _____

**E-mail Address:** _____

**You may write any comments or suggestions that you have in the space below.**

_____
_____
_____
_____
_____
_____
_____
_____
_____

**Daytime or Early Evening Phone Number with Area Code:**

( ___ ) ___ - ___ ___

After you complete this form, please return it in the enclosed postage-paid envelope.

### *Thank you for participating in this important work!*

## 2015 KNOWLEDGE OF NEWLY LICENSED LPN/VN SURVEY (VERSION 2)

# N C S B N
*National Council of State Boards of Nursing*

National Council of State Boards of Nursing (NCSBN)

# LICENSED PRACTICAL/VOCATIONAL NURSE (LPN/VN) NURSING KNOWLEDGE SURVEY

This survey is being performed by the National Council of State Boards of Nursing (NCSBN) on behalf of your board of nursing. The survey is part of a comprehensive study of the practice of newly licensed practical/vocational nurses (LPN/VNs) in the NCSBN areas using the NCLEX® examination for primary licensure decisions. Please complete and return this form as soon as possible. This is your opportunity to contribute to the development of the NCLEX® examination that future candidates will take.

### INSTRUCTIONS

Please read each question carefully and respond by filling in the oval of the response that most closely represents your answer. Choose the answer that **best** applies to your practice and fill in the appropriate oval(s). When asked to write in information, print your answer legibly in the space provided.

As used in this survey, the "**client**" can be an individual, family, or group which includes significant others and population. "Clients" are the same as "residents" or "patients." Your answers will be kept confidential and your individual responses to the questions will not be released.

**Correct marks**   **Incorrect marks**

- Use a pencil.
- Make heavy dark marks that fill the oval completely.
- If you want to change an answer and used a pencil, erase completely.

---

1. **What type(s) of nursing license do you hold?**
   *(Select ALL that apply)*
   ○ Licensed Practical/Vocational Nurse (LPN/VN)
   ○ Registered Nurse (RN)
   ○ Advanced Practice Registered Nurse (APRN)

2. **I am primarily:** *(Select only ONE)*
   ○ Newly Licensed LPN/VN
   ○ Nurse Educator
   ○ Nurse Supervisor/Director

3. **How long have you been in the position you selected in question 2? (For newly licensed LPN/VNs – how long since you completed course requirements in your nursing program?)**

|  | YEARS |  | MONTHS |
|---|---|---|---|
| ⓪ | ⓪ | ⓪ | ⓪ |
| ① | ① | ① | ① |
| ② | ② | ② | ② |
| ③ | ③ | ③ | ③ |
| ④ | ④ | ④ | ④ |
| ⑤ | ⑤ | ⑤ | ⑤ |
| ⑥ | ⑥ | ⑥ | ⑥ |
| ⑦ | ⑦ | ⑦ | ⑦ |
| ⑧ | ⑧ | ⑧ | ⑧ |
| ⑨ | ⑨ | ⑨ | ⑨ |

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**FOR OFFICE USE ONLY**

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## SECTION 1:  KNOWLEDGE STATEMENTS

This section contains a list of knowledge statements applicable to nursing practice in a variety of settings. For each knowledge statement, please mark the degree of importance, whether or not it applies to your practice setting. For each knowledge statement, one question is asked:

**Question - Importance:**

How important is the possession of this <u>knowledge</u> by a newly licensed LPN/VN for safe and effective professional practice, <u>regardless of specific practice setting</u>? *(Select only <u>ONE</u>).*

1 = **Not Important**
2 = **Minimally Important**
3 = **Moderately Important**
4 = **Important**
5 = **Critically Important**

### KNOWLEDGE OF:

| | IMPORTANCE | | | | |
|---|---|---|---|---|---|
| | 1 Not Important | 2 Minimally Important | 3 Moderately Important | 4 Important | 5 Critically Important |
| 1. active listening | ① | ② | ③ | ④ | ⑤ |
| 2. acute illness | ① | ② | ③ | ④ | ⑤ |
| 3. adolescent client care | ① | ② | ③ | ④ | ⑤ |
| 4. advance directives | ① | ② | ③ | ④ | ⑤ |
| 5. alternative therapies | ① | ② | ③ | ④ | ⑤ |
| 6. antepartum client | ① | ② | ③ | ④ | ⑤ |
| 7. aseptic technique | ① | ② | ③ | ④ | ⑤ |
| 8. assistive devices | ① | ② | ③ | ④ | ⑤ |
| 9. available resources | ① | ② | ③ | ④ | ⑤ |
| 10. basic cardiac abnormalities | ① | ② | ③ | ④ | ⑤ |
| 11. behavioral management | ① | ② | ③ | ④ | ⑤ |
| 12. bladder management protocol | ① | ② | ③ | ④ | ⑤ |
| 13. blood glucose monitoring | ① | ② | ③ | ④ | ⑤ |
| 14. blood product transfusion | ① | ② | ③ | ④ | ⑤ |
| 15. bowel management protocol | ① | ② | ③ | ④ | ⑤ |
| 16. care of toddler client through two years | ① | ② | ③ | ④ | ⑤ |
| 17. central venous catheter | ① | ② | ③ | ④ | ⑤ |
| 18. chain of command | ① | ② | ③ | ④ | ⑤ |
| 19. chemical toxicity | ① | ② | ③ | ④ | ⑤ |
| 20. circulatory checks | ① | ② | ③ | ④ | ⑤ |
| 21. client allergies | ① | ② | ③ | ④ | ⑤ |
| 22. client baseline data | ① | ② | ③ | ④ | ⑤ |
| 23. client cognitive ability | ① | ② | ③ | ④ | ⑤ |
| 24. client complication | ① | ② | ③ | ④ | ⑤ |
| 25. client consent | ① | ② | ③ | ④ | ⑤ |
| 26. client education | ① | ② | ③ | ④ | ⑤ |
| 27. client history | ① | ② | ③ | ④ | ⑤ |
| 28. client identification methods | ① | ② | ③ | ④ | ⑤ |
| 29. client knowledge deficit | ① | ② | ③ | ④ | ⑤ |
| 30. client literacy | ① | ② | ③ | ④ | ⑤ |
| 31. client medication history | ① | ② | ③ | ④ | ⑤ |
| 32. client mental status | ① | ② | ③ | ④ | ⑤ |
| 33. client observation | ① | ② | ③ | ④ | ⑤ |
| 34. client psychosocial needs | ① | ② | ③ | ④ | ⑤ |
| 35. client risk identification | ① | ② | ③ | ④ | ⑤ |
| 36. client self-advocacy | ① | ② | ③ | ④ | ⑤ |
| 37. client-centered care | ① | ② | ③ | ④ | ⑤ |
| 38. cognitive impairment | ① | ② | ③ | ④ | ⑤ |
| 39. communication skills | ① | ② | ③ | ④ | ⑤ |
| 40. compression stockings | ① | ② | ③ | ④ | ⑤ |
| 41. confidentiality and privacy laws | ① | ② | ③ | ④ | ⑤ |
| 42. continuity of care | ① | ② | ③ | ④ | ⑤ |

2

## SECTION 1:  KNOWLEDGE STATEMENTS *(continued)*

**Question - Importance:**

How important is the possession of this <u>knowledge</u> by a newly licensed LPN/VN for safe and effective professional practice, <u>regardless of specific practice setting</u>? *(Select only <u>ONE</u>).*

1 = **Not Important**
2 = **Minimally Important**
3 = **Moderately Important**
4 = **Important**
5 = **Critically Important**

**KNOWLEDGE OF:**

| | IMPORTANCE | | | | |
|---|---|---|---|---|---|
| | 1 Not Important | 2 Minimally Important | 3 Moderately Important | 4 Important | 5 Critically Important |
| 43. cooling measures | ① | ② | ③ | ④ | ⑤ |
| 44. cost effective care | ① | ② | ③ | ④ | ⑤ |
| 45. cultural competency | ① | ② | ③ | ④ | ⑤ |
| 46. de-escalation techniques | ① | ② | ③ | ④ | ⑤ |
| 47. developmental stages | ① | ② | ③ | ④ | ⑤ |
| 48. diagnostic test requirements | ① | ② | ③ | ④ | ⑤ |
| 49. diagnostic values | ① | ② | ③ | ④ | ⑤ |
| 50. discharge process | ① | ② | ③ | ④ | ⑤ |
| 51. drainage device | ① | ② | ③ | ④ | ⑤ |
| 52. electrocardiogram | ① | ② | ③ | ④ | ⑤ |
| 53. emergency preparedness | ① | ② | ③ | ④ | ⑤ |
| 54. enteral site care | ① | ② | ③ | ④ | ⑤ |
| 55. enteral tube types | ① | ② | ③ | ④ | ⑤ |
| 56. environmental stressors | ① | ② | ③ | ④ | ⑤ |
| 57. evidence-based practice | ① | ② | ③ | ④ | ⑤ |
| 58. eye irrigation | ① | ② | ③ | ④ | ⑤ |
| 59. fetal heart monitoring | ① | ② | ③ | ④ | ⑤ |
| 60. functional status | ① | ② | ③ | ④ | ⑤ |
| 61. grieving process | ① | ② | ③ | ④ | ⑤ |
| 62. health care provider's orders | ① | ② | ③ | ④ | ⑤ |
| 63. health screening programs | ① | ② | ③ | ④ | ⑤ |
| 64. high risk behaviors | ① | ② | ③ | ④ | ⑤ |
| 65. hyperglycemia | ① | ② | ③ | ④ | ⑤ |
| 66. hypoxia | ① | ② | ③ | ④ | ⑤ |
| 67. incident report | ① | ② | ③ | ④ | ⑤ |
| 68. infant care | ① | ② | ③ | ④ | ⑤ |
| 69. interdisciplinary collaboration | ① | ② | ③ | ④ | ⑤ |
| 70. interdisciplinary roles and responsibilities | ① | ② | ③ | ④ | ⑤ |
| 71. intervention implementation | ① | ② | ③ | ④ | ⑤ |
| 72. interventions to life-threatening situations | ① | ② | ③ | ④ | ⑤ |
| 73. intradermal medication administration | ① | ② | ③ | ④ | ⑤ |
| 74. intravenous complications | ① | ② | ③ | ④ | ⑤ |
| 75. intravenous piggyback calculations | ① | ② | ③ | ④ | ⑤ |
| 76. intravenous piggyback medication administration | ① | ② | ③ | ④ | ⑤ |
| 77. invasive procedures | ① | ② | ③ | ④ | ⑤ |
| 78. laboratory test results | ① | ② | ③ | ④ | ⑤ |
| 79. life stressors | ① | ② | ③ | ④ | ⑤ |
| 80. living wills | ① | ② | ③ | ④ | ⑤ |
| 81. measurement conversion | ① | ② | ③ | ④ | ⑤ |
| 82. medication | ① | ② | ③ | ④ | ⑤ |
| 83. medication administration by eye | ① | ② | ③ | ④ | ⑤ |
| 84. medication administration by nose | ① | ② | ③ | ④ | ⑤ |
| 85. medication administration by skin | ① | ② | ③ | ④ | ⑤ |
| 86. medication administration rights | ① | ② | ③ | ④ | ⑤ |
| 87. medication administration calculations | ① | ② | ③ | ④ | ⑤ |

3

## SECTION 1:  KNOWLEDGE STATEMENTS *(continued)*

**Question - Importance:**

How important is the possession of this <u>knowledge</u> by a newly licensed LPN/VN for safe and effective professional practice, <u>regardless of specific practice setting</u>? *(Select only <u>ONE</u>).*

| | |
|---|---|
| 1 = | **Not Important** |
| 2 = | **Minimally Important** |
| 3 = | **Moderately Important** |
| 4 = | **Important** |
| 5 = | **Critically Important** |

### KNOWLEDGE OF:

| | IMPORTANCE | | | | |
|---|---|---|---|---|---|
| | 1 Not Important | 2 Minimally Important | 3 Moderately Important | 4 Important | 5 Critically Important |
| 88. medication reconciliation | ① | ② | ③ | ④ | ⑤ |
| 89. medication safety measures | ① | ② | ③ | ④ | ⑤ |
| 90. mobility needs | ① | ② | ③ | ④ | ⑤ |
| 91. nasogastric tube insertion | ① | ② | ③ | ④ | ⑤ |
| 92. nasogastric tube removal | ① | ② | ③ | ④ | ⑤ |
| 93. neurological checks | ① | ② | ③ | ④ | ⑤ |
| 94. newborn education | ① | ② | ③ | ④ | ⑤ |
| 95. nose irrigation | ① | ② | ③ | ④ | ⑤ |
| 96. nurse-client relationships | ① | ② | ③ | ④ | ⑤ |
| 97. ostomy types | ① | ② | ③ | ④ | ⑤ |
| 98. pacemaker | ① | ② | ③ | ④ | ⑤ |
| 99. palliative care | ① | ② | ③ | ④ | ⑤ |
| 100. peripheral intravenous catheter maintenance | ① | ② | ③ | ④ | ⑤ |
| 101. personal biases | ① | ② | ③ | ④ | ⑤ |
| 102. physical data norms | ① | ② | ③ | ④ | ⑤ |
| 103. policies and procedures | ① | ② | ③ | ④ | ⑤ |
| 104. post-operative care | ① | ② | ③ | ④ | ⑤ |
| 105. postpartum client | ① | ② | ③ | ④ | ⑤ |
| 106. prenatal complication | ① | ② | ③ | ④ | ⑤ |
| 107. preschool client care | ① | ② | ③ | ④ | ⑤ |
| 108. prevention strategies | ① | ② | ③ | ④ | ⑤ |
| 109. professional boundaries | ① | ② | ③ | ④ | ⑤ |
| 110. protocols | ① | ② | ③ | ④ | ⑤ |
| 111. psychosocial functioning | ① | ② | ③ | ④ | ⑤ |
| 112. reality orientation | ① | ② | ③ | ④ | ⑤ |
| 113. referral process | ① | ② | ③ | ④ | ⑤ |
| 114. reminiscence therapy | ① | ② | ③ | ④ | ⑤ |
| 115. respiratory disorders | ① | ② | ③ | ④ | ⑤ |
| 116. responses to life-threatening situations | ① | ② | ③ | ④ | ⑤ |
| 117. restraints | ① | ② | ③ | ④ | ⑤ |
| 118. safe health care environment | ① | ② | ③ | ④ | ⑤ |
| 119. safety checks | ① | ② | ③ | ④ | ⑤ |
| 120. scope of practice | ① | ② | ③ | ④ | ⑤ |
| 121. sensory/perceptual alterations | ① | ② | ③ | ④ | ⑤ |
| 122. shift report, hand-off | ① | ② | ③ | ④ | ⑤ |
| 123. skin integrity | ① | ② | ③ | ④ | ⑤ |
| 124. sleep hygiene | ① | ② | ③ | ④ | ⑤ |
| 125. specimen collection | ① | ② | ③ | ④ | ⑤ |
| 126. staff education | ① | ② | ③ | ④ | ⑤ |
| 127. standard of care | ① | ② | ③ | ④ | ⑤ |
| 128. standardized orders | ① | ② | ③ | ④ | ⑤ |
| 129. standards of care | ① | ② | ③ | ④ | ⑤ |
| 130. sterile technique | ① | ② | ③ | ④ | ⑤ |
| 131. subcutaneous medication administration | ① | ② | ③ | ④ | ⑤ |
| 132. substance withdrawal | ① | ② | ③ | ④ | ⑤ |

4

## SECTION 1:  KNOWLEDGE STATEMENTS *(continued)*

**Question - Importance:**

How important is the possession of this <u>knowledge</u> by a newly licensed LPN/VN for safe and effective professional practice, <u>regardless of specific practice setting</u>? *(Select only <u>ONE</u>).*

1 = **Not Important**
2 = **Minimally Important**
3 = **Moderately Important**
4 = **Important**
5 = **Critically Important**

### KNOWLEDGE OF:

| | IMPORTANCE | | | | |
|---|---|---|---|---|---|
| | 1 Not Important | 2 Minimally Important | 3 Moderately Important | 4 Important | 5 Critically Important |
| 133.  supervision/monitoring of tasks assigned | ① | ② | ③ | ④ | ⑤ |
| 134.  suture removal | ① | ② | ③ | ④ | ⑤ |
| 135.  therapeutic environment | ① | ② | ③ | ④ | ⑤ |
| 136.  tracheostomy | ① | ② | ③ | ④ | ⑤ |
| 137.  transfer process | ① | ② | ③ | ④ | ⑤ |
| 138.  treatment barriers | ① | ② | ③ | ④ | ⑤ |
| 139.  urinary catheter irrigation | ① | ② | ③ | ④ | ⑤ |
| 140.  urinary catheter removal | ① | ② | ③ | ④ | ⑤ |
| 141.  usage of social media related to client information | ① | ② | ③ | ④ | ⑤ |
| 142.  venipuncture | ① | ② | ③ | ④ | ⑤ |
| 143.  verbal orders | ① | ② | ③ | ④ | ⑤ |
| 144.  vital signs | ① | ② | ③ | ④ | ⑤ |
| 145.  wound drainage device removal | ① | ② | ③ | ④ | ⑤ |
| 146.  wound irrigation | ① | ② | ③ | ④ | ⑤ |

**147.  How well did the survey cover the important knowledge areas a newly licensed LPN/VN should possess, regardless of the practice setting?**

○ Very well        ○ Well        ○ Adequately        ○ Poorly

**Please list any important knowledge areas you believe that a newly licensed LPN/VN should possess that are missing from the survey.**

_____

_____

_____

_____

_____

5

## SECTION 2: WORK ENVIRONMENT

**INSTRUCTIONS FOR *NEWLY LICENSED LPN/VNs*:** Choose the following clinical setting or practice area that most accurately describes where you work.

**INSTRUCTIONS FOR *NURSE EDUCATORS*:** Choose the following clinical setting or practice area that most accurately describes where you supervise your students.

**INSTRUCTIONS FOR *NURSE SUPERVISORS/DIRECTORS*:** Choose the following clinical setting that most accurately describes the general population you supervise and/or the unit on which you work.

1. **Which of the following best describes your area of practice?** *(Select ALL that apply)*

   ⭘ Well clients, possibly with minor illnesses
   ⭘ OB (Maternity) clients
   ⭘ Clients with stabilized chronic conditions
   ⭘ Clients with unstabilized chronic conditions
   ⭘ Clients with acute conditions, including clients
     with medical, surgical or critical conditions
   ⭘ Clients at the end of life
   ⭘ Clients with behavioral/emotional conditions
   ⭘ Other, please specify:
   _____

2. **Which of the following best describes the ages of most of your clients on the last day you worked?** *(Select ALL that apply)*

   ⭘ Newborn (less than 1 month)
   ⭘ Infant/toddler (1 month-2 years)
   ⭘ Preschool (ages 3-5)
   ⭘ School age (ages 6-12)
   ⭘ Adolescent (ages 13-17)
   ⭘ Adult (ages 18-64)
   ⭘ Adult (ages 65-85)
   ⭘ Adult (over age 85)

3. **Which of the following choices best describes your employment setting/specialty area? If you work mainly in one setting, fill in the appropriate oval for that one setting. If you work in more than one setting, fill in the appropriate oval for all the settings where you spend at least one-half of your time.** *(Select no more than TWO answers)*

   ⭘ Critical care (e.g., ICU, CCU, step-down units,
     pediatric/neonatal intensive care, emergency
     department, post-anesthesia recovery unit)
   ⭘ Medical-surgical unit or any of its sub-specialties
     (e.g., oncology, orthopedics, neurology)
   ⭘ Pediatrics
   ⭘ Nursery
   ⭘ Labor and delivery
   ⭘ Postpartum unit
   ⭘ Psychiatric or any of its sub-specialties (e.g., detox)
   ⭘ Assisted living
   ⭘ Operating room, including outpatient surgery and
     surgicenters
   ⭘ Nursing home, skilled or intermediate care
   ⭘ Other long term care (e.g., residential care,
     developmental disability)
   ⭘ Rehabilitation
   ⭘ Subacute unit
   ⭘ Transitional care unit
   ⭘ Physician/Advanced Practice RN/Nurse Practitioner (NP)
     dentist's office
   ⭘ Occupational health
   ⭘ Outpatient clinic
   ⭘ Home health, including visiting nurse associations
   ⭘ Public health
   ⭘ Student/school health
   ⭘ Hospice care
   ⭘ Prison/correctional facility/jail
   ⭘ Short stay/Observational
   ⭘ Step-down/Progressive care
   ⭘ Other, please specify:_____

4. **Which of the following best describes the type of facility/organization where your employment setting/specialty area is located?** *(Select only ONE)*

   ⭘ Hospital
   ⭘ Long-term care facility
   ⭘ Community-based or ambulatory care facility/organization (including public health department, visiting nurses association,
     home health, physician/Advanced Practice RN/Nurse Practioner (NP)/dentist's office, clinic, school, prison, etc.)
   ⭘ Other, please specify:
   _____

**6**

## SECTION 3: DEMOGRAPHIC INFORMATION

**1. What is your gender?**

◯ Male     ◯ Female

**2. What is your age in years?**

**YEARS**

| | |
|---|---|
| ⓪ | ⓪ |
| ① | ① |
| ② | ② |
| ③ | ③ |
| ④ | ④ |
| ⑤ | ⑤ |
| ⑥ | ⑥ |
| ⑦ | ⑦ |
| ⑧ | ⑧ |
| ⑨ | ⑨ |

**3. Which of the following best describes your racial/ethnic background.** *(Select ONE answer)*

◯ African American    ◯ Native American
◯ Asian Indian    ◯ Pacific Islander
◯ Asian Other    ◯ White-not of Hispanic origin
◯ Hispanic    ◯ Other

**4. What is your primary language?**

◯ English
◯ English and another language
◯ Another language

**5. What is the highest degree completed that led to your current position?**

◯ LPN/VN - Diploma/Certificate in U.S.
◯ LPN/VN- - Associate degree in U.S.
◯ RN - Diploma in U.S.
◯ RN - Associate degree in U.S.
◯ RN - Baccalaureate degree in U.S.
◯ RN - Generic Masters degree in U.S.
◯ RN - Masters (Nurse Practitioner)
◯ RN - Masters (Clinical Nurse Specialist)
◯ RN - Masters (Nurse Midwife)
◯ RN - Masters (CRNA)
◯ RN - Generic Doctorate in U.S. (e.g., ND or PhD)
◯ RN - Nursing Doctorate in U.S. (e.g., DNP)
◯ Any nursing program NOT located in the U.S.
◯ In progress to complete generic Master's
◯ Other program,
   please specify: _____

## SECTION 4: COMMENTS

If we need additional information in order to clarify the results of this study, we may call and/or e-mail some participants. If you would be willing to answer a few additional questions by phone or e-mail, please provide a number where you can be reached during the day or early evening.

**Name:** _____

**E-mail Address:** _____

**You may write any comments or suggestions that you have in the space below.**

_____
_____
_____
_____
_____
_____
_____
_____
_____

**Daytime or Early Evening Phone Number with Area Code:**

( ___ ) ___ - ___ - ___

After you complete this form, please return it in the enclosed postage-paid envelope.

### *Thank you for participating in this important work!*

# APPENDIX D: SME KNOWLEDGE STATEMENT RATINGS RANK ORDERED BY AVERAGE IMPORTANCE

Preface: How important is this knowledge by a Newly Licensed LPN/VN for safe and effective professional practice regardless of specific practice setting?

| SME Knowledge Statement Ratings Rank Ordered by Average Importance | | | | |
|---|---|---|---|---|
| Survey Position # | Knowledge Statements | SME Ratings | | |
| | | N | Avg. | Std. Err. |
| 118 | Fetal Heart Monitoring | 6 | 2.67 | 0.42 |
| 123 | Group Session | 6 | 2.67 | 0.49 |
| 57 | Client In Labor | 6 | 2.83 | 0.40 |
| 228 | Reminiscence Therapy | 6 | 3.00 | 0.45 |
| 88 | Cost Effective Care | 6 | 3.17 | 0.40 |
| 100 | Discharge Process | 6 | 3.17 | 0.31 |
| 103 | Ear Irrigation | 6 | 3.17 | 0.40 |
| 125 | Health Promotion Programs | 6 | 3.17 | 0.40 |
| 283 | Validation Therapy | 6 | 3.17 | 0.31 |
| 285 | Ventilator | 6 | 3.17 | 0.60 |
| 23 | Bladder Irrigation | 6 | 3.33 | 0.42 |
| 95 | Diagnostic Test Procedures | 6 | 3.33 | 0.33 |
| 99 | Disaster Drills | 6 | 3.33 | 0.42 |
| 119 | Follow-Up With Clients | 6 | 3.33 | 0.49 |
| 126 | Health Screening Programs | 6 | 3.33 | 0.33 |
| 133 | Immunizations | 6 | 3.33 | 0.42 |
| 134 | Incident Report | 6 | 3.33 | 0.42 |
| 159 | Life Transitions | 6 | 3.33 | 0.21 |
| 225 | Referral | 6 | 3.33 | 0.21 |
| 226 | Referral Process | 6 | 3.33 | 0.21 |
| 267 | Surgical Procedure | 6 | 3.33 | 0.56 |
| 10 | Alternative Therapies | 6 | 3.50 | 0.34 |
| 11 | Alternative/Complementary Therapy | 6 | 3.50 | 0.34 |
| 12 | Antepartum Client | 6 | 3.50 | 0.43 |
| 21 | Behavioral Disorders | 6 | 3.50 | 0.22 |
| 25 | Bladder Palpation Technique | 6 | 3.50 | 0.22 |
| 32 | Care Of Toddler Client Through Two Years | 6 | 3.50 | 0.22 |
| 33 | Care Plan | 6 | 3.50 | 0.56 |
| 73 | Client Spiritual Beliefs | 6 | 3.50 | 0.34 |
| 94 | Developmental Stages | 6 | 3.50 | 0.22 |
| 104 | Electrocardiogram | 6 | 3.50 | 0.34 |
| 106 | Emergency Preparedness | 6 | 3.50 | 0.43 |
| 145 | Interviewing Skills | 6 | 3.50 | 0.22 |
| 158 | Life Stressors | 6 | 3.50 | 0.22 |
| 160 | Living Wills | 6 | 3.50 | 0.43 |
| 180 | Mobility Needs | 6 | 3.50 | 0.22 |

| SME Knowledge Statement Ratings Rank Ordered by Average Importance | | | | |
|---|---|---|---|---|
| Survey Position # | Knowledge Statements | SME Ratings | | |
| | | N | Avg. | Std. Err. |
| 188 | Newborn Education | 6 | 3.50 | 0.22 |
| 210 | Postpartum Client | 6 | 3.50 | 0.34 |
| 214 | Preschool Client Care | 6 | 3.50 | 0.22 |
| 229 | Resources | 6 | 3.50 | 0.22 |
| 239 | School Age Client Care | 6 | 3.50 | 0.22 |
| 241 | Seclusion | 6 | 3.50 | 0.56 |
| 248 | Sleep Hygiene | 6 | 3.50 | 0.34 |
| 259 | Staple Removal | 6 | 3.50 | 0.22 |
| 268 | Suture Removal | 6 | 3.50 | 0.22 |
| 289 | Warming Measures | 6 | 3.50 | 0.34 |
| 6 | Adolescent Client Care | 6 | 3.67 | 0.21 |
| 16 | Assistive Devices | 6 | 3.67 | 0.21 |
| 20 | Basic Cardiac Abnormalities | 6 | 3.67 | 0.42 |
| 22 | Behavioral Management | 6 | 3.67 | 0.21 |
| 34 | Central Venous Catheter | 6 | 3.67 | 0.67 |
| 60 | Client Literacy | 6 | 3.67 | 0.33 |
| 76 | Cognitive Impairment | 6 | 3.67 | 0.42 |
| 79 | Community Resources | 6 | 3.67 | 0.33 |
| 86 | Cooling Measures | 6 | 3.67 | 0.33 |
| 96 | Diagnostic Test Requirements | 6 | 3.67 | 0.21 |
| 109 | Enteral Tube Management | 6 | 3.67 | 0.21 |
| 110 | Enteral Tube Types | 6 | 3.67 | 0.21 |
| 112 | Environmental Stressors | 6 | 3.67 | 0.21 |
| 117 | Family Dynamics | 6 | 3.67 | 0.21 |
| 127 | Hearing Impairment | 6 | 3.67 | 0.21 |
| 129 | Hospice | 6 | 3.67 | 0.42 |
| 136 | Infant Care | 6 | 3.67 | 0.33 |
| 157 | Learning Barriers | 6 | 3.67 | 0.21 |
| 163 | Medical Procedures | 6 | 3.67 | 0.21 |
| 190 | Nose Irrigation | 6 | 3.67 | 0.33 |
| 194 | Ostomy Types | 6 | 3.67 | 0.21 |
| 196 | Pacemaker | 6 | 3.67 | 0.33 |
| 208 | Post-Operative Care | 6 | 3.67 | 0.21 |
| 213 | Pre-Operative Education | 6 | 3.67 | 0.33 |
| 223 | Quality Improvement | 6 | 3.67 | 0.42 |
| 235 | Risk Tools | 6 | 3.67 | 0.21 |
| 242 | Sensory/Perceptual Alterations | 6 | 3.67 | 0.21 |
| 243 | Sequential Compression Devices | 6 | 3.67 | 0.33 |
| 249 | Specialty Diet | 6 | 3.67 | 0.33 |
| 251 | Staff Competency | 6 | 3.67 | 0.33 |
| 261 | Stressful Life Events | 6 | 3.67 | 0.33 |

| SME Knowledge Statement Ratings Rank Ordered by Average Importance | | | | |
|---|---|---|---|---|
| Survey Position # | Knowledge Statements | SME Ratings | | |
| | | N | Avg. | Std. Err. |
| 287 | Visual Impairment | 6 | 3.67 | 0.33 |
| 5 | Adaptive Devices | 6 | 3.83 | 0.31 |
| 28 | Blood Product Transfusion | 6 | 3.83 | 0.40 |
| 30 | Bowel Management Protocol | 6 | 3.83 | 0.17 |
| 37 | Chemical Dependency | 6 | 3.83 | 0.31 |
| 51 | Client Disease Processes And Conditions | 6 | 3.83 | 0.31 |
| 68 | Client Psychosocial Needs | 6 | 3.83 | 0.31 |
| 80 | Compression Stockings | 6 | 3.83 | 0.40 |
| 92 | De-Escalation Techniques | 6 | 3.83 | 0.40 |
| 102 | Drainage Device | 6 | 3.83 | 0.31 |
| 108 | Enteral Site Care | 6 | 3.83 | 0.31 |
| 116 | Eye Irrigation | 6 | 3.83 | 0.17 |
| 120 | Functional Status | 6 | 3.83 | 0.31 |
| 128 | High Risk Behaviors | 6 | 3.83 | 0.40 |
| 141 | Intermittent Suction Of Nasogastric Tube | 6 | 3.83 | 0.31 |
| 143 | Intervention Techniques | 6 | 3.83 | 0.17 |
| 179 | Mental Health Disorders | 6 | 3.83 | 0.17 |
| 187 | Newborn Client Care | 6 | 3.83 | 0.31 |
| 193 | Nutritional Norms | 6 | 3.83 | 0.40 |
| 204 | Physical Data Norms | 6 | 3.83 | 0.31 |
| 209 | Post-Operative Education | 6 | 3.83 | 0.17 |
| 221 | Psychological Evaluation | 6 | 3.83 | 0.17 |
| 222 | Psychosocial Functioning | 6 | 3.83 | 0.17 |
| 224 | Reality Orientation | 6 | 3.83 | 0.31 |
| 227 | Relaxation Techniques | 6 | 3.83 | 0.31 |
| 252 | Staff Education | 6 | 3.83 | 0.31 |
| 256 | Standardized Orders | 6 | 3.83 | 0.31 |
| 273 | Transfer Assistive Devices | 6 | 3.83 | 0.31 |
| 293 | Wound Types | 6 | 3.83 | 0.31 |
| 3 | Activities Of Daily Living | 6 | 4.00 | 0.37 |
| 19 | Barriers To Learning | 6 | 4.00 | 0.26 |
| 24 | Bladder Management Protocol | 6 | 4.00 | 0.37 |
| 35 | Central Venous Catheter Management | 6 | 4.00 | 0.63 |
| 36 | Chain Of Command | 6 | 4.00 | 0.45 |
| 46 | Client Cognitive Ability | 6 | 4.00 | 0.26 |
| 54 | Client History | 6 | 4.00 | 0.26 |
| 58 | Client Knowledge Deficit | 6 | 4.00 | 0.26 |
| 65 | Client Nutrition | 6 | 4.00 | 0.00 |
| 83 | Conflict Resolution | 6 | 4.00 | 0.00 |
| 84 | Continuity Of Care | 6 | 4.00 | 0.26 |
| 85 | Continuous Suction Of Nasogastric Tube | 6 | 4.00 | 0.37 |

| SME Knowledge Statement Ratings Rank Ordered by Average Importance | | | | |
|---|---|---|---|---|
| Survey Position # | Knowledge Statements | SME Ratings | | |
| | | N | Avg. | Std. Err. |
| 87 | Coping Mechanisms | 6 | 4.00 | 0.26 |
| 90 | Cultural Competency | 6 | 4.00 | 0.26 |
| 93 | Delegation | 6 | 4.00 | 0.26 |
| 111 | Environmental Factors | 6 | 4.00 | 0.26 |
| 113 | Client Equipment | 6 | 4.00 | 0.26 |
| 115 | Evidence-Based Practice Resources | 6 | 4.00 | 0.26 |
| 122 | Grieving Process | 6 | 4.00 | 0.26 |
| 138 | Interdisciplinary Collaboration | 6 | 4.00 | 0.37 |
| 140 | Interdisciplinary Roles And Responsibilities | 6 | 4.00 | 0.37 |
| 171 | Medication Administration By Vagina | 6 | 4.00 | 0.26 |
| 175 | Medication History | 6 | 4.00 | 0.26 |
| 183 | Nasogastric Tube Maintenance | 6 | 4.00 | 0.26 |
| 185 | Nasogastric Tube Types | 6 | 4.00 | 0.26 |
| 189 | Non-Pharmacological Measures For Pain Relief | 6 | 4.00 | 0.26 |
| 202 | Personal Biases | 6 | 4.00 | 0.26 |
| 207 | Polypharmacy | 6 | 4.00 | 0.26 |
| 212 | Prenatal Complication | 6 | 4.00 | 0.37 |
| 263 | Substance Abuse Disorder | 6 | 4.00 | 0.26 |
| 274 | Transfer Process | 6 | 4.00 | 0.26 |
| 276 | Treatment Barriers | 6 | 4.00 | 0.00 |
| 290 | Wound Drainage Device Removal | 6 | 4.00 | 0.45 |
| 8 | Advance Directives | 6 | 4.17 | 0.31 |
| 18 | Available Resources | 6 | 4.17 | 0.31 |
| 27 | Blood Product | 6 | 4.17 | 0.40 |
| 38 | Chemical Toxicity | 6 | 4.17 | 0.31 |
| 52 | Client Education | 6 | 4.17 | 0.17 |
| 63 | Client Mental Competency | 6 | 4.17 | 0.31 |
| 66 | Client Observation | 6 | 4.17 | 0.17 |
| 70 | Client Risk Identification | 6 | 4.17 | 0.31 |
| 72 | Client Self-Advocacy | 6 | 4.17 | 0.17 |
| 74 | Client-Centered Care | 6 | 4.17 | 0.31 |
| 105 | Electronic Medical Records (Emr) | 6 | 4.17 | 0.40 |
| 107 | Emergency Procedures | 6 | 4.17 | 0.40 |
| 114 | Evidence-Based Practice | 6 | 4.17 | 0.17 |
| 135 | Incision Care | 6 | 4.17 | 0.17 |
| 154 | Invasive Procedures | 6 | 4.17 | 0.31 |
| 165 | Medication Administration By Ear | 6 | 4.17 | 0.17 |
| 170 | Medication Administration By Skin | 6 | 4.17 | 0.17 |
| 184 | Nasogastric Tube Removal | 6 | 4.17 | 0.31 |
| 192 | Nurse-Client Relationships | 6 | 4.17 | 0.31 |
| 203 | Personal Limitations | 6 | 4.17 | 0.17 |
| 215 | Preventative Care | 6 | 4.17 | 0.17 |

| SME Knowledge Statement Ratings Rank Ordered by Average Importance | | | | |
|---|---|---|---|---|
| Survey Position # | Knowledge Statements | SME Ratings | | |
| | | N | Avg. | Std. Err. |
| 216 | Prevention Strategies | 6 | 4.17 | 0.17 |
| 219 | Professional Development | 6 | 4.17 | 0.31 |
| 233 | Restraint Alternatives | 6 | 4.17 | 0.31 |
| 238 | Safety Checks | 6 | 4.17 | 0.31 |
| 266 | Supervision/Monitoring Of Tasks Assigned | 6 | 4.17 | 0.40 |
| 270 | Therapeutic Environment | 6 | 4.17 | 0.31 |
| 272 | Tracheostomy | 6 | 4.17 | 0.31 |
| 281 | Urinary Retention | 6 | 4.17 | 0.31 |
| 282 | Usage Of Social Media Related To Client Information | 6 | 4.17 | 0.65 |
| 284 | Venipuncture | 6 | 4.17 | 0.65 |
| 291 | Wound Dressing Change | 6 | 4.17 | 0.31 |
| 292 | Wound Irrigation | 6 | 4.17 | 0.31 |
| 1 | Abuse Prevention | 6 | 4.33 | 0.33 |
| 15 | Aspiration Precautions | 6 | 4.33 | 0.42 |
| 39 | Chronic Illness | 6 | 4.33 | 0.21 |
| 40 | Circulatory Checks | 6 | 4.33 | 0.33 |
| 41 | Client Advocacy | 6 | 4.33 | 0.33 |
| 43 | Client Autonomy | 6 | 4.33 | 0.33 |
| 48 | Client Complication | 6 | 4.33 | 0.21 |
| 53 | Client Evaluation | 6 | 4.33 | 0.21 |
| 59 | Client Limitations | 6 | 4.33 | 0.21 |
| 62 | Client Medication History | 6 | 4.33 | 0.33 |
| 64 | Client Mental Status | 6 | 4.33 | 0.21 |
| 67 | Client Privacy | 6 | 4.33 | 0.33 |
| 77 | Communication Barriers | 6 | 4.33 | 0.21 |
| 78 | Communication Skills | 6 | 4.33 | 0.21 |
| 89 | Critical Thinking | 6 | 4.33 | 0.33 |
| 98 | Diagnostic Values | 6 | 4.33 | 0.21 |
| 121 | Geriatric Client Care | 6 | 4.33 | 0.21 |
| 139 | Interdisciplinary Communication | 6 | 4.33 | 0.33 |
| 168 | Medication Administration By Nose | 6 | 4.33 | 0.21 |
| 169 | Medication Administration By Rectum | 6 | 4.33 | 0.21 |
| 176 | Medication Reconciliation | 6 | 4.33 | 0.33 |
| 205 | Plan Of Care | 6 | 4.33 | 0.21 |
| 230 | Respiratory Disorders | 6 | 4.33 | 0.21 |
| 234 | Restraints | 6 | 4.33 | 0.21 |
| 236 | Safe Health Care Environment | 6 | 4.33 | 0.33 |
| 237 | Safe Health Care Practice | 6 | 4.33 | 0.33 |
| 244 | Shift Report, Hand-Off | 6 | 4.33 | 0.33 |
| 250 | Specimen Collection | 6 | 4.33 | 0.21 |
| 257 | Standardized Pain Scales | 6 | 4.33 | 0.21 |
| 258 | Standards Of Care | 6 | 4.33 | 0.33 |

| SME Knowledge Statement Ratings Rank Ordered by Average Importance | | | | |
|---|---|---|---|---|
| **Survey Position #** | **Knowledge Statements** | **SME Ratings** | | |
| | | **N** | **Avg.** | **Std. Err.** |
| 262 | Subcutaneous Medication Administration | 6 | 4.33 | 0.33 |
| 265 | Supervision/Monitoring Of Assistive Personnel | 6 | 4.33 | 0.33 |
| 269 | Therapeutic Communication | 6 | 4.33 | 0.33 |
| 275 | Transfusion Reaction | 6 | 4.33 | 0.33 |
| 278 | Urinary Catheter Irrigation | 6 | 4.33 | 0.33 |
| 279 | Urinary Catheter Maintenance | 6 | 4.33 | 0.33 |
| 280 | Urinary Catheter Removal | 6 | 4.33 | 0.33 |
| 7 | Adult Client Care | 6 | 4.50 | 0.22 |
| 13 | Appropriate Resources | 6 | 4.50 | 0.22 |
| 17 | Assistive Devices For Medication Administration | 6 | 4.50 | 0.22 |
| 29 | Body Mechanics | 6 | 4.50 | 0.22 |
| 44 | Client Baseline Data | 6 | 4.50 | 0.22 |
| 45 | Client Care Prioritization | 6 | 4.50 | 0.22 |
| 49 | Client Condition | 6 | 4.50 | 0.22 |
| 50 | Client Consent | 6 | 4.50 | 0.34 |
| 71 | Client Safety | 6 | 4.50 | 0.22 |
| 97 | Diagnostic Test Results | 6 | 4.50 | 0.22 |
| 142 | Intervention Implementation | 6 | 4.50 | 0.22 |
| 146 | Intradermal Medication Administration | 6 | 4.50 | 0.22 |
| 161 | Mandatory Reporting | 6 | 4.50 | 0.22 |
| 166 | Medication Administration By Eye | 6 | 4.50 | 0.22 |
| 167 | Medication Administration By Inhalation | 6 | 4.50 | 0.22 |
| 181 | Narcotics/Controlled Substances | 6 | 4.50 | 0.22 |
| 186 | Neurological Checks | 6 | 4.50 | 0.22 |
| 198 | Palliative Care | 6 | 4.50 | 0.22 |
| 206 | Policies And Procedures | 6 | 4.50 | 0.34 |
| 211 | Practice Error | 6 | 4.50 | 0.34 |
| 220 | Protocols | 6 | 4.50 | 0.22 |
| 231 | Respiratory Interventions | 6 | 4.50 | 0.22 |
| 245 | Skin Care | 6 | 4.50 | 0.22 |
| 247 | Skin Monitoring | 6 | 4.50 | 0.22 |
| 253 | Staff Safety | 6 | 4.50 | 0.22 |
| 264 | Substance Withdrawal | 6 | 4.50 | 0.22 |
| 271 | Time Management Skills/Techniques | 6 | 4.50 | 0.22 |
| 277 | Urinary Catheter Insertion | 6 | 4.50 | 0.34 |
| 286 | Verbal Orders | 6 | 4.50 | 0.34 |
| 4 | Acute Illness | 6 | 4.67 | 0.21 |
| 47 | Client Communication | 6 | 4.67 | 0.21 |
| 56 | Client Identification Methods | 6 | 4.67 | 0.21 |
| 61 | Client Medical History | 6 | 4.67 | 0.21 |
| 69 | Client Rights | 6 | 4.67 | 0.21 |
| 75 | Code Of Ethics | 6 | 4.67 | 0.21 |

| SME Knowledge Statement Ratings Rank Ordered by Average Importance | | | | |
|---|---|---|---|---|
| Survey Position # | Knowledge Statements | SME Ratings | | |
| | | N | Avg. | Std. Err. |
| 82 | Confidentiality And Privacy Laws | 6 | 4.67 | 0.21 |
| 91 | Data Collection | 6 | 4.67 | 0.21 |
| 130 | Hyperglycemia | 6 | 4.67 | 0.21 |
| 131 | Hypoglycemia | 6 | 4.67 | 0.21 |
| 147 | Intramuscular Medication Administration | 6 | 4.67 | 0.21 |
| 149 | Intravenous Flow Rate Calculation | 6 | 4.67 | 0.33 |
| 150 | Intravenous Piggyback Calculations | 6 | 4.67 | 0.33 |
| 151 | Intravenous Piggyback Medication | 6 | 4.67 | 0.21 |
| 156 | Laboratory Test Results | 6 | 4.67 | 0.21 |
| 162 | Measurement Conversion | 6 | 4.67 | 0.21 |
| 182 | Nasogastric Tube Insertion | 6 | 4.67 | 0.21 |
| 191 | Nurse Education | 6 | 4.67 | 0.21 |
| 195 | Oxygen Saturation Monitoring | 6 | 4.67 | 0.21 |
| 197 | Pain Management | 6 | 4.67 | 0.21 |
| 201 | Peripheral Intravenous Catheter Removal | 6 | 4.67 | 0.33 |
| 232 | Responses To Life-Threatening Situations | 6 | 4.67 | 0.21 |
| 246 | Skin Integrity | 6 | 4.67 | 0.21 |
| 2 | Active Listening | 6 | 4.83 | 0.17 |
| 9 | Allergic Reactions | 6 | 4.83 | 0.17 |
| 26 | Blood Glucose Monitoring | 6 | 4.83 | 0.17 |
| 55 | Client Identification | 6 | 4.83 | 0.17 |
| 81 | Confidentiality | 6 | 4.83 | 0.17 |
| 132 | Hypoxia | 6 | 4.83 | 0.17 |
| 144 | Interventions To Life-Threatening Situations | 6 | 4.83 | 0.17 |
| 148 | Intravenous Complications | 6 | 4.83 | 0.17 |
| 152 | Intravenous Piggyback Medication Administration | 6 | 4.83 | 0.17 |
| 153 | Intravenous Site Maintenance | 6 | 4.83 | 0.17 |
| 155 | Isolation Techniques | 6 | 4.83 | 0.17 |
| 164 | Medication | 6 | 4.83 | 0.17 |
| 172 | Medication Administration Rights | 6 | 4.83 | 0.17 |
| 177 | Medication Safety | 6 | 4.83 | 0.17 |
| 178 | Medication Safety Measures | 6 | 4.83 | 0.17 |
| 199 | Peripheral Intravenous Catheter Insertion | 6 | 4.83 | 0.17 |
| 200 | Peripheral Intravenous Catheter Maintenance | 6 | 4.83 | 0.17 |
| 217 | Professional Accountability | 6 | 4.83 | 0.17 |
| 218 | Professional Boundaries | 6 | 4.83 | 0.17 |
| 240 | Scope Of Practice | 6 | 4.83 | 0.17 |
| 254 | Standard Of Care | 6 | 4.83 | 0.17 |
| 260 | Sterile Technique | 6 | 4.83 | 0.17 |
| 288 | Vital Signs | 6 | 4.83 | 0.17 |
| 14 | Aseptic Technique | 6 | 5.00 | 0.00 |
| 31 | Cardiopulmonary Resuscitation | 6 | 5.00 | 0.00 |

| SME Knowledge Statement Ratings Rank Ordered by Average Importance | | | | |
|---|---|---|---|---|
| Survey Position # | | SME Ratings | | |
| | Knowledge Statements | N | Avg. | Std. Err. |
| 42 | Client Allergies | 6 | 5.00 | 0.00 |
| 101 | Documentation | 6 | 5.00 | 0.00 |
| 124 | Health Care Provider'S Orders | 6 | 5.00 | 0.00 |
| 137 | Infection Control | 6 | 5.00 | 0.00 |
| 173 | Medication Administration Safety | 6 | 5.00 | 0.00 |
| 174 | Medication Administration Calculations | 6 | 5.00 | 0.00 |
| 255 | Standard/Universal Precautions | 6 | 5.00 | 0.00 |

## APPENDIX E: NEWLY LICENSED LPN/VN AND SME KNOWLEDGE STATEMENT RATINGS RANK ORDERED BY NEWLY LICENSED LPN/VN AVERAGE IMPORTANCE

Preface: How important is this knowledge by a newly licensed LPN/VN for safe and effective professional practice regardless of specific practice setting?

| Newly Licensed LPN/VN and SME Knowledge Statement Ratings Rank Ordered by Newly Licensed LPN/VN Average Importance | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| Survey Position # | Knowledge Statement | Newly Licensed LPN/VNs | | | SME Ratings | | | Avg. Difference |
| | | N | Avg. | Std. Err. | N | Avg. | Std. Err. | |
| 123 | Group Session | 161 | 3.11 | 0.09 | 6 | 2.67 | 0.49 | 0.44 |
| 225 | Referral | 162 | 3.48 | 0.08 | 6 | 3.33 | 0.21 | 0.14 |
| 103 | Ear Irrigation | 159 | 3.48 | 0.08 | 6 | 3.17 | 0.40 | 0.32 |
| 11 | Alternative/Complementary Therapy | 161 | 3.53 | 0.08 | 6 | 3.50 | 0.34 | 0.03 |
| 190 | Nose Irrigation | 169 | 3.53 | 0.09 | 6 | 3.67 | 0.33 | -0.13 |
| 228 | Reminiscence Therapy | 167 | 3.56 | 0.09 | 6 | 3.00 | 0.45 | 0.56 |
| 214 | Preschool Client Care | 169 | 3.58 | 0.10 | 6 | 3.50 | 0.22 | 0.08 |
| 25 | Bladder Palpation Technique | 162 | 3.58 | 0.08 | 6 | 3.50 | 0.22 | 0.08 |
| 259 | Staple Removal | 164 | 3.59 | 0.08 | 6 | 3.50 | 0.22 | 0.09 |
| 188 | Newborn Education | 169 | 3.59 | 0.10 | 6 | 3.50 | 0.22 | 0.09 |
| 32 | Care Of Toddler Client Through Two Years | 168 | 3.60 | 0.10 | 6 | 3.50 | 0.22 | 0.10 |
| 241 | Seclusion | 162 | 3.60 | 0.09 | 6 | 3.50 | 0.56 | 0.10 |
| 125 | Health Promotion Programs | 161 | 3.61 | 0.08 | 6 | 3.17 | 0.40 | 0.44 |
| 37 | Chemical Dependency | 163 | 3.65 | 0.09 | 6 | 3.83 | 0.31 | -0.18 |
| 111 | Environmental Factors | 161 | 3.66 | 0.08 | 6 | 4.00 | 0.26 | -0.34 |
| 227 | Relaxation Techniques | 163 | 3.67 | 0.08 | 6 | 3.83 | 0.31 | -0.16 |
| 79 | Community Resources | 162 | 3.67 | 0.08 | 6 | 3.67 | 0.33 | 0.01 |
| 283 | Validation Therapy | 163 | 3.67 | 0.09 | 6 | 3.17 | 0.31 | 0.51 |
| 235 | Risk Tools | 163 | 3.69 | 0.08 | 6 | 3.67 | 0.21 | 0.02 |
| 6 | Adolescent Client Care | 167 | 3.69 | 0.09 | 6 | 3.67 | 0.21 | 0.03 |
| 12 | Antepartum Client | 167 | 3.69 | 0.10 | 6 | 3.50 | 0.43 | 0.19 |
| 88 | Cost Effective Care | 169 | 3.70 | 0.08 | 6 | 3.17 | 0.40 | 0.53 |
| 10 | Alternative Therapies | 167 | 3.70 | 0.07 | 6 | 3.50 | 0.34 | 0.20 |
| 117 | Family Dynamics | 161 | 3.70 | 0.07 | 6 | 3.67 | 0.21 | 0.04 |
| 268 | Suture Removal | 169 | 3.70 | 0.09 | 6 | 3.50 | 0.22 | 0.20 |
| 145 | Interviewing Skills | 159 | 3.70 | 0.09 | 6 | 3.50 | 0.22 | 0.20 |
| 239 | School Age Client Care | 163 | 3.71 | 0.09 | 6 | 3.50 | 0.22 | 0.21 |
| 185 | Nasogastric Tube Types | 163 | 3.72 | 0.08 | 6 | 4.00 | 0.26 | -0.28 |
| 23 | Bladder Irrigation | 163 | 3.74 | 0.08 | 6 | 3.33 | 0.42 | 0.41 |
| 226 | Referral Process | 169 | 3.76 | 0.08 | 6 | 3.33 | 0.21 | 0.42 |
| 136 | Infant Care | 167 | 3.76 | 0.10 | 6 | 3.67 | 0.33 | 0.09 |
| 118 | Fetal Heart Monitoring | 167 | 3.78 | 0.11 | 6 | 2.67 | 0.42 | 1.11 |
| 229 | Resources | 163 | 3.78 | 0.07 | 6 | 3.50 | 0.22 | 0.28 |
| 243 | Sequential Compression Devices | 164 | 3.79 | 0.08 | 6 | 3.67 | 0.33 | 0.12 |
| 289 | Warming Measures | 164 | 3.79 | 0.07 | 6 | 3.50 | 0.34 | 0.29 |

| Survey Position # | Knowledge Statement | Newly Licensed LPN/VNs | | | SME Ratings | | | Avg. Difference |
|---|---|---|---|---|---|---|---|---|
| | | N | Avg. | Std. Err. | N | Avg. | Std. Err. | |
| 127 | Hearing Impairment | 161 | 3.80 | 0.08 | 6 | 3.67 | 0.21 | 0.13 |
| 86 | Cooling Measures | 167 | 3.80 | 0.08 | 6 | 3.67 | 0.33 | 0.13 |
| 261 | Stressful Life Events | 164 | 3.80 | 0.07 | 6 | 3.67 | 0.33 | 0.13 |
| 115 | Evidence-Based Practice Resources | 161 | 3.80 | 0.08 | 6 | 4.00 | 0.26 | -0.20 |
| 159 | Life Transitions | 160 | 3.81 | 0.08 | 6 | 3.33 | 0.21 | 0.48 |
| 19 | Barriers To Learning | 162 | 3.81 | 0.07 | 6 | 4.00 | 0.26 | -0.19 |
| 202 | Personal Biases | 169 | 3.82 | 0.08 | 6 | 4.00 | 0.26 | -0.18 |
| 157 | Learning Barriers | 160 | 3.83 | 0.07 | 6 | 3.67 | 0.21 | 0.16 |
| 94 | Developmental Stages | 168 | 3.83 | 0.09 | 6 | 3.50 | 0.22 | 0.33 |
| 210 | Postpartum Client | 169 | 3.83 | 0.10 | 6 | 3.50 | 0.34 | 0.33 |
| 282 | Usage Of Social Media Related To Client Information | 168 | 3.83 | 0.11 | 6 | 4.17 | 0.65 | -0.33 |
| 116 | Eye Irrigation | 168 | 3.85 | 0.08 | 6 | 3.83 | 0.17 | 0.01 |
| 100 | Discharge Process | 167 | 3.85 | 0.08 | 6 | 3.17 | 0.31 | 0.68 |
| 187 | Newborn Client Care | 163 | 3.85 | 0.10 | 6 | 3.83 | 0.31 | 0.02 |
| 60 | Client Literacy | 165 | 3.86 | 0.08 | 6 | 3.67 | 0.33 | 0.19 |
| 160 | Living Wills | 169 | 3.86 | 0.08 | 6 | 3.50 | 0.43 | 0.36 |
| 28 | Blood Product Transfusion | 168 | 3.87 | 0.11 | 6 | 3.83 | 0.40 | 0.04 |
| 34 | Central Venous Catheter | 168 | 3.88 | 0.10 | 6 | 3.67 | 0.67 | 0.21 |
| 234 | Restraints | 168 | 3.88 | 0.09 | 6 | 4.33 | 0.21 | -0.46 |
| 193 | Nutritional Norms | 164 | 3.88 | 0.07 | 6 | 3.83 | 0.40 | 0.04 |
| 126 | Health Screening Programs | 168 | 3.88 | 0.08 | 6 | 3.33 | 0.33 | 0.55 |
| 158 | Life Stressors | 167 | 3.89 | 0.07 | 6 | 3.50 | 0.22 | 0.39 |
| 57 | Client In Labor | 161 | 3.89 | 0.10 | 6 | 2.83 | 0.40 | 1.05 |
| 33 | Care Plan | 163 | 3.89 | 0.08 | 6 | 3.50 | 0.56 | 0.39 |
| 221 | Psychological Evaluation | 163 | 3.89 | 0.07 | 6 | 3.83 | 0.17 | 0.06 |
| 267 | Surgical Procedure | 163 | 3.89 | 0.09 | 6 | 3.33 | 0.56 | 0.56 |
| 212 | Prenatal Complication | 166 | 3.89 | 0.11 | 6 | 4.00 | 0.37 | -0.11 |
| 233 | Restraint Alternatives | 163 | 3.91 | 0.08 | 6 | 4.17 | 0.31 | -0.25 |
| 85 | Continuous Suction Of Nasogastric Tube | 160 | 3.92 | 0.09 | 6 | 4.00 | 0.37 | -0.08 |
| 263 | Substance Abuse Disorder | 164 | 3.92 | 0.08 | 6 | 4.00 | 0.26 | -0.08 |
| 112 | Environmental Stressors | 168 | 3.92 | 0.07 | 6 | 3.67 | 0.21 | 0.26 |
| 248 | Sleep Hygiene | 167 | 3.93 | 0.07 | 6 | 3.50 | 0.34 | 0.43 |
| 184 | Nasogastric Tube Removal | 168 | 3.93 | 0.09 | 6 | 4.17 | 0.31 | -0.23 |
| 93 | Delegation | 161 | 3.94 | 0.06 | 6 | 4.00 | 0.26 | -0.06 |
| 113 | Client Equipment | 161 | 3.94 | 0.07 | 6 | 4.00 | 0.26 | -0.06 |
| 99 | Disaster Drills | 161 | 3.95 | 0.08 | 6 | 3.33 | 0.42 | 0.62 |
| 35 | Central Venous Catheter Management | 162 | 3.96 | 0.09 | 6 | 4.00 | 0.63 | -0.04 |
| 182 | Nasogastric Tube Insertion | 169 | 3.96 | 0.09 | 6 | 4.67 | 0.21 | -0.71 |
| 171 | Medication Administration By Vagina | 161 | 3.96 | 0.09 | 6 | 4.00 | 0.26 | -0.04 |
| 24 | Bladder Management Protocol | 168 | 3.96 | 0.07 | 6 | 4.00 | 0.37 | -0.04 |

| Newly Licensed LPN/VN and SME Knowledge Statement Ratings Rank Ordered by Newly Licensed LPN/VN Average Importance | | | | | | | |
|---|---|---|---|---|---|---|---|
| Survey Position # | Knowledge Statement | Newly Licensed LPN/VNs | | | SME Ratings | | Avg. Difference |
| | | N | Avg. | Std. Err. | N | Avg. | Std. Err. | |
| 138 | Interdisciplinary Collaboration | 167 | 3.97 | 0.07 | 6 | 4.00 | 0.37 | -0.03 |
| 80 | Compression Stockings | 168 | 3.97 | 0.07 | 6 | 3.83 | 0.40 | 0.14 |
| 223 | Quality Improvement | 164 | 3.98 | 0.07 | 6 | 3.67 | 0.42 | 0.31 |
| 73 | Client Spiritual Beliefs | 162 | 3.98 | 0.07 | 6 | 3.50 | 0.34 | 0.48 |
| 287 | Visual Impairment | 163 | 3.98 | 0.07 | 6 | 3.67 | 0.33 | 0.31 |
| 213 | Pre-Operative Education | 164 | 3.98 | 0.08 | 6 | 3.67 | 0.33 | 0.32 |
| 122 | Grieving Process | 168 | 3.98 | 0.08 | 6 | 4.00 | 0.26 | -0.02 |
| 87 | Coping Mechanisms | 159 | 3.99 | 0.06 | 6 | 4.00 | 0.26 | -0.01 |
| 129 | Hospice | 161 | 4.00 | 0.08 | 6 | 3.67 | 0.42 | 0.33 |
| 189 | Non-Pharmacological Measures For Pain Relief | 163 | 4.00 | 0.07 | 6 | 4.00 | 0.26 | 0.00 |
| 203 | Personal Limitations | 163 | 4.01 | 0.06 | 6 | 4.17 | 0.17 | -0.16 |
| 141 | Intermittent Suction Of Nasogastric Tube | 160 | 4.01 | 0.08 | 6 | 3.83 | 0.31 | 0.18 |
| 21 | Behavioral Disorders | 163 | 4.02 | 0.06 | 6 | 3.50 | 0.22 | 0.52 |
| 30 | Bowel Management Protocol | 168 | 4.02 | 0.07 | 6 | 3.83 | 0.17 | 0.19 |
| 183 | Nasogastric Tube Maintenance | 164 | 4.02 | 0.08 | 6 | 4.00 | 0.26 | 0.02 |
| 165 | Medication Administration By Ear | 161 | 4.02 | 0.08 | 6 | 4.17 | 0.17 | -0.14 |
| 139 | Interdisciplinary Communication | 160 | 4.03 | 0.07 | 6 | 4.33 | 0.33 | -0.31 |
| 13 | Appropriate Resources | 163 | 4.04 | 0.07 | 6 | 4.50 | 0.22 | -0.46 |
| 90 | Cultural Competency | 169 | 4.04 | 0.07 | 6 | 4.00 | 0.26 | 0.04 |
| 102 | Drainage Device | 167 | 4.04 | 0.08 | 6 | 3.83 | 0.31 | 0.21 |
| 201 | Peripheral Intravenous Catheter Removal | 164 | 4.04 | 0.09 | 6 | 4.67 | 0.33 | -0.62 |
| 249 | Specialty Diet | 164 | 4.04 | 0.08 | 6 | 3.67 | 0.33 | 0.38 |
| 194 | Ostomy Types | 169 | 4.05 | 0.07 | 6 | 3.67 | 0.21 | 0.39 |
| 270 | Therapeutic Environment | 168 | 4.05 | 0.06 | 6 | 4.17 | 0.31 | -0.11 |
| 120 | Functional Status | 167 | 4.06 | 0.06 | 6 | 3.83 | 0.31 | 0.23 |
| 5 | Adaptive Devices | 161 | 4.06 | 0.06 | 6 | 3.83 | 0.31 | 0.23 |
| 59 | Client Limitations | 161 | 4.06 | 0.06 | 6 | 4.33 | 0.21 | -0.27 |
| 204 | Physical Data Norms | 169 | 4.07 | 0.07 | 6 | 3.83 | 0.31 | 0.23 |
| 290 | Wound Drainage Device Removal | 169 | 4.07 | 0.08 | 6 | 4.00 | 0.45 | 0.07 |
| 140 | Interdisciplinary Roles And Responsibilities | 167 | 4.07 | 0.07 | 6 | 4.00 | 0.37 | 0.07 |
| 119 | Follow-Up With Clients | 158 | 4.08 | 0.07 | 6 | 3.33 | 0.49 | 0.74 |
| 264 | Substance Withdrawal | 169 | 4.08 | 0.08 | 6 | 4.50 | 0.22 | -0.42 |
| 209 | Post-Operative Education | 164 | 4.08 | 0.08 | 6 | 3.83 | 0.17 | 0.25 |
| 109 | Enteral Tube Management | 159 | 4.08 | 0.07 | 6 | 3.67 | 0.21 | 0.42 |
| 22 | Behavioral Management | 168 | 4.08 | 0.07 | 6 | 3.67 | 0.21 | 0.42 |
| 17 | Assistive Devices For Medication Administration | 163 | 4.09 | 0.07 | 6 | 4.50 | 0.22 | -0.41 |
| 169 | Medication Administration By Rectum | 161 | 4.10 | 0.08 | 6 | 4.33 | 0.21 | -0.23 |
| 95 | Diagnostic Test Procedures | 161 | 4.11 | 0.06 | 6 | 3.33 | 0.33 | 0.78 |

| | Newly Licensed LPN/VN and SME Knowledge Statement Ratings Rank Ordered by Newly Licensed LPN/VN Average Importance | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| Survey Position # | Knowledge Statement | Newly Licensed LPN/VNs | | | SME Ratings | | | Avg. Difference |
| | | N | Avg. | Std. Err. | N | Avg. | Std. Err. | |
| 18 | Available Resources | 168 | 4.11 | 0.07 | 6 | 4.17 | 0.31 | -0.05 |
| 199 | Peripheral Intravenous Catheter Insertion | 164 | 4.12 | 0.09 | 6 | 4.83 | 0.17 | -0.72 |
| 205 | Plan Of Care | 164 | 4.12 | 0.07 | 6 | 4.33 | 0.21 | -0.22 |
| 77 | Communication Barriers | 161 | 4.12 | 0.07 | 6 | 4.33 | 0.21 | -0.22 |
| 114 | Evidence-Based Practice | 168 | 4.12 | 0.07 | 6 | 4.17 | 0.17 | -0.05 |
| 110 | Enteral Tube Types | 167 | 4.12 | 0.07 | 6 | 3.67 | 0.21 | 0.45 |
| 265 | Supervision/Monitoring Of Assistive Personnel | 164 | 4.12 | 0.06 | 6 | 4.33 | 0.33 | -0.21 |
| 284 | Venipuncture | 169 | 4.13 | 0.08 | 6 | 4.17 | 0.65 | -0.04 |
| 92 | De-Escalation Techniques | 168 | 4.13 | 0.06 | 6 | 3.83 | 0.40 | 0.30 |
| 222 | Psychosocial Functioning | 168 | 4.13 | 0.06 | 6 | 3.83 | 0.17 | 0.30 |
| 224 | Reality Orientation | 169 | 4.14 | 0.07 | 6 | 3.83 | 0.31 | 0.30 |
| 143 | Intervention Techniques | 161 | 4.14 | 0.06 | 6 | 3.83 | 0.17 | 0.31 |
| 285 | Ventilator | 164 | 4.15 | 0.09 | 6 | 3.17 | 0.60 | 0.98 |
| 38 | Chemical Toxicity | 168 | 4.15 | 0.08 | 6 | 4.17 | 0.31 | -0.01 |
| 104 | Electrocardiogram | 168 | 4.15 | 0.08 | 6 | 3.50 | 0.34 | 0.65 |
| 180 | Mobility Needs | 168 | 4.15 | 0.06 | 6 | 3.50 | 0.22 | 0.65 |
| 58 | Client Knowledge Deficit | 167 | 4.16 | 0.07 | 6 | 4.00 | 0.26 | 0.16 |
| 207 | Polypharmacy | 164 | 4.16 | 0.08 | 6 | 4.00 | 0.26 | 0.16 |
| 200 | Peripheral Intravenous Catheter Maintenance | 168 | 4.16 | 0.08 | 6 | 4.83 | 0.17 | -0.67 |
| 36 | Chain Of Command | 167 | 4.16 | 0.07 | 6 | 4.00 | 0.45 | 0.16 |
| 72 | Client Self-Advocacy | 167 | 4.17 | 0.07 | 6 | 4.17 | 0.17 | 0.00 |
| 152 | Intravenous Piggyback Medication Administration | 167 | 4.17 | 0.09 | 6 | 4.83 | 0.17 | -0.67 |
| 96 | Diagnostic Test Requirements | 168 | 4.17 | 0.07 | 6 | 3.67 | 0.21 | 0.51 |
| 27 | Blood Product | 162 | 4.17 | 0.08 | 6 | 4.17 | 0.40 | 0.01 |
| 39 | Chronic Illness | 162 | 4.17 | 0.06 | 6 | 4.33 | 0.21 | -0.16 |
| 179 | Mental Health Disorders | 163 | 4.18 | 0.06 | 6 | 3.83 | 0.17 | 0.34 |
| 43 | Client Autonomy | 161 | 4.18 | 0.06 | 6 | 4.33 | 0.33 | -0.15 |
| 16 | Assistive Devices | 167 | 4.19 | 0.06 | 6 | 3.67 | 0.21 | 0.52 |
| 8 | Advance Directives | 164 | 4.19 | 0.08 | 6 | 4.17 | 0.31 | 0.02 |
| 242 | Sensory/Perceptual Alterations | 169 | 4.19 | 0.06 | 6 | 3.67 | 0.21 | 0.52 |
| 276 | Treatment Barriers | 167 | 4.19 | 0.06 | 6 | 4.00 | 0.00 | 0.19 |
| 219 | Professional Development | 164 | 4.20 | 0.07 | 6 | 4.17 | 0.31 | 0.03 |
| 252 | Staff Education | 167 | 4.20 | 0.07 | 6 | 3.83 | 0.31 | 0.36 |
| 273 | Transfer Assistive Devices | 164 | 4.20 | 0.06 | 6 | 3.83 | 0.31 | 0.37 |
| 133 | Immunizations | 161 | 4.20 | 0.06 | 6 | 3.33 | 0.42 | 0.87 |
| 150 | Intravenous Piggyback Calculations | 168 | 4.21 | 0.09 | 6 | 4.67 | 0.33 | -0.46 |
| 83 | Conflict Resolution | 163 | 4.21 | 0.06 | 6 | 4.00 | 0.00 | 0.21 |
| 65 | Client Nutrition | 162 | 4.21 | 0.06 | 6 | 4.00 | 0.00 | 0.21 |
| 149 | Intravenous Flow Rate Calculation | 161 | 4.21 | 0.09 | 6 | 4.67 | 0.33 | -0.46 |

| Newly Licensed LPN/VN and SME Knowledge Statement Ratings Rank Ordered by Newly Licensed LPN/VN Average Importance | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| Survey Position # | Knowledge Statement | Newly Licensed LPN/VNs | | | SME Ratings | | | Avg. Difference |
| | | N | Avg. | Std. Err. | N | Avg. | Std. Err. | |
| 167 | Medication Administration By Inhalation | 161 | 4.21 | 0.07 | 6 | 4.50 | 0.22 | -0.29 |
| 274 | Transfer Process | 169 | 4.21 | 0.06 | 6 | 4.00 | 0.26 | 0.21 |
| 198 | Palliative Care | 168 | 4.21 | 0.06 | 6 | 4.50 | 0.22 | -0.29 |
| 196 | Pacemaker | 169 | 4.22 | 0.07 | 6 | 3.67 | 0.33 | 0.55 |
| 278 | Urinary Catheter Irrigation | 169 | 4.22 | 0.07 | 6 | 4.33 | 0.33 | -0.11 |
| 280 | Urinary Catheter Removal | 169 | 4.22 | 0.07 | 6 | 4.33 | 0.33 | -0.11 |
| 151 | Intravenous Piggyback Medication | 161 | 4.23 | 0.09 | 6 | 4.67 | 0.21 | -0.44 |
| 292 | Wound Irrigation | 169 | 4.23 | 0.07 | 6 | 4.17 | 0.31 | 0.06 |
| 128 | High Risk Behaviors | 168 | 4.23 | 0.06 | 6 | 3.83 | 0.40 | 0.40 |
| 208 | Post-Operative Care | 168 | 4.24 | 0.08 | 6 | 3.67 | 0.21 | 0.57 |
| 154 | Invasive Procedures | 168 | 4.24 | 0.08 | 6 | 4.17 | 0.31 | 0.08 |
| 257 | Standardized Pain Scales | 164 | 4.25 | 0.06 | 6 | 4.33 | 0.21 | -0.08 |
| 134 | Incident Report | 169 | 4.25 | 0.06 | 6 | 3.33 | 0.42 | 0.92 |
| 97 | Diagnostic Test Results | 161 | 4.25 | 0.07 | 6 | 4.50 | 0.22 | -0.25 |
| 269 | Therapeutic Communication | 164 | 4.26 | 0.06 | 6 | 4.33 | 0.33 | -0.08 |
| 216 | Prevention Strategies | 169 | 4.26 | 0.06 | 6 | 4.17 | 0.17 | 0.09 |
| 105 | Electronic Medical Records (Emr) | 161 | 4.26 | 0.07 | 6 | 4.17 | 0.40 | 0.09 |
| 211 | Practice Error | 163 | 4.26 | 0.07 | 6 | 4.50 | 0.34 | -0.24 |
| 272 | Tracheostomy | 169 | 4.27 | 0.08 | 6 | 4.17 | 0.31 | 0.11 |
| 76 | Cognitive Impairment | 166 | 4.28 | 0.05 | 6 | 3.67 | 0.42 | 0.61 |
| 63 | Client Mental Competency | 162 | 4.28 | 0.06 | 6 | 4.17 | 0.31 | 0.11 |
| 68 | Client Psychosocial Needs | 166 | 4.28 | 0.06 | 6 | 3.83 | 0.31 | 0.45 |
| 3 | Activities Of Daily Living | 163 | 4.29 | 0.06 | 6 | 4.00 | 0.37 | 0.29 |
| 29 | Body Mechanics | 162 | 4.29 | 0.06 | 6 | 4.50 | 0.22 | -0.21 |
| 281 | Urinary Retention | 164 | 4.29 | 0.07 | 6 | 4.17 | 0.31 | 0.13 |
| 266 | Supervision/Monitoring Of Tasks Assigned | 168 | 4.30 | 0.06 | 6 | 4.17 | 0.40 | 0.13 |
| 215 | Preventative Care | 164 | 4.30 | 0.06 | 6 | 4.17 | 0.17 | 0.13 |
| 108 | Enteral Site Care | 168 | 4.30 | 0.06 | 6 | 3.83 | 0.31 | 0.47 |
| 250 | Specimen Collection | 168 | 4.30 | 0.06 | 6 | 4.33 | 0.21 | -0.03 |
| 245 | Skin Care | 164 | 4.32 | 0.06 | 6 | 4.50 | 0.22 | -0.18 |
| 121 | Geriatric Client Care | 160 | 4.33 | 0.06 | 6 | 4.33 | 0.21 | -0.01 |
| 251 | Staff Competency | 163 | 4.33 | 0.06 | 6 | 3.67 | 0.33 | 0.66 |
| 142 | Intervention Implementation | 167 | 4.33 | 0.06 | 6 | 4.50 | 0.22 | -0.17 |
| 146 | Intradermal Medication Administration | 168 | 4.34 | 0.06 | 6 | 4.50 | 0.22 | -0.16 |
| 52 | Client Education | 167 | 4.34 | 0.06 | 6 | 4.17 | 0.17 | 0.17 |
| 1 | Abuse Prevention | 163 | 4.34 | 0.07 | 6 | 4.33 | 0.33 | 0.01 |
| 162 | Measurement Conversion | 168 | 4.35 | 0.08 | 6 | 4.67 | 0.21 | -0.32 |
| 41 | Client Advocacy | 162 | 4.35 | 0.06 | 6 | 4.33 | 0.33 | 0.01 |
| 66 | Client Observation | 167 | 4.35 | 0.05 | 6 | 4.17 | 0.17 | 0.19 |
| 163 | Medical Procedures | 161 | 4.35 | 0.06 | 6 | 3.67 | 0.21 | 0.69 |

| Newly Licensed LPN/VN and SME Knowledge Statement Ratings Rank Ordered by Newly Licensed LPN/VN Average Importance | | | | | | | |
|---|---|---|---|---|---|---|---|
| Survey Position # | Knowledge Statement | Newly Licensed LPN/VNs | | | SME Ratings | | Avg. Difference |
| | | N | Avg. | Std. Err. | N | Avg. | Std. Err. | |
| 175 | Medication History | 160 | 4.37 | 0.06 | 6 | 4.00 | 0.26 | 0.37 |
| 161 | Mandatory Reporting | 159 | 4.37 | 0.06 | 6 | 4.50 | 0.22 | -0.13 |
| 275 | Transfusion Reaction | 164 | 4.37 | 0.09 | 6 | 4.33 | 0.33 | 0.04 |
| 91 | Data Collection | 161 | 4.37 | 0.06 | 6 | 4.67 | 0.21 | -0.29 |
| 217 | Professional Accountability | 164 | 4.38 | 0.06 | 6 | 4.83 | 0.17 | -0.46 |
| 46 | Client Cognitive Ability | 168 | 4.38 | 0.05 | 6 | 4.00 | 0.26 | 0.38 |
| 54 | Client History | 168 | 4.38 | 0.06 | 6 | 4.00 | 0.26 | 0.38 |
| 74 | Client-Centered Care | 167 | 4.38 | 0.06 | 6 | 4.17 | 0.31 | 0.22 |
| 220 | Protocols | 169 | 4.38 | 0.05 | 6 | 4.50 | 0.22 | -0.12 |
| 20 | Basic Cardiac Abnormalities | 168 | 4.39 | 0.07 | 6 | 3.67 | 0.42 | 0.72 |
| 191 | Nurse Education | 164 | 4.39 | 0.06 | 6 | 4.67 | 0.21 | -0.28 |
| 247 | Skin Monitoring | 164 | 4.39 | 0.05 | 6 | 4.50 | 0.22 | -0.11 |
| 271 | Time Management Skills/Techniques | 164 | 4.39 | 0.06 | 6 | 4.50 | 0.22 | -0.11 |
| 206 | Policies And Procedures | 169 | 4.39 | 0.06 | 6 | 4.50 | 0.34 | -0.11 |
| 256 | Standardized Orders | 168 | 4.39 | 0.06 | 6 | 3.83 | 0.31 | 0.56 |
| 135 | Incision Care | 161 | 4.40 | 0.06 | 6 | 4.17 | 0.17 | 0.23 |
| 168 | Medication Administration By Nose | 168 | 4.40 | 0.07 | 6 | 4.33 | 0.21 | 0.07 |
| 218 | Professional Boundaries | 168 | 4.40 | 0.06 | 6 | 4.83 | 0.17 | -0.43 |
| 293 | Wound Types | 164 | 4.40 | 0.06 | 6 | 3.83 | 0.31 | 0.57 |
| 98 | Diagnostic Values | 167 | 4.41 | 0.06 | 6 | 4.33 | 0.21 | 0.07 |
| 61 | Client Medical History | 162 | 4.41 | 0.06 | 6 | 4.67 | 0.21 | -0.25 |
| 147 | Intramuscular Medication Administration | 161 | 4.42 | 0.06 | 6 | 4.67 | 0.21 | -0.25 |
| 253 | Staff Safety | 161 | 4.42 | 0.06 | 6 | 4.50 | 0.22 | -0.08 |
| 7 | Adult Client Care | 160 | 4.43 | 0.05 | 6 | 4.50 | 0.22 | -0.08 |
| 70 | Client Risk Identification | 168 | 4.43 | 0.06 | 6 | 4.17 | 0.31 | 0.27 |
| 148 | Intravenous Complications | 168 | 4.44 | 0.08 | 6 | 4.83 | 0.17 | -0.39 |
| 64 | Client Mental Status | 165 | 4.44 | 0.05 | 6 | 4.33 | 0.21 | 0.11 |
| 48 | Client Complication | 167 | 4.44 | 0.05 | 6 | 4.33 | 0.21 | 0.11 |
| 47 | Client Communication | 162 | 4.44 | 0.06 | 6 | 4.67 | 0.21 | -0.22 |
| 166 | Medication Administration By Eye | 168 | 4.45 | 0.06 | 6 | 4.50 | 0.22 | -0.05 |
| 279 | Urinary Catheter Maintenance | 164 | 4.46 | 0.06 | 6 | 4.33 | 0.33 | 0.12 |
| 236 | Safe Health Care Environment | 167 | 4.46 | 0.06 | 6 | 4.33 | 0.33 | 0.13 |
| 192 | Nurse-Client Relationships | 169 | 4.46 | 0.06 | 6 | 4.17 | 0.31 | 0.29 |
| 45 | Client Care Prioritization | 162 | 4.47 | 0.05 | 6 | 4.50 | 0.22 | -0.03 |
| 67 | Client Privacy | 162 | 4.48 | 0.06 | 6 | 4.33 | 0.33 | 0.14 |
| 170 | Medication Administration By Skin | 168 | 4.48 | 0.06 | 6 | 4.17 | 0.17 | 0.31 |
| 153 | Intravenous Site Maintenance | 159 | 4.48 | 0.06 | 6 | 4.83 | 0.17 | -0.36 |
| 84 | Continuity Of Care | 168 | 4.48 | 0.06 | 6 | 4.00 | 0.26 | 0.48 |
| 50 | Client Consent | 167 | 4.49 | 0.06 | 6 | 4.50 | 0.34 | -0.01 |
| 155 | Isolation Techniques | 160 | 4.49 | 0.06 | 6 | 4.83 | 0.17 | -0.35 |
| 53 | Client Evaluation | 162 | 4.49 | 0.05 | 6 | 4.33 | 0.21 | 0.15 |

| Newly Licensed LPN/VN and SME Knowledge Statement Ratings Rank Ordered by Newly Licensed LPN/VN Average Importance | | | | | | | |
|---|---|---|---|---|---|---|---|
| Survey Position # | Knowledge Statement | Newly Licensed LPN/VNs | | | SME Ratings | | | Avg. Difference |
| | | N | Avg. | Std. Err. | N | Avg. | Std. Err. | |
| 237 | Safe Health Care Practice | 164 | 4.49 | 0.06 | 6 | 4.33 | 0.33 | 0.15 |
| 75 | Code Of Ethics | 163 | 4.49 | 0.05 | 6 | 4.67 | 0.21 | -0.18 |
| 197 | Pain Management | 163 | 4.49 | 0.05 | 6 | 4.67 | 0.21 | -0.18 |
| 176 | Medication Reconciliation | 169 | 4.49 | 0.06 | 6 | 4.33 | 0.33 | 0.16 |
| 277 | Urinary Catheter Insertion | 164 | 4.50 | 0.06 | 6 | 4.50 | 0.34 | 0.00 |
| 4 | Acute Illness | 167 | 4.50 | 0.05 | 6 | 4.67 | 0.21 | -0.16 |
| 291 | Wound Dressing Change | 163 | 4.50 | 0.05 | 6 | 4.17 | 0.31 | 0.34 |
| 62 | Client Medication History | 168 | 4.51 | 0.05 | 6 | 4.33 | 0.33 | 0.17 |
| 78 | Communication Skills | 168 | 4.51 | 0.05 | 6 | 4.33 | 0.21 | 0.17 |
| 156 | Laboratory Test Results | 167 | 4.51 | 0.06 | 6 | 4.67 | 0.21 | -0.16 |
| 44 | Client Baseline Data | 168 | 4.51 | 0.06 | 6 | 4.50 | 0.22 | 0.01 |
| 238 | Safety Checks | 168 | 4.51 | 0.05 | 6 | 4.17 | 0.31 | 0.35 |
| 244 | Shift Report, Hand-Off | 167 | 4.51 | 0.06 | 6 | 4.33 | 0.33 | 0.18 |
| 258 | Standards Of Care | 167 | 4.53 | 0.05 | 6 | 4.33 | 0.33 | 0.20 |
| 254 | Standard Of Care | 165 | 4.53 | 0.05 | 6 | 4.83 | 0.17 | -0.30 |
| 40 | Circulatory Checks | 168 | 4.54 | 0.06 | 6 | 4.33 | 0.33 | 0.20 |
| 69 | Client Rights | 162 | 4.54 | 0.06 | 6 | 4.67 | 0.21 | -0.12 |
| 49 | Client Condition | 162 | 4.56 | 0.05 | 6 | 4.50 | 0.22 | 0.06 |
| 51 | Client Disease Processes And Conditions | 162 | 4.56 | 0.04 | 6 | 3.83 | 0.31 | 0.72 |
| 181 | Narcotics/Controlled Substances | 164 | 4.57 | 0.05 | 6 | 4.50 | 0.22 | 0.07 |
| 195 | Oxygen Saturation Monitoring | 163 | 4.57 | 0.05 | 6 | 4.67 | 0.21 | -0.10 |
| 186 | Neurological Checks | 169 | 4.57 | 0.06 | 6 | 4.50 | 0.22 | 0.07 |
| 230 | Respiratory Disorders | 168 | 4.58 | 0.05 | 6 | 4.33 | 0.21 | 0.24 |
| 262 | Subcutaneous Medication Administration | 168 | 4.58 | 0.05 | 6 | 4.33 | 0.33 | 0.25 |
| 56 | Client Identification Methods | 167 | 4.59 | 0.06 | 6 | 4.67 | 0.21 | -0.08 |
| 286 | Verbal Orders | 168 | 4.59 | 0.05 | 6 | 4.50 | 0.34 | 0.09 |
| 55 | Client Identification | 161 | 4.60 | 0.06 | 6 | 4.83 | 0.17 | -0.24 |
| 246 | Skin Integrity | 168 | 4.60 | 0.04 | 6 | 4.67 | 0.21 | -0.07 |
| 101 | Documentation | 160 | 4.61 | 0.05 | 6 | 5.00 | 0.00 | -0.39 |
| 26 | Blood Glucose Monitoring | 168 | 4.62 | 0.05 | 6 | 4.83 | 0.17 | -0.21 |
| 106 | Emergency Preparedness | 168 | 4.62 | 0.06 | 6 | 3.50 | 0.43 | 1.12 |
| 107 | Emergency Procedures | 160 | 4.63 | 0.05 | 6 | 4.17 | 0.40 | 0.46 |
| 81 | Confidentiality | 162 | 4.63 | 0.05 | 6 | 4.83 | 0.17 | -0.20 |
| 131 | Hypoglycemia | 161 | 4.63 | 0.05 | 6 | 4.67 | 0.21 | -0.03 |
| 231 | Respiratory Interventions | 164 | 4.64 | 0.05 | 6 | 4.50 | 0.22 | 0.14 |
| 240 | Scope Of Practice | 168 | 4.65 | 0.05 | 6 | 4.83 | 0.17 | -0.18 |
| 89 | Critical Thinking | 160 | 4.66 | 0.05 | 6 | 4.33 | 0.33 | 0.32 |
| 130 | Hyperglycemia | 168 | 4.66 | 0.05 | 6 | 4.67 | 0.21 | -0.01 |
| 174 | Medication Administration Calculations | 168 | 4.66 | 0.06 | 6 | 5.00 | 0.00 | -0.34 |
| 255 | Standard/Universal Precautions | 163 | 4.66 | 0.05 | 6 | 5.00 | 0.00 | -0.34 |

| Newly Licensed LPN/VN and SME Knowledge Statement Ratings Rank Ordered by Newly Licensed LPN/VN Average Importance | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| Survey Position # | Knowledge Statement | Newly Licensed LPN/VNs | | | SME Ratings | | | Avg. Difference |
| | | N | Avg. | Std. Err. | N | Avg. | Std. Err. | |
| 144 | Interventions To Life-Threatening Situations | 167 | 4.68 | 0.05 | 6 | 4.83 | 0.17 | -0.16 |
| 42 | Client Allergies | 167 | 4.68 | 0.05 | 6 | 5.00 | 0.00 | -0.32 |
| 9 | Allergic Reactions | 161 | 4.69 | 0.05 | 6 | 4.83 | 0.17 | -0.14 |
| 15 | Aspiration Precautions | 163 | 4.70 | 0.05 | 6 | 4.33 | 0.42 | 0.37 |
| 2 | Active Listening | 168 | 4.71 | 0.04 | 6 | 4.83 | 0.17 | -0.13 |
| 132 | Hypoxia | 168 | 4.71 | 0.04 | 6 | 4.83 | 0.17 | -0.12 |
| 232 | Responses To Life-Threatening Situations | 169 | 4.72 | 0.05 | 6 | 4.67 | 0.21 | 0.05 |
| 172 | Medication Administration Rights | 168 | 4.72 | 0.05 | 6 | 4.83 | 0.17 | -0.11 |
| 14 | Aseptic Technique | 167 | 4.72 | 0.05 | 6 | 5.00 | 0.00 | -0.28 |
| 82 | Confidentiality And Privacy Laws | 169 | 4.73 | 0.04 | 6 | 4.67 | 0.21 | 0.06 |
| 124 | Health Care Provider'S Orders | 168 | 4.73 | 0.04 | 6 | 5.00 | 0.00 | -0.27 |
| 260 | Sterile Technique | 167 | 4.74 | 0.05 | 6 | 4.83 | 0.17 | -0.10 |
| 71 | Client Safety | 161 | 4.74 | 0.05 | 6 | 4.50 | 0.22 | 0.24 |
| 288 | Vital Signs | 169 | 4.78 | 0.04 | 6 | 4.83 | 0.17 | -0.05 |
| 137 | Infection Control | 160 | 4.79 | 0.03 | 6 | 5.00 | 0.00 | -0.21 |
| 177 | Medication Safety | 163 | 4.80 | 0.03 | 6 | 4.83 | 0.17 | -0.04 |
| 178 | Medication Safety Measures | 169 | 4.80 | 0.04 | 6 | 4.83 | 0.17 | -0.03 |
| 164 | Medication | 168 | 4.82 | 0.03 | 6 | 4.83 | 0.17 | -0.01 |
| 173 | Medication Administration Safety | 161 | 4.84 | 0.03 | 6 | 5.00 | 0.00 | -0.16 |
| 31 | Cardiopulmonary Resuscitation | 162 | 4.85 | 0.04 | 6 | 5.00 | 0.00 | -0.15 |

## APPENDIX F: LPN/VN EDUCATORS AND SME KNOWLEDGE STATEMENT RATINGS RANK ORDERED BY LPN/VN EDUCATOR AVERAGE IMPORTANCE

Preface: How important is this knowledge by a newly licensed LPN/VN for safe and effective professional practice regardless of specific practice setting?

| Survey Position # | Knowledge Statement | LPN/VN Educators | | | SME Ratings | | | Avg. Difference |
|---|---|---|---|---|---|---|---|---|
| | | N | Avg. | Std. Err. | N | Avg. | Std. Err. | |
| 123 | Group Session | 286 | 2.94 | 0.06 | 6 | 2.67 | 0.49 | 0.27 |
| 118 | Fetal Heart Monitoring | 327 | 3.00 | 0.06 | 6 | 2.67 | 0.42 | 0.33 |
| 103 | Ear Irrigation | 287 | 3.02 | 0.06 | 6 | 3.17 | 0.40 | -0.14 |
| 188 | Newborn Education | 325 | 3.09 | 0.06 | 6 | 3.50 | 0.22 | -0.41 |
| 285 | Ventilator | 290 | 3.11 | 0.08 | 6 | 3.17 | 0.60 | -0.05 |
| 57 | Client In Labor | 288 | 3.11 | 0.07 | 6 | 2.83 | 0.40 | 0.28 |
| 35 | Central Venous Catheter Management | 286 | 3.14 | 0.07 | 6 | 4.00 | 0.63 | -0.86 |
| 228 | Reminiscence Therapy | 327 | 3.16 | 0.06 | 6 | 3.00 | 0.45 | 0.16 |
| 214 | Preschool Client Care | 329 | 3.21 | 0.06 | 6 | 3.50 | 0.22 | -0.29 |
| 241 | Seclusion | 290 | 3.22 | 0.06 | 6 | 3.50 | 0.56 | -0.28 |
| 283 | Validation Therapy | 287 | 3.25 | 0.06 | 6 | 3.17 | 0.31 | 0.08 |
| 136 | Infant Care | 324 | 3.25 | 0.06 | 6 | 3.67 | 0.33 | -0.42 |
| 32 | Care Of Toddler Client Through Two Years | 321 | 3.26 | 0.06 | 6 | 3.50 | 0.22 | -0.24 |
| 190 | Nose Irrigation | 329 | 3.28 | 0.06 | 6 | 3.67 | 0.33 | -0.38 |
| 11 | Alternative/Complementary Therapy | 286 | 3.28 | 0.05 | 6 | 3.50 | 0.34 | -0.22 |
| 10 | Alternative Therapies | 325 | 3.29 | 0.05 | 6 | 3.50 | 0.34 | -0.21 |
| 225 | Referral | 291 | 3.34 | 0.05 | 6 | 3.33 | 0.21 | 0.00 |
| 23 | Bladder Irrigation | 286 | 3.35 | 0.06 | 6 | 3.33 | 0.42 | 0.02 |
| 34 | Central Venous Catheter | 325 | 3.35 | 0.06 | 6 | 3.67 | 0.67 | -0.32 |
| 212 | Prenatal Complication | 330 | 3.38 | 0.07 | 6 | 4.00 | 0.37 | -0.62 |
| 210 | Postpartum Client | 328 | 3.42 | 0.06 | 6 | 3.50 | 0.34 | -0.08 |
| 187 | Newborn Client Care | 289 | 3.42 | 0.07 | 6 | 3.83 | 0.31 | -0.41 |
| 12 | Antepartum Client | 326 | 3.43 | 0.06 | 6 | 3.50 | 0.43 | -0.07 |
| 239 | School Age Client Care | 288 | 3.44 | 0.06 | 6 | 3.50 | 0.22 | -0.06 |
| 268 | Suture Removal | 328 | 3.46 | 0.06 | 6 | 3.50 | 0.22 | -0.04 |
| 86 | Cooling Measures | 328 | 3.47 | 0.05 | 6 | 3.67 | 0.33 | -0.20 |
| 25 | Bladder Palpation Technique | 287 | 3.47 | 0.06 | 6 | 3.50 | 0.22 | -0.03 |
| 259 | Staple Removal | 290 | 3.48 | 0.06 | 6 | 3.50 | 0.22 | -0.02 |
| 199 | Peripheral Intravenous Catheter Insertion | 290 | 3.48 | 0.08 | 6 | 4.83 | 0.17 | -1.35 |
| 185 | Nasogastric Tube Types | 291 | 3.51 | 0.06 | 6 | 4.00 | 0.26 | -0.49 |
| 267 | Surgical Procedure | 289 | 3.51 | 0.06 | 6 | 3.33 | 0.56 | 0.18 |
| 28 | Blood Product Transfusion | 326 | 3.52 | 0.06 | 6 | 3.83 | 0.40 | -0.31 |
| 289 | Warming Measures | 290 | 3.53 | 0.06 | 6 | 3.50 | 0.34 | 0.03 |
| 226 | Referral Process | 329 | 3.53 | 0.05 | 6 | 3.33 | 0.21 | 0.20 |
| 227 | Relaxation Techniques | 288 | 3.54 | 0.05 | 6 | 3.83 | 0.31 | -0.30 |

| LPN/VN Educators and SME Knowledge Statement Ratings Rank Ordered by LPN/VN Educator Average Importance | | | | | | | |
|---|---|---|---|---|---|---|---|
| Survey Position # | Knowledge Statement | LPN/VN Educators | | | SME Ratings | | Avg. Difference |
| | | N | Avg. | Std. Err. | N | Avg. | Std. Err. | |
| 6 | Adolescent Client Care | 327 | 3.54 | 0.05 | 6 | 3.67 | 0.21 | -0.13 |
| 221 | Psychological Evaluation | 291 | 3.54 | 0.05 | 6 | 3.83 | 0.17 | -0.29 |
| 159 | Life Transitions | 286 | 3.55 | 0.05 | 6 | 3.33 | 0.21 | 0.21 |
| 104 | Electrocardiogram | 327 | 3.55 | 0.05 | 6 | 3.50 | 0.34 | 0.05 |
| 37 | Chemical Dependency | 289 | 3.55 | 0.06 | 6 | 3.83 | 0.31 | -0.28 |
| 116 | Eye Irrigation | 325 | 3.56 | 0.05 | 6 | 3.83 | 0.17 | -0.28 |
| 125 | Health Promotion Programs | 286 | 3.56 | 0.05 | 6 | 3.17 | 0.40 | 0.39 |
| 111 | Environmental Factors | 287 | 3.56 | 0.05 | 6 | 4.00 | 0.26 | -0.44 |
| 145 | Interviewing Skills | 287 | 3.59 | 0.06 | 6 | 3.50 | 0.22 | 0.09 |
| 261 | Stressful Life Events | 290 | 3.62 | 0.05 | 6 | 3.67 | 0.33 | -0.04 |
| 85 | Continuous Suction Of Nasogastric Tube | 286 | 3.63 | 0.06 | 6 | 4.00 | 0.37 | -0.37 |
| 88 | Cost Effective Care | 324 | 3.63 | 0.05 | 6 | 3.17 | 0.40 | 0.46 |
| 229 | Resources | 290 | 3.63 | 0.05 | 6 | 3.50 | 0.22 | 0.13 |
| 141 | Intermittent Suction Of Nasogastric Tube | 286 | 3.64 | 0.06 | 6 | 3.83 | 0.31 | -0.20 |
| 99 | Disaster Drills | 285 | 3.64 | 0.06 | 6 | 3.33 | 0.42 | 0.31 |
| 117 | Family Dynamics | 287 | 3.64 | 0.05 | 6 | 3.67 | 0.21 | -0.02 |
| 235 | Risk Tools | 290 | 3.66 | 0.05 | 6 | 3.67 | 0.21 | -0.01 |
| 27 | Blood Product | 286 | 3.66 | 0.07 | 6 | 4.17 | 0.40 | -0.51 |
| 33 | Care Plan | 288 | 3.67 | 0.05 | 6 | 3.50 | 0.56 | 0.17 |
| 126 | Health Screening Programs | 325 | 3.69 | 0.05 | 6 | 3.33 | 0.33 | 0.36 |
| 223 | Quality Improvement | 290 | 3.69 | 0.05 | 6 | 3.67 | 0.42 | 0.03 |
| 193 | Nutritional Norms | 289 | 3.70 | 0.05 | 6 | 3.83 | 0.40 | -0.14 |
| 196 | Pacemaker | 330 | 3.70 | 0.05 | 6 | 3.67 | 0.33 | 0.03 |
| 79 | Community Resources | 287 | 3.72 | 0.05 | 6 | 3.67 | 0.33 | 0.05 |
| 127 | Hearing Impairment | 287 | 3.73 | 0.05 | 6 | 3.67 | 0.21 | 0.06 |
| 112 | Environmental Stressors | 327 | 3.74 | 0.04 | 6 | 3.67 | 0.21 | 0.07 |
| 94 | Developmental Stages | 328 | 3.74 | 0.05 | 6 | 3.50 | 0.22 | 0.24 |
| 157 | Learning Barriers | 287 | 3.75 | 0.05 | 6 | 3.67 | 0.21 | 0.08 |
| 182 | Nasogastric Tube Insertion | 329 | 3.75 | 0.05 | 6 | 4.67 | 0.21 | -0.92 |
| 158 | Life Stressors | 325 | 3.75 | 0.04 | 6 | 3.50 | 0.22 | 0.25 |
| 143 | Intervention Techniques | 284 | 3.76 | 0.05 | 6 | 3.83 | 0.17 | -0.07 |
| 19 | Barriers To Learning | 287 | 3.78 | 0.05 | 6 | 4.00 | 0.26 | -0.22 |
| 201 | Peripheral Intravenous Catheter Removal | 291 | 3.78 | 0.07 | 6 | 4.67 | 0.33 | -0.89 |
| 284 | Venipuncture | 330 | 3.79 | 0.06 | 6 | 4.17 | 0.65 | -0.38 |
| 183 | Nasogastric Tube Maintenance | 290 | 3.79 | 0.06 | 6 | 4.00 | 0.26 | -0.21 |
| 100 | Discharge Process | 327 | 3.80 | 0.05 | 6 | 3.17 | 0.31 | 0.63 |
| 290 | Wound Drainage Device Removal | 330 | 3.80 | 0.05 | 6 | 4.00 | 0.45 | -0.20 |
| 21 | Behavioral Disorders | 287 | 3.80 | 0.05 | 6 | 3.50 | 0.22 | 0.30 |
| 287 | Visual Impairment | 290 | 3.80 | 0.05 | 6 | 3.67 | 0.33 | 0.14 |
| 129 | Hospice | 287 | 3.81 | 0.05 | 6 | 3.67 | 0.42 | 0.14 |

| | | LPN/VN Educators | | | SME Ratings | | | |
|---|---|---|---|---|---|---|---|---|
| Survey Position # | Knowledge Statement | N | Avg. | Std. Err. | N | Avg. | Std. Err. | Avg. Difference |
| 263 | Substance Abuse Disorder | 290 | 3.81 | 0.05 | 6 | 4.00 | 0.26 | -0.19 |
| 249 | Specialty Diet | 291 | 3.81 | 0.05 | 6 | 3.67 | 0.33 | 0.15 |
| 113 | Client Equipment | 286 | 3.81 | 0.05 | 6 | 4.00 | 0.26 | -0.19 |
| 264 | Substance Withdrawal | 328 | 3.82 | 0.05 | 6 | 4.50 | 0.22 | -0.68 |
| 119 | Follow-Up With Clients | 287 | 3.82 | 0.05 | 6 | 3.33 | 0.49 | 0.49 |
| 184 | Nasogastric Tube Removal | 329 | 3.82 | 0.05 | 6 | 4.17 | 0.31 | -0.34 |
| 160 | Living Wills | 328 | 3.83 | 0.05 | 6 | 3.50 | 0.43 | 0.33 |
| 274 | Transfer Process | 330 | 3.83 | 0.05 | 6 | 4.00 | 0.26 | -0.17 |
| 179 | Mental Health Disorders | 290 | 3.84 | 0.05 | 6 | 3.83 | 0.17 | 0.00 |
| 252 | Staff Education | 329 | 3.84 | 0.05 | 6 | 3.83 | 0.31 | 0.01 |
| 5 | Adaptive Devices | 288 | 3.84 | 0.05 | 6 | 3.83 | 0.31 | 0.01 |
| 95 | Diagnostic Test Procedures | 287 | 3.84 | 0.05 | 6 | 3.33 | 0.33 | 0.51 |
| 248 | Sleep Hygiene | 329 | 3.85 | 0.05 | 6 | 3.50 | 0.34 | 0.35 |
| 93 | Delegation | 285 | 3.86 | 0.05 | 6 | 4.00 | 0.26 | -0.14 |
| 276 | Treatment Barriers | 329 | 3.86 | 0.04 | 6 | 4.00 | 0.00 | -0.14 |
| 243 | Sequential Compression Devices | 291 | 3.86 | 0.06 | 6 | 3.67 | 0.33 | 0.19 |
| 38 | Chemical Toxicity | 327 | 3.86 | 0.05 | 6 | 4.17 | 0.31 | -0.30 |
| 87 | Coping Mechanisms | 282 | 3.87 | 0.05 | 6 | 4.00 | 0.26 | -0.13 |
| 13 | Appropriate Resources | 289 | 3.87 | 0.05 | 6 | 4.50 | 0.22 | -0.63 |
| 213 | Pre-Operative Education | 291 | 3.87 | 0.06 | 6 | 3.67 | 0.33 | 0.21 |
| 102 | Drainage Device | 328 | 3.88 | 0.05 | 6 | 3.83 | 0.31 | 0.04 |
| 163 | Medical Procedures | 284 | 3.89 | 0.05 | 6 | 3.67 | 0.21 | 0.22 |
| 194 | Ostomy Types | 330 | 3.89 | 0.05 | 6 | 3.67 | 0.21 | 0.23 |
| 30 | Bowel Management Protocol | 328 | 3.90 | 0.05 | 6 | 3.83 | 0.17 | 0.07 |
| 80 | Compression Stockings | 325 | 3.90 | 0.05 | 6 | 3.83 | 0.40 | 0.07 |
| 151 | Intravenous Piggyback Medication | 287 | 3.91 | 0.07 | 6 | 4.67 | 0.21 | -0.76 |
| 22 | Behavioral Management | 327 | 3.91 | 0.04 | 6 | 3.67 | 0.21 | 0.24 |
| 115 | Evidence-Based Practice Resources | 287 | 3.92 | 0.05 | 6 | 4.00 | 0.26 | -0.08 |
| 60 | Client Literacy | 325 | 3.92 | 0.04 | 6 | 3.67 | 0.33 | 0.25 |
| 59 | Client Limitations | 288 | 3.92 | 0.05 | 6 | 4.33 | 0.21 | -0.41 |
| 17 | Assistive Devices For Medication Administration | 282 | 3.93 | 0.05 | 6 | 4.50 | 0.22 | -0.57 |
| 209 | Post-Operative Education | 291 | 3.93 | 0.06 | 6 | 3.83 | 0.17 | 0.09 |
| 24 | Bladder Management Protocol | 324 | 3.94 | 0.05 | 6 | 4.00 | 0.37 | -0.06 |
| 149 | Intravenous Flow Rate Calculation | 287 | 3.95 | 0.07 | 6 | 4.67 | 0.33 | -0.72 |
| 96 | Diagnostic Test Requirements | 327 | 3.95 | 0.04 | 6 | 3.67 | 0.21 | 0.28 |
| 205 | Plan Of Care | 291 | 3.95 | 0.05 | 6 | 4.33 | 0.21 | -0.38 |
| 92 | De-Escalation Techniques | 327 | 3.95 | 0.05 | 6 | 3.83 | 0.40 | 0.12 |
| 154 | Invasive Procedures | 325 | 3.96 | 0.05 | 6 | 4.17 | 0.31 | -0.21 |
| 109 | Enteral Tube Management | 287 | 3.96 | 0.06 | 6 | 3.67 | 0.21 | 0.29 |
| 224 | Reality Orientation | 329 | 3.96 | 0.04 | 6 | 3.83 | 0.31 | 0.13 |
| 278 | Urinary Catheter Irrigation | 328 | 3.97 | 0.05 | 6 | 4.33 | 0.33 | -0.37 |

| LPN/VN Educators and SME Knowledge Statement Ratings Rank Ordered by LPN/VN Educator Average Importance | | | | | | | |
|---|---|---|---|---|---|---|---|
| Survey Position # | Knowledge Statement | LPN/VN Educators | | | SME Ratings | | Avg. Difference |
| | | N | Avg. | Std. Err. | N | Avg. | Std. Err. | |
| 73 | Client Spiritual Beliefs | 287 | 3.97 | 0.05 | 6 | 3.50 | 0.34 | 0.47 |
| 110 | Enteral Tube Types | 326 | 3.98 | 0.05 | 6 | 3.67 | 0.21 | 0.31 |
| 191 | Nurse Education | 290 | 3.98 | 0.06 | 6 | 4.67 | 0.21 | -0.69 |
| 134 | Incident Report | 325 | 3.98 | 0.05 | 6 | 3.33 | 0.42 | 0.65 |
| 120 | Functional Status | 328 | 3.98 | 0.04 | 6 | 3.83 | 0.31 | 0.15 |
| 171 | Medication Administration By Vagina | 287 | 3.98 | 0.06 | 6 | 4.00 | 0.26 | -0.02 |
| 122 | Grieving Process | 327 | 3.99 | 0.04 | 6 | 4.00 | 0.26 | -0.01 |
| 292 | Wound Irrigation | 330 | 3.99 | 0.05 | 6 | 4.17 | 0.31 | -0.18 |
| 265 | Supervision/Monitoring Of Assistive Personnel | 291 | 4.00 | 0.05 | 6 | 4.33 | 0.33 | -0.34 |
| 270 | Therapeutic Environment | 327 | 4.00 | 0.04 | 6 | 4.17 | 0.31 | -0.17 |
| 63 | Client Mental Competency | 289 | 4.00 | 0.04 | 6 | 4.17 | 0.31 | -0.17 |
| 222 | Psychosocial Functioning | 330 | 4.00 | 0.04 | 6 | 3.83 | 0.17 | 0.17 |
| 272 | Tracheostomy | 330 | 4.00 | 0.05 | 6 | 4.17 | 0.31 | -0.17 |
| 133 | Immunizations | 287 | 4.01 | 0.05 | 6 | 3.33 | 0.42 | 0.67 |
| 128 | High Risk Behaviors | 328 | 4.01 | 0.04 | 6 | 3.83 | 0.40 | 0.18 |
| 72 | Client Self-Advocacy | 326 | 4.02 | 0.04 | 6 | 4.17 | 0.17 | -0.15 |
| 203 | Personal Limitations | 291 | 4.02 | 0.05 | 6 | 4.17 | 0.17 | -0.15 |
| 83 | Conflict Resolution | 289 | 4.02 | 0.04 | 6 | 4.00 | 0.00 | 0.02 |
| 106 | Emergency Preparedness | 328 | 4.03 | 0.05 | 6 | 3.50 | 0.43 | 0.53 |
| 251 | Staff Competency | 291 | 4.03 | 0.06 | 6 | 3.67 | 0.33 | 0.36 |
| 65 | Client Nutrition | 289 | 4.03 | 0.04 | 6 | 4.00 | 0.00 | 0.03 |
| 282 | Usage Of Social Media Related To Client Information | 329 | 4.04 | 0.06 | 6 | 4.17 | 0.65 | -0.13 |
| 97 | Diagnostic Test Results | 286 | 4.04 | 0.05 | 6 | 4.50 | 0.22 | -0.46 |
| 273 | Transfer Assistive Devices | 290 | 4.05 | 0.05 | 6 | 3.83 | 0.31 | 0.22 |
| 140 | Interdisciplinary Roles And Responsibilities | 327 | 4.05 | 0.04 | 6 | 4.00 | 0.37 | 0.05 |
| 138 | Interdisciplinary Collaboration | 327 | 4.06 | 0.05 | 6 | 4.00 | 0.37 | 0.06 |
| 189 | Non-Pharmacological Measures For Pain Relief | 290 | 4.06 | 0.05 | 6 | 4.00 | 0.26 | 0.06 |
| 165 | Medication Administration By Ear | 286 | 4.06 | 0.06 | 6 | 4.17 | 0.17 | -0.11 |
| 18 | Available Resources | 325 | 4.06 | 0.04 | 6 | 4.17 | 0.31 | -0.11 |
| 139 | Interdisciplinary Communication | 285 | 4.07 | 0.05 | 6 | 4.33 | 0.33 | -0.26 |
| 208 | Post-Operative Care | 329 | 4.08 | 0.05 | 6 | 3.67 | 0.21 | 0.41 |
| 233 | Restraint Alternatives | 291 | 4.08 | 0.05 | 6 | 4.17 | 0.31 | -0.09 |
| 108 | Enteral Site Care | 328 | 4.08 | 0.04 | 6 | 3.83 | 0.31 | 0.25 |
| 8 | Advance Directives | 323 | 4.08 | 0.04 | 6 | 4.17 | 0.31 | -0.09 |
| 43 | Client Autonomy | 288 | 4.08 | 0.05 | 6 | 4.33 | 0.33 | -0.25 |
| 198 | Palliative Care | 330 | 4.09 | 0.04 | 6 | 4.50 | 0.22 | -0.41 |
| 202 | Personal Biases | 330 | 4.09 | 0.05 | 6 | 4.00 | 0.26 | 0.09 |
| 281 | Urinary Retention | 289 | 4.10 | 0.05 | 6 | 4.17 | 0.31 | -0.07 |
| 250 | Specimen Collection | 328 | 4.10 | 0.04 | 6 | 4.33 | 0.21 | -0.24 |

| Survey Position # | Knowledge Statement | LPN/VN Educators | | | SME Ratings | | | Avg. Difference |
|---|---|---|---|---|---|---|---|---|
| | | N | Avg. | Std. Err. | N | Avg. | Std. Err. | |
| 242 | Sensory/Perceptual Alterations | 330 | 4.12 | 0.04 | 6 | 3.67 | 0.21 | 0.45 |
| 275 | Transfusion Reaction | 291 | 4.12 | 0.07 | 6 | 4.33 | 0.33 | -0.21 |
| 16 | Assistive Devices | 327 | 4.13 | 0.04 | 6 | 3.67 | 0.21 | 0.46 |
| 256 | Standardized Orders | 326 | 4.13 | 0.04 | 6 | 3.83 | 0.31 | 0.30 |
| 216 | Prevention Strategies | 329 | 4.13 | 0.04 | 6 | 4.17 | 0.17 | -0.03 |
| 58 | Client Knowledge Deficit | 328 | 4.13 | 0.04 | 6 | 4.00 | 0.26 | 0.13 |
| 169 | Medication Administration By Rectum | 286 | 4.14 | 0.05 | 6 | 4.33 | 0.21 | -0.20 |
| 200 | Peripheral Intravenous Catheter Maintenance | 327 | 4.14 | 0.05 | 6 | 4.83 | 0.17 | -0.69 |
| 234 | Restraints | 330 | 4.14 | 0.05 | 6 | 4.33 | 0.21 | -0.19 |
| 77 | Communication Barriers | 289 | 4.15 | 0.04 | 6 | 4.33 | 0.21 | -0.19 |
| 146 | Intradermal Medication Administration | 328 | 4.15 | 0.05 | 6 | 4.50 | 0.22 | -0.35 |
| 150 | Intravenous Piggyback Calculations | 328 | 4.15 | 0.06 | 6 | 4.67 | 0.33 | -0.52 |
| 180 | Mobility Needs | 325 | 4.15 | 0.04 | 6 | 3.50 | 0.22 | 0.65 |
| 68 | Client Psychosocial Needs | 327 | 4.15 | 0.04 | 6 | 3.83 | 0.31 | 0.32 |
| 280 | Urinary Catheter Removal | 330 | 4.15 | 0.04 | 6 | 4.33 | 0.33 | -0.18 |
| 90 | Cultural Competency | 329 | 4.16 | 0.04 | 6 | 4.00 | 0.26 | 0.16 |
| 167 | Medication Administration By Inhalation | 287 | 4.16 | 0.05 | 6 | 4.50 | 0.22 | -0.34 |
| 20 | Basic Cardiac Abnormalities | 327 | 4.16 | 0.04 | 6 | 3.67 | 0.42 | 0.50 |
| 207 | Polypharmacy | 288 | 4.16 | 0.05 | 6 | 4.00 | 0.26 | 0.16 |
| 152 | Intravenous Piggyback Medication Administration | 328 | 4.17 | 0.06 | 6 | 4.83 | 0.17 | -0.66 |
| 293 | Wound Types | 291 | 4.18 | 0.05 | 6 | 3.83 | 0.31 | 0.35 |
| 61 | Client Medical History | 289 | 4.19 | 0.04 | 6 | 4.67 | 0.21 | -0.48 |
| 98 | Diagnostic Values | 328 | 4.20 | 0.04 | 6 | 4.33 | 0.21 | -0.14 |
| 215 | Preventative Care | 291 | 4.20 | 0.05 | 6 | 4.17 | 0.17 | 0.04 |
| 219 | Professional Development | 287 | 4.21 | 0.05 | 6 | 4.17 | 0.31 | 0.04 |
| 220 | Protocols | 330 | 4.23 | 0.04 | 6 | 4.50 | 0.22 | -0.27 |
| 266 | Supervision/Monitoring Of Tasks Assigned | 330 | 4.23 | 0.04 | 6 | 4.17 | 0.40 | 0.07 |
| 204 | Physical Data Norms | 330 | 4.24 | 0.05 | 6 | 3.83 | 0.31 | 0.40 |
| 135 | Incision Care | 287 | 4.24 | 0.04 | 6 | 4.17 | 0.17 | 0.07 |
| 148 | Intravenous Complications | 328 | 4.25 | 0.05 | 6 | 4.83 | 0.17 | -0.59 |
| 105 | Electronic Medical Records (Emr) | 287 | 4.25 | 0.05 | 6 | 4.17 | 0.40 | 0.08 |
| 76 | Cognitive Impairment | 327 | 4.26 | 0.04 | 6 | 3.67 | 0.42 | 0.59 |
| 39 | Chronic Illness | 286 | 4.26 | 0.05 | 6 | 4.33 | 0.21 | -0.07 |
| 114 | Evidence-Based Practice | 325 | 4.26 | 0.05 | 6 | 4.17 | 0.17 | 0.09 |
| 1 | Abuse Prevention | 288 | 4.26 | 0.05 | 6 | 4.33 | 0.33 | -0.07 |
| 107 | Emergency Procedures | 287 | 4.26 | 0.05 | 6 | 4.17 | 0.40 | 0.10 |
| 211 | Practice Error | 290 | 4.27 | 0.05 | 6 | 4.50 | 0.34 | -0.23 |
| 153 | Intravenous Site Maintenance | 286 | 4.27 | 0.05 | 6 | 4.83 | 0.17 | -0.56 |

| LPN/VN Educators and SME Knowledge Statement Ratings Rank Ordered by LPN/VN Educator Average Importance | | | | | | | |
|---|---|---|---|---|---|---|---|
| Survey Position # | Knowledge Statement | LPN/VN Educators | | | SME Ratings | | Avg. Difference |
| | | N | Avg. | Std. Err. | N | Avg. | Std. Err. | |
| 291 | Wound Dressing Change | 291 | 4.28 | 0.05 | 6 | 4.17 | 0.31 | 0.11 |
| 52 | Client Education | 325 | 4.28 | 0.04 | 6 | 4.17 | 0.17 | 0.12 |
| 286 | Verbal Orders | 331 | 4.29 | 0.05 | 6 | 4.50 | 0.34 | -0.21 |
| 162 | Measurement Conversion | 326 | 4.29 | 0.05 | 6 | 4.67 | 0.21 | -0.38 |
| 142 | Intervention Implementation | 327 | 4.29 | 0.04 | 6 | 4.50 | 0.22 | -0.21 |
| 257 | Standardized Pain Scales | 289 | 4.30 | 0.04 | 6 | 4.33 | 0.21 | -0.03 |
| 91 | Data Collection | 287 | 4.31 | 0.04 | 6 | 4.67 | 0.21 | -0.35 |
| 279 | Urinary Catheter Maintenance | 291 | 4.32 | 0.05 | 6 | 4.33 | 0.33 | -0.01 |
| 156 | Laboratory Test Results | 328 | 4.32 | 0.04 | 6 | 4.67 | 0.21 | -0.34 |
| 277 | Urinary Catheter Insertion | 290 | 4.33 | 0.05 | 6 | 4.50 | 0.34 | -0.17 |
| 41 | Client Advocacy | 289 | 4.33 | 0.04 | 6 | 4.33 | 0.33 | 0.00 |
| 36 | Chain Of Command | 324 | 4.33 | 0.04 | 6 | 4.00 | 0.45 | 0.33 |
| 54 | Client History | 327 | 4.34 | 0.04 | 6 | 4.00 | 0.26 | 0.34 |
| 84 | Continuity Of Care | 326 | 4.34 | 0.04 | 6 | 4.00 | 0.26 | 0.34 |
| 121 | Geriatric Client Care | 286 | 4.35 | 0.05 | 6 | 4.33 | 0.21 | 0.01 |
| 253 | Staff Safety | 289 | 4.36 | 0.05 | 6 | 4.50 | 0.22 | -0.14 |
| 46 | Client Cognitive Ability | 328 | 4.36 | 0.03 | 6 | 4.00 | 0.26 | 0.36 |
| 175 | Medication History | 291 | 4.36 | 0.04 | 6 | 4.00 | 0.26 | 0.36 |
| 192 | Nurse-Client Relationships | 330 | 4.36 | 0.04 | 6 | 4.17 | 0.31 | 0.19 |
| 53 | Client Evaluation | 289 | 4.37 | 0.04 | 6 | 4.33 | 0.21 | 0.04 |
| 237 | Safe Health Care Practice | 289 | 4.37 | 0.05 | 6 | 4.33 | 0.33 | 0.04 |
| 245 | Skin Care | 291 | 4.38 | 0.04 | 6 | 4.50 | 0.22 | -0.12 |
| 70 | Client Risk Identification | 327 | 4.38 | 0.04 | 6 | 4.17 | 0.31 | 0.21 |
| 74 | Client-Centered Care | 328 | 4.39 | 0.04 | 6 | 4.17 | 0.31 | 0.23 |
| 206 | Policies And Procedures | 328 | 4.39 | 0.04 | 6 | 4.50 | 0.34 | -0.11 |
| 51 | Client Disease Processes And Conditions | 288 | 4.40 | 0.04 | 6 | 3.83 | 0.31 | 0.56 |
| 247 | Skin Monitoring | 289 | 4.40 | 0.04 | 6 | 4.50 | 0.22 | -0.10 |
| 4 | Acute Illness | 325 | 4.40 | 0.04 | 6 | 4.67 | 0.21 | -0.26 |
| 161 | Mandatory Reporting | 287 | 4.40 | 0.04 | 6 | 4.50 | 0.22 | -0.10 |
| 269 | Therapeutic Communication | 290 | 4.41 | 0.04 | 6 | 4.33 | 0.33 | 0.07 |
| 254 | Standard Of Care | 330 | 4.41 | 0.04 | 6 | 4.83 | 0.17 | -0.42 |
| 244 | Shift Report, Hand-Off | 330 | 4.41 | 0.04 | 6 | 4.33 | 0.33 | 0.08 |
| 64 | Client Mental Status | 328 | 4.42 | 0.03 | 6 | 4.33 | 0.21 | 0.08 |
| 176 | Medication Reconciliation | 330 | 4.42 | 0.04 | 6 | 4.33 | 0.33 | 0.08 |
| 49 | Client Condition | 289 | 4.42 | 0.04 | 6 | 4.50 | 0.22 | -0.08 |
| 271 | Time Management Skills/Techniques | 290 | 4.42 | 0.04 | 6 | 4.50 | 0.22 | -0.08 |
| 168 | Medication Administration By Nose | 329 | 4.42 | 0.04 | 6 | 4.33 | 0.21 | 0.09 |
| 3 | Activities Of Daily Living | 289 | 4.43 | 0.04 | 6 | 4.00 | 0.37 | 0.43 |
| 231 | Respiratory Interventions | 291 | 4.43 | 0.04 | 6 | 4.50 | 0.22 | -0.07 |
| 66 | Client Observation | 327 | 4.43 | 0.04 | 6 | 4.17 | 0.17 | 0.26 |

| LPN/VN Educators and SME Knowledge Statement Ratings Rank Ordered by LPN/VN Educator Average Importance | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Survey Position # | Knowledge Statement | LPN/VN Educators | | | SME Ratings | | | Avg. Difference |
| | | N | Avg. | Std. Err. | N | Avg. | Std. Err. | |
| 147 | Intramuscular Medication Administration | 287 | 4.43 | 0.04 | 6 | 4.67 | 0.21 | -0.24 |
| 181 | Narcotics/Controlled Substances | 291 | 4.44 | 0.04 | 6 | 4.50 | 0.22 | -0.06 |
| 48 | Client Complication | 328 | 4.45 | 0.03 | 6 | 4.33 | 0.21 | 0.11 |
| 246 | Skin Integrity | 331 | 4.46 | 0.04 | 6 | 4.67 | 0.21 | -0.20 |
| 186 | Neurological Checks | 324 | 4.46 | 0.04 | 6 | 4.50 | 0.22 | -0.04 |
| 218 | Professional Boundaries | 331 | 4.47 | 0.04 | 6 | 4.83 | 0.17 | -0.37 |
| 195 | Oxygen Saturation Monitoring | 290 | 4.47 | 0.04 | 6 | 4.67 | 0.21 | -0.20 |
| 67 | Client Privacy | 289 | 4.47 | 0.04 | 6 | 4.33 | 0.33 | 0.13 |
| 230 | Respiratory Disorders | 331 | 4.47 | 0.04 | 6 | 4.33 | 0.21 | 0.13 |
| 258 | Standards Of Care | 329 | 4.47 | 0.04 | 6 | 4.33 | 0.33 | 0.14 |
| 166 | Medication Administration By Eye | 329 | 4.48 | 0.04 | 6 | 4.50 | 0.22 | -0.02 |
| 9 | Allergic Reactions | 288 | 4.48 | 0.05 | 6 | 4.83 | 0.17 | -0.35 |
| 170 | Medication Administration By Skin | 329 | 4.48 | 0.04 | 6 | 4.17 | 0.17 | 0.32 |
| 29 | Body Mechanics | 289 | 4.48 | 0.04 | 6 | 4.50 | 0.22 | -0.02 |
| 155 | Isolation Techniques | 286 | 4.50 | 0.05 | 6 | 4.83 | 0.17 | -0.34 |
| 62 | Client Medication History | 328 | 4.50 | 0.04 | 6 | 4.33 | 0.33 | 0.17 |
| 50 | Client Consent | 327 | 4.51 | 0.04 | 6 | 4.50 | 0.34 | 0.01 |
| 197 | Pain Management | 288 | 4.51 | 0.04 | 6 | 4.67 | 0.21 | -0.15 |
| 75 | Code Of Ethics | 289 | 4.53 | 0.04 | 6 | 4.67 | 0.21 | -0.14 |
| 47 | Client Communication | 287 | 4.53 | 0.04 | 6 | 4.67 | 0.21 | -0.13 |
| 7 | Adult Client Care | 285 | 4.54 | 0.04 | 6 | 4.50 | 0.22 | 0.04 |
| 236 | Safe Health Care Environment | 331 | 4.54 | 0.04 | 6 | 4.33 | 0.33 | 0.20 |
| 45 | Client Care Prioritization | 289 | 4.54 | 0.04 | 6 | 4.50 | 0.22 | 0.04 |
| 26 | Blood Glucose Monitoring | 328 | 4.56 | 0.03 | 6 | 4.83 | 0.17 | -0.27 |
| 262 | Subcutaneous Medication Administration | 329 | 4.57 | 0.03 | 6 | 4.33 | 0.33 | 0.24 |
| 44 | Client Baseline Data | 326 | 4.57 | 0.03 | 6 | 4.50 | 0.22 | 0.07 |
| 40 | Circulatory Checks | 327 | 4.58 | 0.04 | 6 | 4.33 | 0.33 | 0.24 |
| 124 | Health Care Provider'S Orders | 325 | 4.60 | 0.03 | 6 | 5.00 | 0.00 | -0.40 |
| 130 | Hyperglycemia | 328 | 4.60 | 0.03 | 6 | 4.67 | 0.21 | -0.06 |
| 238 | Safety Checks | 330 | 4.61 | 0.03 | 6 | 4.17 | 0.31 | 0.44 |
| 15 | Aspiration Precautions | 289 | 4.62 | 0.04 | 6 | 4.33 | 0.42 | 0.29 |
| 69 | Client Rights | 288 | 4.62 | 0.03 | 6 | 4.67 | 0.21 | -0.05 |
| 78 | Communication Skills | 327 | 4.62 | 0.03 | 6 | 4.33 | 0.21 | 0.29 |
| 131 | Hypoglycemia | 287 | 4.63 | 0.04 | 6 | 4.67 | 0.21 | -0.03 |
| 101 | Documentation | 285 | 4.64 | 0.04 | 6 | 5.00 | 0.00 | -0.36 |
| 217 | Professional Accountability | 289 | 4.64 | 0.03 | 6 | 4.83 | 0.17 | -0.19 |
| 89 | Critical Thinking | 285 | 4.67 | 0.03 | 6 | 4.33 | 0.33 | 0.33 |
| 144 | Interventions To Life-Threatening Situations | 327 | 4.68 | 0.03 | 6 | 4.83 | 0.17 | -0.15 |
| 137 | Infection Control | 287 | 4.69 | 0.04 | 6 | 5.00 | 0.00 | -0.31 |
| 55 | Client Identification | 287 | 4.70 | 0.04 | 6 | 4.83 | 0.17 | -0.14 |

| Survey Position # | Knowledge Statement | LPN/VN Educators | | | SME Ratings | | | Avg. Difference |
|---|---|---|---|---|---|---|---|---|
| | | N | Avg. | Std. Err. | N | Avg. | Std. Err. | |
| 240 | Scope Of Practice | 328 | 4.70 | 0.03 | 6 | 4.83 | 0.17 | -0.13 |
| 82 | Confidentiality And Privacy Laws | 326 | 4.71 | 0.03 | 6 | 4.67 | 0.21 | 0.04 |
| 260 | Sterile Technique | 329 | 4.71 | 0.03 | 6 | 4.83 | 0.17 | -0.12 |
| 232 | Responses To Life-Threatening Situations | 330 | 4.72 | 0.03 | 6 | 4.67 | 0.21 | 0.05 |
| 2 | Active Listening | 329 | 4.72 | 0.03 | 6 | 4.83 | 0.17 | -0.11 |
| 132 | Hypoxia | 328 | 4.73 | 0.03 | 6 | 4.83 | 0.17 | -0.10 |
| 42 | Client Allergies | 328 | 4.75 | 0.03 | 6 | 5.00 | 0.00 | -0.25 |
| 56 | Client Identification Methods | 324 | 4.75 | 0.03 | 6 | 4.67 | 0.21 | 0.09 |
| 31 | Cardiopulmonary Resuscitation | 287 | 4.77 | 0.04 | 6 | 5.00 | 0.00 | -0.23 |
| 81 | Confidentiality | 288 | 4.77 | 0.03 | 6 | 4.83 | 0.17 | -0.06 |
| 71 | Client Safety | 288 | 4.78 | 0.03 | 6 | 4.50 | 0.22 | 0.28 |
| 14 | Aseptic Technique | 329 | 4.78 | 0.03 | 6 | 5.00 | 0.00 | -0.22 |
| 255 | Standard/Universal Precautions | 290 | 4.79 | 0.03 | 6 | 5.00 | 0.00 | -0.21 |
| 174 | Medication Administration Calculations | 328 | 4.79 | 0.03 | 6 | 5.00 | 0.00 | -0.21 |
| 164 | Medication | 328 | 4.81 | 0.02 | 6 | 4.83 | 0.17 | -0.02 |
| 288 | Vital Signs | 329 | 4.83 | 0.02 | 6 | 4.83 | 0.17 | -0.01 |
| 173 | Medication Administration Safety | 286 | 4.84 | 0.03 | 6 | 5.00 | 0.00 | -0.16 |
| 172 | Medication Administration Rights | 328 | 4.84 | 0.02 | 6 | 4.83 | 0.17 | 0.01 |
| 177 | Medication Safety | 291 | 4.85 | 0.02 | 6 | 4.83 | 0.17 | 0.01 |
| 178 | Medication Safety Measures | 331 | 4.88 | 0.02 | 6 | 4.83 | 0.17 | 0.05 |

LPN/VN Educators and SME Knowledge Statement Ratings Rank Ordered by LPN/VN Educator Average Importance

## APPENDIX G: LPN/VN SUPERVISORS AND SME KNOWLEDGE STATEMENT RATINGS RANK ORDERED BY LPN/VN SUPERVISOR AVERAGE IMPORTANCE

Preface: How important is this knowledge by a newly licensed LPN/VN for safe and effective professional practice regardless of specific practice setting?

| Survey Position # | Knowledge Statement | LPN/VN Supervisors | | | SME Ratings | | | Avg. Difference |
|---|---|---|---|---|---|---|---|---|
| | | N | Avg. | Std. Err. | N | Avg. | Std. Err. | |
| 32 | Care Of Toddler Client Through Two Years | 94 | 2.63 | 0.12 | 6 | 3.50 | 0.22 | -0.87 |
| 214 | Preschool Client Care | 94 | 2.70 | 0.13 | 6 | 3.50 | 0.22 | -0.80 |
| 123 | Group Session | 100 | 2.73 | 0.10 | 6 | 2.67 | 0.49 | 0.06 |
| 188 | Newborn Education | 92 | 2.74 | 0.13 | 6 | 3.50 | 0.22 | -0.76 |
| 118 | Fetal Heart Monitoring | 94 | 2.74 | 0.14 | 6 | 2.67 | 0.42 | 0.08 |
| 12 | Antepartum Client | 95 | 2.83 | 0.14 | 6 | 3.50 | 0.43 | -0.67 |
| 136 | Infant Care | 95 | 2.87 | 0.14 | 6 | 3.67 | 0.33 | -0.79 |
| 212 | Prenatal Complication | 93 | 2.88 | 0.15 | 6 | 4.00 | 0.37 | -1.12 |
| 210 | Postpartum Client | 94 | 2.89 | 0.15 | 6 | 3.50 | 0.34 | -0.61 |
| 190 | Nose Irrigation | 93 | 2.98 | 0.11 | 6 | 3.67 | 0.33 | -0.69 |
| 125 | Health Promotion Programs | 100 | 3.02 | 0.10 | 6 | 3.17 | 0.40 | -0.15 |
| 239 | School Age Client Care | 100 | 3.04 | 0.11 | 6 | 3.50 | 0.22 | -0.46 |
| 228 | Reminiscence Therapy | 92 | 3.07 | 0.12 | 6 | 3.00 | 0.45 | 0.07 |
| 285 | Ventilator | 100 | 3.07 | 0.14 | 6 | 3.17 | 0.60 | -0.10 |
| 86 | Cooling Measures | 94 | 3.12 | 0.11 | 6 | 3.67 | 0.33 | -0.55 |
| 6 | Adolescent Client Care | 94 | 3.15 | 0.12 | 6 | 3.67 | 0.21 | -0.52 |
| 57 | Client In Labor | 100 | 3.15 | 0.13 | 6 | 2.83 | 0.40 | 0.32 |
| 10 | Alternative Therapies | 95 | 3.16 | 0.10 | 6 | 3.50 | 0.34 | -0.34 |
| 267 | Surgical Procedure | 101 | 3.16 | 0.11 | 6 | 3.33 | 0.56 | -0.17 |
| 182 | Nasogastric Tube Insertion | 94 | 3.19 | 0.14 | 6 | 4.67 | 0.21 | -1.48 |
| 103 | Ear Irrigation | 99 | 3.20 | 0.10 | 6 | 3.17 | 0.40 | 0.04 |
| 241 | Seclusion | 101 | 3.21 | 0.11 | 6 | 3.50 | 0.56 | -0.29 |
| 283 | Validation Therapy | 100 | 3.23 | 0.10 | 6 | 3.17 | 0.31 | 0.06 |
| 28 | Blood Product Transfusion | 94 | 3.23 | 0.14 | 6 | 3.83 | 0.40 | -0.60 |
| 225 | Referral | 101 | 3.24 | 0.09 | 6 | 3.33 | 0.21 | -0.10 |
| 94 | Developmental Stages | 94 | 3.24 | 0.10 | 6 | 3.50 | 0.22 | -0.26 |
| 126 | Health Screening Programs | 95 | 3.26 | 0.08 | 6 | 3.33 | 0.33 | -0.07 |
| 184 | Nasogastric Tube Removal | 94 | 3.27 | 0.14 | 6 | 4.17 | 0.31 | -0.90 |
| 11 | Alternative/Complementary Therapy | 100 | 3.27 | 0.08 | 6 | 3.50 | 0.34 | -0.23 |
| 187 | Newborn Client Care | 101 | 3.29 | 0.13 | 6 | 3.83 | 0.31 | -0.55 |
| 37 | Chemical Dependency | 100 | 3.33 | 0.10 | 6 | 3.83 | 0.31 | -0.50 |
| 243 | Sequential Compression Devices | 100 | 3.33 | 0.11 | 6 | 3.67 | 0.33 | -0.34 |
| 104 | Electrocardiogram | 95 | 3.34 | 0.11 | 6 | 3.50 | 0.34 | -0.16 |
| 145 | Interviewing Skills | 100 | 3.36 | 0.11 | 6 | 3.50 | 0.22 | -0.14 |
| 185 | Nasogastric Tube Types | 101 | 3.37 | 0.11 | 6 | 4.00 | 0.26 | -0.63 |
| 227 | Relaxation Techniques | 100 | 3.37 | 0.08 | 6 | 3.83 | 0.31 | -0.46 |
| 34 | Central Venous Catheter | 94 | 3.37 | 0.14 | 6 | 3.67 | 0.67 | -0.29 |

| **LPN/VN Supervisors and SME Knowledge Statement Ratings Rank Ordered by LPN/VN Supervisor Average Importance** | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| Survey Position # | Knowledge Statement | LPN/VN Supervisors | | | SME Ratings | | | Avg. Difference |
| | | N | Avg. | Std. Err. | N | Avg. | Std. Err. | |
| 25 | Bladder Palpation Technique | 100 | 3.38 | 0.09 | 6 | 3.50 | 0.22 | -0.12 |
| 88 | Cost Effective Care | 95 | 3.39 | 0.09 | 6 | 3.17 | 0.40 | 0.22 |
| 116 | Eye Irrigation | 94 | 3.39 | 0.10 | 6 | 3.83 | 0.17 | -0.44 |
| 268 | Suture Removal | 94 | 3.39 | 0.12 | 6 | 3.50 | 0.22 | -0.11 |
| 35 | Central Venous Catheter Management | 100 | 3.40 | 0.12 | 6 | 4.00 | 0.63 | -0.60 |
| 259 | Staple Removal | 101 | 3.41 | 0.09 | 6 | 3.50 | 0.22 | -0.09 |
| 27 | Blood Product | 100 | 3.41 | 0.13 | 6 | 4.17 | 0.40 | -0.76 |
| 289 | Warming Measures | 101 | 3.43 | 0.11 | 6 | 3.50 | 0.34 | -0.07 |
| 226 | Referral Process | 93 | 3.43 | 0.10 | 6 | 3.33 | 0.21 | 0.10 |
| 159 | Life Transitions | 99 | 3.43 | 0.08 | 6 | 3.33 | 0.21 | 0.10 |
| 221 | Psychological Evaluation | 101 | 3.45 | 0.10 | 6 | 3.83 | 0.17 | -0.39 |
| 154 | Invasive Procedures | 95 | 3.45 | 0.12 | 6 | 4.17 | 0.31 | -0.71 |
| 111 | Environmental Factors | 100 | 3.48 | 0.08 | 6 | 4.00 | 0.26 | -0.52 |
| 127 | Hearing Impairment | 100 | 3.48 | 0.09 | 6 | 3.67 | 0.21 | -0.19 |
| 141 | Intermittent Suction Of Nasogastric Tube | 100 | 3.48 | 0.11 | 6 | 3.83 | 0.31 | -0.35 |
| 23 | Bladder Irrigation | 99 | 3.48 | 0.10 | 6 | 3.33 | 0.42 | 0.15 |
| 193 | Nutritional Norms | 101 | 3.49 | 0.08 | 6 | 3.83 | 0.40 | -0.35 |
| 229 | Resources | 101 | 3.49 | 0.08 | 6 | 3.50 | 0.22 | -0.01 |
| 79 | Community Resources | 100 | 3.49 | 0.09 | 6 | 3.67 | 0.33 | -0.18 |
| 85 | Continuous Suction Of Nasogastric Tube | 100 | 3.51 | 0.11 | 6 | 4.00 | 0.37 | -0.49 |
| 158 | Life Stressors | 95 | 3.52 | 0.09 | 6 | 3.50 | 0.22 | 0.02 |
| 113 | Client Equipment | 100 | 3.55 | 0.08 | 6 | 4.00 | 0.26 | -0.45 |
| 261 | Stressful Life Events | 100 | 3.55 | 0.09 | 6 | 3.67 | 0.33 | -0.12 |
| 102 | Drainage Device | 94 | 3.55 | 0.11 | 6 | 3.83 | 0.31 | -0.28 |
| 38 | Chemical Toxicity | 95 | 3.56 | 0.10 | 6 | 4.17 | 0.31 | -0.61 |
| 112 | Environmental Stressors | 95 | 3.56 | 0.08 | 6 | 3.67 | 0.21 | -0.11 |
| 157 | Learning Barriers | 100 | 3.56 | 0.08 | 6 | 3.67 | 0.21 | -0.11 |
| 199 | Peripheral Intravenous Catheter Insertion | 101 | 3.56 | 0.14 | 6 | 4.83 | 0.17 | -1.27 |
| 213 | Pre-Operative Education | 101 | 3.56 | 0.10 | 6 | 3.67 | 0.33 | -0.10 |
| 201 | Peripheral Intravenous Catheter Removal | 101 | 3.57 | 0.13 | 6 | 4.67 | 0.33 | -1.09 |
| 90 | Cultural Competency | 94 | 3.57 | 0.08 | 6 | 4.00 | 0.26 | -0.43 |
| 80 | Compression Stockings | 95 | 3.58 | 0.09 | 6 | 3.83 | 0.40 | -0.25 |
| 183 | Nasogastric Tube Maintenance | 101 | 3.59 | 0.11 | 6 | 4.00 | 0.26 | -0.41 |
| 263 | Substance Abuse Disorder | 101 | 3.59 | 0.10 | 6 | 4.00 | 0.26 | -0.41 |
| 150 | Intravenous Piggyback Calculations | 95 | 3.60 | 0.13 | 6 | 4.67 | 0.33 | -1.07 |
| 160 | Living Wills | 95 | 3.60 | 0.10 | 6 | 3.50 | 0.43 | 0.10 |
| 235 | Risk Tools | 101 | 3.60 | 0.09 | 6 | 3.67 | 0.21 | -0.06 |
| 224 | Reality Orientation | 93 | 3.62 | 0.11 | 6 | 3.83 | 0.31 | -0.21 |
| 270 | Therapeutic Environment | 93 | 3.62 | 0.09 | 6 | 4.17 | 0.31 | -0.54 |

| LPN/VN Supervisors and SME Knowledge Statement Ratings Rank Ordered by LPN/VN Supervisor Average Importance | | | | | | | |
| Survey Position # | Knowledge Statement | LPN/VN Supervisors | | | SME Ratings | | | Avg. Difference |
| | | N | Avg. | Std. Err. | N | Avg. | Std. Err. | |
| 96 | Diagnostic Test Requirements | 94 | 3.63 | 0.08 | 6 | 3.67 | 0.21 | -0.04 |
| 93 | Delegation | 100 | 3.64 | 0.09 | 6 | 4.00 | 0.26 | -0.36 |
| 264 | Substance Withdrawal | 94 | 3.66 | 0.09 | 6 | 4.50 | 0.22 | -0.84 |
| 249 | Specialty Diet | 101 | 3.66 | 0.08 | 6 | 3.67 | 0.33 | 0.00 |
| 290 | Wound Drainage Device Removal | 94 | 3.67 | 0.11 | 6 | 4.00 | 0.45 | -0.33 |
| 13 | Appropriate Resources | 100 | 3.68 | 0.09 | 6 | 4.50 | 0.22 | -0.82 |
| 110 | Enteral Tube Types | 95 | 3.68 | 0.11 | 6 | 3.67 | 0.21 | 0.02 |
| 95 | Diagnostic Test Procedures | 100 | 3.69 | 0.08 | 6 | 3.33 | 0.33 | 0.36 |
| 117 | Family Dynamics | 100 | 3.69 | 0.07 | 6 | 3.67 | 0.21 | 0.02 |
| 248 | Sleep Hygiene | 94 | 3.69 | 0.10 | 6 | 3.50 | 0.34 | 0.19 |
| 100 | Discharge Process | 95 | 3.69 | 0.10 | 6 | 3.17 | 0.31 | 0.53 |
| 129 | Hospice | 100 | 3.70 | 0.09 | 6 | 3.67 | 0.42 | 0.03 |
| 152 | Intravenous Piggyback Medication Administration | 94 | 3.70 | 0.14 | 6 | 4.83 | 0.17 | -1.13 |
| 287 | Visual Impairment | 100 | 3.71 | 0.08 | 6 | 3.67 | 0.33 | 0.04 |
| 196 | Pacemaker | 94 | 3.71 | 0.09 | 6 | 3.67 | 0.33 | 0.05 |
| 272 | Tracheostomy | 94 | 3.71 | 0.12 | 6 | 4.17 | 0.31 | -0.45 |
| 19 | Barriers To Learning | 100 | 3.72 | 0.08 | 6 | 4.00 | 0.26 | -0.28 |
| 108 | Enteral Site Care | 95 | 3.73 | 0.11 | 6 | 3.83 | 0.31 | -0.11 |
| 99 | Disaster Drills | 100 | 3.73 | 0.10 | 6 | 3.33 | 0.42 | 0.40 |
| 5 | Adaptive Devices | 100 | 3.74 | 0.07 | 6 | 3.83 | 0.31 | -0.09 |
| 17 | Assistive Devices For Medication Administration | 100 | 3.75 | 0.09 | 6 | 4.50 | 0.22 | -0.75 |
| 143 | Intervention Techniques | 100 | 3.75 | 0.10 | 6 | 3.83 | 0.17 | -0.08 |
| 209 | Post-Operative Education | 101 | 3.75 | 0.10 | 6 | 3.83 | 0.17 | -0.08 |
| 208 | Post-Operative Care | 94 | 3.76 | 0.12 | 6 | 3.67 | 0.21 | 0.09 |
| 115 | Evidence-Based Practice Resources | 100 | 3.76 | 0.08 | 6 | 4.00 | 0.26 | -0.24 |
| 204 | Physical Data Norms | 92 | 3.76 | 0.09 | 6 | 3.83 | 0.31 | -0.07 |
| 149 | Intravenous Flow Rate Calculation | 100 | 3.77 | 0.13 | 6 | 4.67 | 0.33 | -0.90 |
| 59 | Client Limitations | 98 | 3.78 | 0.09 | 6 | 4.33 | 0.21 | -0.56 |
| 274 | Transfer Process | 94 | 3.78 | 0.09 | 6 | 4.00 | 0.26 | -0.22 |
| 276 | Treatment Barriers | 94 | 3.78 | 0.08 | 6 | 4.00 | 0.00 | -0.22 |
| 133 | Immunizations | 100 | 3.78 | 0.09 | 6 | 3.33 | 0.42 | 0.45 |
| 202 | Personal Biases | 93 | 3.78 | 0.10 | 6 | 4.00 | 0.26 | -0.22 |
| 30 | Bowel Management Protocol | 94 | 3.79 | 0.09 | 6 | 3.83 | 0.17 | -0.05 |
| 72 | Client Self-Advocacy | 95 | 3.79 | 0.08 | 6 | 4.17 | 0.17 | -0.38 |
| 92 | De-Escalation Techniques | 95 | 3.79 | 0.10 | 6 | 3.83 | 0.40 | -0.04 |
| 282 | Usage Of Social Media Related To Client Information | 93 | 3.80 | 0.12 | 6 | 4.17 | 0.65 | -0.37 |
| 252 | Staff Education | 94 | 3.80 | 0.10 | 6 | 3.83 | 0.31 | -0.04 |
| 179 | Mental Health Disorders | 99 | 3.80 | 0.07 | 6 | 3.83 | 0.17 | -0.04 |
| 242 | Sensory/Perceptual Alterations | 93 | 3.81 | 0.08 | 6 | 3.67 | 0.21 | 0.14 |

| Survey Position # | Knowledge Statement | LPN/VN Supervisors | | | SME Ratings | | | Avg. Difference |
|---|---|---|---|---|---|---|---|---|
| | | N | Avg. | Std. Err. | N | Avg. | Std. Err. | |
| 200 | Peripheral Intravenous Catheter Maintenance | 94 | 3.81 | 0.13 | 6 | 4.83 | 0.17 | -1.02 |
| 24 | Bladder Management Protocol | 95 | 3.82 | 0.09 | 6 | 4.00 | 0.37 | -0.18 |
| 60 | Client Literacy | 93 | 3.83 | 0.09 | 6 | 3.67 | 0.33 | 0.16 |
| 216 | Prevention Strategies | 93 | 3.83 | 0.09 | 6 | 4.17 | 0.17 | -0.34 |
| 97 | Diagnostic Test Results | 99 | 3.83 | 0.08 | 6 | 4.50 | 0.22 | -0.67 |
| 194 | Ostomy Types | 94 | 3.83 | 0.10 | 6 | 3.67 | 0.21 | 0.16 |
| 203 | Personal Limitations | 100 | 3.83 | 0.10 | 6 | 4.17 | 0.17 | -0.34 |
| 18 | Available Resources | 95 | 3.83 | 0.09 | 6 | 4.17 | 0.31 | -0.34 |
| 120 | Functional Status | 95 | 3.83 | 0.09 | 6 | 3.83 | 0.31 | 0.00 |
| 233 | Restraint Alternatives | 101 | 3.83 | 0.10 | 6 | 4.17 | 0.31 | -0.33 |
| 119 | Follow-Up With Clients | 100 | 3.84 | 0.09 | 6 | 3.33 | 0.49 | 0.51 |
| 162 | Measurement Conversion | 95 | 3.84 | 0.10 | 6 | 4.67 | 0.21 | -0.82 |
| 33 | Care Plan | 100 | 3.86 | 0.09 | 6 | 3.50 | 0.56 | 0.36 |
| 87 | Coping Mechanisms | 98 | 3.87 | 0.08 | 6 | 4.00 | 0.26 | -0.13 |
| 151 | Intravenous Piggyback Medication | 99 | 3.87 | 0.12 | 6 | 4.67 | 0.21 | -0.80 |
| 109 | Enteral Tube Management | 100 | 3.87 | 0.09 | 6 | 3.67 | 0.21 | 0.20 |
| 98 | Diagnostic Values | 95 | 3.87 | 0.08 | 6 | 4.33 | 0.21 | -0.46 |
| 114 | Evidence-Based Practice | 95 | 3.87 | 0.09 | 6 | 4.17 | 0.17 | -0.29 |
| 122 | Grieving Process | 95 | 3.87 | 0.08 | 6 | 4.00 | 0.26 | -0.13 |
| 43 | Client Autonomy | 100 | 3.88 | 0.08 | 6 | 4.33 | 0.33 | -0.45 |
| 171 | Medication Administration By Vagina | 100 | 3.88 | 0.10 | 6 | 4.00 | 0.26 | -0.12 |
| 278 | Urinary Catheter Irrigation | 94 | 3.88 | 0.10 | 6 | 4.33 | 0.33 | -0.45 |
| 146 | Intradermal Medication Administration | 95 | 3.89 | 0.10 | 6 | 4.50 | 0.22 | -0.61 |
| 140 | Interdisciplinary Roles And Responsibilities | 95 | 3.91 | 0.08 | 6 | 4.00 | 0.37 | -0.09 |
| 234 | Restraints | 93 | 3.91 | 0.12 | 6 | 4.33 | 0.21 | -0.42 |
| 284 | Venipuncture | 94 | 3.91 | 0.13 | 6 | 4.17 | 0.65 | -0.25 |
| 292 | Wound Irrigation | 94 | 3.91 | 0.10 | 6 | 4.17 | 0.31 | -0.25 |
| 73 | Client Spiritual Beliefs | 100 | 3.92 | 0.07 | 6 | 3.50 | 0.34 | 0.42 |
| 163 | Medical Procedures | 100 | 3.92 | 0.08 | 6 | 3.67 | 0.21 | 0.25 |
| 265 | Supervision/Monitoring Of Assistive Personnel | 101 | 3.92 | 0.09 | 6 | 4.33 | 0.33 | -0.41 |
| 269 | Therapeutic Communication | 101 | 3.92 | 0.08 | 6 | 4.33 | 0.33 | -0.41 |
| 20 | Basic Cardiac Abnormalities | 95 | 3.93 | 0.10 | 6 | 3.67 | 0.42 | 0.26 |
| 223 | Quality Improvement | 101 | 3.93 | 0.08 | 6 | 3.67 | 0.42 | 0.26 |
| 180 | Mobility Needs | 93 | 3.94 | 0.08 | 6 | 3.50 | 0.22 | 0.44 |
| 222 | Psychosocial Functioning | 94 | 3.94 | 0.08 | 6 | 3.83 | 0.17 | 0.10 |
| 134 | Incident Report | 94 | 3.95 | 0.08 | 6 | 3.33 | 0.42 | 0.61 |
| 142 | Intervention Implementation | 95 | 3.95 | 0.09 | 6 | 4.50 | 0.22 | -0.55 |
| 41 | Client Advocacy | 99 | 3.95 | 0.08 | 6 | 4.33 | 0.33 | -0.38 |
| 205 | Plan Of Care | 100 | 3.95 | 0.08 | 6 | 4.33 | 0.21 | -0.38 |

The title row above the table reads: **LPN/VN Supervisors and SME Knowledge Statement Ratings Rank Ordered by LPN/VN Supervisor Average Importance**

| Survey Position # | Knowledge Statement | LPN/VN Supervisors | | | SME Ratings | | | Avg. Difference |
|---|---|---|---|---|---|---|---|---|
| | | N | Avg. | Std. Err. | N | Avg. | Std. Err. | |
| 8 | Advance Directives | 93 | 3.96 | 0.10 | 6 | 4.17 | 0.31 | -0.21 |
| 128 | High Risk Behaviors | 95 | 3.96 | 0.09 | 6 | 3.83 | 0.40 | 0.12 |
| 165 | Medication Administration By Ear | 100 | 3.96 | 0.09 | 6 | 4.17 | 0.17 | -0.21 |
| 215 | Preventative Care | 101 | 3.96 | 0.09 | 6 | 4.17 | 0.17 | -0.21 |
| 273 | Transfer Assistive Devices | 101 | 3.96 | 0.07 | 6 | 3.83 | 0.31 | 0.13 |
| 280 | Urinary Catheter Removal | 94 | 3.97 | 0.10 | 6 | 4.33 | 0.33 | -0.37 |
| 153 | Intravenous Site Maintenance | 100 | 3.97 | 0.11 | 6 | 4.83 | 0.17 | -0.86 |
| 275 | Transfusion Reaction | 101 | 3.97 | 0.12 | 6 | 4.33 | 0.33 | -0.36 |
| 198 | Palliative Care | 94 | 3.98 | 0.09 | 6 | 4.50 | 0.22 | -0.52 |
| 65 | Client Nutrition | 100 | 3.98 | 0.07 | 6 | 4.00 | 0.00 | -0.02 |
| 138 | Interdisciplinary Collaboration | 95 | 3.99 | 0.08 | 6 | 4.00 | 0.37 | -0.01 |
| 21 | Behavioral Disorders | 99 | 3.99 | 0.07 | 6 | 3.50 | 0.22 | 0.49 |
| 91 | Data Collection | 99 | 3.99 | 0.09 | 6 | 4.67 | 0.21 | -0.68 |
| 106 | Emergency Preparedness | 95 | 4.00 | 0.09 | 6 | 3.50 | 0.43 | 0.50 |
| 169 | Medication Administration By Rectum | 100 | 4.00 | 0.09 | 6 | 4.33 | 0.21 | -0.33 |
| 191 | Nurse Education | 100 | 4.00 | 0.08 | 6 | 4.67 | 0.21 | -0.67 |
| 63 | Client Mental Competency | 100 | 4.01 | 0.07 | 6 | 4.17 | 0.31 | -0.16 |
| 77 | Communication Barriers | 99 | 4.02 | 0.07 | 6 | 4.33 | 0.21 | -0.31 |
| 58 | Client Knowledge Deficit | 94 | 4.03 | 0.08 | 6 | 4.00 | 0.26 | 0.03 |
| 207 | Polypharmacy | 101 | 4.04 | 0.08 | 6 | 4.00 | 0.26 | 0.04 |
| 139 | Interdisciplinary Communication | 99 | 4.04 | 0.07 | 6 | 4.33 | 0.33 | -0.29 |
| 167 | Medication Administration By Inhalation | 100 | 4.05 | 0.09 | 6 | 4.50 | 0.22 | -0.45 |
| 16 | Assistive Devices | 95 | 4.05 | 0.08 | 6 | 3.67 | 0.21 | 0.39 |
| 148 | Intravenous Complications | 95 | 4.05 | 0.12 | 6 | 4.83 | 0.17 | -0.78 |
| 156 | Laboratory Test Results | 95 | 4.05 | 0.08 | 6 | 4.67 | 0.21 | -0.61 |
| 189 | Non-Pharmacological Measures For Pain Relief | 101 | 4.06 | 0.07 | 6 | 4.00 | 0.26 | 0.06 |
| 211 | Practice Error | 101 | 4.07 | 0.08 | 6 | 4.50 | 0.34 | -0.43 |
| 256 | Standardized Orders | 94 | 4.09 | 0.09 | 6 | 3.83 | 0.31 | 0.25 |
| 277 | Urinary Catheter Insertion | 101 | 4.09 | 0.08 | 6 | 4.50 | 0.34 | -0.41 |
| 105 | Electronic Medical Records (Emr) | 100 | 4.09 | 0.09 | 6 | 4.17 | 0.40 | -0.08 |
| 39 | Chronic Illness | 99 | 4.10 | 0.07 | 6 | 4.33 | 0.21 | -0.23 |
| 22 | Behavioral Management | 95 | 4.11 | 0.08 | 6 | 3.67 | 0.21 | 0.44 |
| 218 | Professional Boundaries | 94 | 4.11 | 0.09 | 6 | 4.83 | 0.17 | -0.73 |
| 281 | Urinary Retention | 101 | 4.11 | 0.07 | 6 | 4.17 | 0.31 | -0.06 |
| 135 | Incision Care | 100 | 4.11 | 0.08 | 6 | 4.17 | 0.17 | -0.06 |
| 251 | Staff Competency | 101 | 4.12 | 0.08 | 6 | 3.67 | 0.33 | 0.45 |
| 266 | Supervision/Monitoring Of Tasks Assigned | 94 | 4.13 | 0.07 | 6 | 4.17 | 0.40 | -0.04 |
| 195 | Oxygen Saturation Monitoring | 101 | 4.13 | 0.08 | 6 | 4.67 | 0.21 | -0.54 |
| 175 | Medication History | 100 | 4.13 | 0.08 | 6 | 4.00 | 0.26 | 0.13 |

*The table is titled: LPN/VN Supervisors and SME Knowledge Statement Ratings Rank Ordered by LPN/VN Supervisor Average Importance*

| Survey Position # | Knowledge Statement | LPN/VN Supervisors | | | SME Ratings | | | Avg. Difference |
|---|---|---|---|---|---|---|---|---|
| | | N | Avg. | Std. Err. | N | Avg. | Std. Err. | |
| | **LPN/VN Supervisors and SME Knowledge Statement Ratings Rank Ordered by LPN/VN Supervisor Average Importance** | | | | | | | |
| 36 | Chain Of Command | 95 | 4.14 | 0.08 | 6 | 4.00 | 0.45 | 0.14 |
| 68 | Client Psychosocial Needs | 95 | 4.14 | 0.07 | 6 | 3.83 | 0.31 | 0.30 |
| 61 | Client Medical History | 101 | 4.16 | 0.08 | 6 | 4.67 | 0.21 | -0.51 |
| 279 | Urinary Catheter Maintenance | 100 | 4.16 | 0.07 | 6 | 4.33 | 0.33 | -0.17 |
| 76 | Cognitive Impairment | 95 | 4.17 | 0.07 | 6 | 3.67 | 0.42 | 0.50 |
| 250 | Specimen Collection | 94 | 4.18 | 0.08 | 6 | 4.33 | 0.21 | -0.15 |
| 257 | Standardized Pain Scales | 100 | 4.20 | 0.08 | 6 | 4.33 | 0.21 | -0.13 |
| 231 | Respiratory Interventions | 101 | 4.21 | 0.08 | 6 | 4.50 | 0.22 | -0.29 |
| 83 | Conflict Resolution | 100 | 4.21 | 0.07 | 6 | 4.00 | 0.00 | 0.21 |
| 237 | Safe Health Care Practice | 100 | 4.21 | 0.09 | 6 | 4.33 | 0.33 | -0.12 |
| 192 | Nurse-Client Relationships | 94 | 4.21 | 0.08 | 6 | 4.17 | 0.31 | 0.05 |
| 70 | Client Risk Identification | 95 | 4.23 | 0.07 | 6 | 4.17 | 0.31 | 0.06 |
| 74 | Client-Centered Care | 95 | 4.24 | 0.08 | 6 | 4.17 | 0.31 | 0.08 |
| 220 | Protocols | 94 | 4.24 | 0.08 | 6 | 4.50 | 0.22 | -0.26 |
| 236 | Safe Health Care Environment | 94 | 4.24 | 0.08 | 6 | 4.33 | 0.33 | -0.09 |
| 47 | Client Communication | 101 | 4.25 | 0.07 | 6 | 4.67 | 0.21 | -0.42 |
| 45 | Client Care Prioritization | 100 | 4.25 | 0.08 | 6 | 4.50 | 0.22 | -0.25 |
| 53 | Client Evaluation | 100 | 4.25 | 0.08 | 6 | 4.33 | 0.21 | -0.08 |
| 52 | Client Education | 95 | 4.25 | 0.07 | 6 | 4.17 | 0.17 | 0.09 |
| 238 | Safety Checks | 94 | 4.26 | 0.08 | 6 | 4.17 | 0.31 | 0.09 |
| 40 | Circulatory Checks | 95 | 4.26 | 0.08 | 6 | 4.33 | 0.33 | -0.07 |
| 168 | Medication Administration By Nose | 95 | 4.26 | 0.08 | 6 | 4.33 | 0.21 | -0.07 |
| 155 | Isolation Techniques | 98 | 4.27 | 0.08 | 6 | 4.83 | 0.17 | -0.57 |
| 230 | Respiratory Disorders | 94 | 4.27 | 0.08 | 6 | 4.33 | 0.21 | -0.07 |
| 48 | Client Complication | 94 | 4.28 | 0.07 | 6 | 4.33 | 0.21 | -0.06 |
| 7 | Adult Client Care | 100 | 4.28 | 0.08 | 6 | 4.50 | 0.22 | -0.22 |
| 49 | Client Condition | 100 | 4.28 | 0.07 | 6 | 4.50 | 0.22 | -0.22 |
| 121 | Geriatric Client Care | 100 | 4.28 | 0.08 | 6 | 4.33 | 0.21 | -0.05 |
| 219 | Professional Development | 101 | 4.30 | 0.08 | 6 | 4.17 | 0.31 | 0.13 |
| 293 | Wound Types | 101 | 4.30 | 0.07 | 6 | 3.83 | 0.31 | 0.46 |
| 147 | Intramuscular Medication Administration | 100 | 4.30 | 0.07 | 6 | 4.67 | 0.21 | -0.37 |
| 291 | Wound Dressing Change | 101 | 4.31 | 0.07 | 6 | 4.17 | 0.31 | 0.14 |
| 170 | Medication Administration By Skin | 94 | 4.31 | 0.08 | 6 | 4.17 | 0.17 | 0.14 |
| 51 | Client Disease Processes And Conditions | 100 | 4.31 | 0.07 | 6 | 3.83 | 0.31 | 0.48 |
| 84 | Continuity Of Care | 95 | 4.32 | 0.08 | 6 | 4.00 | 0.26 | 0.32 |
| 166 | Medication Administration By Eye | 95 | 4.32 | 0.08 | 6 | 4.50 | 0.22 | -0.18 |
| 271 | Time Management Skills/Techniques | 101 | 4.32 | 0.07 | 6 | 4.50 | 0.22 | -0.18 |
| 46 | Client Cognitive Ability | 95 | 4.33 | 0.07 | 6 | 4.00 | 0.26 | 0.33 |
| 253 | Staff Safety | 100 | 4.33 | 0.07 | 6 | 4.50 | 0.22 | -0.17 |
| 262 | Subcutaneous Medication Administration | 94 | 4.34 | 0.08 | 6 | 4.33 | 0.33 | 0.01 |

| LPN/VN Supervisors and SME Knowledge Statement Ratings Rank Ordered by LPN/VN Supervisor Average Importance | | | | | | | |
|---|---|---|---|---|---|---|---|
| Survey Position # | Knowledge Statement | LPN/VN Supervisors | | | SME Ratings | | Avg. Difference |
| | | N | Avg. | Std. Err. | N | Avg. | Std. Err. | |
| 181 | Narcotics/Controlled Substances | 101 | 4.35 | 0.08 | 6 | 4.50 | 0.22 | -0.15 |
| 54 | Client History | 95 | 4.35 | 0.07 | 6 | 4.00 | 0.26 | 0.35 |
| 286 | Verbal Orders | 94 | 4.35 | 0.09 | 6 | 4.50 | 0.34 | -0.15 |
| 206 | Policies And Procedures | 93 | 4.35 | 0.08 | 6 | 4.50 | 0.34 | -0.15 |
| 245 | Skin Care | 101 | 4.37 | 0.07 | 6 | 4.50 | 0.22 | -0.13 |
| 62 | Client Medication History | 95 | 4.37 | 0.07 | 6 | 4.33 | 0.33 | 0.04 |
| 44 | Client Baseline Data | 95 | 4.38 | 0.07 | 6 | 4.50 | 0.22 | -0.12 |
| 67 | Client Privacy | 100 | 4.38 | 0.06 | 6 | 4.33 | 0.33 | 0.05 |
| 247 | Skin Monitoring | 100 | 4.38 | 0.06 | 6 | 4.50 | 0.22 | -0.12 |
| 50 | Client Consent | 94 | 4.38 | 0.08 | 6 | 4.50 | 0.34 | -0.12 |
| 66 | Client Observation | 95 | 4.39 | 0.07 | 6 | 4.17 | 0.17 | 0.22 |
| 161 | Mandatory Reporting | 100 | 4.39 | 0.08 | 6 | 4.50 | 0.22 | -0.11 |
| 3 | Activities Of Daily Living | 99 | 4.39 | 0.07 | 6 | 4.00 | 0.37 | 0.39 |
| 174 | Medication Administration Calculations | 94 | 4.40 | 0.08 | 6 | 5.00 | 0.00 | -0.60 |
| 26 | Blood Glucose Monitoring | 94 | 4.41 | 0.07 | 6 | 4.83 | 0.17 | -0.42 |
| 244 | Shift Report, Hand-Off | 94 | 4.41 | 0.08 | 6 | 4.33 | 0.33 | 0.08 |
| 55 | Client Identification | 100 | 4.42 | 0.08 | 6 | 4.83 | 0.17 | -0.41 |
| 56 | Client Identification Methods | 95 | 4.42 | 0.07 | 6 | 4.67 | 0.21 | -0.25 |
| 64 | Client Mental Status | 95 | 4.42 | 0.07 | 6 | 4.33 | 0.21 | 0.09 |
| 186 | Neurological Checks | 94 | 4.43 | 0.08 | 6 | 4.50 | 0.22 | -0.07 |
| 29 | Body Mechanics | 100 | 4.44 | 0.07 | 6 | 4.50 | 0.22 | -0.06 |
| 197 | Pain Management | 101 | 4.45 | 0.07 | 6 | 4.67 | 0.21 | -0.22 |
| 246 | Skin Integrity | 94 | 4.45 | 0.06 | 6 | 4.67 | 0.21 | -0.22 |
| 254 | Standard Of Care | 94 | 4.46 | 0.07 | 6 | 4.83 | 0.17 | -0.38 |
| 4 | Acute Illness | 95 | 4.46 | 0.07 | 6 | 4.67 | 0.21 | -0.20 |
| 130 | Hyperglycemia | 95 | 4.47 | 0.07 | 6 | 4.67 | 0.21 | -0.19 |
| 260 | Sterile Technique | 94 | 4.48 | 0.09 | 6 | 4.83 | 0.17 | -0.35 |
| 107 | Emergency Procedures | 98 | 4.48 | 0.07 | 6 | 4.17 | 0.40 | 0.31 |
| 258 | Standards Of Care | 92 | 4.49 | 0.07 | 6 | 4.33 | 0.33 | 0.16 |
| 131 | Hypoglycemia | 100 | 4.49 | 0.07 | 6 | 4.67 | 0.21 | -0.18 |
| 144 | Interventions To Life-Threatening Situations | 94 | 4.50 | 0.09 | 6 | 4.83 | 0.17 | -0.33 |
| 124 | Health Care Provider'S Orders | 94 | 4.51 | 0.07 | 6 | 5.00 | 0.00 | -0.49 |
| 176 | Medication Reconciliation | 94 | 4.51 | 0.07 | 6 | 4.33 | 0.33 | 0.18 |
| 75 | Code Of Ethics | 100 | 4.52 | 0.06 | 6 | 4.67 | 0.21 | -0.15 |
| 217 | Professional Accountability | 101 | 4.52 | 0.07 | 6 | 4.83 | 0.17 | -0.31 |
| 42 | Client Allergies | 95 | 4.54 | 0.06 | 6 | 5.00 | 0.00 | -0.46 |
| 132 | Hypoxia | 93 | 4.54 | 0.06 | 6 | 4.83 | 0.17 | -0.30 |
| 69 | Client Rights | 100 | 4.54 | 0.06 | 6 | 4.67 | 0.21 | -0.13 |
| 9 | Allergic Reactions | 98 | 4.55 | 0.07 | 6 | 4.83 | 0.17 | -0.28 |
| 1 | Abuse Prevention | 100 | 4.56 | 0.06 | 6 | 4.33 | 0.33 | 0.23 |

| LPN/VN Supervisors and SME Knowledge Statement Ratings Rank Ordered by LPN/VN Supervisor Average Importance | | | | | | | | |
| Survey Position # | Knowledge Statement | LPN/VN Supervisors | | | SME Ratings | | | Avg. Difference |
| | | N | Avg. | Std. Err. | N | Avg. | Std. Err. | |
| 78 | Communication Skills | 94 | 4.59 | 0.07 | 6 | 4.33 | 0.21 | 0.25 |
| 288 | Vital Signs | 94 | 4.61 | 0.06 | 6 | 4.83 | 0.17 | -0.23 |
| 89 | Critical Thinking | 98 | 4.61 | 0.06 | 6 | 4.33 | 0.33 | 0.28 |
| 15 | Aspiration Precautions | 99 | 4.63 | 0.06 | 6 | 4.33 | 0.42 | 0.29 |
| 14 | Aseptic Technique | 94 | 4.63 | 0.07 | 6 | 5.00 | 0.00 | -0.37 |
| 82 | Confidentiality And Privacy Laws | 95 | 4.63 | 0.06 | 6 | 4.67 | 0.21 | -0.04 |
| 172 | Medication Administration Rights | 95 | 4.63 | 0.06 | 6 | 4.83 | 0.17 | -0.20 |
| 255 | Standard/Universal Precautions | 101 | 4.65 | 0.06 | 6 | 5.00 | 0.00 | -0.35 |
| 177 | Medication Safety | 100 | 4.67 | 0.05 | 6 | 4.83 | 0.17 | -0.16 |
| 240 | Scope Of Practice | 94 | 4.68 | 0.06 | 6 | 4.83 | 0.17 | -0.15 |
| 232 | Responses To Life-Threatening Situations | 93 | 4.69 | 0.07 | 6 | 4.67 | 0.21 | 0.02 |
| 81 | Confidentiality | 100 | 4.69 | 0.05 | 6 | 4.83 | 0.17 | -0.14 |
| 101 | Documentation | 100 | 4.69 | 0.05 | 6 | 5.00 | 0.00 | -0.31 |
| 173 | Medication Administration Safety | 100 | 4.70 | 0.05 | 6 | 5.00 | 0.00 | -0.30 |
| 2 | Active Listening | 95 | 4.72 | 0.06 | 6 | 4.83 | 0.17 | -0.12 |
| 164 | Medication | 95 | 4.72 | 0.05 | 6 | 4.83 | 0.17 | -0.12 |
| 137 | Infection Control | 100 | 4.73 | 0.05 | 6 | 5.00 | 0.00 | -0.27 |
| 71 | Client Safety | 98 | 4.74 | 0.05 | 6 | 4.50 | 0.22 | 0.24 |
| 31 | Cardiopulmonary Resuscitation | 100 | 4.77 | 0.05 | 6 | 5.00 | 0.00 | -0.23 |
| 178 | Medication Safety Measures | 94 | 4.78 | 0.05 | 6 | 4.83 | 0.17 | -0.06 |

**Knowledge Statements Subgroup Analysis: Primary Job Title**

| Survey Position # | Knowledge Statement | Newly Licensed LPN/VN | | | LPN/VN Educator | | | LPN/VN Supervisor | | | New vs. Educator | New vs. Supervisor | Educator vs. Supervisor |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | N | Avg. | Std. Err. | N | Avg. | Std. Err. | N | Avg. | Std. Err. | Difference | Difference | Difference |
| 1 | Abuse Prevention | 163 | 4.34 | 0.07 | 288 | 4.26 | 0.05 | 100 | 4.56 | 0.06 | 0.08 | -0.22 | -0.30 |
| 2 | Active Listening | 168 | 4.71 | 0.04 | 329 | 4.72 | 0.03 | 95 | 4.72 | 0.06 | -0.01 | -0.01 | 0.00 |
| 3 | Activities Of Daily Living | 163 | 4.29 | 0.06 | 289 | 4.43 | 0.04 | 99 | 4.39 | 0.07 | -0.14 | -0.11 | 0.03 |
| 4 | Acute Illness | 167 | 4.50 | 0.05 | 325 | 4.40 | 0.04 | 95 | 4.46 | 0.07 | 0.10 | 0.04 | -0.06 |
| 5 | Adaptive Devices | 161 | 4.06 | 0.06 | 288 | 3.84 | 0.05 | 100 | 3.74 | 0.07 | 0.22 | 0.32 | 0.10 |
| 6 | Adolescent Client Care | 167 | 3.69 | 0.09 | 327 | 3.54 | 0.05 | 94 | 3.15 | 0.12 | 0.15 | 0.55 | 0.39 |
| 7 | Adult Client Care | 160 | 4.43 | 0.05 | 285 | 4.54 | 0.04 | 100 | 4.28 | 0.08 | -0.11 | 0.15 | 0.26 |
| 8 | Advance Directives | 164 | 4.19 | 0.08 | 323 | 4.08 | 0.04 | 93 | 3.96 | 0.10 | 0.11 | 0.23 | 0.12 |
| 9 | Allergic Reactions | 161 | 4.69 | 0.05 | 288 | 4.48 | 0.05 | 98 | 4.55 | 0.07 | 0.21 | 0.14 | -0.07 |
| 10 | Alternative Therapies | 167 | 3.70 | 0.07 | 325 | 3.29 | 0.05 | 95 | 3.16 | 0.10 | 0.41 | 0.54 | 0.13 |
| 11 | Alternative/Complementary Therapy | 161 | 3.53 | 0.08 | 286 | 3.28 | 0.05 | 100 | 3.27 | 0.08 | 0.24 | 0.26 | 0.01 |
| 12 | Antepartum Client | 167 | 3.69 | 0.10 | 326 | 3.43 | 0.06 | 95 | 2.83 | 0.14 | 0.27 | 0.86 | 0.60 |
| 13 | Appropriate Resources | 163 | 4.04 | 0.07 | 289 | 3.87 | 0.05 | 100 | 3.68 | 0.09 | 0.17 | 0.36 | 0.19 |
| 14 | Aseptic Technique | 167 | 4.72 | 0.05 | 329 | 4.78 | 0.03 | 94 | 4.63 | 0.07 | -0.06 | 0.10 | 0.15 |
| 15 | Aspiration Precautions | 163 | 4.70 | 0.05 | 289 | 4.62 | 0.04 | 99 | 4.63 | 0.06 | 0.08 | 0.07 | -0.01 |
| 16 | Assistive Devices | 167 | 4.19 | 0.06 | 327 | 4.13 | 0.04 | 95 | 4.05 | 0.08 | 0.06 | 0.13 | 0.08 |
| 17 | Assistive Devices For Medication Administration | 163 | 4.09 | 0.07 | 282 | 3.93 | 0.05 | 100 | 3.75 | 0.09 | 0.16 | 0.34 | 0.18 |
| 18 | Available Resources | 168 | 4.11 | 0.07 | 325 | 4.06 | 0.04 | 95 | 3.83 | 0.09 | 0.05 | 0.28 | 0.23 |
| 19 | Barriers To Learning | 162 | 3.81 | 0.07 | 287 | 3.78 | 0.05 | 100 | 3.72 | 0.08 | 0.04 | 0.09 | 0.06 |
| 20 | Basic Cardiac Abnormalities | 168 | 4.39 | 0.07 | 327 | 4.16 | 0.04 | 95 | 3.93 | 0.10 | 0.22 | 0.46 | 0.24 |
| 21 | Behavioral Disorders | 163 | 4.02 | 0.06 | 287 | 3.80 | 0.05 | 99 | 3.99 | 0.07 | 0.22 | 0.03 | -0.19 |
| 22 | Behavioral Management | 168 | 4.08 | 0.07 | 327 | 3.91 | 0.04 | 95 | 4.11 | 0.08 | 0.18 | -0.02 | -0.20 |
| 23 | Bladder Irrigation | 163 | 3.74 | 0.08 | 286 | 3.35 | 0.06 | 99 | 3.48 | 0.10 | 0.39 | 0.26 | -0.14 |
| 24 | Bladder Management Protocol | 168 | 3.96 | 0.07 | 324 | 3.94 | 0.05 | 95 | 3.82 | 0.09 | 0.03 | 0.14 | 0.12 |
| 25 | Bladder Palpation Technique | 162 | 3.58 | 0.08 | 287 | 3.47 | 0.06 | 100 | 3.38 | 0.09 | 0.11 | 0.20 | 0.09 |
| 26 | Blood Glucose Monitoring | 168 | 4.62 | 0.05 | 328 | 4.56 | 0.03 | 94 | 4.41 | 0.07 | 0.06 | 0.20 | 0.15 |
| 27 | Blood Product | 162 | 4.17 | 0.08 | 286 | 3.66 | 0.07 | 100 | 3.41 | 0.13 | 0.52 | 0.76 | 0.25 |

**Knowledge Statements Subgroup Analysis: Primary Job Title**

| Survey Position # | Knowledge Statement | Newly Licensed LPN/VN | | | LPN/VN Educator | | | LPN/VN Supervisor | | | New vs. Educator | New vs. Supervisor | Educator vs. Supervisor |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | N | Avg. | Std. Err. | N | Avg. | Std. Err. | N | Avg. | Std. Err. | Difference | Difference | Difference |
| 28 | Blood Product Transfusion | 168 | 3.87 | 0.11 | 326 | 3.52 | 0.06 | 94 | 3.23 | 0.14 | 0.34 | 0.64 | 0.29 |
| 29 | Body Mechanics | 162 | 4.29 | 0.06 | 289 | 4.48 | 0.04 | 100 | 4.44 | 0.07 | -0.19 | -0.15 | 0.04 |
| 30 | Bowel Management Protocol | 168 | 4.02 | 0.07 | 328 | 3.90 | 0.05 | 94 | 3.79 | 0.09 | 0.12 | 0.24 | 0.11 |
| 31 | Cardiopulmonary Resuscitation | 162 | 4.85 | 0.04 | 287 | 4.77 | 0.04 | 100 | 4.77 | 0.05 | 0.08 | 0.08 | 0.00 |
| 32 | Care Of Toddler Client Through Two Years | 168 | 3.60 | 0.10 | 321 | 3.26 | 0.06 | 94 | 2.63 | 0.12 | 0.34 | 0.97 | 0.64 |
| 33 | Care Plan | 163 | 3.89 | 0.08 | 288 | 3.67 | 0.05 | 100 | 3.86 | 0.09 | 0.22 | 0.03 | -0.19 |
| 34 | Central Venous Catheter | 168 | 3.88 | 0.10 | 325 | 3.35 | 0.06 | 94 | 3.37 | 0.14 | 0.52 | 0.50 | -0.02 |
| 35 | Central Venous Catheter Management | 162 | 3.96 | 0.09 | 286 | 3.14 | 0.07 | 100 | 3.40 | 0.12 | 0.81 | 0.56 | -0.26 |
| 36 | Chain Of Command | 167 | 4.16 | 0.07 | 324 | 4.33 | 0.04 | 95 | 4.14 | 0.08 | -0.17 | 0.02 | 0.20 |
| 37 | Chemical Dependency | 163 | 3.65 | 0.09 | 289 | 3.55 | 0.06 | 100 | 3.33 | 0.10 | 0.10 | 0.32 | 0.22 |
| 38 | Chemical Toxicity | 168 | 4.15 | 0.08 | 327 | 3.86 | 0.05 | 95 | 3.56 | 0.10 | 0.29 | 0.60 | 0.30 |
| 39 | Chronic Illness | 162 | 4.17 | 0.06 | 286 | 4.26 | 0.05 | 99 | 4.10 | 0.07 | -0.09 | 0.07 | 0.16 |
| 40 | Circulatory Checks | 168 | 4.54 | 0.06 | 327 | 4.58 | 0.04 | 95 | 4.26 | 0.08 | -0.04 | 0.27 | 0.31 |
| 41 | Client Advocacy | 162 | 4.35 | 0.06 | 289 | 4.33 | 0.04 | 99 | 3.95 | 0.08 | 0.01 | 0.40 | 0.38 |
| 42 | Client Allergies | 167 | 4.68 | 0.05 | 328 | 4.75 | 0.03 | 95 | 4.54 | 0.06 | -0.07 | 0.15 | 0.21 |
| 43 | Client Autonomy | 161 | 4.18 | 0.06 | 288 | 4.08 | 0.05 | 100 | 3.88 | 0.08 | 0.10 | 0.30 | 0.20 |
| 44 | Client Baseline Data | 168 | 4.51 | 0.06 | 326 | 4.57 | 0.03 | 95 | 4.38 | 0.07 | -0.06 | 0.13 | 0.19 |
| 45 | Client Care Prioritization | 162 | 4.47 | 0.05 | 289 | 4.54 | 0.04 | 100 | 4.25 | 0.08 | -0.07 | 0.22 | 0.29 |
| 46 | Client Cognitive Ability | 168 | 4.38 | 0.05 | 328 | 4.36 | 0.03 | 95 | 4.33 | 0.07 | 0.02 | 0.05 | 0.03 |
| 47 | Client Communication | 162 | 4.44 | 0.06 | 287 | 4.53 | 0.04 | 101 | 4.25 | 0.07 | -0.09 | 0.20 | 0.29 |
| 48 | Client Complication | 167 | 4.44 | 0.05 | 328 | 4.45 | 0.03 | 94 | 4.28 | 0.07 | 0.00 | 0.17 | 0.17 |
| 49 | Client Condition | 162 | 4.56 | 0.05 | 289 | 4.42 | 0.04 | 100 | 4.28 | 0.07 | 0.14 | 0.28 | 0.14 |
| 50 | Client Consent | 167 | 4.49 | 0.06 | 327 | 4.51 | 0.04 | 94 | 4.38 | 0.08 | -0.03 | 0.10 | 0.13 |
| 51 | Client Disease Processes And Conditions | 162 | 4.56 | 0.04 | 288 | 4.40 | 0.04 | 100 | 4.31 | 0.07 | 0.16 | 0.25 | 0.09 |
| 52 | Client Education | 167 | 4.34 | 0.06 | 325 | 4.28 | 0.04 | 95 | 4.25 | 0.07 | 0.06 | 0.09 | 0.03 |
| 53 | Client Evaluation | 162 | 4.49 | 0.05 | 289 | 4.37 | 0.04 | 100 | 4.25 | 0.08 | 0.12 | 0.24 | 0.12 |
| 54 | Client History | 168 | 4.38 | 0.06 | 327 | 4.34 | 0.04 | 95 | 4.35 | 0.07 | 0.04 | 0.03 | -0.01 |

| Knowledge Statements Subgroup Analysis: Primary Job Title | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Survey Position # | Knowledge Statement | Newly Licensed LPN/VN | | | LPN/VN Educator | | | LPN/VN Supervisor | | | New vs. Educator | New vs. Supervisor | Educator vs. Supervisor |
| | | N | Avg. | Std. Err. | N | Avg. | Std. Err. | N | Avg. | Std. Err. | Difference | Difference | Difference |
| 55 | Client Identification | 161 | 4.60 | 0.06 | 287 | 4.70 | 0.04 | 100 | 4.42 | 0.08 | -0.10 | 0.18 | 0.28 |
| 56 | Client Identification Methods | 167 | 4.59 | 0.06 | 324 | 4.75 | 0.03 | 95 | 4.42 | 0.07 | -0.17 | 0.17 | 0.33 |
| 57 | Client In Labor | 161 | 3.89 | 0.10 | 288 | 3.11 | 0.07 | 100 | 3.15 | 0.13 | 0.77 | 0.74 | -0.04 |
| 58 | Client Knowledge Deficit | 167 | 4.16 | 0.07 | 328 | 4.13 | 0.04 | 94 | 4.03 | 0.08 | 0.02 | 0.12 | 0.10 |
| 59 | Client Limitations | 161 | 4.06 | 0.06 | 288 | 3.92 | 0.05 | 98 | 3.78 | 0.09 | 0.14 | 0.29 | 0.15 |
| 60 | Client Literacy | 165 | 3.86 | 0.08 | 325 | 3.92 | 0.04 | 93 | 3.83 | 0.09 | -0.06 | 0.03 | 0.09 |
| 61 | Client Medical History | 162 | 4.41 | 0.06 | 289 | 4.19 | 0.04 | 101 | 4.16 | 0.08 | 0.22 | 0.26 | 0.03 |
| 62 | Client Medication History | 168 | 4.51 | 0.05 | 328 | 4.50 | 0.04 | 95 | 4.37 | 0.07 | 0.00 | 0.14 | 0.13 |
| 63 | Client Mental Competency | 162 | 4.28 | 0.06 | 289 | 4.00 | 0.04 | 100 | 4.01 | 0.07 | 0.28 | 0.27 | -0.01 |
| 64 | Client Mental Status | 165 | 4.44 | 0.05 | 328 | 4.42 | 0.03 | 95 | 4.42 | 0.07 | 0.02 | 0.02 | 0.00 |
| 65 | Client Nutrition | 162 | 4.21 | 0.06 | 289 | 4.03 | 0.04 | 100 | 3.98 | 0.07 | 0.18 | 0.23 | 0.05 |
| 66 | Client Observation | 167 | 4.35 | 0.05 | 327 | 4.43 | 0.04 | 95 | 4.39 | 0.07 | -0.07 | -0.04 | 0.04 |
| 67 | Client Privacy | 162 | 4.48 | 0.06 | 289 | 4.47 | 0.04 | 100 | 4.38 | 0.06 | 0.01 | 0.10 | 0.09 |
| 68 | Client Psychosocial Needs | 166 | 4.28 | 0.06 | 327 | 4.15 | 0.04 | 95 | 4.14 | 0.07 | 0.13 | 0.15 | 0.02 |
| 69 | Client Rights | 162 | 4.54 | 0.06 | 288 | 4.62 | 0.03 | 100 | 4.54 | 0.06 | -0.08 | 0.00 | 0.08 |
| 70 | Client Risk Identification | 168 | 4.43 | 0.06 | 327 | 4.38 | 0.04 | 95 | 4.23 | 0.07 | 0.06 | 0.20 | 0.15 |
| 71 | Client Safety | 161 | 4.74 | 0.05 | 288 | 4.78 | 0.03 | 98 | 4.74 | 0.05 | -0.04 | -0.01 | 0.03 |
| 72 | Client Self-Advocacy | 167 | 4.17 | 0.07 | 326 | 4.02 | 0.04 | 95 | 3.79 | 0.08 | 0.15 | 0.38 | 0.23 |
| 73 | Client Spiritual Beliefs | 162 | 3.98 | 0.07 | 287 | 3.97 | 0.05 | 100 | 3.92 | 0.07 | 0.01 | 0.06 | 0.05 |
| 74 | Client-Centered Care | 167 | 4.38 | 0.06 | 328 | 4.39 | 0.04 | 95 | 4.24 | 0.08 | -0.01 | 0.14 | 0.15 |
| 75 | Code Of Ethics | 163 | 4.49 | 0.05 | 289 | 4.53 | 0.04 | 100 | 4.52 | 0.06 | -0.04 | -0.03 | 0.01 |
| 76 | Cognitive Impairment | 166 | 4.28 | 0.05 | 327 | 4.26 | 0.04 | 95 | 4.17 | 0.07 | 0.02 | 0.11 | 0.09 |
| 77 | Communication Barriers | 161 | 4.12 | 0.07 | 289 | 4.15 | 0.04 | 99 | 4.02 | 0.07 | -0.03 | 0.10 | 0.13 |
| 78 | Communication Skills | 168 | 4.51 | 0.05 | 327 | 4.62 | 0.03 | 94 | 4.59 | 0.07 | -0.12 | -0.08 | 0.04 |
| 79 | Community Resources | 162 | 3.67 | 0.08 | 287 | 3.72 | 0.05 | 100 | 3.49 | 0.09 | -0.05 | 0.18 | 0.23 |
| 80 | Compression Stockings | 168 | 3.97 | 0.07 | 325 | 3.90 | 0.05 | 95 | 3.58 | 0.09 | 0.07 | 0.39 | 0.33 |
| 81 | Confidentiality | 162 | 4.63 | 0.05 | 288 | 4.77 | 0.03 | 100 | 4.69 | 0.05 | -0.14 | -0.06 | 0.08 |

| | Knowledge Statements Subgroup Analysis: Primary Job Title | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Newly Licensed LPN/VN | | | LPN/VN Educator | | | LPN/VN Supervisor | | | New vs. Educator | New vs. Supervisor | Educator vs. Supervisor |
| Survey Position # | Knowledge Statement | N | Avg. | Std. Err. | N | Avg. | Std. Err. | N | Avg. | Std. Err. | Difference | Difference | Difference |
| 82 | Confidentiality And Privacy Laws | 169 | 4.73 | 0.04 | 326 | 4.71 | 0.03 | 95 | 4.63 | 0.06 | 0.02 | 0.10 | 0.08 |
| 83 | Conflict Resolution | 163 | 4.21 | 0.06 | 289 | 4.02 | 0.04 | 100 | 4.21 | 0.07 | 0.19 | 0.00 | -0.19 |
| 84 | Continuity Of Care | 168 | 4.48 | 0.06 | 326 | 4.34 | 0.04 | 95 | 4.32 | 0.08 | 0.14 | 0.17 | 0.03 |
| 85 | Continuous Suction Of Nasogastric Tube | 160 | 3.92 | 0.09 | 286 | 3.63 | 0.06 | 100 | 3.51 | 0.11 | 0.29 | 0.41 | 0.12 |
| 86 | Cooling Measures | 167 | 3.80 | 0.08 | 328 | 3.47 | 0.05 | 94 | 3.12 | 0.11 | 0.33 | 0.68 | 0.35 |
| 87 | Coping Mechanisms | 159 | 3.99 | 0.06 | 282 | 3.87 | 0.05 | 98 | 3.87 | 0.08 | 0.12 | 0.12 | 0.00 |
| 88 | Cost Effective Care | 169 | 3.70 | 0.08 | 324 | 3.63 | 0.05 | 95 | 3.39 | 0.09 | 0.07 | 0.31 | 0.24 |
| 89 | Critical Thinking | 160 | 4.66 | 0.05 | 285 | 4.67 | 0.03 | 98 | 4.61 | 0.06 | -0.01 | 0.04 | 0.05 |
| 90 | Cultural Competency | 169 | 4.04 | 0.07 | 329 | 4.16 | 0.04 | 94 | 3.57 | 0.08 | -0.11 | 0.47 | 0.58 |
| 91 | Data Collection | 161 | 4.37 | 0.06 | 287 | 4.31 | 0.04 | 99 | 3.99 | 0.09 | 0.06 | 0.38 | 0.32 |
| 92 | De-Escalation Techniques | 168 | 4.13 | 0.06 | 327 | 3.95 | 0.05 | 95 | 3.79 | 0.10 | 0.18 | 0.34 | 0.16 |
| 93 | Delegation | 161 | 3.94 | 0.06 | 285 | 3.86 | 0.05 | 100 | 3.64 | 0.09 | 0.08 | 0.30 | 0.22 |
| 94 | Developmental Stages | 168 | 3.83 | 0.09 | 328 | 3.74 | 0.05 | 94 | 3.24 | 0.10 | 0.09 | 0.58 | 0.50 |
| 95 | Diagnostic Test Procedures | 161 | 4.11 | 0.06 | 287 | 3.84 | 0.05 | 100 | 3.69 | 0.08 | 0.27 | 0.42 | 0.15 |
| 96 | Diagnostic Test Requirements | 168 | 4.17 | 0.07 | 327 | 3.95 | 0.04 | 94 | 3.63 | 0.08 | 0.22 | 0.54 | 0.32 |
| 97 | Diagnostic Test Results | 161 | 4.25 | 0.07 | 286 | 4.04 | 0.05 | 99 | 3.83 | 0.08 | 0.22 | 0.43 | 0.21 |
| 98 | Diagnostic Values | 167 | 4.41 | 0.06 | 328 | 4.20 | 0.04 | 95 | 3.87 | 0.08 | 0.21 | 0.53 | 0.32 |
| 99 | Disaster Drills | 161 | 3.95 | 0.08 | 285 | 3.64 | 0.06 | 100 | 3.73 | 0.10 | 0.31 | 0.22 | -0.09 |
| 100 | Discharge Process | 167 | 3.85 | 0.08 | 327 | 3.80 | 0.05 | 95 | 3.69 | 0.10 | 0.06 | 0.16 | 0.10 |
| 101 | Documentation | 160 | 4.61 | 0.05 | 285 | 4.64 | 0.04 | 100 | 4.69 | 0.05 | -0.03 | -0.08 | -0.05 |
| 102 | Drainage Device | 167 | 4.04 | 0.08 | 328 | 3.88 | 0.05 | 94 | 3.55 | 0.11 | 0.16 | 0.49 | 0.32 |
| 103 | Ear Irrigation | 159 | 3.48 | 0.08 | 287 | 3.02 | 0.06 | 99 | 3.20 | 0.10 | 0.46 | 0.28 | -0.18 |
| 104 | Electrocardiogram | 168 | 4.15 | 0.08 | 327 | 3.55 | 0.05 | 95 | 3.34 | 0.11 | 0.61 | 0.82 | 0.21 |
| 105 | Electronic Medical Records (Emr) | 161 | 4.26 | 0.07 | 287 | 4.25 | 0.05 | 100 | 4.09 | 0.09 | 0.01 | 0.17 | 0.16 |
| 106 | Emergency Preparedness | 168 | 4.62 | 0.06 | 328 | 4.03 | 0.05 | 95 | 4.00 | 0.09 | 0.59 | 0.62 | 0.03 |
| 107 | Emergency Procedures | 160 | 4.63 | 0.05 | 287 | 4.26 | 0.05 | 98 | 4.48 | 0.07 | 0.36 | 0.15 | -0.21 |
| 108 | Enteral Site Care | 168 | 4.30 | 0.06 | 328 | 4.08 | 0.04 | 95 | 3.73 | 0.11 | 0.22 | 0.58 | 0.35 |

| Knowledge Statements Subgroup Analysis: Primary Job Title | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Survey Position # | Knowledge Statement | Newly Licensed LPN/VN | | | LPN/VN Educator | | | LPN/VN Supervisor | | | New vs. Educator | New vs. Supervisor | Educator vs. Supervisor |
| | | N | Avg. | Std. Err. | N | Avg. | Std. Err. | N | Avg. | Std. Err. | Difference | Difference | Difference |
| 109 | Enteral Tube Management | 159 | 4.08 | 0.07 | 287 | 3.96 | 0.06 | 100 | 3.87 | 0.09 | 0.12 | 0.21 | 0.09 |
| 110 | Enteral Tube Types | 167 | 4.12 | 0.07 | 326 | 3.98 | 0.05 | 95 | 3.68 | 0.11 | 0.14 | 0.44 | 0.29 |
| 111 | Environmental Factors | 161 | 3.66 | 0.08 | 287 | 3.56 | 0.05 | 100 | 3.48 | 0.08 | 0.09 | 0.18 | 0.08 |
| 112 | Environmental Stressors | 168 | 3.92 | 0.07 | 327 | 3.74 | 0.04 | 95 | 3.56 | 0.08 | 0.18 | 0.36 | 0.18 |
| 113 | Client Equipment | 161 | 3.94 | 0.07 | 286 | 3.81 | 0.05 | 100 | 3.55 | 0.08 | 0.13 | 0.39 | 0.26 |
| 114 | Evidence-Based Practice | 168 | 4.12 | 0.07 | 325 | 4.26 | 0.05 | 95 | 3.87 | 0.09 | -0.14 | 0.25 | 0.39 |
| 115 | Evidence-Based Practice Resources | 161 | 3.80 | 0.08 | 287 | 3.92 | 0.05 | 100 | 3.76 | 0.08 | -0.12 | 0.04 | 0.16 |
| 116 | Eye Irrigation | 168 | 3.85 | 0.08 | 325 | 3.56 | 0.05 | 94 | 3.39 | 0.10 | 0.29 | 0.45 | 0.16 |
| 117 | Family Dynamics | 161 | 3.70 | 0.07 | 287 | 3.64 | 0.05 | 100 | 3.69 | 0.07 | 0.06 | 0.01 | -0.05 |
| 118 | Fetal Heart Monitoring | 167 | 3.78 | 0.11 | 327 | 3.00 | 0.06 | 94 | 2.74 | 0.14 | 0.78 | 1.03 | 0.26 |
| 119 | Follow-Up With Clients | 158 | 4.08 | 0.07 | 287 | 3.82 | 0.05 | 100 | 3.84 | 0.09 | 0.25 | 0.24 | -0.02 |
| 120 | Functional Status | 167 | 4.06 | 0.06 | 328 | 3.98 | 0.04 | 95 | 3.83 | 0.09 | 0.08 | 0.23 | 0.15 |
| 121 | Geriatric Client Care | 160 | 4.33 | 0.06 | 286 | 4.35 | 0.05 | 100 | 4.28 | 0.08 | -0.02 | 0.04 | 0.07 |
| 122 | Grieving Process | 168 | 3.98 | 0.08 | 327 | 3.99 | 0.04 | 95 | 3.87 | 0.08 | -0.01 | 0.11 | 0.11 |
| 123 | Group Session | 161 | 3.11 | 0.09 | 286 | 2.94 | 0.06 | 100 | 2.73 | 0.10 | 0.17 | 0.38 | 0.21 |
| 124 | Health Care Provider'S Orders | 168 | 4.73 | 0.04 | 325 | 4.60 | 0.03 | 94 | 4.51 | 0.07 | 0.13 | 0.22 | 0.09 |
| 125 | Health Promotion Programs | 161 | 3.61 | 0.08 | 286 | 3.56 | 0.05 | 100 | 3.02 | 0.10 | 0.05 | 0.59 | 0.54 |
| 126 | Health Screening Programs | 168 | 3.88 | 0.08 | 325 | 3.69 | 0.05 | 95 | 3.26 | 0.08 | 0.19 | 0.62 | 0.43 |
| 127 | Hearing Impairment | 161 | 3.80 | 0.08 | 287 | 3.73 | 0.05 | 100 | 3.48 | 0.09 | 0.07 | 0.32 | 0.25 |
| 128 | High Risk Behaviors | 168 | 4.23 | 0.06 | 328 | 4.01 | 0.04 | 95 | 3.96 | 0.09 | 0.22 | 0.27 | 0.05 |
| 129 | Hospice | 161 | 4.00 | 0.08 | 287 | 3.81 | 0.05 | 100 | 3.70 | 0.09 | 0.19 | 0.30 | 0.11 |
| 130 | Hyperglycemia | 168 | 4.66 | 0.05 | 328 | 4.60 | 0.03 | 95 | 4.47 | 0.07 | 0.06 | 0.19 | 0.13 |
| 131 | Hypoglycemia | 161 | 4.63 | 0.05 | 287 | 4.63 | 0.04 | 100 | 4.49 | 0.07 | 0.00 | 0.14 | 0.14 |
| 132 | Hypoxia | 168 | 4.71 | 0.04 | 328 | 4.73 | 0.03 | 93 | 4.54 | 0.06 | -0.01 | 0.18 | 0.19 |
| 133 | Immunizations | 161 | 4.20 | 0.06 | 287 | 4.01 | 0.05 | 100 | 3.78 | 0.09 | 0.20 | 0.42 | 0.23 |
| 134 | Incident Report | 169 | 4.25 | 0.06 | 325 | 3.98 | 0.05 | 94 | 3.95 | 0.08 | 0.27 | 0.31 | 0.03 |
| 135 | Incision Care | 161 | 4.40 | 0.06 | 287 | 4.24 | 0.04 | 100 | 4.11 | 0.08 | 0.16 | 0.29 | 0.13 |

| Knowledge Statements Subgroup Analysis: Primary Job Title | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Newly Licensed LPN/VN | | | LPN/VN Educator | | | LPN/VN Supervisor | | | New vs. Educator | New vs. Supervisor | Educator vs. Supervisor |
| Survey Position # | Knowledge Statement | N | Avg. | Std. Err. | N | Avg. | Std. Err. | N | Avg. | Std. Err. | Difference | Difference | Difference |
| 136 | Infant Care | 167 | 3.76 | 0.10 | 324 | 3.25 | 0.06 | 95 | 2.87 | 0.14 | 0.51 | 0.89 | 0.38 |
| 137 | Infection Control | 160 | 4.79 | 0.03 | 287 | 4.69 | 0.04 | 100 | 4.73 | 0.05 | 0.10 | 0.06 | -0.04 |
| 138 | Interdisciplinary Collaboration | 167 | 3.97 | 0.07 | 327 | 4.06 | 0.05 | 95 | 3.99 | 0.08 | -0.08 | -0.02 | 0.07 |
| 139 | Interdisciplinary Communication | 160 | 4.03 | 0.07 | 285 | 4.07 | 0.05 | 99 | 4.04 | 0.07 | -0.05 | -0.02 | 0.03 |
| 140 | Interdisciplinary Roles And Responsibilities | 167 | 4.07 | 0.07 | 327 | 4.05 | 0.04 | 95 | 3.91 | 0.08 | 0.02 | 0.17 | 0.15 |
| 141 | Intermittent Suction Of Nasogastric Tube | 160 | 4.01 | 0.08 | 286 | 3.64 | 0.06 | 100 | 3.48 | 0.11 | 0.38 | 0.53 | 0.16 |
| 142 | Intervention Implementation | 167 | 4.33 | 0.06 | 327 | 4.29 | 0.04 | 95 | 3.95 | 0.09 | 0.04 | 0.38 | 0.35 |
| 143 | Intervention Techniques | 161 | 4.14 | 0.06 | 284 | 3.76 | 0.05 | 100 | 3.75 | 0.10 | 0.38 | 0.39 | 0.01 |
| 144 | Interventions To Life-Threatening Situations | 167 | 4.68 | 0.05 | 327 | 4.68 | 0.03 | 94 | 4.50 | 0.09 | 0.00 | 0.18 | 0.18 |
| 145 | Interviewing Skills | 159 | 3.70 | 0.09 | 287 | 3.59 | 0.06 | 100 | 3.36 | 0.11 | 0.12 | 0.34 | 0.23 |
| 146 | Intradermal Medication Administration | 168 | 4.34 | 0.06 | 328 | 4.15 | 0.05 | 95 | 3.89 | 0.10 | 0.19 | 0.44 | 0.25 |
| 147 | Intramuscular Medication Administration | 161 | 4.42 | 0.06 | 287 | 4.43 | 0.04 | 100 | 4.30 | 0.07 | -0.01 | 0.12 | 0.13 |
| 148 | Intravenous Complications | 168 | 4.44 | 0.08 | 328 | 4.25 | 0.05 | 95 | 4.05 | 0.12 | 0.19 | 0.39 | 0.19 |
| 149 | Intravenous Flow Rate Calculation | 161 | 4.21 | 0.09 | 287 | 3.95 | 0.07 | 100 | 3.77 | 0.13 | 0.26 | 0.44 | 0.18 |
| 150 | Intravenous Piggyback Calculations | 168 | 4.21 | 0.09 | 328 | 4.15 | 0.06 | 95 | 3.60 | 0.13 | 0.06 | 0.61 | 0.55 |
| 151 | Intravenous Piggyback Medication | 161 | 4.23 | 0.09 | 287 | 3.91 | 0.07 | 99 | 3.87 | 0.12 | 0.32 | 0.36 | 0.04 |
| 152 | Intravenous Piggyback Medication Administration | 167 | 4.17 | 0.09 | 328 | 4.17 | 0.06 | 94 | 3.70 | 0.14 | 0.00 | 0.47 | 0.47 |
| 153 | Intravenous Site Maintenance | 159 | 4.48 | 0.06 | 286 | 4.27 | 0.05 | 100 | 3.97 | 0.11 | 0.21 | 0.51 | 0.30 |
| 154 | Invasive Procedures | 168 | 4.24 | 0.08 | 325 | 3.96 | 0.05 | 95 | 3.45 | 0.12 | 0.29 | 0.79 | 0.50 |
| 155 | Isolation Techniques | 160 | 4.49 | 0.06 | 286 | 4.50 | 0.05 | 98 | 4.27 | 0.08 | -0.01 | 0.22 | 0.23 |
| 156 | Laboratory Test Results | 167 | 4.51 | 0.06 | 328 | 4.32 | 0.04 | 95 | 4.05 | 0.08 | 0.19 | 0.46 | 0.27 |
| 157 | Learning Barriers | 160 | 3.83 | 0.07 | 287 | 3.75 | 0.05 | 100 | 3.56 | 0.08 | 0.08 | 0.27 | 0.19 |
| 158 | Life Stressors | 167 | 3.89 | 0.07 | 325 | 3.75 | 0.04 | 95 | 3.52 | 0.09 | 0.13 | 0.37 | 0.24 |
| 159 | Life Transitions | 160 | 3.81 | 0.08 | 286 | 3.55 | 0.05 | 99 | 3.43 | 0.08 | 0.27 | 0.38 | 0.11 |
| 160 | Living Wills | 169 | 3.86 | 0.08 | 328 | 3.83 | 0.05 | 95 | 3.60 | 0.10 | 0.03 | 0.26 | 0.23 |
| 161 | Mandatory Reporting | 159 | 4.37 | 0.06 | 287 | 4.40 | 0.04 | 100 | 4.39 | 0.08 | -0.03 | -0.02 | 0.01 |
| 162 | Measurement Conversion | 168 | 4.35 | 0.08 | 326 | 4.29 | 0.05 | 95 | 3.84 | 0.10 | 0.06 | 0.50 | 0.45 |

| Knowledge Statements Subgroup Analysis: Primary Job Title | | | | | | | | | | | New vs. Educator | New vs. Supervisor | Educator vs. Supervisor |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Survey Position # | Knowledge Statement | Newly Licensed LPN/VN | | | LPN/VN Educator | | | LPN/VN Supervisor | | | | | |
| | | N | Avg. | Std. Err. | N | Avg. | Std. Err. | N | Avg. | Std. Err. | Difference | Difference | Difference |
| 163 | Medical Procedures | 161 | 4.35 | 0.06 | 284 | 3.89 | 0.05 | 100 | 3.92 | 0.08 | 0.46 | 0.43 | -0.03 |
| 164 | Medication | 168 | 4.82 | 0.03 | 328 | 4.81 | 0.02 | 95 | 4.72 | 0.05 | 0.01 | 0.11 | 0.10 |
| 165 | Medication Administration By Ear | 161 | 4.02 | 0.08 | 286 | 4.06 | 0.06 | 100 | 3.96 | 0.09 | -0.03 | 0.06 | 0.10 |
| 166 | Medication Administration By Eye | 168 | 4.45 | 0.06 | 329 | 4.48 | 0.04 | 95 | 4.32 | 0.08 | -0.03 | 0.14 | 0.16 |
| 167 | Medication Administration By Inhalation | 161 | 4.21 | 0.07 | 287 | 4.16 | 0.05 | 100 | 4.05 | 0.09 | 0.05 | 0.16 | 0.11 |
| 168 | Medication Administration By Nose | 168 | 4.40 | 0.07 | 329 | 4.42 | 0.04 | 95 | 4.26 | 0.08 | -0.02 | 0.14 | 0.16 |
| 169 | Medication Administration By Rectum | 161 | 4.10 | 0.08 | 286 | 4.14 | 0.05 | 100 | 4.00 | 0.09 | -0.04 | 0.10 | 0.14 |
| 170 | Medication Administration By Skin | 168 | 4.48 | 0.06 | 329 | 4.48 | 0.04 | 94 | 4.31 | 0.08 | -0.01 | 0.17 | 0.17 |
| 171 | Medication Administration By Vagina | 161 | 3.96 | 0.09 | 287 | 3.98 | 0.06 | 100 | 3.88 | 0.10 | -0.02 | 0.08 | 0.10 |
| 172 | Medication Administration Rights | 168 | 4.72 | 0.05 | 328 | 4.84 | 0.02 | 95 | 4.63 | 0.06 | -0.12 | 0.09 | 0.21 |
| 173 | Medication Administration Safety | 161 | 4.84 | 0.03 | 286 | 4.84 | 0.03 | 100 | 4.70 | 0.05 | 0.01 | 0.14 | 0.14 |
| 174 | Medication Administration Calculations | 168 | 4.66 | 0.06 | 328 | 4.79 | 0.03 | 94 | 4.40 | 0.08 | -0.13 | 0.26 | 0.39 |
| 175 | Medication History | 160 | 4.37 | 0.06 | 291 | 4.36 | 0.04 | 100 | 4.13 | 0.08 | 0.01 | 0.24 | 0.23 |
| 176 | Medication Reconciliation | 169 | 4.49 | 0.06 | 330 | 4.42 | 0.04 | 94 | 4.51 | 0.07 | 0.07 | -0.02 | -0.09 |
| 177 | Medication Safety | 163 | 4.80 | 0.03 | 291 | 4.85 | 0.02 | 100 | 4.67 | 0.05 | -0.05 | 0.13 | 0.18 |
| 178 | Medication Safety Measures | 169 | 4.80 | 0.04 | 331 | 4.88 | 0.02 | 94 | 4.78 | 0.05 | -0.08 | 0.03 | 0.11 |
| 179 | Mental Health Disorders | 163 | 4.18 | 0.06 | 290 | 3.84 | 0.05 | 99 | 3.80 | 0.07 | 0.34 | 0.38 | 0.04 |
| 180 | Mobility Needs | 168 | 4.15 | 0.06 | 325 | 4.15 | 0.04 | 93 | 3.94 | 0.08 | 0.00 | 0.22 | 0.22 |
| 181 | Narcotics/Controlled Substances | 164 | 4.57 | 0.05 | 291 | 4.44 | 0.04 | 101 | 4.35 | 0.08 | 0.13 | 0.22 | 0.09 |
| 182 | Nasogastric Tube Insertion | 169 | 3.96 | 0.09 | 329 | 3.75 | 0.05 | 94 | 3.19 | 0.14 | 0.21 | 0.77 | 0.56 |
| 183 | Nasogastric Tube Maintenance | 164 | 4.02 | 0.08 | 290 | 3.79 | 0.06 | 101 | 3.59 | 0.11 | 0.23 | 0.43 | 0.20 |
| 184 | Nasogastric Tube Removal | 168 | 3.93 | 0.09 | 329 | 3.82 | 0.05 | 94 | 3.27 | 0.14 | 0.11 | 0.67 | 0.56 |
| 185 | Nasogastric Tube Types | 163 | 3.72 | 0.08 | 291 | 3.51 | 0.06 | 101 | 3.37 | 0.11 | 0.22 | 0.36 | 0.14 |
| 186 | Neurological Checks | 169 | 4.57 | 0.06 | 324 | 4.46 | 0.04 | 94 | 4.43 | 0.08 | 0.11 | 0.15 | 0.04 |
| 187 | Newborn Client Care | 163 | 3.85 | 0.10 | 289 | 3.42 | 0.07 | 101 | 3.29 | 0.13 | 0.43 | 0.57 | 0.14 |
| 188 | Newborn Education | 169 | 3.59 | 0.10 | 325 | 3.09 | 0.06 | 92 | 2.74 | 0.13 | 0.49 | 0.85 | 0.35 |
| 189 | Non-Pharmacological Measures For Pain Relief | 163 | 4.00 | 0.07 | 290 | 4.06 | 0.05 | 101 | 4.06 | 0.07 | -0.06 | -0.06 | 0.00 |

| Knowledge Statements Subgroup Analysis: Primary Job Title | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Newly Licensed LPN/VN | | | LPN/VN Educator | | | LPN/VN Supervisor | | | New vs. Educator | New vs. Supervisor | Educator vs. Supervisor |
| Survey Position # | Knowledge Statement | N | Avg. | Std. Err. | N | Avg. | Std. Err. | N | Avg. | Std. Err. | Difference | Difference | Difference |
| 190 | Nose Irrigation | 169 | 3.53 | 0.09 | 329 | 3.28 | 0.06 | 93 | 2.98 | 0.11 | 0.25 | 0.55 | 0.30 |
| 191 | Nurse Education | 164 | 4.39 | 0.06 | 290 | 3.98 | 0.06 | 100 | 4.00 | 0.08 | 0.41 | 0.39 | -0.02 |
| 192 | Nurse-Client Relationships | 169 | 4.46 | 0.06 | 330 | 4.36 | 0.04 | 94 | 4.21 | 0.08 | 0.10 | 0.25 | 0.14 |
| 193 | Nutritional Norms | 164 | 3.88 | 0.07 | 289 | 3.70 | 0.05 | 101 | 3.49 | 0.08 | 0.18 | 0.39 | 0.21 |
| 194 | Ostomy Types | 169 | 4.05 | 0.07 | 330 | 3.89 | 0.05 | 94 | 3.83 | 0.10 | 0.16 | 0.22 | 0.06 |
| 195 | Oxygen Saturation Monitoring | 163 | 4.57 | 0.05 | 290 | 4.47 | 0.04 | 101 | 4.13 | 0.08 | 0.11 | 0.44 | 0.34 |
| 196 | Pacemaker | 169 | 4.22 | 0.07 | 330 | 3.70 | 0.05 | 94 | 3.71 | 0.09 | 0.52 | 0.51 | -0.02 |
| 197 | Pain Management | 163 | 4.49 | 0.05 | 288 | 4.51 | 0.04 | 101 | 4.45 | 0.07 | -0.02 | 0.05 | 0.07 |
| 198 | Palliative Care | 168 | 4.21 | 0.06 | 330 | 4.09 | 0.04 | 94 | 3.98 | 0.09 | 0.13 | 0.24 | 0.11 |
| 199 | Peripheral Intravenous Catheter Insertion | 164 | 4.12 | 0.09 | 290 | 3.48 | 0.08 | 101 | 3.56 | 0.14 | 0.63 | 0.55 | -0.08 |
| 200 | Peripheral Intravenous Catheter Maintenance | 168 | 4.16 | 0.08 | 327 | 4.14 | 0.05 | 94 | 3.81 | 0.13 | 0.02 | 0.35 | 0.33 |
| 201 | Peripheral Intravenous Catheter Removal | 164 | 4.04 | 0.09 | 291 | 3.78 | 0.07 | 101 | 3.57 | 0.13 | 0.26 | 0.47 | 0.21 |
| 202 | Personal Biases | 169 | 3.82 | 0.08 | 330 | 4.09 | 0.05 | 93 | 3.78 | 0.10 | -0.27 | 0.04 | 0.31 |
| 203 | Personal Limitations | 163 | 4.01 | 0.06 | 291 | 4.02 | 0.05 | 100 | 3.83 | 0.10 | -0.01 | 0.18 | 0.19 |
| 204 | Physical Data Norms | 169 | 4.07 | 0.07 | 330 | 4.24 | 0.05 | 92 | 3.76 | 0.09 | -0.17 | 0.30 | 0.48 |
| 205 | Plan Of Care | 164 | 4.12 | 0.07 | 291 | 3.95 | 0.05 | 100 | 3.95 | 0.08 | 0.17 | 0.17 | 0.00 |
| 206 | Policies And Procedures | 169 | 4.39 | 0.06 | 328 | 4.39 | 0.04 | 93 | 4.35 | 0.08 | 0.00 | 0.04 | 0.04 |
| 207 | Polypharmacy | 164 | 4.16 | 0.08 | 288 | 4.16 | 0.05 | 101 | 4.04 | 0.08 | 0.00 | 0.12 | 0.12 |
| 208 | Post-Operative Care | 168 | 4.24 | 0.08 | 329 | 4.08 | 0.05 | 94 | 3.76 | 0.12 | 0.16 | 0.48 | 0.32 |
| 209 | Post-Operative Education | 164 | 4.08 | 0.08 | 291 | 3.93 | 0.06 | 101 | 3.75 | 0.10 | 0.15 | 0.33 | 0.18 |
| 210 | Postpartum Client | 169 | 3.83 | 0.10 | 328 | 3.42 | 0.06 | 94 | 2.89 | 0.15 | 0.41 | 0.93 | 0.53 |
| 211 | Practice Error | 163 | 4.26 | 0.07 | 290 | 4.27 | 0.05 | 101 | 4.07 | 0.08 | -0.01 | 0.19 | 0.20 |
| 212 | Prenatal Complication | 166 | 3.89 | 0.11 | 330 | 3.38 | 0.07 | 93 | 2.88 | 0.15 | 0.52 | 1.01 | 0.49 |
| 213 | Pre-Operative Education | 164 | 3.98 | 0.08 | 291 | 3.87 | 0.06 | 101 | 3.56 | 0.10 | 0.11 | 0.42 | 0.31 |
| 214 | Preschool Client Care | 169 | 3.58 | 0.10 | 329 | 3.21 | 0.06 | 94 | 2.70 | 0.13 | 0.37 | 0.88 | 0.51 |
| 215 | Preventative Care | 164 | 4.30 | 0.06 | 291 | 4.20 | 0.05 | 101 | 3.96 | 0.09 | 0.10 | 0.34 | 0.24 |
| 216 | Prevention Strategies | 169 | 4.26 | 0.06 | 329 | 4.13 | 0.04 | 93 | 3.83 | 0.09 | 0.13 | 0.43 | 0.31 |

| Knowledge Statements Subgroup Analysis: Primary Job Title | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Newly Licensed LPN/VN | | | LPN/VN Educator | | | LPN/VN Supervisor | | | New vs. Educator | New vs. Supervisor | Educator vs. Supervisor |
| Survey Position # | Knowledge Statement | N | Avg. | Std. Err. | N | Avg. | Std. Err. | N | Avg. | Std. Err. | Difference | Difference | Difference |
| 217 | Professional Accountability | 164 | 4.38 | 0.06 | 289 | 4.64 | 0.03 | 101 | 4.52 | 0.07 | -0.27 | -0.15 | 0.12 |
| 218 | Professional Boundaries | 168 | 4.40 | 0.06 | 331 | 4.47 | 0.04 | 94 | 4.11 | 0.09 | -0.07 | 0.29 | 0.36 |
| 219 | Professional Development | 164 | 4.20 | 0.07 | 287 | 4.21 | 0.05 | 101 | 4.30 | 0.08 | -0.01 | -0.10 | -0.09 |
| 220 | Protocols | 169 | 4.38 | 0.05 | 330 | 4.23 | 0.04 | 94 | 4.24 | 0.08 | 0.15 | 0.14 | -0.01 |
| 221 | Psychological Evaluation | 163 | 3.89 | 0.07 | 291 | 3.54 | 0.05 | 101 | 3.45 | 0.10 | 0.35 | 0.44 | 0.10 |
| 222 | Psychosocial Functioning | 168 | 4.13 | 0.06 | 330 | 4.00 | 0.04 | 94 | 3.94 | 0.08 | 0.13 | 0.19 | 0.06 |
| 223 | Quality Improvement | 164 | 3.98 | 0.07 | 290 | 3.69 | 0.05 | 101 | 3.93 | 0.08 | 0.28 | 0.04 | -0.24 |
| 224 | Reality Orientation | 169 | 4.14 | 0.07 | 329 | 3.96 | 0.04 | 93 | 3.62 | 0.11 | 0.18 | 0.51 | 0.34 |
| 225 | Referral | 162 | 3.48 | 0.08 | 291 | 3.34 | 0.05 | 101 | 3.24 | 0.09 | 0.14 | 0.24 | 0.10 |
| 226 | Referral Process | 169 | 3.76 | 0.08 | 329 | 3.53 | 0.05 | 93 | 3.43 | 0.10 | 0.23 | 0.33 | 0.10 |
| 227 | Relaxation Techniques | 163 | 3.67 | 0.08 | 288 | 3.54 | 0.05 | 100 | 3.37 | 0.08 | 0.13 | 0.30 | 0.17 |
| 228 | Reminiscence Therapy | 167 | 3.56 | 0.09 | 327 | 3.16 | 0.06 | 92 | 3.07 | 0.12 | 0.40 | 0.50 | 0.09 |
| 229 | Resources | 163 | 3.78 | 0.07 | 290 | 3.63 | 0.05 | 101 | 3.49 | 0.08 | 0.15 | 0.29 | 0.14 |
| 230 | Respiratory Disorders | 168 | 4.58 | 0.05 | 331 | 4.47 | 0.04 | 94 | 4.27 | 0.08 | 0.11 | 0.31 | 0.20 |
| 231 | Respiratory Interventions | 164 | 4.64 | 0.05 | 291 | 4.43 | 0.04 | 101 | 4.21 | 0.08 | 0.21 | 0.43 | 0.22 |
| 232 | Responses To Life-Threatening Situations | 169 | 4.72 | 0.05 | 330 | 4.72 | 0.03 | 93 | 4.69 | 0.07 | 0.00 | 0.03 | 0.03 |
| 233 | Restraint Alternatives | 163 | 3.91 | 0.08 | 291 | 4.08 | 0.05 | 101 | 3.83 | 0.10 | -0.16 | 0.08 | 0.25 |
| 234 | Restraints | 168 | 3.88 | 0.09 | 330 | 4.14 | 0.05 | 93 | 3.91 | 0.12 | -0.27 | -0.04 | 0.23 |
| 235 | Risk Tools | 163 | 3.69 | 0.08 | 290 | 3.66 | 0.05 | 101 | 3.60 | 0.09 | 0.03 | 0.08 | 0.05 |
| 236 | Safe Health Care Environment | 167 | 4.46 | 0.06 | 331 | 4.54 | 0.04 | 94 | 4.24 | 0.08 | -0.08 | 0.22 | 0.29 |
| 237 | Safe Health Care Practice | 164 | 4.49 | 0.06 | 289 | 4.37 | 0.05 | 100 | 4.21 | 0.09 | 0.12 | 0.28 | 0.16 |
| 238 | Safety Checks | 168 | 4.51 | 0.05 | 330 | 4.61 | 0.03 | 94 | 4.26 | 0.08 | -0.09 | 0.26 | 0.35 |
| 239 | School Age Client Care | 163 | 3.71 | 0.09 | 288 | 3.44 | 0.06 | 100 | 3.04 | 0.11 | 0.27 | 0.67 | 0.40 |
| 240 | Scope Of Practice | 168 | 4.65 | 0.05 | 328 | 4.70 | 0.03 | 94 | 4.68 | 0.06 | -0.06 | -0.03 | 0.02 |
| 241 | Seclusion | 162 | 3.60 | 0.09 | 290 | 3.22 | 0.06 | 101 | 3.21 | 0.11 | 0.39 | 0.40 | 0.01 |
| 242 | Sensory/Perceptual Alterations | 169 | 4.19 | 0.06 | 330 | 4.12 | 0.04 | 93 | 3.81 | 0.08 | 0.07 | 0.38 | 0.31 |
| 243 | Sequential Compression Devices | 164 | 3.79 | 0.08 | 291 | 3.86 | 0.06 | 100 | 3.33 | 0.11 | -0.07 | 0.46 | 0.53 |

**Knowledge Statements Subgroup Analysis: Primary Job Title**

| Survey Position # | Knowledge Statement | Newly Licensed LPN/VN | | | LPN/VN Educator | | | LPN/VN Supervisor | | | New vs. Educator | New vs. Supervisor | Educator vs. Supervisor |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | N | Avg. | Std. Err. | N | Avg. | Std. Err. | N | Avg. | Std. Err. | Difference | Difference | Difference |
| 244 | Shift Report, Hand-Off | 167 | 4.51 | 0.06 | 330 | 4.41 | 0.04 | 94 | 4.41 | 0.08 | 0.10 | 0.10 | 0.00 |
| 245 | Skin Care | 164 | 4.32 | 0.06 | 291 | 4.38 | 0.04 | 101 | 4.37 | 0.07 | -0.05 | -0.04 | 0.01 |
| 246 | Skin Integrity | 168 | 4.60 | 0.04 | 331 | 4.46 | 0.04 | 94 | 4.45 | 0.06 | 0.14 | 0.15 | 0.02 |
| 247 | Skin Monitoring | 164 | 4.39 | 0.05 | 289 | 4.40 | 0.04 | 100 | 4.38 | 0.06 | -0.01 | 0.01 | 0.02 |
| 248 | Sleep Hygiene | 167 | 3.93 | 0.07 | 329 | 3.85 | 0.05 | 94 | 3.69 | 0.10 | 0.09 | 0.24 | 0.16 |
| 249 | Specialty Diet | 164 | 4.04 | 0.08 | 291 | 3.81 | 0.05 | 101 | 3.66 | 0.08 | 0.23 | 0.38 | 0.15 |
| 250 | Specimen Collection | 168 | 4.30 | 0.06 | 328 | 4.10 | 0.04 | 94 | 4.18 | 0.08 | 0.21 | 0.12 | -0.08 |
| 251 | Staff Competency | 163 | 4.33 | 0.06 | 291 | 4.03 | 0.06 | 101 | 4.12 | 0.08 | 0.29 | 0.21 | -0.09 |
| 252 | Staff Education | 167 | 4.20 | 0.07 | 329 | 3.84 | 0.05 | 94 | 3.80 | 0.10 | 0.36 | 0.40 | 0.04 |
| 253 | Staff Safety | 161 | 4.42 | 0.06 | 289 | 4.36 | 0.05 | 100 | 4.33 | 0.07 | 0.06 | 0.09 | 0.03 |
| 254 | Standard Of Care | 165 | 4.53 | 0.05 | 330 | 4.41 | 0.04 | 94 | 4.46 | 0.07 | 0.12 | 0.08 | -0.05 |
| 255 | Standard/Universal Precautions | 163 | 4.66 | 0.05 | 290 | 4.79 | 0.03 | 101 | 4.65 | 0.06 | -0.12 | 0.01 | 0.13 |
| 256 | Standardized Orders | 168 | 4.39 | 0.06 | 326 | 4.13 | 0.04 | 94 | 4.09 | 0.09 | 0.26 | 0.31 | 0.05 |
| 257 | Standardized Pain Scales | 164 | 4.25 | 0.06 | 289 | 4.30 | 0.04 | 100 | 4.20 | 0.08 | -0.05 | 0.05 | 0.10 |
| 258 | Standards Of Care | 167 | 4.53 | 0.05 | 329 | 4.47 | 0.04 | 92 | 4.49 | 0.07 | 0.06 | 0.04 | -0.01 |
| 259 | Staple Removal | 164 | 3.59 | 0.08 | 290 | 3.48 | 0.06 | 101 | 3.41 | 0.09 | 0.11 | 0.18 | 0.07 |
| 260 | Sterile Technique | 167 | 4.74 | 0.05 | 329 | 4.71 | 0.03 | 94 | 4.48 | 0.09 | 0.03 | 0.26 | 0.23 |
| 261 | Stressful Life Events | 164 | 3.80 | 0.07 | 290 | 3.62 | 0.05 | 100 | 3.55 | 0.09 | 0.17 | 0.25 | 0.07 |
| 262 | Subcutaneous Medication Administration | 168 | 4.58 | 0.05 | 329 | 4.57 | 0.03 | 94 | 4.34 | 0.08 | 0.01 | 0.24 | 0.23 |
| 263 | Substance Abuse Disorder | 164 | 3.92 | 0.08 | 290 | 3.81 | 0.05 | 101 | 3.59 | 0.10 | 0.11 | 0.33 | 0.22 |
| 264 | Substance Withdrawal | 169 | 4.08 | 0.08 | 328 | 3.82 | 0.05 | 94 | 3.66 | 0.09 | 0.26 | 0.42 | 0.16 |
| 265 | Supervision/Monitoring Of Assistive Personnel | 164 | 4.12 | 0.06 | 291 | 4.00 | 0.05 | 101 | 3.92 | 0.09 | 0.13 | 0.20 | 0.08 |
| 266 | Supervision/Monitoring Of Tasks Assigned | 168 | 4.30 | 0.06 | 330 | 4.23 | 0.04 | 94 | 4.13 | 0.07 | 0.06 | 0.17 | 0.11 |
| 267 | Surgical Procedure | 163 | 3.89 | 0.09 | 289 | 3.51 | 0.06 | 101 | 3.16 | 0.11 | 0.38 | 0.73 | 0.35 |
| 268 | Suture Removal | 169 | 3.70 | 0.09 | 328 | 3.46 | 0.06 | 94 | 3.39 | 0.12 | 0.24 | 0.31 | 0.07 |
| 269 | Therapeutic Communication | 164 | 4.26 | 0.06 | 290 | 4.41 | 0.04 | 101 | 3.92 | 0.08 | -0.15 | 0.34 | 0.49 |
| 270 | Therapeutic Environment | 168 | 4.05 | 0.06 | 327 | 4.00 | 0.04 | 93 | 3.62 | 0.09 | 0.06 | 0.43 | 0.37 |

| Knowledge Statements Subgroup Analysis: Primary Job Title | | | | | | | | | | | New vs. Educator | New vs. Supervisor | Educator vs. Supervisor |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Newly Licensed LPN/VN | | | LPN/VN Educator | | | LPN/VN Supervisor | | | | | |
| Survey Position # | Knowledge Statement | N | Avg. | Std. Err. | N | Avg. | Std. Err. | N | Avg. | Std. Err. | Difference | Difference | Difference |
| 271 | Time Management Skills/Techniques | 164 | 4.39 | 0.06 | 290 | 4.42 | 0.04 | 101 | 4.32 | 0.07 | -0.03 | 0.07 | 0.10 |
| 272 | Tracheostomy | 169 | 4.27 | 0.08 | 330 | 4.00 | 0.05 | 94 | 3.71 | 0.12 | 0.27 | 0.56 | 0.29 |
| 273 | Transfer Assistive Devices | 164 | 4.20 | 0.06 | 290 | 4.05 | 0.05 | 101 | 3.96 | 0.07 | 0.15 | 0.24 | 0.09 |
| 274 | Transfer Process | 169 | 4.21 | 0.06 | 330 | 3.83 | 0.05 | 94 | 3.78 | 0.09 | 0.38 | 0.44 | 0.06 |
| 275 | Transfusion Reaction | 164 | 4.37 | 0.09 | 291 | 4.12 | 0.07 | 101 | 3.97 | 0.12 | 0.25 | 0.40 | 0.15 |
| 276 | Treatment Barriers | 167 | 4.19 | 0.06 | 329 | 3.86 | 0.04 | 94 | 3.78 | 0.08 | 0.33 | 0.42 | 0.08 |
| 277 | Urinary Catheter Insertion | 164 | 4.50 | 0.06 | 290 | 4.33 | 0.05 | 101 | 4.09 | 0.08 | 0.17 | 0.41 | 0.24 |
| 278 | Urinary Catheter Irrigation | 169 | 4.22 | 0.07 | 328 | 3.97 | 0.05 | 94 | 3.88 | 0.10 | 0.25 | 0.34 | 0.08 |
| 279 | Urinary Catheter Maintenance | 164 | 4.46 | 0.06 | 291 | 4.32 | 0.05 | 100 | 4.16 | 0.07 | 0.13 | 0.30 | 0.16 |
| 280 | Urinary Catheter Removal | 169 | 4.22 | 0.07 | 330 | 4.15 | 0.04 | 94 | 3.97 | 0.10 | 0.07 | 0.26 | 0.19 |
| 281 | Urinary Retention | 164 | 4.29 | 0.07 | 289 | 4.10 | 0.05 | 101 | 4.11 | 0.07 | 0.20 | 0.18 | -0.01 |
| 282 | Usage Of Social Media Related To Client Information | 168 | 3.83 | 0.11 | 329 | 4.04 | 0.06 | 93 | 3.80 | 0.12 | -0.20 | 0.04 | 0.24 |
| 283 | Validation Therapy | 163 | 3.67 | 0.09 | 287 | 3.25 | 0.06 | 100 | 3.23 | 0.10 | 0.43 | 0.44 | 0.02 |
| 284 | Venipuncture | 169 | 4.13 | 0.08 | 330 | 3.79 | 0.06 | 94 | 3.91 | 0.13 | 0.34 | 0.22 | -0.13 |
| 285 | Ventilator | 164 | 4.15 | 0.09 | 290 | 3.11 | 0.08 | 100 | 3.07 | 0.14 | 1.03 | 1.08 | 0.04 |
| 286 | Verbal Orders | 168 | 4.59 | 0.05 | 331 | 4.29 | 0.05 | 94 | 4.35 | 0.09 | 0.30 | 0.24 | -0.06 |
| 287 | Visual Impairment | 163 | 3.98 | 0.07 | 290 | 3.80 | 0.05 | 100 | 3.71 | 0.08 | 0.18 | 0.27 | 0.09 |
| 288 | Vital Signs | 169 | 4.78 | 0.04 | 329 | 4.83 | 0.02 | 94 | 4.61 | 0.06 | -0.05 | 0.17 | 0.22 |
| 289 | Warming Measures | 164 | 3.79 | 0.07 | 290 | 3.53 | 0.06 | 101 | 3.43 | 0.11 | 0.26 | 0.36 | 0.10 |
| 290 | Wound Drainage Device Removal | 169 | 4.07 | 0.08 | 330 | 3.80 | 0.05 | 94 | 3.67 | 0.11 | 0.27 | 0.39 | 0.13 |
| 291 | Wound Dressing Change | 163 | 4.50 | 0.05 | 291 | 4.28 | 0.05 | 101 | 4.31 | 0.07 | 0.22 | 0.20 | -0.03 |
| 292 | Wound Irrigation | 169 | 4.23 | 0.07 | 330 | 3.99 | 0.05 | 94 | 3.91 | 0.10 | 0.24 | 0.32 | 0.08 |
| 293 | Wound Types | 164 | 4.40 | 0.06 | 291 | 4.18 | 0.05 | 101 | 4.30 | 0.07 | 0.22 | 0.11 | -0.12 |

# APPENDIX I: KNOWLEDGE STATEMENTS SUBGROUP ANALYSIS: FACILITY

| Knowledge Statements Subgroup Analysis: Facility | | | | | | | | | | | | | |
| Survey Position # | Knowledge Statement | Hospital | | | Long-term Care | | | Community-based Facility | | | Other | | |
| | | N | Avg. | Std. Err. | N | Avg. | Std. Err. | N | Avg. | Std. Err. | N | Avg. | Std. Err. |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 1 | Abuse Prevention | 205 | 4.20 | 0.06 | 165 | 4.52 | 0.06 | 75 | 4.29 | 0.10 | 88 | 4.34 | 0.09 |
| 2 | Active Listening | 215 | 4.73 | 0.03 | 185 | 4.69 | 0.04 | 77 | 4.69 | 0.06 | 95 | 4.75 | 0.05 |
| 3 | Activities Of Daily Living | 205 | 4.46 | 0.05 | 165 | 4.27 | 0.05 | 75 | 4.39 | 0.09 | 88 | 4.34 | 0.09 |
| 4 | Acute Illness | 211 | 4.44 | 0.05 | 185 | 4.49 | 0.05 | 76 | 4.34 | 0.08 | 95 | 4.42 | 0.06 |
| 5 | Adaptive Devices | 206 | 3.87 | 0.06 | 163 | 3.90 | 0.06 | 75 | 4.00 | 0.10 | 88 | 3.78 | 0.09 |
| 6 | Adolescent Client Care | 214 | 3.61 | 0.06 | 185 | 3.35 | 0.09 | 74 | 3.62 | 0.10 | 95 | 3.55 | 0.09 |
| 7 | Adult Client Care | 204 | 4.49 | 0.05 | 161 | 4.44 | 0.05 | 75 | 4.47 | 0.07 | 88 | 4.39 | 0.08 |
| 8 | Advance Directives | 209 | 4.10 | 0.06 | 183 | 4.14 | 0.07 | 75 | 3.91 | 0.11 | 94 | 4.11 | 0.08 |
| 9 | Allergic Reactions | 203 | 4.55 | 0.05 | 164 | 4.50 | 0.06 | 74 | 4.68 | 0.08 | 88 | 4.57 | 0.08 |
| 10 | Alternative Therapies | 212 | 3.37 | 0.06 | 185 | 3.36 | 0.07 | 77 | 3.45 | 0.12 | 93 | 3.39 | 0.09 |
| 11 | Alternative/Complementary Therapy | 205 | 3.27 | 0.06 | 164 | 3.35 | 0.07 | 74 | 3.57 | 0.10 | 87 | 3.30 | 0.09 |
| 12 | Antepartum Client | 212 | 3.47 | 0.08 | 186 | 3.27 | 0.10 | 76 | 3.38 | 0.14 | 94 | 3.51 | 0.12 |
| 13 | Appropriate Resources | 206 | 3.89 | 0.05 | 165 | 3.81 | 0.07 | 75 | 4.05 | 0.09 | 88 | 3.90 | 0.10 |
| 14 | Aseptic Technique | 214 | 4.76 | 0.04 | 185 | 4.72 | 0.05 | 77 | 4.64 | 0.08 | 94 | 4.80 | 0.06 |
| 15 | Aspiration Precautions | 205 | 4.65 | 0.05 | 165 | 4.72 | 0.04 | 75 | 4.57 | 0.10 | 88 | 4.57 | 0.09 |
| 16 | Assistive Devices | 213 | 4.05 | 0.06 | 185 | 4.24 | 0.06 | 77 | 4.13 | 0.09 | 94 | 4.09 | 0.08 |
| 17 | Assistive Devices For Medication Administration | 205 | 3.93 | 0.06 | 163 | 3.98 | 0.07 | 74 | 4.08 | 0.10 | 86 | 3.80 | 0.11 |
| 18 | Available Resources | 212 | 4.00 | 0.06 | 186 | 4.04 | 0.06 | 76 | 4.18 | 0.10 | 94 | 4.04 | 0.07 |
| 19 | Barriers To Learning | 205 | 3.83 | 0.05 | 164 | 3.68 | 0.07 | 75 | 3.89 | 0.10 | 87 | 3.74 | 0.10 |
| 20 | Basic Cardiac Abnormalities | 214 | 4.13 | 0.06 | 185 | 4.17 | 0.06 | 77 | 4.19 | 0.10 | 94 | 4.34 | 0.07 |
| 21 | Behavioral Disorders | 204 | 3.75 | 0.05 | 164 | 4.02 | 0.07 | 75 | 3.95 | 0.10 | 88 | 3.97 | 0.08 |
| 22 | Behavioral Management | 214 | 3.93 | 0.05 | 186 | 4.11 | 0.06 | 77 | 3.87 | 0.10 | 93 | 3.98 | 0.07 |
| 23 | Bladder Irrigation | 205 | 3.33 | 0.07 | 164 | 3.64 | 0.08 | 75 | 3.67 | 0.12 | 87 | 3.38 | 0.12 |
| 24 | Bladder Management Protocol | 212 | 3.91 | 0.06 | 185 | 4.01 | 0.07 | 76 | 3.72 | 0.11 | 94 | 3.98 | 0.08 |
| 25 | Bladder Palpation Technique | 205 | 3.39 | 0.07 | 165 | 3.51 | 0.08 | 74 | 3.65 | 0.11 | 87 | 3.48 | 0.10 |
| 26 | Blood Glucose Monitoring | 213 | 4.51 | 0.04 | 186 | 4.60 | 0.04 | 77 | 4.53 | 0.08 | 94 | 4.56 | 0.07 |
| 27 | Blood Product | 203 | 3.76 | 0.08 | 165 | 3.75 | 0.10 | 74 | 3.93 | 0.14 | 88 | 3.57 | 0.14 |
| 28 | Blood Product Transfusion | 212 | 3.64 | 0.08 | 186 | 3.46 | 0.10 | 77 | 3.43 | 0.17 | 93 | 3.78 | 0.12 |
| 29 | Body Mechanics | 206 | 4.51 | 0.05 | 165 | 4.38 | 0.06 | 75 | 4.39 | 0.09 | 87 | 4.28 | 0.09 |
| 30 | Bowel Management Protocol | 214 | 3.86 | 0.06 | 185 | 4.03 | 0.06 | 77 | 3.71 | 0.12 | 94 | 3.96 | 0.09 |
| 31 | Cardiopulmonary Resuscitation | 206 | 4.78 | 0.04 | 164 | 4.81 | 0.04 | 75 | 4.84 | 0.06 | 86 | 4.74 | 0.08 |
| 32 | Care Of Toddler Client Through Two Years | 209 | 3.24 | 0.07 | 185 | 3.09 | 0.10 | 77 | 3.56 | 0.12 | 93 | 3.40 | 0.11 |
| 33 | Care Plan | 206 | 3.75 | 0.06 | 165 | 3.75 | 0.08 | 75 | 3.92 | 0.10 | 87 | 3.75 | 0.10 |
| 34 | Central Venous Catheter | 211 | 3.38 | 0.08 | 185 | 3.61 | 0.09 | 77 | 3.35 | 0.16 | 94 | 3.71 | 0.12 |

| Knowledge Statements Subgroup Analysis: Facility | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Survey Position # | Knowledge Statement | Hospital | | | Long-term Care | | | Community-based Facility | | | Other | | |
| | | N | Avg. | Std. Err. | N | Avg. | Std. Err. | N | Avg. | Std. Err. | N | Avg. | Std. Err. |
| 35 | Central Venous Catheter Management | 206 | 3.26 | 0.09 | 164 | 3.62 | 0.10 | 73 | 3.64 | 0.15 | 87 | 3.24 | 0.14 |
| 36 | Chain Of Command | 213 | 4.32 | 0.05 | 184 | 4.16 | 0.06 | 77 | 4.17 | 0.10 | 92 | 4.39 | 0.08 |
| 37 | Chemical Dependency | 206 | 3.56 | 0.06 | 165 | 3.44 | 0.08 | 75 | 3.65 | 0.13 | 88 | 3.53 | 0.11 |
| 38 | Chemical Toxicity | 214 | 3.93 | 0.06 | 186 | 3.82 | 0.08 | 76 | 3.82 | 0.12 | 94 | 4.07 | 0.09 |
| 39 | Chronic Illness | 205 | 4.23 | 0.05 | 161 | 4.19 | 0.06 | 75 | 4.16 | 0.10 | 88 | 4.18 | 0.08 |
| 40 | Circulatory Checks | 213 | 4.54 | 0.05 | 186 | 4.41 | 0.05 | 77 | 4.53 | 0.08 | 94 | 4.62 | 0.06 |
| 41 | Client Advocacy | 205 | 4.28 | 0.05 | 164 | 4.20 | 0.06 | 75 | 4.31 | 0.08 | 88 | 4.32 | 0.08 |
| 42 | Client Allergies | 214 | 4.71 | 0.04 | 186 | 4.66 | 0.05 | 76 | 4.67 | 0.07 | 94 | 4.73 | 0.05 |
| 43 | Client Autonomy | 206 | 4.08 | 0.05 | 163 | 4.02 | 0.07 | 74 | 4.15 | 0.10 | 88 | 4.06 | 0.09 |
| 44 | Client Baseline Data | 213 | 4.50 | 0.05 | 185 | 4.48 | 0.05 | 77 | 4.61 | 0.07 | 94 | 4.55 | 0.06 |
| 45 | Client Care Prioritization | 205 | 4.46 | 0.05 | 165 | 4.45 | 0.06 | 75 | 4.47 | 0.08 | 88 | 4.49 | 0.08 |
| 46 | Client Cognitive Ability | 214 | 4.31 | 0.05 | 186 | 4.35 | 0.05 | 77 | 4.43 | 0.08 | 94 | 4.43 | 0.06 |
| 47 | Client Communication | 204 | 4.47 | 0.04 | 164 | 4.41 | 0.06 | 75 | 4.51 | 0.07 | 88 | 4.45 | 0.08 |
| 48 | Client Complication | 213 | 4.38 | 0.05 | 186 | 4.38 | 0.05 | 77 | 4.47 | 0.07 | 93 | 4.54 | 0.06 |
| 49 | Client Condition | 206 | 4.44 | 0.04 | 164 | 4.41 | 0.06 | 75 | 4.63 | 0.06 | 88 | 4.35 | 0.07 |
| 50 | Client Consent | 213 | 4.51 | 0.05 | 184 | 4.38 | 0.06 | 77 | 4.53 | 0.08 | 94 | 4.63 | 0.06 |
| 51 | Client Disease Processes And Conditions | 205 | 4.40 | 0.04 | 164 | 4.43 | 0.05 | 75 | 4.60 | 0.07 | 88 | 4.32 | 0.08 |
| 52 | Client Education | 213 | 4.30 | 0.05 | 185 | 4.17 | 0.06 | 75 | 4.44 | 0.08 | 94 | 4.41 | 0.07 |
| 53 | Client Evaluation | 206 | 4.38 | 0.05 | 164 | 4.37 | 0.06 | 75 | 4.49 | 0.07 | 88 | 4.28 | 0.08 |
| 54 | Client History | 213 | 4.33 | 0.05 | 186 | 4.28 | 0.06 | 77 | 4.47 | 0.07 | 94 | 4.46 | 0.06 |
| 55 | Client Identification | 205 | 4.68 | 0.04 | 163 | 4.55 | 0.06 | 75 | 4.68 | 0.07 | 87 | 4.52 | 0.09 |
| 56 | Client Identification Methods | 214 | 4.71 | 0.04 | 185 | 4.52 | 0.05 | 77 | 4.57 | 0.09 | 92 | 4.82 | 0.05 |
| 57 | Client In Labor | 205 | 3.34 | 0.08 | 163 | 3.23 | 0.11 | 75 | 3.85 | 0.15 | 88 | 3.03 | 0.14 |
| 58 | Client Knowledge Deficit | 214 | 4.12 | 0.05 | 185 | 4.04 | 0.06 | 76 | 4.17 | 0.08 | 94 | 4.23 | 0.07 |
| 59 | Client Limitations | 203 | 3.91 | 0.06 | 164 | 3.90 | 0.07 | 74 | 4.09 | 0.10 | 88 | 3.92 | 0.09 |
| 60 | Client Literacy | 213 | 3.95 | 0.06 | 182 | 3.73 | 0.07 | 77 | 3.96 | 0.10 | 93 | 4.05 | 0.08 |
| 61 | Client Medical History | 206 | 4.24 | 0.05 | 164 | 4.19 | 0.06 | 75 | 4.52 | 0.07 | 88 | 4.15 | 0.08 |
| 62 | Client Medication History | 214 | 4.52 | 0.04 | 186 | 4.38 | 0.05 | 77 | 4.57 | 0.07 | 94 | 4.55 | 0.06 |
| 63 | Client Mental Competency | 206 | 4.02 | 0.05 | 164 | 4.10 | 0.06 | 75 | 4.29 | 0.08 | 88 | 4.02 | 0.07 |
| 64 | Client Mental Status | 214 | 4.42 | 0.04 | 184 | 4.40 | 0.04 | 76 | 4.41 | 0.08 | 94 | 4.51 | 0.06 |
| 65 | Client Nutrition | 206 | 4.06 | 0.05 | 164 | 4.10 | 0.06 | 75 | 4.16 | 0.10 | 88 | 4.01 | 0.08 |
| 66 | Client Observation | 214 | 4.38 | 0.05 | 186 | 4.38 | 0.05 | 77 | 4.40 | 0.08 | 94 | 4.50 | 0.06 |
| 67 | Client Privacy | 206 | 4.47 | 0.04 | 164 | 4.42 | 0.06 | 75 | 4.56 | 0.08 | 88 | 4.35 | 0.08 |
| 68 | Client Psychosocial Needs | 214 | 4.17 | 0.05 | 184 | 4.16 | 0.05 | 76 | 4.26 | 0.08 | 94 | 4.28 | 0.07 |
| 69 | Client Rights | 205 | 4.60 | 0.04 | 164 | 4.57 | 0.05 | 75 | 4.64 | 0.07 | 88 | 4.55 | 0.07 |
| 70 | Client Risk Identification | 214 | 4.35 | 0.05 | 185 | 4.35 | 0.05 | 77 | 4.40 | 0.09 | 94 | 4.45 | 0.06 |
| 71 | Client Safety | 203 | 4.78 | 0.04 | 163 | 4.70 | 0.04 | 75 | 4.87 | 0.04 | 88 | 4.73 | 0.08 |
| 72 | Client Self-Advocacy | 214 | 4.00 | 0.05 | 183 | 3.99 | 0.07 | 77 | 4.03 | 0.09 | 94 | 4.19 | 0.07 |

| Knowledge Statements Subgroup Analysis: Facility | | | | | | | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Survey Position # | Knowledge Statement | Hospital | | | Long-term Care | | | Community-based Facility | | | Other | | |
| | | N | Avg. | Std. Err. | N | Avg. | Std. Err. | N | Avg. | Std. Err. | N | Avg. | Std. Err. |
| 73 | Client Spiritual Beliefs | 204 | 3.97 | 0.06 | 164 | 3.85 | 0.06 | 75 | 4.08 | 0.10 | 88 | 4.05 | 0.08 |
| 74 | Client-Centered Care | 213 | 4.36 | 0.05 | 186 | 4.37 | 0.06 | 77 | 4.31 | 0.09 | 94 | 4.45 | 0.07 |
| 75 | Code Of Ethics | 206 | 4.54 | 0.04 | 165 | 4.46 | 0.05 | 75 | 4.53 | 0.07 | 88 | 4.55 | 0.07 |
| 76 | Cognitive Impairment | 213 | 4.21 | 0.05 | 186 | 4.24 | 0.05 | 76 | 4.26 | 0.08 | 94 | 4.36 | 0.06 |
| 77 | Communication Barriers | 205 | 4.15 | 0.05 | 165 | 3.98 | 0.06 | 73 | 4.27 | 0.09 | 88 | 4.16 | 0.09 |
| 78 | Communication Skills | 214 | 4.60 | 0.04 | 185 | 4.52 | 0.05 | 77 | 4.60 | 0.07 | 94 | 4.69 | 0.05 |
| 79 | Community Resources | 205 | 3.69 | 0.06 | 165 | 3.46 | 0.08 | 74 | 3.88 | 0.10 | 87 | 3.79 | 0.09 |
| 80 | Compression Stockings | 212 | 3.87 | 0.06 | 186 | 3.87 | 0.06 | 77 | 3.71 | 0.12 | 93 | 4.01 | 0.08 |
| 81 | Confidentiality | 206 | 4.80 | 0.03 | 165 | 4.57 | 0.05 | 75 | 4.73 | 0.05 | 86 | 4.73 | 0.05 |
| 82 | Confidentiality And Privacy Laws | 213 | 4.71 | 0.04 | 186 | 4.69 | 0.04 | 77 | 4.62 | 0.07 | 94 | 4.79 | 0.04 |
| 83 | Conflict Resolution | 206 | 4.13 | 0.05 | 165 | 4.02 | 0.07 | 75 | 4.33 | 0.07 | 88 | 4.08 | 0.09 |
| 84 | Continuity Of Care | 214 | 4.31 | 0.05 | 186 | 4.38 | 0.06 | 76 | 4.45 | 0.09 | 94 | 4.48 | 0.06 |
| 85 | Continuous Suction Of Nasogastric Tube | 205 | 3.64 | 0.07 | 164 | 3.64 | 0.09 | 74 | 4.00 | 0.10 | 86 | 3.62 | 0.13 |
| 86 | Cooling Measures | 213 | 3.50 | 0.06 | 186 | 3.42 | 0.08 | 76 | 3.50 | 0.13 | 94 | 3.69 | 0.09 |
| 87 | Coping Mechanisms | 204 | 3.85 | 0.06 | 160 | 3.93 | 0.07 | 73 | 4.03 | 0.09 | 85 | 3.87 | 0.09 |
| 88 | Cost Effective Care | 214 | 3.62 | 0.06 | 185 | 3.50 | 0.07 | 75 | 3.68 | 0.11 | 94 | 3.74 | 0.09 |
| 89 | Critical Thinking | 204 | 4.66 | 0.04 | 161 | 4.68 | 0.05 | 74 | 4.69 | 0.06 | 86 | 4.57 | 0.07 |
| 90 | Cultural Competency | 214 | 4.09 | 0.05 | 187 | 3.79 | 0.07 | 76 | 4.05 | 0.10 | 95 | 4.33 | 0.07 |
| 91 | Data Collection | 206 | 4.25 | 0.05 | 163 | 4.27 | 0.06 | 74 | 4.31 | 0.09 | 86 | 4.27 | 0.08 |
| 92 | De-Escalation Techniques | 214 | 4.00 | 0.06 | 185 | 3.90 | 0.07 | 76 | 4.01 | 0.10 | 95 | 4.06 | 0.08 |
| 93 | Delegation | 205 | 3.81 | 0.06 | 164 | 3.95 | 0.06 | 74 | 3.76 | 0.11 | 85 | 3.79 | 0.09 |
| 94 | Developmental Stages | 213 | 3.73 | 0.06 | 186 | 3.47 | 0.08 | 76 | 3.76 | 0.12 | 95 | 3.93 | 0.08 |
| 95 | Diagnostic Test Procedures | 206 | 3.88 | 0.05 | 164 | 3.93 | 0.06 | 74 | 3.97 | 0.10 | 86 | 3.78 | 0.09 |
| 96 | Diagnostic Test Requirements | 213 | 3.92 | 0.06 | 185 | 3.97 | 0.06 | 76 | 3.97 | 0.10 | 95 | 4.03 | 0.07 |
| 97 | Diagnostic Test Results | 205 | 4.03 | 0.06 | 163 | 4.17 | 0.07 | 74 | 4.05 | 0.11 | 86 | 3.93 | 0.09 |
| 98 | Diagnostic Values | 214 | 4.21 | 0.05 | 186 | 4.17 | 0.06 | 76 | 4.14 | 0.10 | 94 | 4.31 | 0.08 |
| 99 | Disaster Drills | 206 | 3.68 | 0.06 | 163 | 3.78 | 0.08 | 74 | 3.78 | 0.12 | 85 | 3.88 | 0.11 |
| 100 | Discharge Process | 214 | 3.83 | 0.06 | 185 | 3.74 | 0.07 | 76 | 3.68 | 0.12 | 94 | 3.99 | 0.08 |
| 101 | Documentation | 205 | 4.61 | 0.04 | 163 | 4.63 | 0.05 | 74 | 4.78 | 0.05 | 85 | 4.60 | 0.08 |
| 102 | Drainage Device | 214 | 3.87 | 0.06 | 184 | 3.85 | 0.07 | 76 | 3.82 | 0.13 | 95 | 3.99 | 0.10 |
| 103 | Ear Irrigation | 205 | 3.05 | 0.07 | 164 | 3.24 | 0.09 | 73 | 3.48 | 0.12 | 85 | 3.16 | 0.12 |
| 104 | Electrocardiogram | 213 | 3.67 | 0.06 | 186 | 3.69 | 0.08 | 76 | 3.63 | 0.14 | 95 | 3.80 | 0.10 |
| 105 | Electronic Medical Records (Emr) | 206 | 4.22 | 0.05 | 164 | 4.17 | 0.07 | 74 | 4.38 | 0.09 | 86 | 4.21 | 0.09 |
| 106 | Emergency Preparedness | 214 | 4.02 | 0.06 | 186 | 4.22 | 0.06 | 76 | 4.45 | 0.09 | 95 | 4.33 | 0.08 |
| 107 | Emergency Procedures | 205 | 4.33 | 0.06 | 163 | 4.48 | 0.06 | 73 | 4.53 | 0.08 | 86 | 4.38 | 0.10 |
| 108 | Enteral Site Care | 214 | 4.01 | 0.06 | 186 | 4.13 | 0.06 | 76 | 4.16 | 0.11 | 95 | 4.11 | 0.08 |
| 109 | Enteral Tube Management | 206 | 3.84 | 0.07 | 164 | 4.14 | 0.07 | 72 | 4.04 | 0.10 | 86 | 3.92 | 0.11 |
| 110 | Enteral Tube Types | 212 | 3.95 | 0.06 | 185 | 3.97 | 0.07 | 76 | 3.92 | 0.12 | 95 | 4.02 | 0.09 |

| Knowledge Statements Subgroup Analysis: Facility | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Survey Position #** | **Knowledge Statement** | **Hospital** | | | **Long-term Care** | | | **Community-based Facility** | | | **Other** | | |
| | | N | Avg. | Std. Err. | N | Avg. | Std. Err. | N | Avg. | Std. Err. | N | Avg. | Std. Err. |
| 111 | Environmental Factors | 206 | 3.54 | 0.06 | 164 | 3.49 | 0.07 | 74 | 3.65 | 0.12 | 86 | 3.74 | 0.10 |
| 112 | Environmental Stressors | 214 | 3.75 | 0.06 | 185 | 3.74 | 0.06 | 76 | 3.74 | 0.11 | 95 | 3.85 | 0.07 |
| 113 | Client Equipment | 206 | 3.71 | 0.06 | 164 | 3.82 | 0.07 | 74 | 3.95 | 0.10 | 85 | 3.87 | 0.09 |
| 114 | Evidence-Based Practice | 213 | 4.20 | 0.06 | 184 | 4.07 | 0.07 | 76 | 4.07 | 0.11 | 95 | 4.29 | 0.07 |
| 115 | Evidence-Based Practice Resources | 206 | 3.95 | 0.06 | 164 | 3.74 | 0.08 | 74 | 3.77 | 0.11 | 86 | 3.87 | 0.09 |
| 116 | Eye Irrigation | 213 | 3.56 | 0.07 | 184 | 3.65 | 0.08 | 76 | 3.54 | 0.13 | 94 | 3.65 | 0.10 |
| 117 | Family Dynamics | 206 | 3.64 | 0.06 | 164 | 3.62 | 0.07 | 74 | 3.78 | 0.11 | 86 | 3.77 | 0.10 |
| 118 | Fetal Heart Monitoring | 214 | 3.14 | 0.08 | 184 | 3.08 | 0.10 | 76 | 3.33 | 0.17 | 94 | 3.31 | 0.13 |
| 119 | Follow-Up With Clients | 206 | 3.75 | 0.06 | 163 | 3.88 | 0.08 | 73 | 4.25 | 0.09 | 86 | 4.00 | 0.08 |
| 120 | Functional Status | 214 | 3.94 | 0.05 | 185 | 3.99 | 0.06 | 76 | 3.97 | 0.10 | 95 | 4.04 | 0.09 |
| 121 | Geriatric Client Care | 205 | 4.25 | 0.06 | 163 | 4.44 | 0.05 | 74 | 4.28 | 0.10 | 86 | 4.34 | 0.09 |
| 122 | Grieving Process | 214 | 3.94 | 0.05 | 186 | 4.03 | 0.06 | 76 | 3.84 | 0.12 | 94 | 4.01 | 0.08 |
| 123 | Group Session | 205 | 2.89 | 0.07 | 164 | 2.85 | 0.09 | 74 | 3.22 | 0.13 | 86 | 3.03 | 0.11 |
| 124 | Health Care Provider'S Orders | 212 | 4.62 | 0.04 | 184 | 4.63 | 0.04 | 76 | 4.62 | 0.06 | 95 | 4.63 | 0.07 |
| 125 | Health Promotion Programs | 206 | 3.50 | 0.06 | 163 | 3.31 | 0.09 | 74 | 3.62 | 0.12 | 86 | 3.56 | 0.10 |
| 126 | Health Screening Programs | 212 | 3.66 | 0.06 | 185 | 3.68 | 0.07 | 76 | 3.62 | 0.12 | 95 | 3.75 | 0.08 |
| 127 | Hearing Impairment | 206 | 3.64 | 0.06 | 164 | 3.74 | 0.08 | 74 | 3.72 | 0.11 | 86 | 3.74 | 0.09 |
| 128 | High Risk Behaviors | 214 | 4.06 | 0.05 | 186 | 4.00 | 0.06 | 76 | 4.21 | 0.09 | 95 | 4.16 | 0.07 |
| 129 | Hospice | 206 | 3.76 | 0.06 | 164 | 3.96 | 0.07 | 74 | 3.84 | 0.12 | 86 | 3.81 | 0.11 |
| 130 | Hyperglycemia | 214 | 4.56 | 0.04 | 186 | 4.60 | 0.04 | 76 | 4.59 | 0.08 | 95 | 4.71 | 0.06 |
| 131 | Hypoglycemia | 206 | 4.59 | 0.04 | 164 | 4.64 | 0.04 | 74 | 4.50 | 0.09 | 86 | 4.60 | 0.08 |
| 132 | Hypoxia | 215 | 4.70 | 0.04 | 184 | 4.68 | 0.04 | 76 | 4.59 | 0.08 | 95 | 4.78 | 0.05 |
| 133 | Immunizations | 206 | 4.00 | 0.06 | 164 | 3.99 | 0.07 | 74 | 4.22 | 0.08 | 86 | 3.97 | 0.09 |
| 134 | Incident Report | 213 | 3.99 | 0.06 | 186 | 4.09 | 0.06 | 76 | 4.08 | 0.11 | 93 | 4.17 | 0.07 |
| 135 | Incision Care | 206 | 4.23 | 0.05 | 164 | 4.32 | 0.06 | 74 | 4.39 | 0.08 | 86 | 4.13 | 0.09 |
| 136 | Infant Care | 211 | 3.37 | 0.08 | 185 | 3.14 | 0.10 | 76 | 3.58 | 0.14 | 94 | 3.44 | 0.12 |
| 137 | Infection Control | 206 | 4.70 | 0.04 | 163 | 4.78 | 0.03 | 74 | 4.80 | 0.05 | 86 | 4.64 | 0.08 |
| 138 | Interdisciplinary Collaboration | 213 | 4.04 | 0.06 | 186 | 3.97 | 0.07 | 76 | 3.87 | 0.11 | 94 | 4.23 | 0.08 |
| 139 | Interdisciplinary Communication | 202 | 4.08 | 0.05 | 164 | 4.00 | 0.06 | 74 | 4.11 | 0.10 | 86 | 4.02 | 0.10 |
| 140 | Interdisciplinary Roles And Responsibilities | 213 | 4.03 | 0.05 | 186 | 3.97 | 0.06 | 75 | 3.99 | 0.10 | 95 | 4.21 | 0.08 |
| 141 | Intermittent Suction Of Nasogastric Tube | 205 | 3.68 | 0.07 | 163 | 3.71 | 0.09 | 74 | 3.89 | 0.11 | 86 | 3.67 | 0.12 |
| 142 | Intervention Implementation | 213 | 4.27 | 0.05 | 186 | 4.17 | 0.06 | 76 | 4.17 | 0.09 | 94 | 4.40 | 0.06 |
| 143 | Intervention Techniques | 204 | 3.73 | 0.06 | 164 | 3.98 | 0.07 | 73 | 3.95 | 0.11 | 86 | 3.92 | 0.09 |
| 144 | Interventions To Life-Threatening Situations | 213 | 4.65 | 0.04 | 185 | 4.58 | 0.06 | 75 | 4.65 | 0.07 | 95 | 4.80 | 0.05 |
| 145 | Interviewing Skills | 205 | 3.56 | 0.07 | 163 | 3.61 | 0.08 | 74 | 3.65 | 0.13 | 86 | 3.48 | 0.11 |
| 146 | Intradermal Medication Administration | 214 | 4.06 | 0.06 | 186 | 4.22 | 0.07 | 76 | 4.17 | 0.11 | 95 | 4.23 | 0.08 |

| Knowledge Statements Subgroup Analysis: Facility | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Survey Position # | Knowledge Statement | Hospital | | | Long-term Care | | | Community-based Facility | | | Other | | |
| | | N | Avg. | Std. Err. | N | Avg. | Std. Err. | N | Avg. | Std. Err. | N | Avg. | Std. Err. |
| 147 | Intramuscular Medication Administration | 206 | 4.34 | 0.05 | 164 | 4.46 | 0.06 | 74 | 4.46 | 0.08 | 86 | 4.34 | 0.09 |
| 148 | Intravenous Complications | 215 | 4.22 | 0.07 | 186 | 4.26 | 0.07 | 75 | 4.13 | 0.13 | 95 | 4.44 | 0.09 |
| 149 | Intravenous Flow Rate Calculation | 206 | 3.96 | 0.08 | 164 | 4.03 | 0.10 | 74 | 4.12 | 0.14 | 86 | 3.80 | 0.13 |
| 150 | Intravenous Piggyback Calculations | 214 | 4.17 | 0.07 | 186 | 3.98 | 0.09 | 76 | 3.80 | 0.16 | 95 | 4.27 | 0.10 |
| 151 | Intravenous Piggyback Medication | 206 | 3.95 | 0.08 | 164 | 4.02 | 0.09 | 74 | 4.14 | 0.15 | 85 | 3.84 | 0.14 |
| 152 | Intravenous Piggyback Medication Administration | 214 | 4.17 | 0.08 | 184 | 4.01 | 0.09 | 76 | 3.89 | 0.16 | 95 | 4.22 | 0.12 |
| 153 | Intravenous Site Maintenance | 206 | 4.24 | 0.06 | 163 | 4.27 | 0.08 | 72 | 4.42 | 0.10 | 86 | 4.20 | 0.11 |
| 154 | Invasive Procedures | 214 | 3.97 | 0.07 | 183 | 3.88 | 0.09 | 76 | 3.91 | 0.13 | 95 | 4.06 | 0.10 |
| 155 | Isolation Techniques | 205 | 4.48 | 0.05 | 163 | 4.42 | 0.06 | 72 | 4.50 | 0.08 | 86 | 4.40 | 0.10 |
| 156 | Laboratory Test Results | 214 | 4.40 | 0.05 | 186 | 4.25 | 0.06 | 76 | 4.29 | 0.10 | 94 | 4.37 | 0.08 |
| 157 | Learning Barriers | 206 | 3.76 | 0.06 | 163 | 3.57 | 0.07 | 74 | 3.95 | 0.09 | 86 | 3.78 | 0.09 |
| 158 | Life Stressors | 212 | 3.76 | 0.06 | 184 | 3.69 | 0.07 | 76 | 3.83 | 0.10 | 95 | 3.82 | 0.07 |
| 159 | Life Transitions | 205 | 3.53 | 0.06 | 163 | 3.53 | 0.08 | 74 | 3.80 | 0.11 | 85 | 3.73 | 0.10 |
| 160 | Living Wills | 215 | 3.81 | 0.07 | 187 | 3.78 | 0.07 | 76 | 3.72 | 0.12 | 94 | 3.90 | 0.10 |
| 161 | Mandatory Reporting | 205 | 4.37 | 0.05 | 164 | 4.36 | 0.06 | 73 | 4.55 | 0.08 | 86 | 4.36 | 0.09 |
| 162 | Measurement Conversion | 212 | 4.16 | 0.06 | 186 | 4.20 | 0.07 | 76 | 4.18 | 0.12 | 95 | 4.45 | 0.08 |
| 163 | Medical Procedures | 204 | 3.91 | 0.06 | 164 | 4.11 | 0.07 | 74 | 4.28 | 0.09 | 85 | 3.93 | 0.10 |
| 164 | Medication | 214 | 4.80 | 0.03 | 186 | 4.81 | 0.03 | 76 | 4.75 | 0.06 | 95 | 4.80 | 0.05 |
| 165 | Medication Administration By Ear | 206 | 3.92 | 0.07 | 164 | 4.09 | 0.07 | 74 | 4.20 | 0.10 | 85 | 4.00 | 0.10 |
| 166 | Medication Administration By Eye | 215 | 4.45 | 0.05 | 186 | 4.49 | 0.05 | 76 | 4.33 | 0.10 | 95 | 4.44 | 0.08 |
| 167 | Medication Administration By Inhalation | 206 | 4.03 | 0.07 | 164 | 4.26 | 0.06 | 74 | 4.32 | 0.09 | 86 | 4.10 | 0.10 |
| 168 | Medication Administration By Nose | 215 | 4.39 | 0.06 | 186 | 4.44 | 0.06 | 76 | 4.33 | 0.10 | 95 | 4.36 | 0.09 |
| 169 | Medication Administration By Rectum | 206 | 4.06 | 0.06 | 164 | 4.18 | 0.06 | 74 | 4.15 | 0.12 | 85 | 4.01 | 0.10 |
| 170 | Medication Administration By Skin | 214 | 4.45 | 0.05 | 186 | 4.48 | 0.05 | 76 | 4.34 | 0.11 | 95 | 4.47 | 0.07 |
| 171 | Medication Administration By Vagina | 206 | 3.87 | 0.07 | 164 | 4.05 | 0.08 | 74 | 4.11 | 0.12 | 86 | 3.87 | 0.11 |
| 172 | Medication Administration Rights | 215 | 4.80 | 0.03 | 186 | 4.77 | 0.04 | 76 | 4.62 | 0.09 | 94 | 4.82 | 0.05 |
| 173 | Medication Administration Safety | 205 | 4.82 | 0.03 | 164 | 4.80 | 0.03 | 74 | 4.88 | 0.04 | 86 | 4.73 | 0.07 |
| 174 | Medication Administration Calculations | 215 | 4.69 | 0.04 | 185 | 4.67 | 0.05 | 76 | 4.53 | 0.11 | 94 | 4.84 | 0.05 |
| 175 | Medication History | 207 | 4.32 | 0.05 | 162 | 4.21 | 0.06 | 75 | 4.47 | 0.09 | 88 | 4.36 | 0.07 |
| 176 | Medication Reconciliation | 214 | 4.40 | 0.05 | 187 | 4.48 | 0.06 | 78 | 4.51 | 0.08 | 94 | 4.50 | 0.07 |

| Knowledge Statements Subgroup Analysis: Facility | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Survey Position # | Knowledge Statement | Hospital | | | Long-term Care | | | Community-based Facility | | | Other | | |
| | | N | Avg. | Std. Err. | N | Avg. | Std. Err. | N | Avg. | Std. Err. | N | Avg. | Std. Err. |
| 177 | Medication Safety | 207 | 4.79 | 0.03 | 164 | 4.80 | 0.03 | 76 | 4.80 | 0.05 | 88 | 4.77 | 0.05 |
| 178 | Medication Safety Measures | 215 | 4.89 | 0.02 | 187 | 4.84 | 0.03 | 78 | 4.69 | 0.08 | 94 | 4.86 | 0.04 |
| 179 | Mental Health Disorders | 205 | 3.78 | 0.06 | 165 | 4.04 | 0.06 | 76 | 3.96 | 0.09 | 87 | 4.05 | 0.08 |
| 180 | Mobility Needs | 211 | 4.09 | 0.05 | 183 | 4.11 | 0.06 | 78 | 4.14 | 0.08 | 94 | 4.18 | 0.07 |
| 181 | Narcotics/Controlled Substances | 207 | 4.42 | 0.05 | 166 | 4.52 | 0.05 | 76 | 4.51 | 0.08 | 88 | 4.39 | 0.09 |
| 182 | Nasogastric Tube Insertion | 214 | 3.77 | 0.07 | 186 | 3.62 | 0.09 | 78 | 3.74 | 0.15 | 94 | 3.73 | 0.11 |
| 183 | Nasogastric Tube Maintenance | 206 | 3.81 | 0.06 | 166 | 3.76 | 0.09 | 76 | 4.07 | 0.11 | 88 | 3.76 | 0.11 |
| 184 | Nasogastric Tube Removal | 214 | 3.80 | 0.06 | 185 | 3.65 | 0.09 | 78 | 3.76 | 0.14 | 94 | 3.87 | 0.10 |
| 185 | Nasogastric Tube Types | 206 | 3.56 | 0.07 | 166 | 3.47 | 0.09 | 76 | 3.80 | 0.11 | 88 | 3.42 | 0.12 |
| 186 | Neurological Checks | 214 | 4.44 | 0.05 | 185 | 4.49 | 0.06 | 78 | 4.47 | 0.10 | 91 | 4.65 | 0.07 |
| 187 | Newborn Client Care | 207 | 3.43 | 0.08 | 164 | 3.41 | 0.11 | 76 | 3.88 | 0.13 | 87 | 3.49 | 0.13 |
| 188 | Newborn Education | 210 | 3.21 | 0.08 | 185 | 3.02 | 0.10 | 77 | 3.42 | 0.14 | 94 | 3.27 | 0.12 |
| 189 | Non-Pharmacological Measures For Pain Relief | 207 | 4.01 | 0.06 | 164 | 4.01 | 0.07 | 76 | 4.07 | 0.10 | 88 | 4.10 | 0.08 |
| 190 | Nose Irrigation | 214 | 3.23 | 0.08 | 185 | 3.30 | 0.08 | 78 | 3.31 | 0.13 | 94 | 3.49 | 0.10 |
| 191 | Nurse Education | 206 | 3.96 | 0.06 | 165 | 4.15 | 0.07 | 76 | 4.22 | 0.09 | 88 | 4.20 | 0.09 |
| 192 | Nurse-Client Relationships | 215 | 4.37 | 0.05 | 186 | 4.30 | 0.06 | 78 | 4.44 | 0.08 | 94 | 4.45 | 0.06 |
| 193 | Nutritional Norms | 205 | 3.62 | 0.05 | 166 | 3.75 | 0.07 | 76 | 3.82 | 0.09 | 88 | 3.76 | 0.09 |
| 194 | Ostomy Types | 215 | 3.83 | 0.07 | 186 | 4.02 | 0.06 | 78 | 3.92 | 0.12 | 94 | 4.01 | 0.08 |
| 195 | Oxygen Saturation Monitoring | 207 | 4.44 | 0.05 | 165 | 4.48 | 0.05 | 75 | 4.44 | 0.09 | 88 | 4.36 | 0.09 |
| 196 | Pacemaker | 215 | 3.67 | 0.06 | 186 | 3.97 | 0.07 | 78 | 3.86 | 0.12 | 94 | 3.96 | 0.09 |
| 197 | Pain Management | 205 | 4.51 | 0.04 | 165 | 4.57 | 0.04 | 75 | 4.37 | 0.09 | 88 | 4.39 | 0.08 |
| 198 | Palliative Care | 215 | 4.05 | 0.06 | 185 | 4.17 | 0.06 | 78 | 4.09 | 0.10 | 94 | 4.15 | 0.08 |
| 199 | Peripheral Intravenous Catheter Insertion | 206 | 3.67 | 0.08 | 166 | 3.74 | 0.11 | 76 | 3.76 | 0.15 | 88 | 3.53 | 0.14 |
| 200 | Peripheral Intravenous Catheter Maintenance | 213 | 4.08 | 0.07 | 184 | 4.13 | 0.08 | 78 | 3.86 | 0.13 | 94 | 4.24 | 0.08 |
| 201 | Peripheral Intravenous Catheter Removal | 207 | 3.88 | 0.07 | 166 | 3.77 | 0.10 | 76 | 3.82 | 0.15 | 88 | 3.75 | 0.13 |
| 202 | Personal Biases | 216 | 4.02 | 0.06 | 184 | 3.91 | 0.07 | 78 | 3.95 | 0.13 | 94 | 3.99 | 0.11 |
| 203 | Personal Limitations | 207 | 3.98 | 0.06 | 164 | 3.82 | 0.07 | 76 | 4.08 | 0.10 | 88 | 4.18 | 0.09 |
| 204 | Physical Data Norms | 215 | 4.20 | 0.06 | 186 | 3.98 | 0.06 | 77 | 4.08 | 0.11 | 94 | 4.22 | 0.08 |
| 205 | Plan Of Care | 207 | 3.91 | 0.06 | 165 | 4.04 | 0.06 | 76 | 4.11 | 0.08 | 88 | 4.01 | 0.08 |
| 206 | Policies And Procedures | 214 | 4.47 | 0.05 | 186 | 4.28 | 0.06 | 77 | 4.32 | 0.10 | 94 | 4.49 | 0.07 |
| 207 | Polypharmacy | 205 | 4.04 | 0.06 | 165 | 4.18 | 0.07 | 76 | 4.17 | 0.11 | 88 | 4.26 | 0.07 |
| 208 | Post-Operative Care | 214 | 4.13 | 0.06 | 185 | 3.99 | 0.08 | 78 | 3.97 | 0.12 | 94 | 4.18 | 0.10 |
| 209 | Post-Operative Education | 207 | 3.95 | 0.06 | 166 | 3.90 | 0.08 | 76 | 3.99 | 0.12 | 88 | 3.88 | 0.11 |
| 210 | Postpartum Client | 214 | 3.50 | 0.08 | 186 | 3.29 | 0.10 | 78 | 3.54 | 0.16 | 94 | 3.62 | 0.12 |
| 211 | Practice Error | 207 | 4.20 | 0.05 | 165 | 4.18 | 0.07 | 76 | 4.38 | 0.09 | 87 | 4.22 | 0.09 |
| 212 | Prenatal Complication | 215 | 3.48 | 0.08 | 184 | 3.27 | 0.11 | 76 | 3.59 | 0.16 | 94 | 3.55 | 0.13 |

| Knowledge Statements Subgroup Analysis: Facility | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Survey Position # | Knowledge Statement | Hospital | | | Long-term Care | | | Community-based Facility | | | Other | | |
| | | N | Avg. | Std. Err. | N | Avg. | Std. Err. | N | Avg. | Std. Err. | N | Avg. | Std. Err. |
| 213 | Pre-Operative Education | 207 | 3.85 | 0.07 | 166 | 3.78 | 0.08 | 76 | 3.87 | 0.12 | 88 | 3.90 | 0.11 |
| 214 | Preschool Client Care | 215 | 3.23 | 0.07 | 186 | 3.05 | 0.10 | 78 | 3.56 | 0.14 | 93 | 3.34 | 0.11 |
| 215 | Preventative Care | 207 | 4.14 | 0.05 | 166 | 4.15 | 0.07 | 76 | 4.34 | 0.08 | 88 | 4.19 | 0.09 |
| 216 | Prevention Strategies | 215 | 4.09 | 0.06 | 185 | 3.99 | 0.06 | 78 | 4.32 | 0.09 | 93 | 4.33 | 0.07 |
| 217 | Professional Accountability | 205 | 4.58 | 0.04 | 166 | 4.49 | 0.05 | 76 | 4.55 | 0.08 | 88 | 4.49 | 0.07 |
| 218 | Professional Boundaries | 216 | 4.43 | 0.05 | 186 | 4.28 | 0.06 | 77 | 4.42 | 0.09 | 94 | 4.56 | 0.06 |
| 219 | Professional Development | 205 | 4.19 | 0.06 | 166 | 4.14 | 0.07 | 76 | 4.34 | 0.09 | 86 | 4.29 | 0.10 |
| 220 | Protocols | 215 | 4.29 | 0.05 | 186 | 4.23 | 0.05 | 78 | 4.40 | 0.08 | 94 | 4.34 | 0.07 |
| 221 | Psychological Evaluation | 207 | 3.53 | 0.06 | 166 | 3.62 | 0.08 | 75 | 3.84 | 0.11 | 88 | 3.67 | 0.10 |
| 222 | Psychosocial Functioning | 215 | 3.96 | 0.05 | 186 | 4.01 | 0.06 | 77 | 4.13 | 0.09 | 94 | 4.17 | 0.07 |
| 223 | Quality Improvement | 206 | 3.66 | 0.06 | 166 | 3.93 | 0.07 | 76 | 3.97 | 0.10 | 88 | 3.84 | 0.10 |
| 224 | Reality Orientation | 215 | 3.94 | 0.05 | 185 | 3.88 | 0.07 | 78 | 4.06 | 0.10 | 93 | 4.10 | 0.09 |
| 225 | Referral | 206 | 3.28 | 0.07 | 165 | 3.30 | 0.08 | 76 | 3.53 | 0.11 | 88 | 3.55 | 0.09 |
| 226 | Referral Process | 215 | 3.51 | 0.06 | 184 | 3.57 | 0.07 | 78 | 3.71 | 0.12 | 94 | 3.73 | 0.09 |
| 227 | Relaxation Techniques | 204 | 3.50 | 0.06 | 165 | 3.49 | 0.07 | 76 | 3.66 | 0.11 | 87 | 3.63 | 0.08 |
| 228 | Reminiscence Therapy | 212 | 3.17 | 0.08 | 185 | 3.38 | 0.08 | 76 | 3.34 | 0.14 | 93 | 3.19 | 0.10 |
| 229 | Resources | 205 | 3.62 | 0.06 | 166 | 3.56 | 0.07 | 76 | 3.82 | 0.10 | 88 | 3.70 | 0.09 |
| 230 | Respiratory Disorders | 216 | 4.41 | 0.05 | 186 | 4.50 | 0.05 | 77 | 4.38 | 0.10 | 94 | 4.59 | 0.06 |
| 231 | Respiratory Interventions | 207 | 4.36 | 0.05 | 166 | 4.57 | 0.05 | 76 | 4.43 | 0.08 | 88 | 4.40 | 0.09 |
| 232 | Responses To Life-Threatening Situations | 216 | 4.71 | 0.04 | 185 | 4.68 | 0.05 | 77 | 4.69 | 0.08 | 94 | 4.81 | 0.05 |
| 233 | Restraint Alternatives | 207 | 3.97 | 0.06 | 166 | 4.02 | 0.07 | 75 | 3.80 | 0.13 | 88 | 4.08 | 0.09 |
| 234 | Restraints | 215 | 4.18 | 0.06 | 184 | 3.84 | 0.09 | 78 | 3.77 | 0.13 | 94 | 4.30 | 0.08 |
| 235 | Risk Tools | 206 | 3.61 | 0.06 | 166 | 3.67 | 0.07 | 75 | 3.72 | 0.12 | 88 | 3.68 | 0.10 |
| 236 | Safe Health Care Environment | 216 | 4.49 | 0.05 | 184 | 4.41 | 0.06 | 78 | 4.41 | 0.09 | 94 | 4.62 | 0.06 |
| 237 | Safe Health Care Practice | 205 | 4.33 | 0.05 | 166 | 4.39 | 0.07 | 75 | 4.45 | 0.10 | 88 | 4.40 | 0.08 |
| 238 | Safety Checks | 216 | 4.57 | 0.04 | 186 | 4.42 | 0.05 | 77 | 4.47 | 0.08 | 93 | 4.66 | 0.06 |
| 239 | School Age Client Care | 206 | 3.46 | 0.07 | 163 | 3.20 | 0.10 | 76 | 3.88 | 0.11 | 87 | 3.44 | 0.12 |
| 240 | Scope Of Practice | 215 | 4.68 | 0.04 | 185 | 4.63 | 0.05 | 77 | 4.70 | 0.07 | 93 | 4.81 | 0.05 |
| 241 | Seclusion | 206 | 3.15 | 0.07 | 165 | 3.41 | 0.09 | 76 | 3.59 | 0.13 | 87 | 3.41 | 0.12 |
| 242 | Sensory/Perceptual Alterations | 214 | 4.07 | 0.05 | 186 | 4.00 | 0.06 | 78 | 4.08 | 0.09 | 94 | 4.30 | 0.06 |
| 243 | Sequential Compression Devices | 206 | 3.89 | 0.06 | 166 | 3.60 | 0.09 | 76 | 3.79 | 0.11 | 88 | 3.61 | 0.11 |
| 244 | Shift Report, Hand-Off | 215 | 4.45 | 0.05 | 184 | 4.44 | 0.05 | 78 | 4.29 | 0.11 | 94 | 4.56 | 0.07 |
| 245 | Skin Care | 207 | 4.34 | 0.05 | 166 | 4.43 | 0.05 | 76 | 4.26 | 0.09 | 88 | 4.34 | 0.09 |
| 246 | Skin Integrity | 216 | 4.44 | 0.04 | 186 | 4.54 | 0.05 | 77 | 4.55 | 0.07 | 94 | 4.53 | 0.06 |
| 247 | Skin Monitoring | 206 | 4.34 | 0.05 | 165 | 4.41 | 0.05 | 76 | 4.42 | 0.08 | 87 | 4.44 | 0.08 |
| 248 | Sleep Hygiene | 215 | 3.80 | 0.06 | 186 | 3.84 | 0.07 | 76 | 3.72 | 0.12 | 93 | 4.06 | 0.07 |
| 249 | Specialty Diet | 207 | 3.73 | 0.06 | 166 | 3.92 | 0.07 | 76 | 3.96 | 0.11 | 88 | 3.91 | 0.09 |
| 250 | Specimen Collection | 214 | 4.15 | 0.05 | 185 | 4.19 | 0.06 | 77 | 4.13 | 0.10 | 94 | 4.19 | 0.08 |

| | | Hospital | | | Long-term Care | | | Community-based Facility | | | Other | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Survey Position # | Knowledge Statement | N | Avg. | Std. Err. | N | Avg. | Std. Err. | N | Avg. | Std. Err. | N | Avg. | Std. Err. |
| 251 | Staff Competency | 206 | 4.09 | 0.07 | 166 | 4.18 | 0.07 | 76 | 4.17 | 0.09 | 88 | 4.13 | 0.11 |
| 252 | Staff Education | 214 | 3.86 | 0.06 | 185 | 3.92 | 0.07 | 77 | 4.00 | 0.10 | 94 | 4.05 | 0.09 |
| 253 | Staff Safety | 204 | 4.34 | 0.05 | 165 | 4.32 | 0.07 | 75 | 4.44 | 0.09 | 88 | 4.43 | 0.09 |
| 254 | Standard Of Care | 215 | 4.42 | 0.05 | 184 | 4.43 | 0.05 | 77 | 4.58 | 0.07 | 94 | 4.50 | 0.07 |
| 255 | Standard/Universal Precautions | 206 | 4.77 | 0.03 | 165 | 4.60 | 0.05 | 76 | 4.86 | 0.04 | 88 | 4.75 | 0.06 |
| 256 | Standardized Orders | 214 | 4.16 | 0.05 | 184 | 4.14 | 0.06 | 77 | 4.27 | 0.09 | 93 | 4.39 | 0.07 |
| 257 | Standardized Pain Scales | 206 | 4.29 | 0.05 | 164 | 4.22 | 0.06 | 76 | 4.38 | 0.08 | 88 | 4.23 | 0.09 |
| 258 | Standards Of Care | 215 | 4.44 | 0.05 | 183 | 4.55 | 0.04 | 77 | 4.52 | 0.07 | 93 | 4.52 | 0.07 |
| 259 | Staple Removal | 207 | 3.46 | 0.07 | 166 | 3.53 | 0.08 | 75 | 3.67 | 0.11 | 88 | 3.35 | 0.12 |
| 260 | Sterile Technique | 215 | 4.63 | 0.05 | 185 | 4.66 | 0.05 | 77 | 4.70 | 0.08 | 94 | 4.80 | 0.05 |
| 261 | Stressful Life Events | 206 | 3.63 | 0.06 | 165 | 3.59 | 0.07 | 76 | 3.87 | 0.10 | 88 | 3.72 | 0.09 |
| 262 | Subcutaneous Medication Administration | 216 | 4.52 | 0.04 | 184 | 4.51 | 0.05 | 77 | 4.51 | 0.09 | 94 | 4.65 | 0.06 |
| 263 | Substance Abuse Disorder | 206 | 3.78 | 0.07 | 166 | 3.72 | 0.08 | 76 | 3.92 | 0.11 | 88 | 3.90 | 0.08 |
| 264 | Substance Withdrawal | 214 | 3.90 | 0.06 | 186 | 3.69 | 0.07 | 78 | 3.96 | 0.12 | 94 | 4.05 | 0.09 |
| 265 | Supervision/Monitoring Of Assistive Personnel | 207 | 3.90 | 0.06 | 166 | 4.14 | 0.06 | 76 | 3.97 | 0.11 | 88 | 4.16 | 0.08 |
| 266 | Supervision/Monitoring Of Tasks Assigned | 215 | 4.24 | 0.05 | 186 | 4.23 | 0.06 | 78 | 4.15 | 0.09 | 93 | 4.40 | 0.07 |
| 267 | Surgical Procedure | 206 | 3.54 | 0.07 | 165 | 3.45 | 0.10 | 76 | 3.87 | 0.12 | 87 | 3.45 | 0.11 |
| 268 | Suture Removal | 213 | 3.45 | 0.07 | 187 | 3.54 | 0.08 | 78 | 3.58 | 0.14 | 93 | 3.63 | 0.09 |
| 269 | Therapeutic Communication | 207 | 4.30 | 0.05 | 166 | 4.16 | 0.07 | 76 | 4.37 | 0.08 | 87 | 4.32 | 0.08 |
| 270 | Therapeutic Environment | 213 | 3.93 | 0.06 | 185 | 3.89 | 0.06 | 78 | 3.97 | 0.09 | 92 | 4.12 | 0.07 |
| 271 | Time Management Skills/ Techniques | 207 | 4.40 | 0.04 | 166 | 4.39 | 0.06 | 76 | 4.43 | 0.08 | 88 | 4.38 | 0.08 |
| 272 | Tracheostomy | 215 | 3.84 | 0.07 | 187 | 4.10 | 0.07 | 78 | 4.09 | 0.11 | 93 | 4.24 | 0.09 |
| 273 | Transfer Assistive Devices | 207 | 4.03 | 0.06 | 165 | 4.10 | 0.06 | 76 | 4.17 | 0.09 | 88 | 4.02 | 0.09 |
| 274 | Transfer Process | 215 | 3.84 | 0.06 | 187 | 3.96 | 0.07 | 78 | 4.01 | 0.10 | 93 | 4.09 | 0.08 |
| 275 | Transfusion Reaction | 207 | 4.20 | 0.07 | 166 | 4.04 | 0.10 | 76 | 4.38 | 0.11 | 88 | 4.14 | 0.12 |
| 276 | Treatment Barriers | 215 | 3.92 | 0.05 | 185 | 3.92 | 0.06 | 78 | 4.01 | 0.09 | 92 | 4.01 | 0.08 |
| 277 | Urinary Catheter Insertion | 206 | 4.29 | 0.05 | 166 | 4.38 | 0.06 | 76 | 4.37 | 0.10 | 88 | 4.33 | 0.10 |
| 278 | Urinary Catheter Irrigation | 215 | 3.94 | 0.06 | 186 | 4.15 | 0.06 | 77 | 4.00 | 0.12 | 93 | 4.01 | 0.09 |
| 279 | Urinary Catheter Maintenance | 206 | 4.31 | 0.05 | 166 | 4.32 | 0.06 | 76 | 4.41 | 0.10 | 88 | 4.31 | 0.10 |
| 280 | Urinary Catheter Removal | 215 | 4.15 | 0.06 | 187 | 4.12 | 0.07 | 78 | 4.09 | 0.11 | 93 | 4.19 | 0.08 |
| 281 | Urinary Retention | 205 | 4.12 | 0.06 | 166 | 4.18 | 0.06 | 76 | 4.18 | 0.09 | 88 | 4.14 | 0.10 |
| 282 | Usage Of Social Media Related To Client Information | 214 | 4.02 | 0.08 | 185 | 3.83 | 0.09 | 78 | 3.82 | 0.15 | 93 | 4.06 | 0.11 |
| 283 | Validation Therapy | 205 | 3.25 | 0.07 | 164 | 3.30 | 0.09 | 75 | 3.69 | 0.11 | 87 | 3.44 | 0.11 |
| 284 | Venipuncture | 215 | 3.82 | 0.08 | 187 | 3.98 | 0.08 | 78 | 3.94 | 0.14 | 93 | 3.90 | 0.12 |
| 285 | Ventilator | 207 | 3.16 | 0.09 | 165 | 3.52 | 0.11 | 76 | 3.83 | 0.13 | 87 | 3.37 | 0.15 |

**Knowledge Statements Subgroup Analysis: Facility**

| Knowledge Statements Subgroup Analysis: Facility | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Survey Position # | Knowledge Statement | Hospital | | | Long-term Care | | | Community-based Facility | | | Other | | |
| | | N | Avg. | Std. Err. | N | Avg. | Std. Err. | N | Avg. | Std. Err. | N | Avg. | Std. Err. |
| 286 | Verbal Orders | 216 | 4.24 | 0.07 | 186 | 4.46 | 0.06 | 78 | 4.56 | 0.08 | 93 | 4.47 | 0.09 |
| 287 | Visual Impairment | 205 | 3.82 | 0.06 | 165 | 3.85 | 0.07 | 76 | 3.89 | 0.10 | 88 | 3.80 | 0.10 |
| 288 | Vital Signs | 215 | 4.76 | 0.03 | 186 | 4.75 | 0.04 | 78 | 4.81 | 0.06 | 93 | 4.84 | 0.05 |
| 289 | Warming Measures | 206 | 3.61 | 0.07 | 166 | 3.46 | 0.09 | 76 | 3.82 | 0.09 | 88 | 3.58 | 0.12 |
| 290 | Wound Drainage Device Removal | 215 | 3.70 | 0.07 | 187 | 3.90 | 0.07 | 78 | 4.05 | 0.12 | 93 | 3.96 | 0.11 |
| 291 | Wound Dressing Change | 207 | 4.23 | 0.05 | 165 | 4.45 | 0.05 | 76 | 4.47 | 0.09 | 88 | 4.28 | 0.10 |
| 292 | Wound Irrigation | 215 | 3.93 | 0.06 | 187 | 4.07 | 0.06 | 78 | 4.19 | 0.09 | 93 | 4.13 | 0.09 |
| 293 | Wound Types | 207 | 4.13 | 0.05 | 166 | 4.37 | 0.05 | 76 | 4.38 | 0.09 | 88 | 4.25 | 0.09 |

# APPENDIX J: KNOWLEDGE SURVEY NONRESPONDER STUDY

## Introduction

The National Council of State Boards of Nursing (NCSBN®) conducted a knowledge statement survey to assess the knowledge newly licensed nurses needed to possess for safe and effective professional practice. The purpose of the study was to inform NCLEX® item development. The overall analyzable response rate for the 2015 LPN/VN Nursing Knowledge Survey was 19.6%. Of the 6,350 Newly Licensed LPN/VNs, LPN/VN Educators and LPN/VN Supervisors who were invited to take the survey, 1,159 completed and returned a valid survey. NCSBN made the decision to contact a sample of the nurses who did not respond to the survey in order to determine if the results of the 2015 knowledge survey could be biased. If there is a systematic difference in the ratings of the knowledge statement between responders and nonresponders, then the results could potentially be biased. Ruling out the potential for systematic differences among raters, supports the validity of the results. Additionally, NCSBN wanted to assess the reasons nonresponders did not return the survey in order to increase response rates in future studies.

## Methodology

### Sample Selection

A random sample of Newly Licensed LPN/VNs, LPN/VN Educators and LPN/VN Supervisors who were invited, but did not respond to the 2015 LPN/VN Nursing Knowledge Survey were contacted via telephone. The sample selected for this study was proportionally equivalent to the population of nonresponders.

### Telephone Interview Process

Nonresponders were contacted via telephone by a vendor, using telephone numbers provided by NCSBN. Initially, these nonresponders were asked about their reasons for not completing the 2015 LPN/VN Nursing Knowledge Survey. To facilitate the gathering of data from nonresponders, NCSBN developed a list of possible reasons why invitees may not have responded to the survey from prior research. These reasons included: "too busy," "did not care," "do not like/trust surveys," "did not receive it," or they were asked to provide another response. Next, in order to provide background on nonresponders, individuals were asked for employment setting/ specialty and length of time in their current position. In addition, responders were asked to rate 10 knowledge statements that were listed in the 2015 LPN/VN Nursing Knowledge Survey. Responders were thanked for their time and responses were recorded in a Microsoft Excel© 2010 spreadsheet.

## Return Rates

Of the nonresponders who were potential contacts, 90 individuals participated in the study: 30 Newly Licensed LPN/VNs, 30 LPN/VN Educators and 30 LPN/VN Supervisors.

## Nonresponder Results

### Reasons for Not Responding

In general, reasons for not responding were listed as "did not receive it" (39 responses or 43.3%), "too busy" to answer the survey (27 responses or 30.0%), or "other" (21 responses or 23.3%). See Figure 1.

### Time at Current Position

Responders were asked how many months they had been in their current position. Nonresponders who were Newly Licensed LPN/VNs averaged 14.4 months (1.2 years) at their job compared to responders, who were asked months since graduation and averaged 16.6 months (almost 1.3 years). Nonresponder LPN/VN Educators spent an average of 156.4 months (13.0 years) at their position compared to responders who averaged and 116.1 months (9.7 years) at their current position. Nonresponder LPN/VN Supervisors spent an average of 137.2 months (11.4 years) at their job compared to responders who spent an average of 136.8 months (11.4 years). See Figure 2.

### Employment Setting/Specialty

Nonresponders were asked to provide their employment setting/specialty area. The different specialties were well represented in this sample. Similar to responders, the largest percentage of Newly Licensed LPN/VN nonresponders listed their field as nursing home (23.3% for nonresponders and 43.2% for responders). Other/academia (33.3%) was listed as the most frequent employment setting among LPN/VN Educators in the nonresponder study, followed by medical-surgical unit (30%). The most frequent employment setting among LPN/VN Educators in the responder study was medical-surgical unit (47.6%). Among responder supervisors, nursing home was listed as the most frequent employment setting (53.3%); nonresponder supervisors reported home health as the most frequent employment setting (30.0%). Differences between nonresponder and responder results could be due to the classification by the vendor of their setting (the vendor categorized academia for the nonresponder educators while the survey responders chose their nursing specialty area). See Table J.1.



Figure J.1. Reasons for Not Responding



Figure J.2. Months at Position by Job Title

## Importance Ratings

Importance ratings of the knowledge statements were provided by the nonresponders and compared to the average rating of the same knowledge statements by survey responders. Overall, nonresponders and responders had fairly similar ratings of knowledge statements. See Table J.2.

## Summary

This study found that the responders and nonresponders rated the importance of 10 knowledge statements fairly similar. These findings suggest that there are no systematic differences in ratings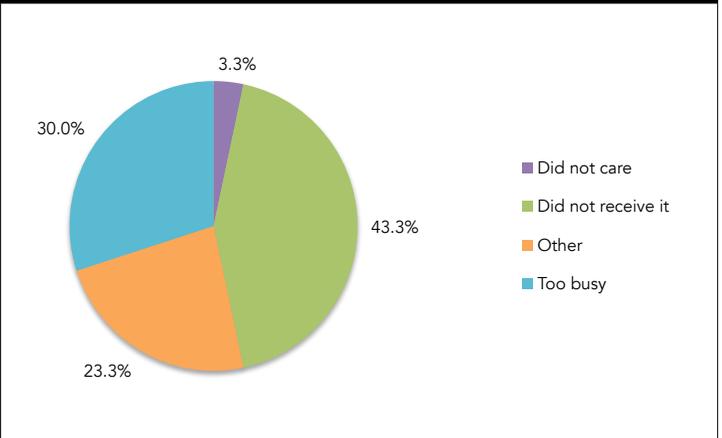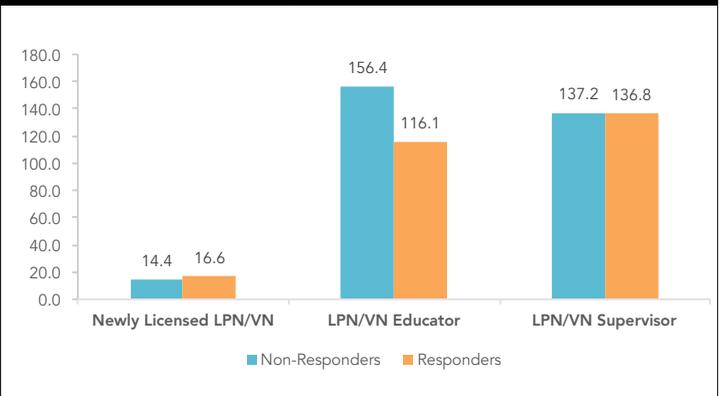 between the two groups that could bias the results of the study. This lends support to the validity of the findings from the 2015 knowledge survey. Additionally, the findings suggest that individuals did not complete the study because they were in general either "did not receive the survey", "too busy", or in other situations. Overall, these results provide important information on the validity of the 2015 knowledge survey and why individuals do not complete surveys.

| Table J.1. Employment Setting/Specialty for Responders and Nonresponders | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Responders | | | | | | Nonresponders | | | | | |
| | Newly Licensed LPN/VN | | LPN/VN Educator | | LPN/VN Supervisor | | Newly Licensed LPN/VN | | LPN/VN Educator | | LPN/VN Supervisor | |
| Employment Setting | N | % | N | % | N | % | N | % | N | % | N | % |
| Critical care | 16 | 4.8 | 82 | 13.1 | 20 | 10.1 | 1 | 3.3 | 2 | 6.7 | 5 | 16.7 |
| Medical-surgical unit | 31 | 9.2 | 297 | 47.6 | 40 | 20.1 | 0 | 0.0 | 9 | 30.0 | 2 | 6.7 |
| Pediatrics | 19 | 5.7 | 52 | 8.3 | 2 | 1.0 | 3 | 10.0 | 0 | 0.0 | 0 | 0.0 |
| Nursery | 3 | 0.9 | 42 | 6.7 | 4 | 2.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Labor and delivery | 3 | 0.9 | 58 | 9.3 | 5 | 2.5 | 1 | 3.3 | 0 | 0.0 | 0 | 0.0 |
| Postpartum unit | 3 | 0.9 | 59 | 9.5 | 3 | 1.5 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Psychiatric | 22 | 6.5 | 59 | 9.5 | 13 | 6.5 | 0 | 0.0 | 0 | 0.0 | 1 | 3.3 |
| Operating room | 42 | 12.5 | 14 | 2.2 | 4 | 2.0 | 0 | 0.0 | 3 | 10.0 | 0 | 0.0 |
| Assisted living | 2 | 0.6 | 13 | 2.1 | 5 | 2.5 | 4 | 13.3 | 0 | 0.0 | 1 | 3.3 |
| Nursing home | 145 | 43.2 | 221 | 35.4 | 106 | 53.3 | 7 | 23.3 | 4 | 13.3 | 2 | 6.7 |
| Other long term care | 49 | 14.6 | 32 | 5.1 | 10 | 5.0 | 0 | 0.0 | 0 | 0.0 | 1 | 3.3 |
| Rehabilitation | 53 | 15.8 | 53 | 8.5 | 30 | 15.1 | 2 | 6.7 | 0 | 0.0 | 7 | 23.3 |
| Subacute unit | 14 | 4.2 | 31 | 5.0 | 13 | 6.5 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Transitional care unit | 8 | 2.4 | 19 | 3.0 | 10 | 5.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Physician/dentist's office | 21 | 6.3 | 9 | 1.4 | 0 | 0.0 | 4 | 13.3 | 1 | 3.3 | 0 | 0.0 |
| Occupational health | 3 | 0.9 | 1 | 0.2 | 0 | 0.0 | 1 | 3.3 | 0 | 0.0 | 0 | 0.0 |
| Outpatient clinic | 27 | 8.0 | 15 | 2.4 | 3 | 1.5 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Home health | 44 | 13.1 | 24 | 3.8 | 26 | 13.1 | 1 | 3.3 | 1 | 3.3 | 9 | 30.0 |
| Public health | 3 | 0.9 | 10 | 1.6 | 7 | 3.5 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Student/school health | 9 | 2.7 | 24 | 3.8 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Hospice care | 31 | 9.2 | 19 | 3.0 | 16 | 8.0 | 0 | 0.0 | 0 | 0.0 | 2 | 6.7 |
| Prison/correctional facility/jail | 5 | 1.5 | 5 | 0.8 | 1 | 0.5 | 2 | 6.7 | 0 | 0.0 | 0 | 0.0 |
| Short stay/Observational | 6 | 1.8 | 0 | 0.0 | 5 | 2.5 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Step-down/Progressive care | 2 | 0.6 | 17 | 2.7 | 1 | 0.5 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Other* | 33 | 9.8 | 119 | 19.1 | 23 | 11.6 | 4 | 13.3 | 10 | 33.3 | 0 | 0.0 |

*Other included responders and nonresponders answering academic settings and specialties which were not listed on the survey.

| Table J.2. Importance Ratings for Knowledge Statements | | |
|---|---|---|
| Knowledge Statement | Responder Rating | Nonresponder Rating |
| 1. Basic cardiac rhythms | 3.99 (N=590) | 4.08 (N=90) |
| 2. Central venous catheter maintenance | 3.90 (N=590) | 3.82 (N=90) |
| 3. Conflict resolution | 3.76 (N=590) | 3.77 (N=90) |
| 4. Gastrointestinal tube feeding administration procedure | 4.05 (N=588) | 4.09 (N=90) |
| 5. Legal scope of practice | 3.73 (N=547) | 3.93 (N=90) |
| 6. Orthosis (e.g., traction, splint, brace) | 3.71 (N=554) | 3.80 (N=90) |
| 7. Postmortem care | 4.39 (N=593) | 4.38 (N=90) |
| 8. Quality improvement (QI) | 3.99 (N=555) | 4.09 (N=90) |
| 9. Stages of growth and development | 3.85 (N=590) | 3.79 (N=90) |
| 10. Time-out procedure | 3.37 (N=550) | 3.53 (N=90) |

## APPENDIX K: LINKING OF KNOWLEDGE STATEMENTS AND ACTIVITY STATEMENTS

Appendix K was developed by the SME panelists and does not reflect the final knowledge statement and categorization.

| Linking of Knowledge Statements and Activity Statements |
| --- |
| **1. Coordinated Care** |
| Apply evidence-based practice when providing care |
| policies and procedures |
| scope of practice |
| standardized orders |
| evidence-based practice |
| evidence-based practice resources |
| Practice in a manner consistent with code of ethics for nurses |
| scope of practice |
| code of ethics |
| professional boundaries |
| usage of social media with respect to client information |
| confidentiality and privacy laws |
| client rights |
| Provide care within the legal scope of practice |
| scope of practice |
| policies and procedures |
| Maintain client confidentiality |
| confidentiality and privacy laws |
| usage of social media related to client information |
| confidentiality |
| electronic medical records (EMR) |
| client rights |
| Organize and prioritize care for assigned group of clients |
| data collection |
| critical thinking |
| time management skills/techniques |
| delegation |
| shift report, hand-off |
| client condition |
| Assign client care and/or related tasks (e.g., assistive personnel or LPN/VN) |
| delegation |
| scope of practice |
| supervision/monitoring of tasks assigned |
| policies and procedures |
| cultural competency |
| Monitor activities of assistive personnel |
| supervision/monitoring of assistive personnel |
| delegation |
| scope of practice |

| Linking of Knowledge Statements and Activity Statements |
|---|
| Participate in client data collection |
|     communication skills |
|     cultural competency |
|     diagnostic test results |
|     data collection |
|     documentation |
|     interdisciplinary communication |
| Participate in client referral process |
|     available resources |
|     referral process |
|     scope of practice |
|     interdisciplinary communication |
|     client communication |
|     follow-up with clients |
| Use data from various sources in making clinical decisions |
|     critical thinking |
|     interdisciplinary communication |
|     interdisciplinary collaboration |
|     diagnostic values |
|     client baseline data |
|     policies and procedures |
|     resources |
|     client communication |
|     client rights |
|     cultural competency |
|     client condition |
| Contribute to the development and/or update of the client plan of care |
|     data collection |
|     client evaluation |
|     client baseline data |
|     client disease processes and conditions |
|     client history |
|     referral |
|     interdisciplinary collaboration |
|     care plan |
| Receive and process health care provider orders |
|     policies and procedures |
|     scope of practice |
|     standardized orders |
|     verbal orders |
|     interdisciplinary communication |
|     client medical history |
|     health care provider's orders |

| Linking of Knowledge Statements and Activity Statements |
| --- |
| Provide and receive report |
|     communication skills |
|     critical thinking |
|     client care prioritization |
|     policies and procedures |
|     delegation |
|     scope of practice |
|     continuity of care |
| Advocate for client rights and needs |
|     client communication |
|     interdisciplinary communication |
|     client rights |
|     available resources |
|     mandatory reporting |
|     abuse prevention |
|     client advocacy |
|     client education |
| Provide for privacy needs |
|     confidentiality and privacy laws |
|     cultural competency |
|     client rights |
|     client advocacy |
|     policies and procedures |
| Promote client self-advocacy |
|     client communication |
|     client self-advocacy |
|     client education |
|     available resources |
|     client-centered care |
|     client autonomy |
| Involve client in care decision making |
|     client education |
|     client communication |
|     available resources |
|     client autonomy |
|     interdisciplinary collaboration |
|     client self-advocacy |
|     client rights |
| Participate in client consent process |
|     client education |
|     policies and procedures |
|     client autonomy |
|     client mental competency |
|     client communication |

| Linking of Knowledge Statements and Activity Statements |
| --- |
| client rights |
| documentation |
| Provide information about advance directives |
| client communication |
| client education |
| policies and procedures |
| confidentiality and privacy laws |
| documentation |
| client rights |
| client history |
| interdisciplinary communication |
| interdisciplinary collaboration |
| client self-advocacy |
| Participate in providing cost effective care |
| infection control |
| plan of care |
| health care provider's orders |
| documentation |
| policies and procedures |
| cost effective care |
| Use information technology in client care |
| electronic medical records (EMR) |
| confidentiality and privacy laws |
| policies and procedures |
| client consent |
| client education |
| appropriate resources |
| Participate as a member of an interdisciplinary team |
| interdisciplinary communication |
| interdisciplinary collaboration |
| interdisciplinary roles and responsibilities |
| client advocacy |
| Recognize and report staff conflict |
| chain of command |
| scope of practice |
| code of ethics |
| communication skills |
| conflict resolution |
| policies and procedures |
| Recognize task/assignment you are not prepared to perform and seek assistance |
| scope of practice |
| communication skills |
| policies and procedures |
| chain of command |

| Linking of Knowledge Statements and Activity Statements |
|---|
| personal limitations |
| available resources |
| professional accountability |
| Respond to the unsafe practice of a health care provider (e.g., intervene or report) |
| scope of practice |
| policies and procedures |
| mandatory reporting |
| incident report |
| client advocacy |
| safe health care practice |
| intervention techniques |
| Follow regulation/policy for reporting specific issues (e.g., abuse, neglect, gunshot wound or communicable disease) |
| mandatory reporting |
| policies and procedures |
| available resources |
| chain of command |
| client advocacy |
| Participate in client discharge or transfer |
| client communication |
| policies and procedures |
| discharge process |
| transfer process |
| client education |
| available resources |
| interdisciplinary communication |
| interdisciplinary collaboration |
| Follow up with client after discharge |
| client communication |
| discharge process |
| policies and procedures |
| documentation |
| Participate in staff education (e.g., inservices and continued competency) |
| communication skills |
| policies and procedures |
| scope of practice |
| professional development |
| available resources |
| Participate in quality improvement (QI) activity (e.g., collecting data, serving on QI committee) |
| policies and procedures |
| data collection |
| interdisciplinary collaboration |
| quality improvement |
| standards of care |

| Linking of Knowledge Statements and Activity Statements |
| --- |
| **2. Safety and Infection Control** |
| Verify the identity of client |
| policies and procedures |
| client communication |
| client safety |
| client identification methods |
| confidentiality and privacy laws |
| client rights |
| Identify client allergies and intervene as appropriate |
| policies and procedures |
| client communication |
| client safety |
| client history |
| client observation |
| allergic reactions |
| emergency procedures |
| interdisciplinary communication |
| data collection |
| Evaluate the appropriateness of health care provider's order for client |
| scope of practice |
| standard of care |
| standardized orders |
| policies and procedures |
| client history |
| available resources |
| client condition |
| interdisciplinary collaboration |
| health care provider's orders |
| Acknowledge and document practice error (e.g., incident report) |
| incident report |
| mandatory reporting |
| policies and procedures |
| interdisciplinary communication |
| documentation |
| client rights |
| chain of command |
| code of ethics |
| professional accountability |
| practice error |
| Assist in and/or reinforce education to client about safety precautions |
| client education |
| client communication |
| client history |
| available resources |

| Linking of Knowledge Statements and Activity Statements |
| --- |
| client safety |
| policies and procedures |
| cultural competency |
| barriers to learning |
| Use safe client handling techniques (e.g., body mechanics) |
| body mechanics |
| assistive devices |
| policies and procedures |
| delegation |
| personal limitations |
| client safety |
| staff safety |
| data collection |
| client condition |
| Use transfer assistive devices (e.g., gait/transfer belt, slide board or mechanical lift) |
| transfer assistive devices |
| policies and procedures |
| client safety |
| staff safety |
| client history |
| personal limitations |
| interdisciplinary communication |
| client education |
| Assure availability and safe functioning of client care equipment |
| interdisciplinary communication |
| policies and procedures |
| client safety |
| staff safety |
| client equipment |
| personal limitations |
| available resources |
| Implement least restrictive restraints or seclusion |
| policies and procedures |
| abuse prevention |
| client rights |
| client communication |
| restraint alternatives |
| restraints |
| interdisciplinary communication |
| safety checks |
| Follow protocol for timed client monitoring (e.g., safety checks) |
| policies and procedures |
| health care provider's orders |
| client observation |
| client condition |

| Linking of Knowledge Statements and Activity Statements |
|---|
| client complication |
| safety checks |
| client care prioritization |
| Initiate and participate in security alert (e.g., infant abduction or flight risk) |
| policies and procedures |
| client communication |
| client education |
| interdisciplinary communication |
| safety checks |
| chain of command |
| mandatory reporting |
| emergency preparedness |
| Identify and address unsafe conditions in health care environment (e.g., environmental, biohazard, fire) |
| policies and procedures |
| mandatory reporting |
| chain of command |
| incident report |
| safe health care environment |
| documentation |
| interdisciplinary communication |
| interdisciplinary collaboration |
| Participate in preparation for internal and external disasters (e.g., fire or natural disaster) |
| disaster drills |
| policies and procedures |
| chain of command |
| documentation |
| client education |
| communication skills |
| emergency preparedness |
| Maintain standard/universal precautions |
| standard/universal precautions |
| policies and procedures |
| communication skills |
| client education |
| appropriate resources |
| staff education |
| staff competency |
| infection control |
| Use aseptic and sterile techniques |
| aseptic technique |
| sterile technique |
| policies and procedures |
| staff education |
| staff competency |

| Linking of Knowledge Statements and Activity Statements |
| --- |
| health care provider's orders |
| infection control |
| Identify the need for and implement appropriate isolation techniques |
| health care provider's orders |
| policies and procedures |
| staff education |
| staff competency |
| client education |
| diagnostic test results |
| client equipment |
| isolation techniques |
| interdisciplinary communication |
| interdisciplinary collaboration |
| client communication |
| mandatory reporting |
| infection control |
| **3. Health Promotion and Maintenance** |
| Assist with fetal heart monitoring for the antepartum client |
| policies and procedures |
| client equipment |
| antepartum client |
| documentation |
| chain of command |
| interdisciplinary communication |
| client education |
| client history |
| fetal heart monitoring |
| Assist with monitoring a client in labor |
| policies and procedures |
| client in labor |
| client history |
| client equipment |
| fetal heart monitoring |
| chain of command |
| communication skills |
| client education |
| emergency procedures |
| documentation |
| health care provider's orders |
| interdisciplinary communication |
| Monitor recovery of stable postpartum client |
| postpartum client |
| incision care |

**Linking of Knowledge Statements and Activity Statements**

| |
|---|
| policies and procedures |
| documentation |
| health care provider's orders |
| client education |
| chain of command |
| emergency procedures |
| client history |
| client condition |
| Provide care that meets the needs of the newborn less than 1 month old through the infant or toddler client through 2 years |
| newborn client care |
| infant care |
| care of toddler client through two years |
| client history |
| developmental stages |
| client education |
| documentation |
| immunizations |
| client safety |
| preventative care |
| interdisciplinary collaboration |
| Provide care that meets the needs of the preschool, school age and adolescent client ages 3 through 17 years |
| preschool client care |
| school age client care |
| adolescent client care |
| developmental stages |
| client safety |
| immunizations |
| client education |
| client history |
| preventative care |
| interdisciplinary collaboration |
| Provide care that meets the needs of the adult client ages 18 through 64 years |
| developmental stages |
| immunizations |
| client education |
| adult client care |
| preventative care |
| client history |
| available resources |
| client safety |
| communication skills |
| interdisciplinary collaboration |
| Provide care that meets the needs of the adult client ages 65 through 85 years and over |
| client autonomy |

| Linking of Knowledge Statements and Activity Statements |
| --- |
| geriatric client care |
| abuse prevention |
| mandatory reporting |
| immunizations |
| available resources |
| client education |
| interdisciplinary collaboration |
| polypharmacy |
| mental health disorders |
| developmental stages |
| Compare client to developmental norms |
| developmental stages |
| client history |
| interdisciplinary communication |
| available resources |
| client education |
| data collection |
| Assist client with expected life transition (e.g., attachment to newborn, parenting, retirement) |
| client education |
| life transitions |
| available resources |
| client communication |
| Provide care and resources for beginning of life and/or end of life issues and choices |
| advance directives |
| hospice |
| palliative care |
| client rights |
| living wills |
| available resources |
| interdisciplinary communication |
| newborn education |
| grieving process |
| Collect data for health history (e.g., client medical history, family medical history) |
| client communication |
| data collection |
| interviewing skills |
| client history |
| documentation |
| cultural competency |
| interdisciplinary collaboration |
| Collect baseline physical data (e.g., skin integrity, or height and weight) |
| data collection |
| client history |
| documentation |

## Linking of Knowledge Statements and Activity Statements

| |
|---|
| client observation |
| physical data norms |
| client baseline data |
| **Identify barriers to communication** |
| client history |
| client condition |
| cultural competency |
| communication barriers |
| client mental status |
| client cognitive ability |
| client literacy |
| **Identify barriers to learning** |
| client cognitive ability |
| client literacy |
| communication barriers |
| client mental status |
| cultural competency |
| client condition |
| client history |
| client communication |
| **Participate in health screening or health promotion programs** |
| client education |
| health screening programs |
| health promotion programs |
| available resources |
| interdisciplinary collaboration |
| **Provide information for prevention of high risk behaviors** |
| client education |
| client communication |
| available resources |
| high risk behaviors |
| prevention strategies |
| client history |
| **Identify clients in need of immunizations (required and voluntary)** |
| client history |
| immunizations |
| documentation |
| health care provider's orders |
| client allergies |
| client communication |
| cultural competency |
| **Identify community resources for clients** |
| available resources |
| community resources |
| client history |

| Linking of Knowledge Statements and Activity Statements |
|---|
| client rights |
| client communication |
| cultural competency |
| **4. Psychosocial Integrity** |
| Use therapeutic communication techniques with client |
| client communication |
| communication barriers |
| cultural competency |
| interviewing skills |
| personal biases |
| communication skills |
| active listening |
| therapeutic communication |
| Provide emotional support to client |
| client advocacy |
| professional boundaries |
| nurse-client relationships |
| therapeutic communication |
| active listening |
| available resources |
| Promote positive self-esteem of client |
| client history |
| client autonomy |
| personal limitations |
| client advocacy |
| therapeutic communication |
| available resources |
| Assist in and/or reinforce education to caregivers/family on ways to manage client with behavioral disorders |
| available resources |
| therapeutic communication |
| behavioral disorders |
| client education |
| personal limitations |
| cultural competency |
| documentation |
| policies and procedures |
| mandatory reporting |
| Assist client to cope/adapt to stressful events and changes in health status (e.g., abuse, neglect, end of life, grief and loss, life changes or physical changes) |
| available resources |
| mandatory reporting |
| client communication |
| documentation |
| therapeutic communication |
| developmental stages |

| Linking of Knowledge Statements and Activity Statements |
|---|
|     coping mechanisms |
|     client history |
|     cultural competency |
|     stressful life events |
|     client condition |
|     grieving process |
| Participate in behavior management program by recognizing environmental stressors and/or providing a therapeutic environment |
|     client history |
|     medications |
|     therapeutic communication |
|     available resources |
|     therapeutic environment |
|     environmental stressors |
|     behavioral management |
|     client advocacy |
|     mandatory reporting |
|     documentation |
|     coping mechanisms |
|     interdisciplinary communication |
|     interdisciplinary collaboration |
| Identify stressors that may affect recovery or health maintenance (e.g., lifestyle, body changes, environmental) |
|     client history |
|     alternative therapies |
|     cultural competency |
|     family dynamics |
|     therapeutic communication |
|     life stressors |
|     documentation |
| Identify client use of effective and ineffective coping mechanisms |
|     coping mechanisms |
|     therapeutic communication |
|     client education |
|     client history |
|     care plan |
|     documentation |
| Explore why client is refusing or not following treatment plan |
|     therapeutic communication |
|     client rights |
|     cultural competency |
|     client knowledge deficit |
|     treatment barriers |
|     client history |
|     documentation |
|     available resources |
|     learning barriers |

| Linking of Knowledge Statements and Activity Statements |
| --- |
| Collect data regarding client psychosocial functioning |
| client history |
| data collection |
| therapeutic communication |
| client observation |
| interdisciplinary communication |
| developmental stages |
| psychosocial functioning |
| Collect data on client's potential for violence to self and others |
| client history |
| client observation |
| therapeutic communication |
| interdisciplinary communication |
| psychological evaluation |
| client safety |
| staff safety |
| safety checks |
| mandatory reporting |
| policies and procedures |
| data collection |
| risk tools |
| Identify signs and symptoms of substance abuse, chemical dependency, withdrawal or toxicity |
| client history |
| substance abuse disorder |
| data collection |
| diagnostic test results |
| client observation |
| chemical dependency |
| substance withdrawal |
| chemical toxicity |
| documentation |
| therapeutic communication |
| Assist in the care of the cognitively impaired client |
| cognitive impairment |
| available resources |
| therapeutic communication |
| learning barriers |
| documentation |
| client safety |
| staff safety |
| behavioral management |
| interdisciplinary communication |
| interdisciplinary collaboration |
| client history |

| Linking of Knowledge Statements and Activity Statements |
| --- |
| care plan |
| Assist in the care of a client experiencing sensory/perceptual alterations |
| client history |
| available resources |
| diagnostic test results |
| medication |
| interdisciplinary communication |
| sensory/perceptual alterations |
| client safety |
| staff safety |
| documentation |
| therapeutic communication |
| care plan |
| behavioral management |
| Assist in managing the care of angry and/or agitated client (e.g., de-escalation techniques) |
| de-escalation techniques |
| client safety |
| staff safety |
| client history |
| mandatory reporting |
| interdisciplinary communication |
| policies and procedures |
| medication |
| restraints |
| seclusion |
| client advocacy |
| behavioral management |
| therapeutic communication |
| mental health disorders |
| Plan care with consideration of client spiritual or cultural beliefs |
| cultural competency |
| therapeutic communication |
| client advocacy |
| available resources |
| client education |
| nurse education |
| client history |
| client spiritual beliefs |
| Participate in reminiscence therapy, validation therapy or reality orientation |
| reminiscence therapy |
| validation therapy |
| reality orientation |
| therapeutic communication |
| client history |

| Linking of Knowledge Statements and Activity Statements |
| --- |
| documentation |
| interdisciplinary communication |
| available resources |
| Participate in client group session |
| therapeutic communication |
| client history |
| client advocacy |
| group session |
| de-escalation techniques |
| client education |
| interdisciplinary collaboration |
| **5. Basic Care and Comfort** |
| Monitor and provide for nutritional needs of client |
| client history |
| nutritional norms |
| client baseline data |
| specialty diet |
| documentation |
| diagnostic test results |
| client education |
| interdisciplinary communication |
| interdisciplinary collaboration |
| client safety |
| cultural competency |
| Provide feeding for client with enteral tubes |
| enteral tube types |
| client equipment |
| infection control |
| documentation |
| client safety |
| client communication |
| interdisciplinary communication |
| enteral tube management |
| documentation |
| client education |
| nurse education |
| interdisciplinary collaboration |
| aspiration precautions |
| policies and procedures |
| Provide site care for client with enteral tubes |
| enteral site care |
| enteral tube management |
| documentation |
| client education |

| Linking of Knowledge Statements and Activity Statements |
| --- |
| policies and procedures |
| infection control |
| skin integrity |
| Provide care to client with bowel or bladder management protocol |
| bowel management protocol |
| bladder management protocol |
| policies and procedures |
| documentation |
| client education |
| care plan |
| interdisciplinary communication |
| skin integrity |
| client communication |
| Monitor client intake/output |
| documentation |
| policies and procedures |
| client history |
| client education |
| measurement conversion |
| Provide measures to promote sleep/rest |
| sleep hygiene |
| client history |
| medication history |
| environmental factors |
| documentation |
| relaxation techniques |
| Assist with activities of daily living |
| interdisciplinary collaboration |
| client history |
| functional status |
| client condition |
| available resources |
| client education |
| activities of daily living |
| client autonomy |
| cultural competency |
| assistive devices |
| client safety |
| staff safety |
| body mechanics |
| client communication |
| Provide for mobility needs (e.g., ambulation, range of motion, transfer, repositioning, use of adaptive equipment) |
| client history |
| assistive devices |

| Linking of Knowledge Statements and Activity Statements |
|---|
| interdisciplinary collaboration |
| client safety |
| staff safety |
| client education |
| available resources |
| documentation |
| body mechanics |
| mobility needs |
| policies and procedures |
| interdisciplinary communication |
| Provide care to an immobilized client (e.g., traction, bedridden) |
| policies and procedures |
| assistive devices |
| client safety |
| documentation |
| skin integrity |
| interdisciplinary communication |
| client education |
| available resources |
| client psychosocial needs |
| Assist in the care and comfort for a client with a visual and/or hearing impairment |
| available resources |
| adaptive devices |
| therapeutic communication |
| client safety |
| interdisciplinary communication |
| visual impairment |
| hearing impairment |
| cultural competency |
| client history |
| functional status |
| client condition |
| Perform an irrigation of urinary catheter, bladder, wound, ear, nose or eye |
| policies and procedures |
| urinary catheter irrigation |
| bladder irrigation |
| wound irrigation |
| ear irrigation |
| nose irrigation |
| eye irrigation |
| documentation |
| protocols |
| client education |
| infection control |

## Linking of Knowledge Statements and Activity Statements

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|---|
| sterile technique |
| aseptic technique |
| client privacy |
| Assist in providing postmortem care |
| policies and procedures |
| cultural competency |
| documentation |
| client communication |
| therapeutic communication |
| interdisciplinary collaboration |
| Use measures to maintain or improve client skin integrity |
| skin care |
| skin monitoring |
| documentation |
| client nutrition |
| client education |
| client advocacy |
| adaptive devices |
| diagnostic test results |
| interdisciplinary communication |
| interdisciplinary collaboration |
| available resources |
| functional status |
| client condition |
| Use alternative/complementary therapy in providing client care (e.g., music therapy) |
| alternative/complementary therapy |
| available resources |
| client history |
| cultural competency |
| client communication |
| policies and procedures |
| interdisciplinary collaboration |
| Provide non-pharmacological measures for pain relief (e.g., imagery, massage or repositioning) |
| client history |
| cultural competency |
| policies and procedures |
| client education |
| available resources |
| non-pharmacological measures for pain relief |
| interdisciplinary communication |
| documentation |
| Evaluate pain using standardized rating scales |
| standardized pain rating scales |
| client education |

| Linking of Knowledge Statements and Activity Statements |
|---|
| cultural competency |
| documentation |
| client history |
| client communication |
| policies and procedures |
| therapeutic communication |
| **6. Pharmacological Therapies** |
| Reconcile and maintain medication list or medication administration record (e.g., prescribed medications, herbal supplements, over-the-counter medications) |
| documentation |
| policies and procedures |
| client education |
| client communication |
| client allergies |
| interdisciplinary collaboration |
| client medication history |
| polypharmacy |
| medication |
| medication reconciliation |
| Maintain medication safety practices (e.g., storage, checking for expiration dates or compatibility) |
| medication |
| medication safety measures |
| policies and procedures |
| documentation |
| client education |
| learning barriers |
| cultural competency |
| client safety |
| medication reconciliation |
| Reinforce education to client regarding medications |
| client education |
| client communication |
| learning barriers |
| available resources |
| cultural competency |
| interdisciplinary communication |
| polypharmacy |
| client limitations |
| assistive devices for medication administration |
| medication safety |
| client allergies |
| Perform calculations needed for medication administration |
| medication administration calculations |
| documentation |
| medication safety |

| Linking of Knowledge Statements and Activity Statements |
|---|
| Collect required data prior to medication administration |
|     client history |
|     data collection |
|     client allergies |
|     documentation |
|     health care provider's orders |
|     interdisciplinary communication |
|     diagnostic test results |
|     medication |
| Follow the rights of medication administration |
|     medication administration rights |
|     client identification |
|     medication |
|     policies and procedures |
|     documentation |
| Administer medication by oral route |
|     medication administration safety |
|     medication |
|     client history |
|     documentation |
|     client allergies |
|     health care provider's orders |
|     cultural competency |
| Administer medication by gastrointestinal tube (e.g., g-tube, nasogastric (NG) tube, g-button, j-tube) |
|     policies and procedures |
|     client equipment |
|     documentation |
|     client safety |
|     data collection |
|     medication |
|     client communication |
| Administer a subcutaneous, intradermal or intramuscular medication |
|     subcutaneous medication administration |
|     intradermal medication administration |
|     intramuscular medication administration |
|     documentation |
|     medication |
|     client education |
|     infection control |
|     policies and procedures |
|     client safety |
|     staff safety |
|     health care provider's orders |
|     client history |

| Linking of Knowledge Statements and Activity Statements |
|---|
| Administer medication by ear, eye, nose, inhalation, rectum, vagina or skin route |
| medication administration by ear |
| medication administration by eye |
| medication administration by nose |
| medication administration by inhalation |
| medication administration by rectum |
| medication administration by vagina |
| medication administration by skin |
| client history |
| documentation |
| medication |
| policies and procedures |
| client education |
| health care provider's orders |
| client safety |
| staff safety |
| assistive devices for medication administration |
| cultural competency |
| Administer intravenous piggyback (secondary) medications |
| intravenous piggyback medication |
| intravenous piggyback medication administration |
| intravenous piggyback calculations |
| client equipment |
| documentation |
| policies and procedures |
| scope of practice |
| intravenous site maintenance |
| intravenous complications |
| client history |
| health care provider's orders |
| client safety |
| staff safety |
| Calculate and monitor intravenous (IV) flow rate |
| intravenous flow rate calculation |
| health care provider's orders |
| policies and procedures |
| client equipment |
| documentation |
| client safety |
| interdisciplinary communication |
| Monitor transfusion of blood product |
| policies and procedures |
| blood product |
| transfusion reaction |

| Linking of Knowledge Statements and Activity Statements |
|---|
| documentation |
| client safety |
| staff safety |
| blood product transfusion |
| data collection |
| client education |
| health care provider's orders |
| client equipment |
| Maintain pain control devices (e.g., epidural, patient control analgesia, peripheral nerve catheter) |
| client equipment |
| policies and procedures |
| documentation |
| client history |
| client safety |
| medication |
| client education |
| data collection |
| Evaluate client response to medication (e.g., adverse reactions, interactions, therapeutic effects) |
| documentation |
| client history |
| medication |
| client safety |
| client education |
| standardized pain scales |
| policies and procedures |
| Count narcotics/controlled substances |
| policies and procedures |
| narcotics/controlled substances |
| medication reconciliation |
| mandatory reporting |
| documentation |
| interdisciplinary communication |
| Administer medications by intravenous (IV) route |
| policies and procedures |
| scope of practice |
| medication |
| documentation |
| client equipment |
| client safety |
| client education |
| infection control |
| client history |
| cultural competency |
| health care provider's orders |

| Linking of Knowledge Statements and Activity Statements |
| --- |
| **7. Reduction of Risk Potential** |
| Identify client risk and implement interventions |
|     client history |
|     client risk identification |
|     client safety |
|     interdisciplinary communication |
|     data collection |
|     documentation |
|     care plan |
|     policies and procedures |
|     intervention implementation |
|     available resources |
|     risk tools |
| Implement measures to prevent complication of client condition or procedure (e.g., circulatory complication, seizure, aspiration or potential neurological disorder) |
|     client complication |
|     client condition |
|     policies and procedures |
|     client history |
|     client safety |
|     risk tools |
|     interdisciplinary communication |
|     documentation |
|     data collection |
|     client disease processes and conditions |
|     health care provider's orders |
|     medical procedures |
| Identify signs or symptoms of potential prenatal complication |
|     client history |
|     data collection |
|     prenatal complication |
|     documentation |
|     client communication |
|     client safety |
| Check and monitor client vital signs |
|     data collection |
|     documentation |
|     policies and procedures |
|     health care provider's orders |
|     client history |
|     interdisciplinary communication |
|     client education |
|     vital signs |

| Linking of Knowledge Statements and Activity Statements |
|---|
| Evaluate client oxygen (O2) saturation |
|     policies and procedures |
|     oxygen saturation monitoring |
|     documentation |
|     client history |
|     client equipment |
|     hypoxia |
|     client safety |
| Perform neurological checks |
|     health care provider's orders |
|     neurological checks |
|     documentation |
|     data collection |
|     client communication |
|     policies and procedures |
|     interdisciplinary collaboration |
|     client education |
|     client baseline data |
|     client safety |
|     client equipment |
| Perform circulatory checks |
|     circulatory checks |
|     health care provider's orders |
|     documentation |
|     data collection |
|     client communication |
|     policies and procedures |
|     interdisciplinary collaboration |
|     client education |
|     client safety |
|     client baseline data |
| Check for urinary retention (e.g., bladder scan/ultrasound or palpation) |
|     urinary retention |
|     client equipment |
|     bladder palpation technique |
|     documentation |
|     client education |
|     client history |
|     health care provider's orders |
|     interdisciplinary collaboration |
|     cultural competency |
| Insert, maintain and remove urinary catheter |
|     client safety |
|     urinary catheter insertion |

| Linking of Knowledge Statements and Activity Statements |
| --- |
| urinary catheter maintenance |
| urinary catheter removal |
| sterile technique |
| infection control |
| documentation |
| health care provider's orders |
| client education |
| cultural competency |
| client privacy |
| policies and procedures |
| interdisciplinary collaboration |
| Collect specimen for diagnostic testing (e.g., blood, urine, stool, sputum) |
| policies and procedures |
| specimen collection |
| diagnostic test results |
| infection control |
| client education |
| documentation |
| client communication |
| cultural competency |
| interdisciplinary collaboration |
| client equipment |
| Monitor diagnostic or laboratory test results |
| diagnostic test results |
| laboratory test results |
| policies and procedures |
| client safety |
| documentation |
| interdisciplinary communication |
| health care provider's orders |
| client communication |
| Assist with the performance of a diagnostic or invasive procedure |
| client safety |
| diagnostic test procedures |
| scope of practice |
| invasive procedures |
| policies and procedures |
| client communication |
| interdisciplinary communication |
| interdisciplinary collaboration |
| infection control |
| client equipment |
| Provide care for client before surgical procedure and reinforce education |
| client education |

| Linking of Knowledge Statements and Activity Statements |
|---|
| surgical procedure |
| pre-operative education |
| post-operative education |
| policies and procedures |
| documentation |
| available resources |
| learning barriers |
| cultural competency |
| therapeutic communication |
| Monitor continuous or intermittent suction of nasogastric (NG) tube |
| continuous suction of nasogastric tube |
| intermittent suction of nasogastric tube |
| nasogastric tube types |
| client equipment |
| client safety |
| client complication |
| client education |
| policies and procedures |
| health care provider's orders |
| interdisciplinary communication |
| Insert, maintain and remove nasogastric (NG) tube |
| nasogastric tube insertion |
| nasogastric tube maintenance |
| nasogastric tube removal |
| policies and procedures |
| health care provider's orders |
| documentation |
| nasogastric tube types |
| client education |
| client communication |
| client history |
| client equipment |
| client safety |
| Apply and check proper use of compression stockings and/or sequential compression devices (SCD) |
| compression stockings |
| sequential compression devices |
| client education |
| client communication |
| policies and procedures |
| health care provider's orders |
| client safety |
| documentation |
| skin integrity |

| Linking of Knowledge Statements and Activity Statements |
| --- |
| Perform an electrocardiogram (EKG/ECG) |
| electrocardiogram |
| client education |
| health care provider's orders |
| interdisciplinary communication |
| client safety |
| client history |
| client privacy |
| client equipment |
| Perform blood glucose monitoring |
| blood glucose monitoring |
| client education |
| documentation |
| client equipment |
| health care provider's orders |
| diagnostic test results |
| client safety |
| staff safety |
| hypoglycemia |
| hyperglycemia |
| client communication |
| Perform venipuncture for blood draws |
| client equipment |
| venipuncture |
| health care provider's orders |
| diagnostic test requirements |
| documentation |
| infection control |
| client communication |
| client education |
| cultural competency |
| policies and procedures |
| client safety |
| staff safety |
| Maintain central venous catheter |
| infection control |
| central venous catheter |
| policies and procedures |
| health care provider's orders |
| sterile technique |
| client education |
| documentation |
| central venous catheter management |
| client communication |

| Linking of Knowledge Statements and Activity Statements |
| --- |
| Maintain and remove peripheral intravenous (IV) catheter |
| peripheral intravenous catheter maintenance |
| peripheral intravenous catheter removal |
| client education |
| health care provider's orders |
| documentation |
| client safety |
| staff safety |
| client communication |
| scope of practice |
| infection control |
| client equipment |
| Insert peripheral intravenous (IV) catheter |
| scope of practice |
| infection control |
| health care provider's orders |
| client education |
| client communication |
| documentation |
| peripheral intravenous catheter insertion |
| client history |
| cultural competency |
| client safety |
| staff safety |
| client equipment |
| **8. Physiological Adaptation** |
| Identify signs and symptoms related to acute or chronic illness |
| data collection |
| documentation |
| client communication |
| interdisciplinary communication |
| acute illness |
| chronic illness |
| client disease processes and conditions |
| client baseline data |
| client history |
| Recognize and report change in client condition |
| client baseline data |
| client safety |
| documentation |
| client communication |
| interdisciplinary communication |
| mandatory reporting |
| data collection |

| Linking of Knowledge Statements and Activity Statements |
|---|
|     health care provider's orders |
|     client condition |
|     client history |
| Reinforce education to client regarding care and condition |
|     client education |
|     learning barriers |
|     cultural competency |
|     documentation |
|     interdisciplinary communication |
|     available resources |
|     therapeutic communication |
|     client history |
|     client condition |
|     care plan |
| Perform care for client after surgical procedure |
|     surgical procedure |
|     health care provider's orders |
|     pain management |
|     post-operative care |
|     policies and procedures |
|     client communication |
|     interdisciplinary communication |
|     client education |
|     documentation |
| Perform wound care and/or dressing change |
|     health care provider's orders |
|     infection control |
|     wound types |
|     policies and procedures |
|     wound dressing change |
|     client safety |
|     client education |
|     cultural competency |
|     documentation |
|     client privacy |
|     skin integrity |
|     client communication |
|     pain management |
|     client equipment |
| Provide care for client drainage device (e.g., wound drain or chest tube) |
|     policies and procedures |
|     client safety |
|     health care provider's orders |
|     client communication |

| Linking of Knowledge Statements and Activity Statements |
|---|
| client education |
| documentation |
| infection control |
| cultural competency |
| drainage device |
| Remove client wound drainage device |
| client equipment |
| wound drainage device removal |
| client education |
| health care provider's orders |
| infection control |
| policies and procedures |
| client communication |
| documentation |
| cultural competency |
| skin integrity |
| client history |
| pain management |
| Remove wound sutures or staples |
| health care provider's orders |
| client communication |
| client education |
| suture removal |
| staple removal |
| documentation |
| infection control |
| skin integrity |
| policies and procedures |
| client safety |
| client equipment |
| Respond/intervene to a client life-threatening situation (e.g., cardiopulmonary resuscitation ) |
| cardiopulmonary resuscitation |
| data collection |
| client baseline data |
| interdisciplinary communication |
| interdisciplinary collaboration |
| policies and procedures |
| documentation |
| client history |
| responses to life-threatening situations |
| interventions to life-threatening situations |
| client communication |
| diagnostic test results |

| Linking of Knowledge Statements and Activity Statements |
|---|
| Intervene to improve client respiratory status (e.g., breathing treatment, suctioning or repositioning) |
| data collection |
| client baseline data |
| respiratory disorders |
| health care provider's orders |
| client equipment |
| hypoxia |
| respiratory interventions |
| interdisciplinary communication |
| client education |
| cultural competency |
| client communication |
| documentation |
| diagnostic test results |
| client safety |
| Recognize and report basic abnormalities on a client cardiac monitor strip |
| basic cardiac abnormalities |
| data collection |
| client baseline data |
| policies and procedures |
| chain of command |
| interdisciplinary communication |
| health care provider's orders |
| client communication |
| interdisciplinary collaboration |
| Identify and/or intervene to control signs of hypoglycemia or hyperglycemia |
| hypoglycemia |
| hyperglycemia |
| diagnostic test results |
| client disease processes and conditions |
| medication |
| health care provider's orders |
| client communication |
| client nutrition |
| care plan |
| client baseline data |
| client education |
| client equipment |
| alternative therapies |
| cultural competency |
| Provide cooling/warming measures to restore normal body temperature |
| cooling measures |
| warming measures |
| client equipment |

| Linking of Knowledge Statements and Activity Statements |
|---|
| policies and procedures |
| health care provider's orders |
| client education |
| interdisciplinary communication |
| documentation |
| data collection |
| client baseline data |
| cultural competency |
| client safety |
| client communication |
| Provide care to client with an ostomy (e.g., colostomy, ileostomy or urostomy) |
| ostomy types |
| client education |
| policies and procedures |
| health care provider's orders |
| client equipment |
| interdisciplinary communication |
| client communication |
| cultural competency |
| skin integrity |
| available resources |
| client nutrition |
| client history |
| infection control |
| Provide care for a client with a tracheostomy |
| tracheostomy |
| policies and procedures |
| client disease processes and conditions |
| client equipment |
| infection control |
| client education |
| health care provider's orders |
| interdisciplinary communication |
| client communication |
| client safety |
| documentation |
| skin integrity |
| client baseline data |
| client history |
| Provide care to client on ventilator |
| health care provider's orders |
| interdisciplinary communication |
| interdisciplinary collaboration |
| client baseline data |

| Linking of Knowledge Statements and Activity Statements |
|---|
| client safety |
| client disease processes and conditions |
| client education |
| infection control |
| documentation |
| client communication |
| data collection |
| policies and procedures |
| ventilator |
| cultural competency |
| client history |
| Perform check of client pacemaker |
| health care provider's orders |
| pacemaker |
| client communication |
| interdisciplinary communication |
| client education |
| client safety |
| documentation |
| client history |