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Report of Findings from the 2017 RN Nursing Knowledge Survey



Mission Statement

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Report of Findings from the 2017 RN Nursing Knowledge Survey

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

TABLE OF CONTENTS

List of Tables	ii
List of Figures	ii
Executive Summary	1
Background of Study	7
Methodology	7
Methodology Reviewers	7
Panel of Subject Matter Experts (SMEs)	7
Survey Development	7
Survey Process	8
Sample Selection	8
Representativeness	8
Mailing Procedure	8
Confidentiality	10
Return Rates	10
Knowledge Survey Nonresponder Study	11
Summary	11
Demographics, Experiences and Practice Environments of Participants	12
Demographics/Past Experiences	12
Nursing Licenses Held	12
Gender	12
Age	12
Race/Ethnicity	12
Education Background	12
Primary Language	12
Years of Experience	12
Facilities	14
Client Health Conditions	14
Client Ages	14
Employment Setting/Specialty	19
Summary	19
Knowledge Statement Findings	20
Overview of Methods	20
SME Panel Validation of Survey Findings	20
Representativeness of Knowledge Statements	20
Reliability of Instrument	20
Knowledge Statements	22
Importance of Knowledge Statements	22
Knowledge Statement Subgroup Analysis	34
Primary Job Title	34
Facility	34
Summary	34
Conclusions	34

References	35
Appendix A: 2017 Knowledge Survey Methodology Reviewers	36
Appendix B: SME Panel for the 2017 Knowledge of Newly Licensed RN Survey.	37
Appendix C: 2017 Knowledge of Newly Licensed RN Survey.	40
Appendix D: SME Knowledge Statement Ratings Rank Ordered by Average Importance	48
Appendix E: Newly Licensed RN and SME Knowledge Statement Ratings Rank Ordered by Newly Licensed RN Average Importance.	56
Appendix F: RN Educators and SME Knowledge Statement Ratings Rank Ordered by RN Educator Average Importance	64
Appendix G: RN Supervisors and SME Knowledge Statement Ratings Rank Ordered by RN Supervisor Average Importance	72
Appendix H: Knowledge Statements Subgroup Analysis: Primary Job Title	80
Appendix I: Knowledge Statements Subgroup Analysis: Facility	92
Appendix J: Knowledge Survey Nonresponder Study.	101
Appendix K: Linking of Knowledge Statements and Activity Statements	104

LIST OF TABLES

Table 1. Representativeness of Responders by NCSBN Jurisdiction.	9
Table 2. Return Rates	11
Table 3. Analyzable Return Rates	11
Table 4. Employment Setting/Specialty	17
Table 5. Most Important and Least Important Knowledge Statements with Ratings	22
Table 6. Most Important Knowledge Statements from 2017 and 2014 Surveys.	23
Table 7. Least Important Knowledge Statements from 2017 and 2014 Surveys.	23
Table 8. Knowledge Statement Importance Ratings	24

LIST OF FIGURES

Figure 1. Licenses by Primary Job Title	13
Figure 2. Gender by Primary Job Title	13
Figure 3. Race/Ethnicity by Primary Job Title	14
Figure 4. Educational Background by Primary Job Title	15
Figure 5. Primary Language by Primary Job Title	15
Figure 6. Facility by Primary Job Title	16
Figure 7. Client Health Conditions by Primary Job Title	16
Figure 8. Client Ages by Primary Job Title.	17
Figure 9. Survey Adequacy by Primary Job Title	21

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 (i.e., job analysis) studies assist NCSBN in evaluating the validity of the test plan that guides content distribution of the licensure examinations. Because the U.S. health care industry is rapidly changing, NCSBN conducts practice analysis studies every three years.

The primary purpose of this study is to identify the knowledge needed by newly licensed registered nurses (RNs). The results of this study will be used to inform item development.

Methodology

A number of steps are necessary to perform an analysis of the knowledge needed by newly licensed RNs. This section provides a description of the methodology used to conduct the 2017 Knowledge of Newly Licensed Registered Nurse (RN) Survey. A panel of subject matter experts (SMEs) was assembled, a list of knowledge statements was created and incorporated into a survey that was sent to a representative sample of Newly Licensed RNs, RN Educators and RN Supervisors, and the survey data was collected and analyzed. Descriptions of the subject matter expert 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 RNs, RN Educators and RN Supervisors. This report provides detailed descriptions of these processes.

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 this methodology was psychometrically sound, legally defensible and in compliance with professional testing standards.

Panel of Subject Matter Experts (SMEs)

A panel of 11 SMEs was assembled to assist with the creation of the knowledge statements and survey. Panel members taught RN students, supervised newly licensed RNs or were newly licensed RNs themselves. The panelists also represented various NCSBN geographic areas of the U.S. and Canadian territories/jurisdictions, as well as the major nursing specialties and varied practice settings.

Survey Development

A number of processes were used to create, evaluate, and refine the survey instrument used for the 2017 Knowledge of Newly Licensed RN Survey. The initial meetings for the triennial practice analysis preceded the development of the 2017 RN Nursing Knowledge Survey. An initial panel of nurses (SMEs), representing various geographic regions of the U.S. and Canada, nursing specialties and practice settings, developed nursing activity statements intended to represent entry-level RN practice. These activity statements and related categories provided a 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. The knowledge statements were reviewed by the NCLEX[®] Examination Committee (NEC). The resulting 295 knowledge statements were incorporated into a survey format.

The final page of the survey contained several initial questions to identify responder characteristics, followed by four sections. The first section focused on the knowledge necessary for entry-level RN practice, asking responders to rate the importance of each knowledge statement by using a five-point (1-5) 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

race/ethnicity, 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 RNs: A random sample of 2,150 RNs was selected from a list of candidates who passed the NCLEX-RN® examination between April 15, 2016 and March 15, 2017 and did not participate in the RN Practice Analysis Survey. Only those with a U.S. mailing address within the jurisdiction in which they were seeking licensure were included in the sample in order to minimize the number of incorrect recipient addresses.

Educators of RNs (RN Educators): In addition, surveys were sent to 2,100 nursing educators at 700 different nursing programs using the following methodology. 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 or Maternal Child Nursing instructor; and (3) a Psychiatric (Mental Health) or Community Health Nursing instructor. Each of the programs in the sample had a minimum of nine NCLEX® candidates within the last calendar year (2016).

Supervisors of Newly Licensed RNs (RN Supervisors): Finally, 2,100 employers (700 in nursing homes; 700 in hospitals; and 700 in home health agencies) of newly licensed RNs were surveyed. The selection of employers to be included in the survey was also based upon the number of RNs employed (at least nine RN employees). This criterion was applied in order to maximize the likelihood that the employer would have newly licensed RNs and supervisors of newly licensed RNs. Surveys were mailed to the directors of nursing (DONs) or equivalent, who were asked to complete the survey if they directly supervised newly licensed RNs. If they did not supervise newly licensed RNs, the DONs were asked to give the survey to a nurse who did.

Representativeness

The percentage of responders from the various NCSBN 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 RNs, 2,100 RN Educators and 2,100 potential supervisors of newly licensed RNs. To acquire the RN 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) Psychiatric (Mental Health) or Community Health Nursing. If the school did not have specific faculty to 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 mailed to each person or facility, followed by the survey(s), with a cover letter and a postage-paid return envelope, one week later. A series of three reminder postcards were sent to nonresponders reiterating the importance of the study and urging participation. The survey was conducted from April through June 2017.

Thirty-two surveys were returned undeliverable due to incorrect addresses. These returned surveys were replaced with additional survey invites to maintain a total number of surveys of 6,350.

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 for compliance with organizational guidelines for research studies involving human subjects.

Return Rates

There were 2,150 Newly Licensed RNs invited to complete the survey; 245 surveys were returned by this group for a return rate of 11.4%. A total of 2,100 RN Educators were invited to complete the survey; 768 surveys were returned by this group for a 36.6% return rate. There were 2,100 RN Supervisors invited to complete the survey; 201 surveys were returned by this group for a return rate of 9.6%. The total number of surveys distributed was 6,350, with an overall return rate of 19.1%. Of the 1,214 total surveys received, 11 responders did not report holding either an APRN or RN license, so their responses were excluded from analysis. There were 1,203 total analyzable surveys with a return rate of 18.9% for the overall group. The analyzable return rates were 11.3%, 36.3% and 9.5% for Newly Licensed RNs, RN Educators, and RN Supervisors, respectively.

Knowledge Survey Nonresponder Study

In order to ensure the validity of the results, NCSBN conducted a telephone survey of nonresponders to determine if those RNs not responding would have rated the knowledge statements differently than the survey responders. If there were no systematic differences in responders versus nonresponders, it would be concluded that the results are not biased and it would provide evidence to support the validity of the survey results. A stratified random sample of nonresponders were contacted via telephone. A telephone interview was conducted with 50 participants: 10 Newly Licensed RNs, 10 RN Educators and 30 RN Supervisors. The study found that the nonresponder knowledge statement ratings were similar to the responder ratings; this similarity supports the validity of the results of this study.

Summary

A panel of RNs experienced in the practices of newly licensed RNs met and created a list of 295 knowledge statements that are important for a newly licensed registered nurse to possess. A data collection instrument was developed. The surveyed RNs were divided into the following categories: 2,150 Newly Licensed RNs, 2,100 RN Educators (obtained by sending three surveys to 700 nursing programs) and 2,100 RN Supervisors (obtained by sending

a survey to 700 nursing homes, 700 home health agencies and 700 hospitals). An 18.9% response rate of analyzable surveys was obtained for the total group. This analysis contains the responses of 242 Newly Licensed RNs, 762 RN Educators, and 199 RN Supervisors.

Demographics, Experiences and Practice Environments of Participants

Nursing Licenses Held

Responders were included in the analysis if they reported holding either an RN or an APRN license. Since holding an RN license is a prerequisite for obtaining an APRN license, all the responders included in analysis minimally held an RN license. Compared to 2014, there was a slight decrease in percentage of responders that reported holding APRN licenses for all three job titles; there was a decrease in the percentage of Newly Licensed RNs and RN Supervisors that reported holding LPN/VN licenses.

Gender

Of the total responders who indicated their gender on the survey, 93.2% reported their gender as female. The percentage of females by primary job title is as follows: Newly Licensed RNs (88.4%), RN Educators (95.0%) and RN Supervisors (92.4%).

Age

Newly Licensed RNs had an average age of 31.5 years (SD = 8.8); RN educators' average age was 52.0 years (SD = 10.8); RN Supervisors' average age was 50.7 years (SD = 10.0).

Race/Ethnicity

White-Not of Hispanic origin was the race/ethnicity identified most frequently by Newly Licensed RNs (65.8%), RN Educators (87.7%), and RN Supervisors (90.3%).

Education Background

Over half of the Newly Licensed RNs reported having an associate degree (53.8%). Approximately 31.3% of RN Educators listed their degree as a

generic master's degree in the U.S. The most frequent responses for RN Supervisors were an associate or a baccalaureate degree (26.6% and 28.7%, respectively).

Primary Language

The majority of Newly Licensed RNs (77.6%), RN Educators (95.3%), and RN Supervisors (94.9%) reported English as their primary language.

Years of Experience

There were large variations in months and years RN Educators and RN Supervisors worked in their jobs. RN Educators reported 11.6 years in their jobs, which is more than RN Supervisors, who have spent an average of 9.9 years in their jobs. Newly Licensed RNs were asked how long it had been since they completed course requirements for their nursing programs, and they reported an average of 1.5 years.

Facilities

The majority of Newly Licensed RNs (74.9%) and RN Educators (64.2%) worked in hospitals. RN Supervisors worked primarily in hospitals (43.9%) and long-term care facilities (31.1%).

Client Health Conditions

The majority of Newly Licensed RNs (71.5%), RN Educators (55.0%), and RN Supervisors (71.4%) reported working with clients exhibiting acute conditions.

Client Ages

Newly Licensed RNs reported that they care for both older adult clients aged 65 to 85 (68.6%) and adult clients aged 18 to 64 (64.5%). For RN Educators, the majority cared for adult clients aged 18 to 64 (77.8%). The most frequent response for RN Supervisors was caring for older adult clients aged 65 to 85 (84.4%).

Employment Setting/Specialty

The employment setting most frequently reported by Newly Licensed RNs (37.2%), RN Educators (34.5%) and RN Supervisors (34.7%) was medical/

surgical units. On average, for all job titles, the least reported employment settings were occupational health (0.1%) and prison/correctional facility/jail (0.4%).

Summary

The average Newly Licensed RN responder was an English-speaking white female with an average age of 31.5 years. She held an associate degree or a baccalaureate degree from a college/university within the U.S. She primarily worked in hospitals caring for older adult clients aged 65 to 85 and adult clients aged 18 to 64, exhibiting both acute and chronic health conditions.

The average RN Educator responder was an English-speaking white female with an average age of 52.0 years. She held a generic master's degree from a college/university within the U.S. She primarily worked in hospitals caring for adult clients aged 18 to 64 with acute conditions. On average, she had been an RN Educator for 11.6 years.

The average RN Supervisor responder was an English-speaking white female with an average age of 50.7 years. She held an associate, baccalaureate or generic master's degree from a college/university within the U.S. She worked in hospitals or nursing homes caring for older adult clients aged 65 to 85 with acute, chronic and end-of-life conditions. On average, she worked as an RN Supervisor for 9.9 years.

KNOWLEDGE STATEMENTS

The 2017 Knowledge of Newly Licensed RN Survey asked responders to rate the importance of knowledge statements necessary for a newly licensed RN 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 2017 Knowledge of Newly Licensed RN Survey was asked to provide

independent ratings of the 295 knowledge statements. In order to validate the results of the survey, the average importance ratings estimated by the SMEs were compared to the ratings from the knowledge survey. There was consistency among both the highest and lowest importance knowledge statements across the ratings of the Newly Licensed RNs, RN Educators, RN Supervisors and SMEs. The importance ratings of SMEs compared to the ratings of each subgroup were very similar. The only knowledge statement average rating that had more than a one point difference between the SMEs and the Newly Licensed RNs was telemetry equipment (SME ratings averaged 3.00 and Newly Licensed RN ratings averaged 4.05). There are no knowledge statement average ratings more than one point difference between the SMEs and RN Educators. Three knowledge statement average ratings had more than a one point difference between the SMEs and RN Supervisors. These statements were complications of labor (SME ratings averaged 4.33 and RN Supervisor ratings averaged 3.11); new parent education (SME ratings averaged 4.00 and RN Supervisor ratings averaged 2.92); and stages of labor (SME ratings averaged 4.11 and RN Supervisor ratings averaged 3.01). Again, this information on knowledge needed by newly licensed RNs from multiple sources provides a more accurate description than a single source.

Representativeness of Knowledge Statements

The responders were asked to rate how well the knowledge statements listed on the survey represented knowledge areas a newly licensed RN should possess. They were asked to select one of four options: "Poorly," "Adequately," "Well" or "Very Well." The vast majority of responders reported that the knowledge statements covered the knowledge areas of a newly licensed RN "Well" or "Very Well" (92.8% of Newly Licensed RNs, 92.0% of RN Educators and 94.8% of RN Supervisors).

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 RN needs for safe and effective practice.

Knowledge Statements

Importance of Knowledge Statements

The knowledge needed for safe and effective practice of newly licensed RNs was determined by participants' responses based on an importance rating scale. Responders were asked, "How important is the possession of this knowledge by a newly licensed RN 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" and 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 295 knowledge statements yielded very similar results. All of the groups (Newly Licensed RNs, RN Educators, RN Supervisors and SMEs) rated "vital signs" and "medication administration" among the five most important knowledge statements. In terms of the least important knowledge statements, all groups rated "program planning" and "phototherapy" among the five least important.

Knowledge Statement Subgroup Analysis

Primary Job Title

The average knowledge statement importance ratings of Newly Licensed RNs, RN Educators, and RN Supervisors were cross-analyzed for meaningful differences between these job titles. The least important knowledge statement for Newly Licensed RNs was "auditory distortions" (average rating of 2.99). RN Educators and RN Supervisors rated "phototherapy" the lowest (average ratings of 2.89 and 2.51, respectively). The most important knowledge statement for Newly Licensed RNs was "airway management" (average rating of 4.77). RN

Educators rated “medication administration” the highest (average rating of 4.79). RN Supervisors rated “assessment techniques” as the most important (average rating of 4.64). 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 facilities, community-based facilities and other facilities were cross-analyzed for meaningful differences. “Phototherapy” was rated as the least important knowledge statement by responders from all four types of facilities (averages of 2.81, 2.63, 2.81 and 3.07, respectively). The most important knowledge statement for responders working in hospitals and “other” facilities was “medication administration,” with average ratings of 4.76 and 4.82, respectively. Individuals working in long-term care facilities rated “changes in client condition” as the most important, with an average value of 4.72. Individuals working in community-based or ambulatory care facilities rated “vital signs” as the most important, with an average value of 4.68.

Summary

Responders to the 2017 Knowledge of Newly Licensed RN Survey found the statements listed in the survey to be representative of the knowledge necessary for safe and effective professional practice of newly licensed RNs. There were similar importance ratings of the knowledge statements for Newly Licensed RNs, RN Educators, RN 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 RNs, RN Educators and RN Supervisors, the results of this survey can be used to inform item development.

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 (i.e., job analysis) studies assist NCSBN in evaluating the validity of the test plan that guides content distribution of the licensure examinations. Because the U.S. health care industry is rapidly changing, NCSBN conducts practice analysis studies every three years.

The primary purpose of this study is to identify the knowledge needed by newly licensed registered nurses (RNs). The results of this study 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).

Methodology

A number of steps are necessary to perform an analysis of the knowledge needed by newly licensed RNs. This section provides a description of the methodology used to conduct the 2017 Knowledge of Newly Licensed Registered (RN) Survey. A panel of subject matter experts (SMEs) was assembled, a list of knowledge statements was created and incorporated into a survey that was sent to a representative sample of Newly Licensed RNs, RN Educators and RN Supervisors, and the survey data was collected and analyzed. Descriptions of the subject matter expert 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 RNs, RN Educators and RN Supervisors. This report provides detailed descriptions of these processes.

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 11 SMEs was assembled to assist with the creation of the knowledge statements and survey. Panel members taught RN students, supervised newly licensed RNs or were newly licensed RNs themselves. The panelists also represented various NCSBN geographic areas of the U.S. and Canadian territories/jurisdictions, as well as the major nursing specialties and varied 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 2017 Knowledge of Newly Licensed RN Survey. The initial meetings for the triennial practice analysis preceded the development of the 2017 RN Nursing Knowledge Survey. For the practice analysis, an initial panel of nurses (SMEs), representing various geographic regions of the U.S. and Canada, nursing specialties and practice settings, developed nursing activity statements intended to represent entry-level RN practice. These activity statements and related categories provided a 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 reflects the statements developed by the SME panelists during the meeting.

Subsequent to their meeting, knowledge statements were reviewed by the NCLEX® Examination Committee (NEC). The statements in Appendix K reflect the knowledge statements developed by the SMEs. The resulting 295 knowledge statements were incorporated into a survey format.

The final version of the survey contained several initial questions to identify responder characteristics, followed by four sections. The first section focused on the knowledge necessary for entry-level RN practice, asking responders to rate the importance of each of the 295 knowledge statements by using a five-point (1-5) 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 race/ethnicity, 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 2017 Knowledge of Newly Licensed RN Survey is shown in Appendix C.

Survey Process

Sample Selection

Newly Licensed RNs: A random sample of 2,150 RNs was selected from a list of candidates who passed the NCLEX-RN® examination between April 15, 2016 and March 15, 2017 and did not participate in the RN Practice Analysis Survey. Only those with a U.S. mailing address within the jurisdiction in which they were seeking licensure were included in the sample in order to minimize the number of incorrect recipient addresses.

Educators of RNs (RN Educators): In addition, surveys were sent to 2,100 nursing educators at 700 different nursing programs using the following methodology. 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 or Maternal Child Nursing instructor; and (3) a Psychiatric (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

(2015 and 2016). In the event that there were faculty members who were unable to complete the survey, the deans/directors were asked to give the survey to additional Medical/Surgical faculty members.

Supervisors of Newly Licensed RNs (RN Supervisors): Finally, 2,100 employers (700 in nursing homes; 700 in hospitals; and 700 in home health agencies) of newly licensed RNs 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 RNs employed (at least nine RN employees). This criterion was applied in order to maximize the likelihood that the employer would have newly licensed RNs and supervisors of newly licensed RNs. Surveys were mailed to the directors of nursing (DONs) or an equivalent title at the 2,100 health care facilities mentioned previously. The DONs were asked to complete the survey if they directly supervised newly licensed RNs. If they did not supervise newly licensed RNs, the DONs were asked to give the survey to a nurse who did supervise newly licensed RNs.

Representativeness

Table 1 presents the correspondence of sample size and responders within each primary job title (Newly Licensed RN, RN Educator and RN Supervisor) by NCSBN jurisdiction. Because multiple surveys were mailed to RN Educators, all responders from an institution were counted only as one. 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 RNs, 700 nursing programs (which included surveys for three educators [2,100 RN Educators in total]), 700 nursing homes, 700 hospitals and 700 home health agencies [2,100 potential supervisors of newly licensed RNs]. To acquire the RN Educator responders, three surveys were sent to the dean/director of each 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

Table 1. Representativeness of Responders by NCSBN Jurisdiction

Jurisdiction	Newly Licensed RN				RN Educator				RN Supervisor			
	Sample		Responders		Sample		Responders		Sample		Responders	
	N	%	N	%	N	%	N	%	N	%	N	%
Alabama	42	2	7	2.9	16	2.3	12	3.4	21	1	0	0
Alaska	4	0.2	1	0.4	0	0	0	0	2	0.1	0	0
American Samoa	1	0	0	0	0	0	0	0	0	0	0	0
Arizona	43	2	1	0.4	0	0	9	2.5	15	0.7	2	1
Arkansas	24	1.1	7	2.9	12	1.7	0	0	19	0.9	4	2
California	161	7.5	21	8.6	60	8.6	24	6.8	108	5.1	10	5
Colorado	31	1.4	4	1.6	0	0	0	0	27	1.3	1	0.5
Connecticut	29	1.3	4	1.6	8	1.1	2	0.6	24	1.1	1	0.5
Delaware	8	0.4	0	0	1	0.1	0	0	5	0.2	1	0.5
District of Columbia	6	0.3	1	0.4	2	0.3	2	0.6	7	0.3	0	0
Florida	156	7.3	18	7.3	53	7.6	17	4.8	95	4.5	10	5
Georgia	60	2.8	6	2.4	17	2.4	11	3.1	51	2.4	5	2.5
Guam	1	0	0	0	0	0	0	0	0	0	0	0
Hawaii	14	0.7	0	0	6	0.9	3	0.8	2	0.1	0	0
Idaho	9	0.4	0	0	5	0.7	2	0.6	16	0.8	3	1.5
Illinois	93	4.3	11	4.5	25	3.6	13	3.7	103	4.9	9	4.5
Indiana	49	2.3	2	0.8	18	2.6	10	2.8	49	2.3	5	2.5
Iowa	25	1.2	5	2	17	2.4	13	3.7	41	2	7	3.5
Kansas	25	1.2	1	0.4	10	1.4	5	1.4	31	1.5	4	2
Kentucky	34	1.6	4	1.6	9	1.3	5	1.4	52	2.5	4	2
Louisiana	29	1.3	3	1.2	11	1.6	3	0.8	28	1.3	1	0.5
Maine	12	0.6	0	0	22	3.1	4	1.1	14	0.7	2	1
Maryland	40	1.9	4	1.6	7	1	2	0.6	40	1.9	4	2
Massachusetts	61	2.8	7	2.9	4	0.6	9	2.5	99	4.7	9	4.5
Michigan	68	3.2	12	4.9	17	2.4	6	1.7	91	4.3	9	4.5
Minnesota	53	2.5	9	3.7	18	2.6	13	3.7	47	2.2	7	3.5
Mississippi	25	1.2	3	1.2	9	1.3	6	1.7	27	1.3	1	0.5
Missouri	54	2.5	6	2.4	25	3.6	13	3.7	38	1.8	3	1.5
Montana	7	0.3	0	0	0	0	0	0	11	0.5	0	0
Nebraska	15	0.7	3	1.2	5	0.7	1	0.3	20	1	3	1.5
Nevada	15	0.7	0	0	0	0	0	0	16	0.8	1	0.5
New Hampshire	10	0.5	3	1.2	7	1	4	1.1	20	1	2	1
New Jersey	47	2.2	6	2.4	13	1.9	6	1.7	57	2.7	1	0.5
New Mexico	13	0.6	5	2	11	1.6	6	1.7	13	0.6	3	1.5
New York	130	6	13	5.3	37	5.3	18	5.1	123	5.9	15	7.5
North Carolina	59	2.7	0	0	24	3.4	15	4.2	73	3.5	5	2.5
North Dakota	8	0.4	1	0.4	3	0.4	3	0.8	9	0.4	2	1
Northern Mariana Islands	1	0	0	0	0	0	0	0	0	0	0	0
Ohio	104	4.8	17	6.9	33	4.7	18	5.1	132	6.3	13	6.5
Oklahoma	25	1.2	4	1.6	15	2.1	8	2.3	24	1.1	1	0.5

Table 1. Representativeness of Responders by NCSBN Jurisdiction

Jurisdiction	Newly Licensed RN				RN Educator				RN Supervisor			
	Sample		Responders		Sample		Responders		Sample		Responders	
	N	%	N	%	N	%	N	%	N	%	N	%
Oregon	20	0.9	1	0.4	8	1.1	5	1.4	24	1.1	2	1
Pennsylvania	90	4.2	8	3.3	32	4.6	17	4.8	116	5.5	8	4
Puerto Rico	0	0	0	0	0	0	0	0	1	0	0	0
Rhode Island	9	0.4	2	0.8	3	0.4	3	0.8	10	0.5	0	0
South Carolina	31	1.4	4	1.6	9	1.3	6	1.7	40	1.9	4	2
South Dakota	10	0.5	0	0	1	0.1	1	0.3	14	0.7	0	0
Tennessee	50	2.3	3	1.2	19	2.7	8	2.3	49	2.3	1	0.5
Texas	175	8.1	18	7.3	45	6.4	23	6.5	113	5.4	14	7
Utah	21	1	2	0.8	6	0.9	2	0.6	14	0.7	0	0
Vermont	5	0.2	1	0.4	2	0.3	2	0.6	5	0.2	1	0.5
Virgin Islands	1	0	0	0	0	0	0	0	0	0	0	0
Virginia	47	2.2	3	1.2	21	3	8	2.3	42	2	1	0.5
Washington	37	1.7	7	2.9	17	2.4	9	2.5	33	1.6	3	1.5
West Virginia	10	0.5	1	0.4	8	1.1	4	1.1	20	1	5	2.5
Wisconsin	50	2.3	5	2	11	1.6	4	1.1	62	3	11	5.5
Wyoming	3	0.1	1	0.4	0	0	0	0	7	0.3	3	1.5
Total	2150	100	245	100	700	100	355	100	2100	100	201	100

* Puerto Rico is no longer an NCSBN member and the responses that indicated Puerto Rico jurisdiction were not included in the analysis.

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 Nursing 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), along 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 June 2017.

Thirty-two surveys were returned undeliverable due to incorrect addresses. These returned surveys were replaced with additional survey invites so that the total number of surveys sent out remained at 6,350.

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 for compliance with organizational guidelines for research studies involving human subjects.

Return Rates

There were 2,150 Newly Licensed RNs invited to complete the survey, and of those, there were 245 surveys returned by Newly Licensed RNs for a return rate of 11.4%. A total of 2,100 RN Educators were invited to complete the survey. A total of 768 surveys were returned by RN Educators for a 36.6% return rate. There were 2,100 RN Supervisors invited to complete the survey. A total of 201 surveys were returned by RN Supervisors for a return rate of 9.6%. The total number of surveys distributed was 6,350, with an overall return rate of 19.1% (as shown in Table 2).

Table 2. Return Rates

Job Title	Sample	Return Rate %
Newly Licensed RNs	2,150	11.4
RN Educators	2,100	36.6
RN Supervisors	2,100	9.6
Total	6,350	19.1

Table 3. Analyzable Return Rates

Job Title	Surveys Delivered	Invalid Responses	Analyzable Responses	Analyzable Return Rate %
Newly Licensed RNs	2,150	3	242	11.3
RN Educators	2,100	6	762	36.3
RN Supervisors	2,100	2	199	9.5
Total	6,350	11	1,203	18.9

Of the 1,214 total surveys received, 11 responders did not report holding either an APRN or RN license, so their responses were excluded from analysis. With the implementation of these quality control procedures, there were 1,203 total analyzable surveys with a return rate of 18.9% for the overall group. The analyzable return rates were 11.3%, 36.3% and 9.5% for Newly Licensed RNs, RN Educators, and RN Supervisors, respectively (as shown in Table 3).

Knowledge Survey Nonresponder Study

In order to ensure the validity of the results, NCSBN conducted a telephone survey of nonresponders to determine if those RNs not responding would have rated the knowledge statements differently. If there were no systematic differences in responders versus nonresponders, it would be concluded that the results are not biased and it would provide evidence to support the validity of the results. A stratified random sample of nonresponders (Newly Licensed RNs, RN Educators and RN Supervisors) were contacted via telephone. Of the potential contacts, a telephone interview was conducted with 50 participants: 10 Newly Licensed RNs, 10 RN Educators and 30 RN Supervisors. The study found that the majority of the nonresponders did not receive the initial survey invitation, were too busy to complete the survey or did not respond for other reasons. More importantly, the study found that the nonresponder knowledge statement ratings

were similar to the responder ratings; this similarity supports the validity of the results of this study. A full report of the nonresponder study can be found in Appendix J.

Summary

A panel of RNs experienced in the practices of newly licensed RNs met and created a list of 295 knowledge statements that are important for a newly licensed RN to possess. A data collection instrument was developed, piloted and revised prior to being mailed. The surveyed RNs were divided into the following three categories: 2,150 Newly Licensed RNs, 2,100 RN Educators (obtained by sending three surveys to 700 nursing programs) and 2,100 RN Supervisors (obtained by sending a survey to 700 nursing homes, 700 home health agencies and 700 hospitals). An 18.9% response rate of analyzable surveys was obtained for the total group. This analysis contains the responses of 242 Newly Licensed RNs, 762 RN Educators and 199 RN Supervisors.

DEMOGRAPHICS, EXPERIENCES AND PRACTICE ENVIRONMENTS OF PARTICIPANTS

Demographics/Past Experiences

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

Nursing Licenses Held

Responders were included in the analysis if they reported holding either an RN or an APRN license. Since holding an RN license is a prerequisite for obtaining an APRN license, all the responders included in the analysis minimally held an RN license. Figure 1 shows the percentage of RNs that held an APRN or LPN/VN license among the three job titles for 2017 and 2014. Compared to 2014, there was a slight decrease in percentage of responders that reported holding APRN licenses for all three job titles; there was a decrease in the percentage of Newly Licensed RNs and RN Supervisors that reported holding LPN/VN licenses.

Gender

Of the total responders who indicated their gender on the survey, 93.2% reported their gender as female. The percentage of females by primary job title is as follows: Newly Licensed RNs (88.4%), RN Educators (95.0%) and RN Supervisors (92.4%). In 2014, 93.6% of the total responders reported their gender as female. See Figure 2 for the percentages of gender by primary job title in 2017 and 2014.

Age

Newly Licensed RNs had an average age of 31.5 years (SD = 8.8); RN Educators' average age was 52.0 years (SD = 10.8); RN Supervisors' average age was 50.7 years (SD = 10.0). In 2014, the average ages for the three groups were 33.5 years, 52.2 years and 50.7 years.

Race/Ethnicity

White-Not of Hispanic Origin was the race/ethnicity identified most frequently by Newly Licensed RNs

(65.8%), RN Educators (87.7%) and RN Supervisors (90.3%). See Figure 3 for the percentages of race/ethnicity by primary job title in 2017 and 2014. The percentages of those identifying as White – Not of Hispanic Origin decreased for all three groups from 2014 to 2017 (by 9.8% for Newly Licensed RNs, 0.7% for RN Educators and 0.4% for RN Supervisors).

Education Background

Over half of Newly Licensed RNs (53.8%) reported having an associate degree, an increase of 2.2% from 2014. Approximately 31.3% of RN Educators listed their degree as a generic master's degree in the U.S., which was a slight decrease from 2014. The most frequent response for RN Supervisors was an associate or a baccalaureate degree (26.6% and 28.7%, respectively), a decrease of 5.5% and 3.4% from 2014, respectively. See Figure 4 for the percentages of educational background of responders by primary job title from both 2017 and 2014.

Primary Language

The majority of Newly Licensed RNs (77.6%), RN Educators (95.3%) and RN Supervisors (94.9%) reported English as their primary language. In 2014, 83.3% of Newly Licensed RNs reported English as their primary language. See Figure 5 for primary language sorted by primary job title in 2017 and 2014.

Years of Experience

There were large variations in months and years RN Educators and RN Supervisors reported working in their jobs. RN Educators have spent 11.6 years in their jobs, which is more than RN Supervisors, who have spent an average of 9.9 years in their jobs. Newly Licensed RNs were asked how long it had been since they completed course requirements for their nursing programs, and they reported an average of 1.5 years. In 2014, Newly Licensed RNs reported an average of 8.5 months since course completion; RN Educators reported an average of 12.5 years in their jobs while RN Supervisors had spent an average of 10.6 years in their jobs.

Figure 1. Licenses by Primary Job Title

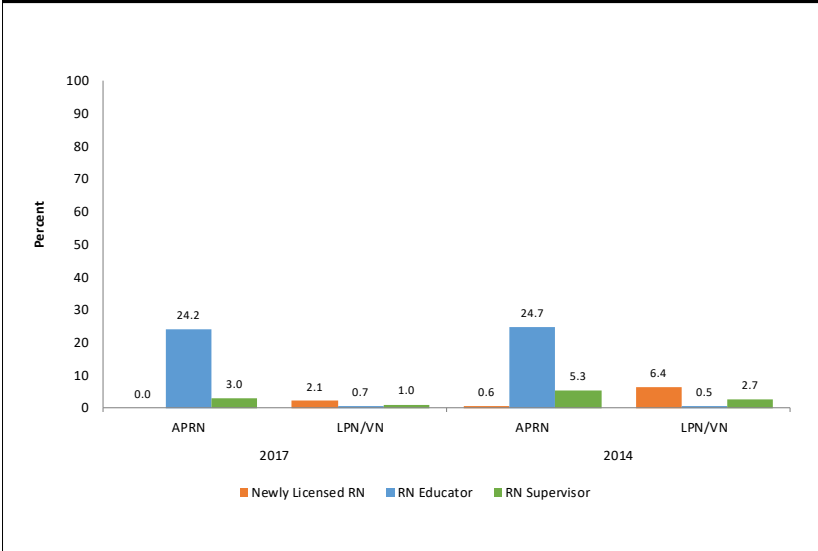


Figure 2. Gender by Primary Job Title

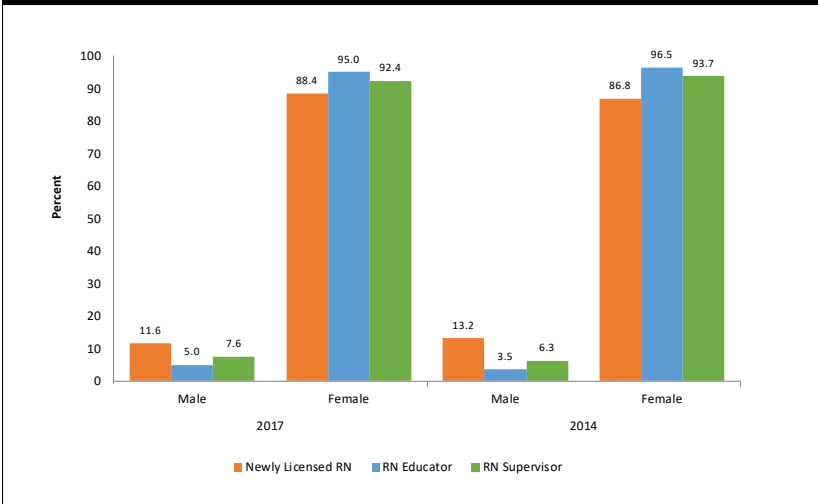
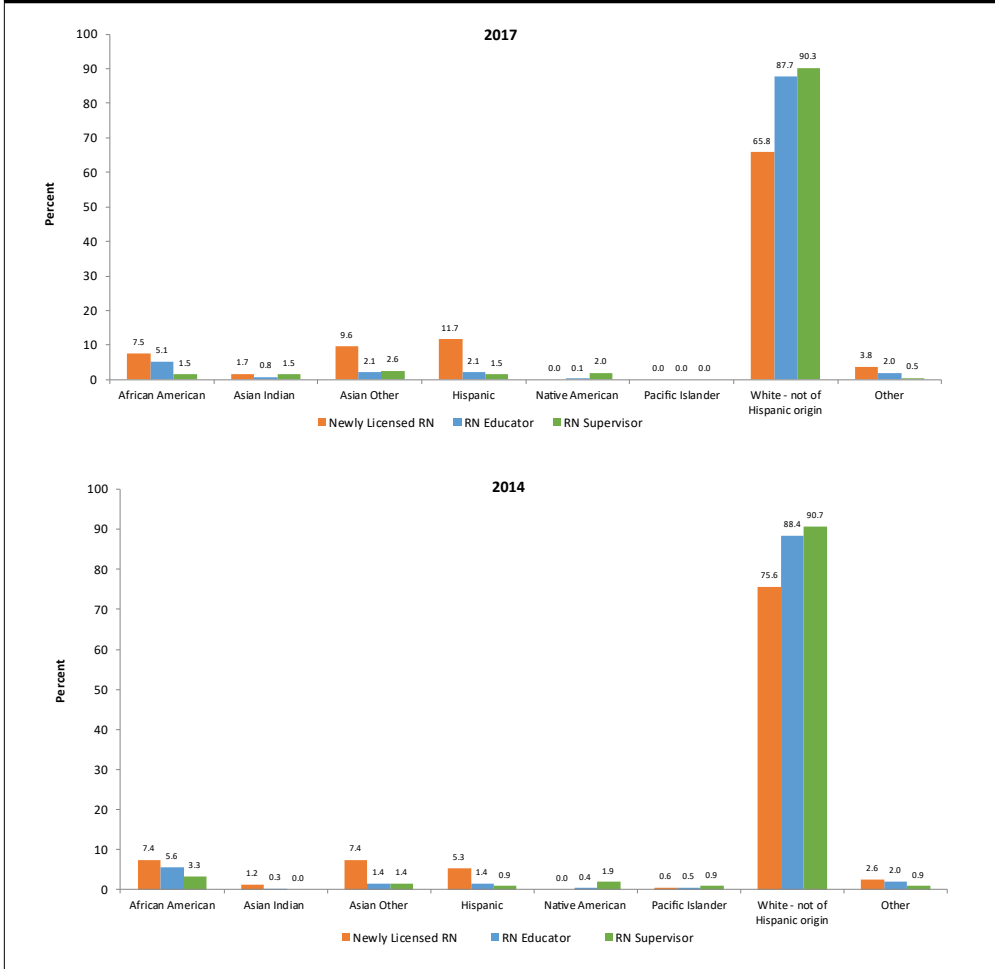


Figure 3. Race/Ethnicity by Primary Job Title



Facilities

The majority of Newly Licensed RNs (74.9%) and RN Educators (64.2%) reported working in hospitals. RN Supervisors worked primarily in hospitals (43.9%) and long-term care facilities (31.1%). See Figure 6 for facility by primary job title in 2017 and 2014.

Client Health Conditions

The majority of Newly Licensed RNs (71.5%), RN Educators (55.0%) and RN Supervisors (71.4%) reported working with clients exhibiting acute conditions. As nurses often work with clients with varying conditions, responders were allowed to give multiple answers, resulting in percentages within each primary job title totaling more than 100%.

See Figure 7 for client health conditions sorted by primary job title in 2017 and 2014.

Client Ages

Newly Licensed RNs reported that they primarily care for both older adult clients aged 65 to 85 (68.6%) and adult clients aged 18 to 64 (64.5%). The majority of RN Educators (77.8%) reported that they care for adult clients aged 18 to 64. The most frequent response for RN Supervisors (84.4%) was caring for older adult clients aged 65 to 85. Responders were allowed to give multiple answers, resulting in percentages within each primary job title totaling more than 100%. See Figure 8 for client ages sorted by primary job title in both 2017 and 2014.

Figure 4. Educational Background by Primary Job Title

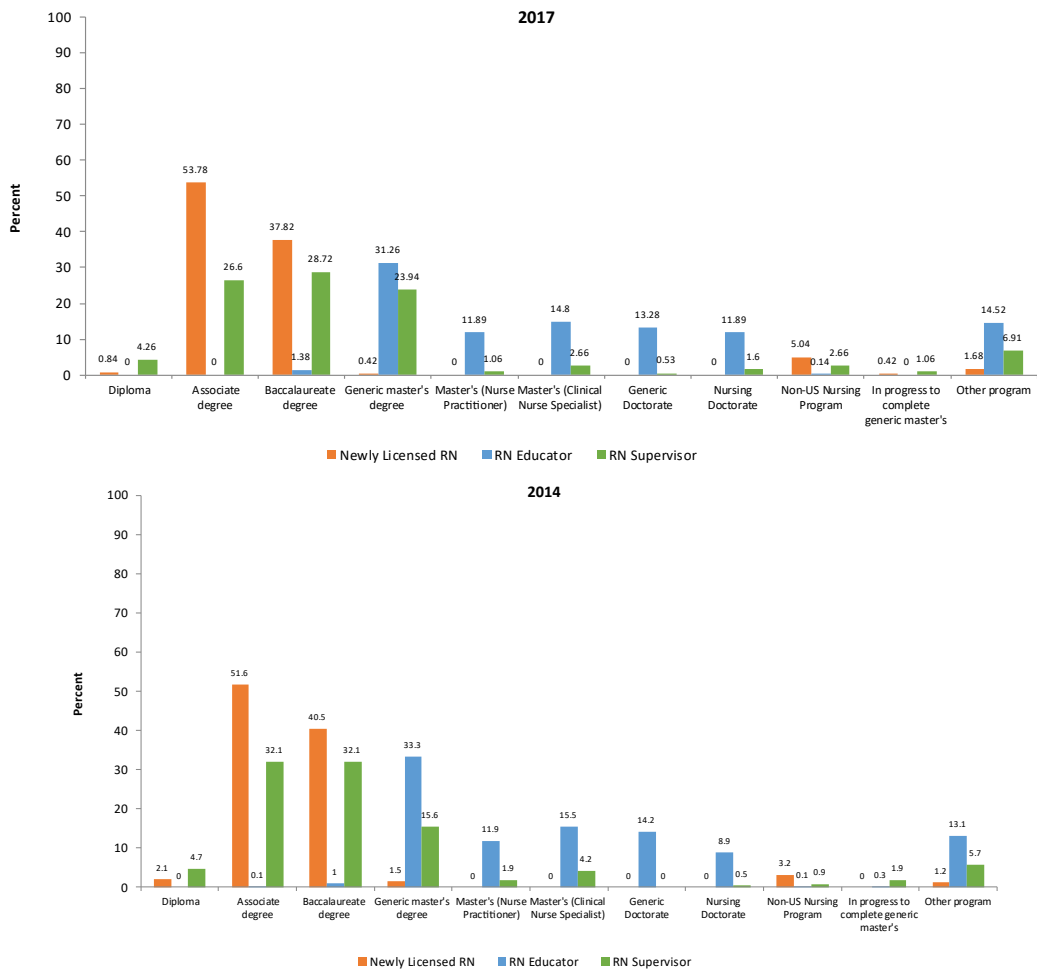


Figure 5. Primary Language by Primary Job Title

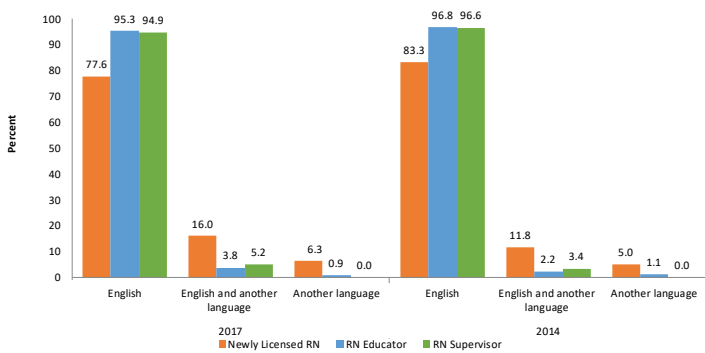


Figure 6. Facility by Primary Job Title

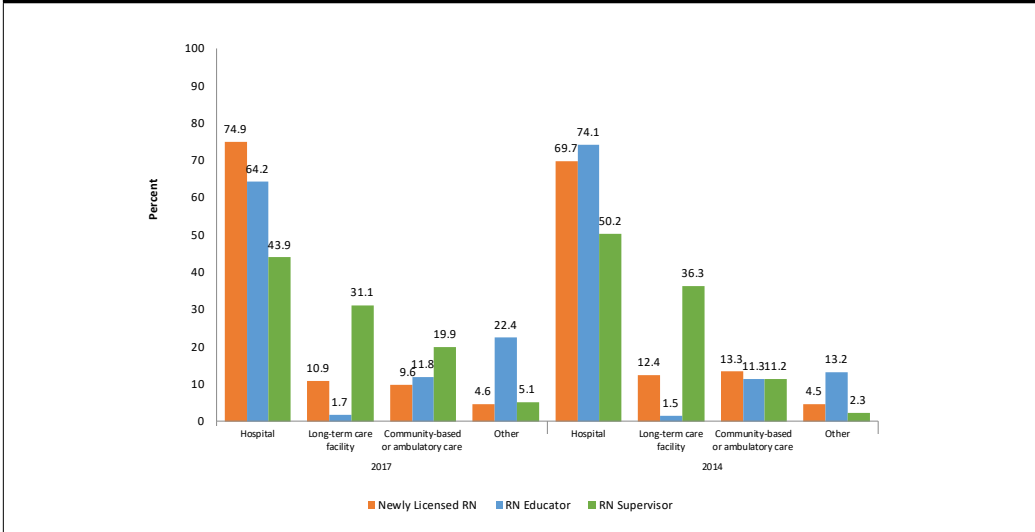


Figure 7. Client Health Conditions by Primary Job Title

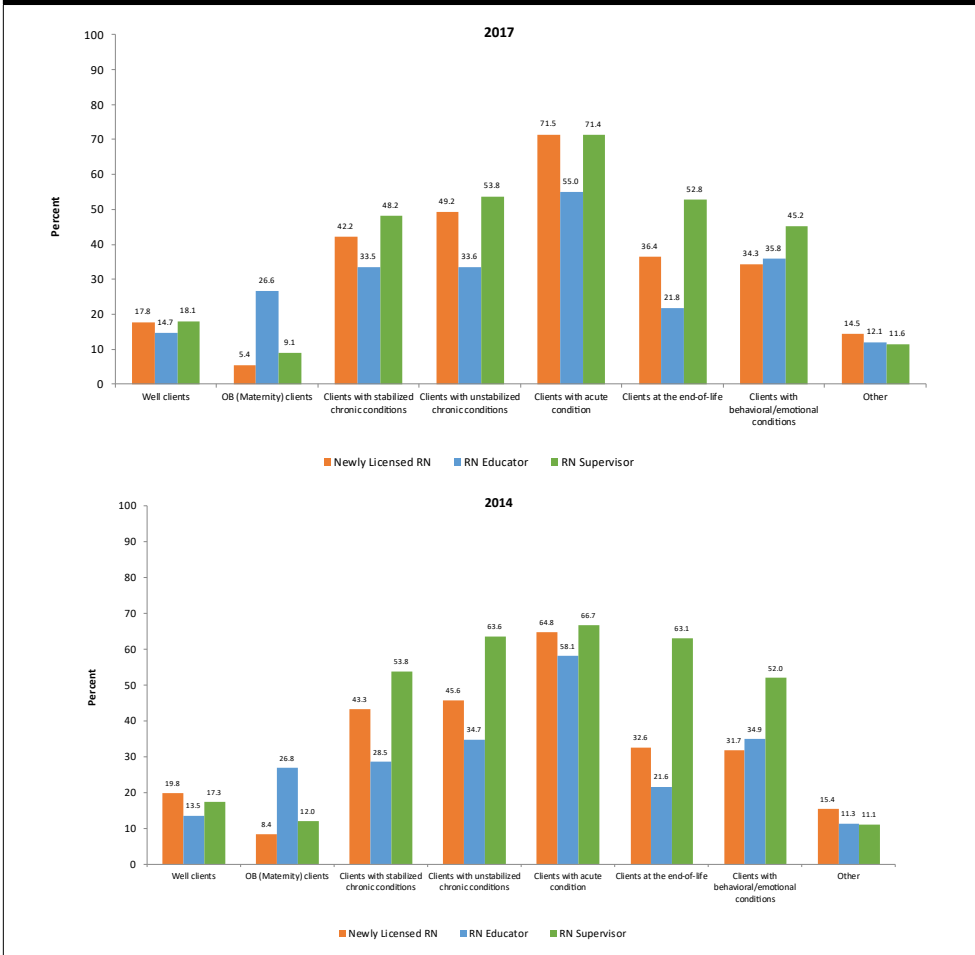


Figure 8. Client Ages by Primary Job Title

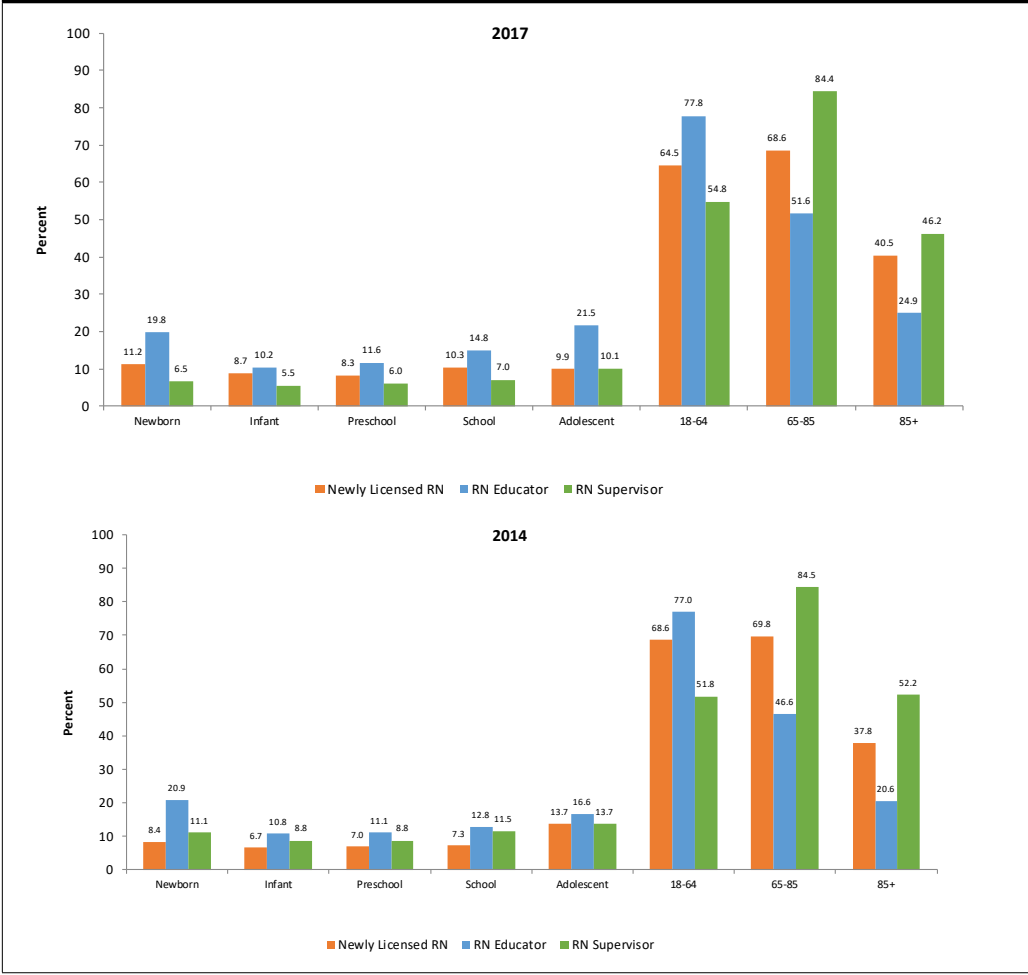


Table 4. Employment Setting/Specialty

Employment Setting	Year	Newly Licensed RN		RN Educator		RN Supervisor		Total	
		N	%	N	%	N	%	N	%
Critical care	2017	81	33.5	157	20.6	40	20.1	278	23.1
	2014	87	25.3	160	19.9	46	20.4	293	21.3
Medical-surgical unit	2017	90	37.2	263	34.5	69	34.7	422	35.1
	2014	113	32.8	317	39.3	75	33.3	505	36.7
Pediatrics	2017	16	6.6	89	11.7	3	1.5	108	9
	2014	18	5.2	92	11.4	7	3.1	117	8.5
Nursery	2017	5	2.1	64	8.4	5	2.5	74	6.2
	2014	10	2.9	91	11.3	7	3.1	108	7.9
Labor and delivery	2017	3	1.2	104	13.6	9	4.5	116	9.6
	2014	11	3.2	130	16.1	11	4.9	152	11.1
Postpartum unit	2017	4	1.7	110	14.4	6	3	120	10
	2014	12	3.5	134	16.6	6	2.7	152	11.1

Employment Setting	Year	Newly Licensed RN		RN Educator		RN Supervisor		Total	
		N	%	N	%	N	%	N	%
Psychiatric	2017	8	3.3	156	20.5	6	3	170	14.1
	2014	23	6.7	187	23.2	18	8	228	16.6
Assisted living	2017	4	1.7	7	0.9	3	1.5	14	1.2
	2014	3	0.9	2	0.2	3	1.3	8	0.6
Operating room	2017	5	2.1	14	1.8	11	5.5	30	2.5
	2014	9	2.6	17	2.1	6	2.7	32	2.3
Nursing home	2017	27	11.2	43	5.6	66	33.2	136	11.3
	2014	47	13.7	27	3.3	80	35.6	154	11.2
Other long term care	2017	6	2.5	9	1.2	5	2.5	20	1.7
	2014	9	2.6	10	1.2	9	4	28	2
Rehabilitation	2017	19	7.9	15	2	26	13.1	60	5
	2014	26	7.6	11	1.4	36	16	73	5.3
Subacute unit	2017	5	2.1	8	1	13	6.5	26	2.2
	2014	2	0.6	7	0.9	10	4.4	19	1.4
Transitional care unit	2017	5	2.1	7	0.9	7	3.5	19	1.6
	2014	5	1.5	9	1.1	4	1.8	18	1.3
Physician/ Advanced Practice RN/Nurse Practitioner (NP)/ Dentist office	2017	6	2.5	29	3.8	0	0	35	2.9
	2014	9	2.6	30	3.7	1	0.4	40	2.9
Occupational health	2017	0	0	1	0.1	0	0	1	0.1
	2014	0	0	2	0.2	1	0.4	3	0.2
Outpatient clinic	2017	5	2.1	17	2.2	5	2.5	27	2.2
	2014	8	2.3	20	2.5	3	1.3	31	2.3
Home health	2017	8	3.3	22	2.9	34	17.1	64	5.3
	2014	20	5.8	17	2.1	18	8	55	4
Public health	2017	3	1.2	39	5.1	10	5	52	4.3
	2014	3	0.9	28	3.5	8	3.6	39	2.8
Student/school health	2017	6	2.5	27	3.5	0	0	33	2.7
	2014	0	0	20	2.5	2	0.9	22	1.6
Hospice care	2017	9	3.7	10	1.3	16	8	35	2.9
	2014	10	2.9	13	1.6	14	6.2	37	2.7
Prison/correctional facility/jail	2017	2	0.8	2	0.3	1	0.5	5	0.4
	2014	4	1.2	6	0.7	0	0	10	0.7
Short stay	2017	1	0.4	0	0	6	3	7	0.6
	2014	4	1.2	6	0.7	8	3.6	18	1.3
Step-down care	2017	23	9.5	30	3.9	8	4	61	5.1
	2014	18	5.2	20	2.5	6	2.7	44	3.2
Other	2017	18	7.4	118	15.5	9	4.5	145	12.1
	2014	23	6.7	96	11.9	20	8.9	139	10.1

Employment Setting/Specialty

The employment setting most frequently reported by Newly Licensed RNs (37.2%), RN Educators (34.5%) and RN Supervisors (34.7%) was medical/surgical units. On average, for all primary job titles, the least reported employment settings were occupational health (0.1%) and prison/correctional facility/jail (0.4%). Responders were allowed to answer up to two employment settings, allowing for percentages totaling more than 100%. See Table 4 for reported employment settings and specialties in both 2017 and 2014.

Summary

The average Newly Licensed RN responder was an English-speaking white female with an average age of 31.5 years. She held an associate degree or a baccalaureate degree from a college/university within the U.S. She primarily worked in hospitals caring for older adult clients aged 65 to 85 and adult clients aged 18 to 64, exhibiting acute and chronic health conditions.

The average RN Educator responder was an English-speaking white female with an average age of 52.0 years. She held a generic master's degree from a college/university within the U.S. She primarily worked in hospitals caring for adult clients aged 18 to 64 exhibiting acute conditions. On average, she had been an RN Educator for 11.6 years.

The average RN Supervisor responder was an English-speaking white female with an average age of 50.7 years. She held an associate, baccalaureate or generic master's degree from a college/university within the U.S. She worked in hospitals or nursing homes caring for older adult clients aged 65 to 85 exhibiting acute as well as chronic and end-of-life conditions. On average, she worked as an RN Supervisor for 9.9 years.

KNOWLEDGE STATEMENT FINDINGS

Overview of Methods

The 2017 Knowledge of Newly Licensed RN Survey asked responders to rate the importance of knowledge statements necessary for a newly licensed RN to practice safely and effectively. Responders were asked to rate the overall importance of each knowledge statement considering safe and effective professional RN practice, regardless of specific practice setting. Importance was rated by using a five-point (1-5) scale.

SME Panel Validation of Survey Findings

The SME Panel for the 2017 Knowledge of Newly Licensed RN Survey was asked to provide independent ratings of the 295 knowledge statements. See Appendix D for average importance ratings of the SMEs.

In order to validate the results of the survey, the average importance ratings estimated by the SMEs were compared to the average importance ratings from the knowledge survey. As shown in Table 5, there was, in general, consistency among the highest importance knowledge statements across the ratings of the Newly Licensed RNs, RN Educators, RN Supervisors and SMEs. Additionally, there was consistency among the lowest importance knowledge statements across the ratings of the Newly Licensed RNs, RN Educators, RN Supervisors and SMEs. There seems to be evidence from several sources that provide convergent validity on the knowledge needed by newly licensed RNs in order to practice safely and effectively. The ratings of SMEs compared to survey responder ratings, categorized by job titles, are presented in Appendices E, F and G.

The importance ratings of SMEs compared to the ratings of each subgroup were very similar. In fact, the only knowledge statement average rating more than one point difference between the SMEs and the Newly Licensed RNs was telemetry equipment. The SMEs rated the importance of this knowledge statement at 3.00, while Newly Licensed RNs rated the same statement at 4.05. There are no knowledge

statement average ratings more than one point difference between the SMEs and RN Educators. Three knowledge statement average ratings were more than one point difference between the SMEs and RN Supervisors. These statements were complications of labor (SME ratings averaged 4.33 and RN Supervisor ratings averaged 3.11); new parent education (SME ratings averaged 4.00 and RN Supervisor ratings averaged 2.92); and stages of labor (SME ratings averaged 4.11 and RN Supervisor ratings averaged 3.01). Again, the information on knowledge needed by newly licensed RNs from multiple sources provides a more accurate description than a single source.

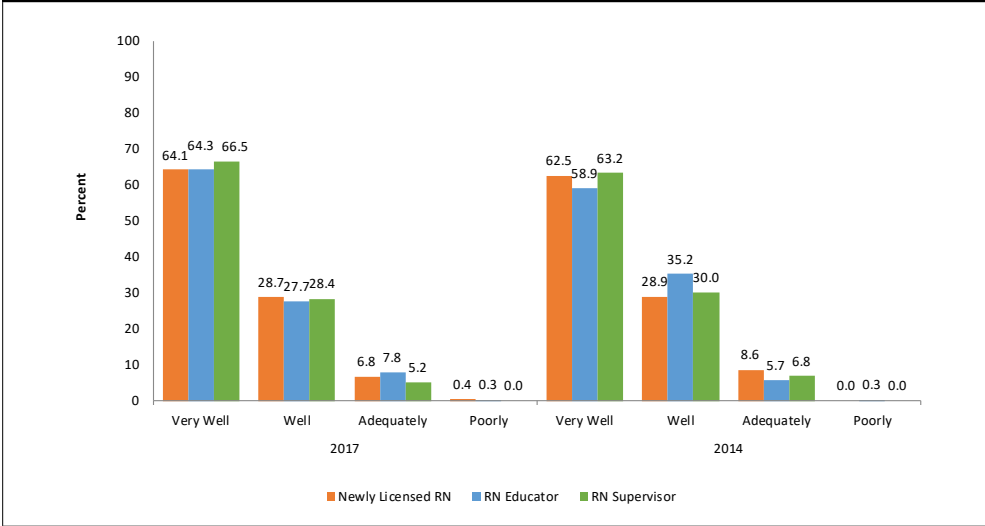
Representativeness of Knowledge Statements

The responders were asked to rate how well the knowledge statements represented the knowledge areas a newly licensed RN should possess by choosing one of four options: "Poorly," "Adequately," "Well" or "Very Well." The vast majority of survey responders within each job title reported the survey covered the important knowledge areas of a newly licensed RN "Well" or "Very Well" (92.8% of Newly Licensed RNs, 92.0% of RN Educators and 94.9% of RN Supervisors). A large percentage of Newly Licensed RNs (64.1%), RN Educators (64.3%) and RN Supervisors (66.5%) responded that the survey represented the necessary knowledge areas "Very Well." See Figure 9 for responses of survey adequacy by primary job title in 2017 and 2014.

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 that a newly licensed RN needs for safe and effective practice.

Figure 9. Survey Adequacy by Primary Job Title



Knowledge Statements

Importance of Knowledge Statements

The knowledge needed for safe and effective practice of newly licensed RNs 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 RN 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" and 5="Critically Important." Average importance ratings were calculated by including all importance ratings regardless of practice setting. The SME panel ratings and survey responder ratings of the 295 knowledge statements yielded very similar results.

The five least important and the five most important knowledge statements for all groups are shown in Table 5 along with their average ratings. All of the groups (Newly Licensed RNs, RN Educators, RN Supervisors and SMEs) rated "vital signs" and "medication administration" among the five most important knowledge statements. In terms of the

Table 5. Most Important and Least Important Knowledge Statements with Ratings

Most Important Knowledge Statements							
Newly Licensed RN		RN Educator		RN 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)
Airway Management	4.77	Medication Administration	4.79	Assessment Techniques	4.64	Airway Management	5.00
Medication Administration	4.73	Client Safety	4.78	Medication Administration	4.62	Vital Signs	5.00
Vital signs	4.73	Medication Safety	4.74	Changes in Client Condition	4.60	Medication Administration	4.89
Medication Safety	4.72	Vital Signs	4.72	Vital Signs	4.58	Client Allergies	4.80
Changes in Client Condition	4.71	Changes in Client Condition	4.71	Aseptic Technique	4.58	Wound Assessment	4.78
		Client Identification					
Least Important Knowledge Statements							
Newly Licensed RN		RN Educator		RN 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)
Auditory Distortions	2.99	Phototherapy	2.89	Phototherapy	2.51	Phototherapy	2.67
Phototherapy	3.00	Peritoneal Dialysis Care	2.98	Prenatal Care Education	2.81	Practice Outcome Metrics	2.78
Client Body Image	3.08	Program Planning	3.02	Auditory Distortions	2.83	Program Planning	2.89
Referral Process	3.10	Arterial Line Maintenance	3.07	Program Planning	2.89	Auditory Distortions	2.90
Program Planning	3.10	Post Mortem Care	3.09	New Parent Education	2.92	Assistive Devices (or care giver resources; or telemetry equipment; or ventilator equipment)	3.00

Table 6. Most Important Knowledge Statements from 2017 and 2014 Surveys

Newly Licensed RN		RN Educator		RN Supervisor	
2017	2014	2017	2014	2017	2014
Airway Management	Airway Management	Medication Administration	Medication Error Prevention	Assessment Techniques	Client Confidentiality
Medication Administration	Medication Error Prevention	Client Safety	Medication Safety	Medication Administration	Airway Management
Vital Signs	Vital Signs	Medication Safety	Client Safety	Changes in Client Condition	Medication Error Prevention
Medication Safety	Client Safety	Vital Signs	Client Identification	Vital Signs	Aseptic Technique
Changes in Client Condition	Changes in Client Condition	Changes in Client Condition	Airway Management	Aseptic Technique	Awareness of Professional Limitations
		Client Identification			

Table 7. Least Important Knowledge Statements from 2017 and 2014 Surveys

Newly Licensed RN		RN Educator		RN Supervisor	
2017	2014	2017	2014	2017	2014
Auditory Distortions	Body Mass Index (BMI)	Phototherapy	Phototherapy	Phototherapy	Phototherapy
Phototherapy	Body Image	Peritoneal Dialysis Care	Peritoneal Dialysis Care	Prenatal Care Education	Peritoneal Dialysis Care
Client Body Image	Phototherapy	Program Planning	Renal Replacement Therapy	Auditory Distortions	Body Mass Index (BMI)
Referral Process	Antepartum	Arterial Line Maintenance	Hemodialysis Care	Program Planning	Renal Replacement Therapy
Program Planning	Developmental Stages and Milestones	Postmortem Care	Postmortem Care	New Parent Education	Body Image

Table 8. Knowledge Statement Importance Ratings

Survey Position #	Knowledge of:	Newly Licensed RN			RN Educator			RN Supervisor		
		N	Avg.	Std. Err.	N	Avg.	Std. Err.	N	Avg.	Std. Err.
1	Abnormal Test Results	241	4.57	0.04	752	4.57	0.02	194	4.52	0.04
2	Activities of Daily Living (ADLs)	241	3.62	0.06	750	3.96	0.03	194	3.79	0.06
3	Acute Conditions	240	4.39	0.05	748	4.45	0.02	193	4.53	0.04
4	Admission Process	240	3.46	0.07	747	3.37	0.03	195	3.51	0.07
5	Advance Directives	239	3.69	0.07	745	3.77	0.03	195	3.77	0.06
6	Adverse Reactions	239	4.50	0.04	744	4.61	0.02	195	4.39	0.05
7	Age Specific Care	237	3.76	0.06	740	4.03	0.03	195	3.63	0.06
8	Airway Management	240	4.77	0.03	744	4.66	0.03	192	4.51	0.05
9	Alteration in Elimination	240	3.82	0.06	746	3.89	0.03	193	3.78	0.05
10	Alternatives to Restraints	238	3.43	0.07	746	3.82	0.03	194	3.56	0.08
11	Arterial Line Maintenance	239	3.72	0.08	746	3.07	0.05	195	3.02	0.10
12	Arterial Line Monitoring	241	3.80	0.08	737	3.14	0.05	193	3.10	0.10
13	Aseptic Technique	240	4.59	0.04	751	4.70	0.03	193	4.58	0.05
14	Aspiration Precautions	240	4.50	0.04	748	4.50	0.03	194	4.28	0.06
15	Assessment Techniques	241	4.52	0.05	751	4.70	0.02	193	4.64	0.04
16	Assessment Tools	241	4.06	0.06	745	4.18	0.03	188	4.20	0.05
17	Assistive Devices	241	3.37	0.07	747	3.32	0.03	192	3.33	0.06
18	Auditory Distortions	238	2.99	0.07	744	3.14	0.04	190	2.83	0.07
19	Basic Cardiac Rhythms	240	4.27	0.06	749	3.92	0.04	191	3.62	0.07
20	Behavioral Management Techniques	238	3.53	0.07	750	3.81	0.03	194	3.68	0.06
21	Biohazardous Material Handling	241	3.69	0.07	753	3.87	0.04	195	3.63	0.07
22	Blood Product Administration	238	4.40	0.06	749	4.08	0.04	194	3.46	0.10
23	Blood Products	239	4.28	0.06	747	4.01	0.04	194	3.48	0.09
24	Breathing Techniques	239	3.80	0.07	747	3.93	0.03	194	3.57	0.07
25	Care and Coordination	240	3.73	0.06	745	3.89	0.03	193	3.74	0.06
26	Care Giver Resources	241	3.28	0.07	749	3.30	0.03	194	3.18	0.07
27	Care Plan Process	241	3.32	0.08	751	3.75	0.03	192	3.68	0.07
28	Catheter Care	241	4.12	0.06	746	4.11	0.03	193	3.99	0.06
29	Central Venous Access Devices	241	4.20	0.06	748	3.76	0.04	194	3.78	0.07
30	Chain of Command	240	3.60	0.07	750	3.91	0.03	194	3.71	0.07
31	Change Management	240	3.18	0.08	745	3.33	0.04	195	3.37	0.07
32	Changes in Client Condition	240	4.71	0.04	750	4.71	0.02	193	4.60	0.05
33	Chronic Conditions	241	4.08	0.05	750	4.19	0.03	195	4.11	0.04
34	Circulation	240	4.42	0.04	750	4.43	0.03	195	4.11	0.05

Table 8. Knowledge Statement Importance Ratings

Survey Position #	Knowledge of:	Newly Licensed RN			RN Educator			RN Supervisor		
		N	Avg.	Std. Err.	N	Avg.	Std. Err.	N	Avg.	Std. Err.
35	Circulation Devices	240	3.83	0.06	747	3.63	0.04	195	3.37	0.06
36	Client Acuity	241	4.10	0.06	746	3.90	0.03	195	3.67	0.06
37	Client Advance Directives	241	3.74	0.07	751	3.68	0.04	195	3.75	0.06
38	Client Advocacy	239	4.34	0.05	749	4.28	0.03	194	3.73	0.06
39	Client Allergies	241	4.51	0.05	749	4.62	0.02	194	4.23	0.06
40	Client Appropriate Interventions	240	4.21	0.05	750	4.46	0.02	195	4.09	0.05
41	Client Assessment	239	4.59	0.04	749	4.65	0.02	195	4.45	0.05
42	Client Background	239	3.72	0.06	744	3.81	0.03	195	3.46	0.06
43	Client Body Image	240	3.08	0.07	750	3.40	0.03	195	2.97	0.06
44	Client Care for Adolescents	240	3.44	0.07	748	3.76	0.03	195	3.07	0.07
45	Client Care for Age 18 through 64 Years	241	3.89	0.06	749	4.12	0.03	195	3.59	0.06
46	Client Care for Age 65 Years and Over	240	4.00	0.06	744	4.06	0.03	194	3.84	0.06
47	Client Care for Infants	240	3.60	0.08	745	3.64	0.04	195	3.13	0.08
48	Client Care for Newborns	240	3.61	0.08	748	3.57	0.04	194	3.10	0.08
49	Client Care for Preschool Aged Child	241	3.44	0.08	747	3.52	0.04	195	3.05	0.08
50	Client Care for School Aged Child	241	3.44	0.08	750	3.57	0.04	194	3.05	0.08
51	Client Care for Toddlers	241	3.47	0.08	747	3.54	0.04	195	3.06	0.08
52	Client Centered Care	241	4.14	0.06	746	4.27	0.03	194	4.08	0.05
53	Client Confidentiality	241	4.52	0.05	750	4.65	0.02	194	4.52	0.05
54	Client Consent	240	4.49	0.05	748	4.59	0.02	192	4.36	0.05
55	Client Demographic Considerations (e.g., Age, Gender, Community)	240	3.67	0.07	744	3.78	0.03	194	3.41	0.07
56	Client Dignity	239	4.23	0.06	743	4.40	0.03	193	4.23	0.06
57	Client Disease Process	241	4.37	0.05	746	4.34	0.03	193	4.21	0.05
58	Client Education	240	4.06	0.05	751	4.26	0.03	195	3.84	0.06
59	Client Hand-off Process	240	4.07	0.06	747	4.27	0.03	195	3.95	0.07
60	Client Health History	240	4.07	0.05	747	4.11	0.03	195	3.82	0.06
61	Client Health Literacy	239	3.72	0.06	747	3.86	0.03	195	3.54	0.06
62	Client Identification	240	4.53	0.05	747	4.71	0.02	194	4.38	0.06
63	Client Learning Assessment	240	3.75	0.06	750	3.86	0.03	194	3.66	0.06
64	Client Needs Assessment	240	3.92	0.06	748	4.01	0.03	194	3.84	0.06

Table 8. Knowledge Statement Importance Ratings

Survey Position #	Knowledge of:	Newly Licensed RN			RN Educator			RN Supervisor		
		N	Avg.	Std. Err.	N	Avg.	Std. Err.	N	Avg.	Std. Err.
65	Client Occupational Factors	238	3.27	0.07	746	3.25	0.03	194	3.07	0.06
66	Client Plan of Care	239	3.88	0.07	749	4.12	0.03	195	3.96	0.06
67	Client Positioning	240	4.07	0.05	750	4.07	0.03	194	3.88	0.06
68	Client Privacy	240	4.22	0.06	749	4.36	0.03	194	4.23	0.06
69	Client Psychosocial Factors	239	3.77	0.06	751	4.13	0.03	194	3.78	0.05
70	Client Religion and Spirituality Considerations	239	3.49	0.07	751	3.84	0.03	195	3.52	0.06
71	Client Response to Plan of Care	239	3.90	0.06	750	4.27	0.02	193	3.90	0.06
72	Client Response to Treatment	240	4.33	0.05	749	4.42	0.02	194	4.19	0.06
73	Client Rights and Responsibilities	240	4.16	0.05	746	4.30	0.03	194	4.13	0.06
74	Client Risk Assessment	240	4.08	0.06	748	4.25	0.03	195	4.04	0.06
75	Client Risk Factors	237	4.06	0.06	749	4.22	0.03	194	4.03	0.06
76	Client Safety	238	4.69	0.04	750	4.78	0.02	195	4.49	0.05
77	Client Safety Goals	238	4.18	0.06	744	4.38	0.02	194	4.12	0.06
78	Client Self Determination	238	3.64	0.07	746	3.84	0.03	194	3.71	0.06
79	Client Status	237	3.98	0.06	748	4.14	0.03	194	3.74	0.06
80	Client Support System	239	3.68	0.06	744	3.83	0.03	194	3.63	0.06
81	Clinical Judgment	239	4.43	0.05	751	4.55	0.02	192	4.35	0.06
82	Cognitive Distortions	239	3.73	0.06	748	3.78	0.03	195	3.58	0.06
83	Communication Barriers	239	3.88	0.06	750	4.06	0.03	194	3.80	0.06
84	Communication Strategies	238	3.81	0.06	743	4.11	0.03	195	3.76	0.06
85	Community Health Education	239	3.38	0.07	750	3.54	0.03	195	3.09	0.07
86	Community Needs Assessment	240	3.27	0.07	751	3.34	0.04	194	2.97	0.07
87	Community Resources	240	3.43	0.07	748	3.51	0.03	195	3.15	0.07
88	Competency of Delegatee	239	3.79	0.07	745	3.91	0.03	193	3.50	0.07
89	Complementary Therapies	237	3.30	0.07	739	3.31	0.03	193	3.15	0.07
90	Complications of Labor	239	3.77	0.08	749	3.67	0.04	195	3.11	0.09
91	Comprehensive Health Assessments	238	4.15	0.05	748	4.17	0.03	193	4.06	0.07
92	Conflict Management Strategies	239	3.59	0.06	746	3.81	0.03	194	3.78	0.06
93	Contraindications	237	4.35	0.05	745	4.31	0.03	195	3.97	0.06
94	Controlled Substances	240	4.25	0.05	746	4.25	0.03	195	4.11	0.06

Table 8. Knowledge Statement Importance Ratings

Survey Position #	Knowledge of:	Newly Licensed RN			RN Educator			RN Supervisor		
		N	Avg.	Std. Err.	N	Avg.	Std. Err.	N	Avg.	Std. Err.
95	Coping Mechanisms	238	3.66	0.06	749	3.91	0.03	195	3.70	0.05
96	Coping Techniques	239	3.64	0.06	743	3.91	0.03	195	3.66	0.06
97	Cost-effective Care	240	3.44	0.07	742	3.57	0.03	194	3.42	0.07
98	Crisis Intervention	240	3.87	0.07	747	3.94	0.03	194	3.77	0.07
99	Cultural Considerations	240	3.62	0.07	743	3.97	0.03	195	3.63	0.06
100	Death and Dying	239	3.99	0.06	746	3.97	0.03	194	3.90	0.06
101	De-escalation Techniques	238	3.92	0.06	746	3.88	0.03	195	3.78	0.06
102	Delegation of Care	239	4.07	0.05	747	4.22	0.03	195	3.70	0.06
103	Delegation of Responsibilities	238	4.06	0.06	743	4.15	0.03	194	3.64	0.07
104	Developmental Stages and Milestones	238	3.37	0.07	746	3.53	0.03	195	3.00	0.07
105	Device Assessment	240	3.43	0.07	747	3.30	0.04	194	3.16	0.07
106	Device Complications	239	3.58	0.07	744	3.45	0.04	194	3.34	0.07
107	Diagnostic Tests and Procedures	240	4.23	0.05	745	4.12	0.03	195	3.92	0.05
108	Discharge Process	239	3.62	0.07	745	3.74	0.03	195	3.65	0.07
109	Disease Process	238	4.26	0.05	747	4.29	0.03	195	4.23	0.05
110	Dosage Calculations	239	4.51	0.06	746	4.64	0.03	194	4.27	0.07
111	Drainage Devices	240	3.84	0.06	747	3.66	0.03	194	3.65	0.06
112	Dressing Changes	239	4.03	0.05	749	3.87	0.03	192	3.95	0.06
113	Early Client Mobilization	239	3.93	0.06	747	3.92	0.03	194	3.62	0.07
114	Electronic Health Records	240	3.91	0.06	748	3.89	0.03	194	3.89	0.07
115	Elimination	238	3.87	0.06	749	3.93	0.03	194	3.70	0.05
116	Elimination Devices	238	3.69	0.06	750	3.64	0.03	191	3.50	0.06
117	Emergency Intervention	239	4.65	0.04	744	4.49	0.03	193	4.37	0.06
118	Emergency Response Plan	239	4.42	0.06	746	4.00	0.04	194	3.91	0.07
119	Emergency Response Roles and Responsibilities	240	4.37	0.06	755	3.92	0.04	199	4.02	0.07
120	End-of-life Care	240	3.83	0.06	754	3.74	0.03	198	3.93	0.06
121	Enteral Feeding Tubes	241	3.94	0.06	753	3.63	0.04	199	3.62	0.06
122	Enteral Tube Feedings	238	3.85	0.06	749	3.65	0.04	198	3.61	0.06
123	Environmental Hazards	241	3.67	0.07	755	3.80	0.03	199	3.49	0.06
124	Environmental Safety	240	3.80	0.07	752	3.95	0.03	199	3.68	0.06
125	Equipment Safety	239	3.88	0.07	751	3.89	0.03	198	3.71	0.07
126	Ergonomic Equipment	238	3.36	0.07	748	3.38	0.04	199	3.29	0.07
127	Ethical and Legal Considerations	240	4.00	0.06	752	4.37	0.03	199	3.96	0.06

Table 8. Knowledge Statement Importance Ratings

Survey Position #	Knowledge of:	Newly Licensed RN			RN Educator			RN Supervisor		
		N	Avg.	Std. Err.	N	Avg.	Std. Err.	N	Avg.	Std. Err.
128	Ethical Dilemmas	240	3.85	0.06	753	4.12	0.03	198	3.81	0.06
129	Evidence Based Practice	239	4.16	0.06	754	4.46	0.02	199	4.25	0.05
130	Expected and Unexpected Outcomes	241	4.20	0.05	750	4.27	0.03	198	3.97	0.05
131	Expected and Unexpected Treatment Outcomes	238	4.21	0.05	752	4.25	0.03	199	3.96	0.06
132	Family Dynamics	237	3.32	0.06	750	3.56	0.03	197	3.37	0.06
133	Fistula Care	240	3.51	0.07	755	3.10	0.04	199	3.26	0.07
134	Fluid and Electrolytes	239	4.57	0.05	755	4.43	0.03	197	4.15	0.05
135	Focused Assessment	241	4.44	0.05	752	4.43	0.03	198	4.08	0.06
136	Gastrointestinal Tube Insertion	241	3.59	0.08	749	3.37	0.04	199	3.27	0.08
137	Gastrointestinal Tube Maintenance	240	3.80	0.06	754	3.58	0.04	198	3.57	0.06
138	Gastrointestinal Tube Removal	237	3.51	0.08	753	3.38	0.04	198	3.30	0.07
139	Hazardous Material Handling	237	3.83	0.07	753	3.76	0.04	199	3.57	0.07
140	Health Promotion Behavior	238	3.59	0.07	749	3.93	0.03	197	3.44	0.07
141	Hemodialysis	240	3.74	0.07	749	3.10	0.04	196	3.08	0.08
142	Hemodynamics	240	4.13	0.06	752	3.91	0.04	198	3.68	0.07
143	Hemostasis	239	4.10	0.06	752	4.01	0.03	199	3.61	0.07
144	High-risk Health Behaviors	237	3.86	0.07	751	3.97	0.03	197	3.60	0.06
145	High-risk Medications	238	4.50	0.05	752	4.47	0.03	199	4.33	0.06
146	Immunization/ Vaccination Recommendations	240	3.75	0.06	752	3.68	0.04	198	3.48	0.07
147	Incident and Error Reporting	239	4.00	0.07	750	4.01	0.03	199	3.84	0.06
148	Incontinence Care	238	3.78	0.06	749	3.64	0.04	199	3.69	0.06
149	Infection Control	240	4.50	0.05	751	4.56	0.03	199	4.36	0.05
150	Information Technology	240	3.35	0.07	752	3.63	0.03	198	3.46	0.07
151	Infusion Delivery Devices	240	3.88	0.07	755	3.65	0.04	198	3.47	0.07
152	Initial Care for Newborn	238	3.68	0.08	753	3.46	0.04	198	2.96	0.09
153	Injury Risk Precautions	237	3.97	0.06	754	4.17	0.03	198	3.70	0.07
154	Intake and Output	238	4.12	0.06	753	4.22	0.03	197	3.87	0.07
155	Interpersonal Communication	239	3.73	0.06	749	4.23	0.03	198	3.87	0.06
156	Invasive Line Care	240	4.18	0.06	751	3.73	0.04	199	3.64	0.07
157	Invasive Procedures	238	4.12	0.06	750	3.62	0.04	198	3.42	0.08

Table 8. Knowledge Statement Importance Ratings

Survey Position #	Knowledge of:	Newly Licensed RN			RN Educator			RN Supervisor		
		N	Avg.	Std. Err.	N	Avg.	Std. Err.	N	Avg.	Std. Err.
158	Irrigation	240	3.63	0.06	755	3.33	0.04	198	3.37	0.06
159	Irrigation Techniques	237	3.62	0.06	751	3.38	0.04	198	3.38	0.06
160	Isolation Precautions	239	4.25	0.05	751	4.31	0.03	196	4.09	0.06
161	Life Changes	240	3.35	0.07	751	3.39	0.03	198	3.22	0.06
162	Life Transitions	240	3.30	0.07	750	3.39	0.03	196	3.21	0.07
163	Mandatory Reporting Requirements	240	4.04	0.06	753	4.10	0.03	196	3.91	0.06
164	Material Safety Data Sheets (MSDS)	240	3.39	0.08	751	3.36	0.04	198	3.37	0.07
165	Medical Terminology	239	4.28	0.06	751	4.26	0.03	199	4.22	0.05
166	Medication Administration	240	4.73	0.03	752	4.79	0.02	198	4.62	0.05
167	Medication Diversion	240	4.06	0.06	754	4.16	0.03	199	4.24	0.05
168	Medication Interactions	239	4.51	0.04	754	4.53	0.02	198	4.42	0.05
169	Medication Reconciliation	239	4.16	0.06	750	4.25	0.03	198	4.31	0.05
170	Medication Reconciliation Process	241	4.06	0.06	751	4.15	0.03	199	4.23	0.06
171	Medication Safety	240	4.72	0.03	749	4.74	0.02	199	4.52	0.05
172	Medication Storage	240	4.05	0.07	754	4.02	0.03	198	4.01	0.06
173	Medication Titration	240	4.33	0.05	747	4.16	0.03	197	3.98	0.06
174	Moderate Sedation	239	4.00	0.07	751	3.68	0.04	197	3.48	0.08
175	Multidisciplinary Teams	238	3.78	0.06	751	3.86	0.03	195	3.67	0.06
176	New Parent Education	239	3.60	0.08	749	3.48	0.04	197	2.92	0.08
177	Non-pharmacological Comfort Measures	240	3.84	0.06	754	4.06	0.03	197	3.84	0.06
178	Nurse Practice Act	239	3.86	0.07	751	4.30	0.03	199	4.10	0.06
179	Nursing Code of Ethics	239	4.10	0.06	750	4.43	0.03	197	4.16	0.06
180	Nursing Practice Guidelines	241	4.12	0.06	755	4.41	0.03	196	4.20	0.06
181	Nutrition Assessment	241	3.57	0.07	757	3.71	0.03	196	3.57	0.06
182	Oral Hygiene	240	3.53	0.07	757	3.79	0.03	197	3.61	0.06
183	Order Verification Process	239	4.15	0.06	753	4.23	0.03	195	4.24	0.05
184	Orthopedic Devices	240	3.35	0.07	757	3.14	0.04	197	3.13	0.06
185	Ostomy Care	240	3.69	0.06	755	3.35	0.04	196	3.47	0.06
186	Oxygen Delivery Systems	240	4.45	0.05	755	4.15	0.03	197	4.00	0.06
187	Pacing Devices	241	3.86	0.07	756	3.21	0.04	197	3.28	0.07
188	Pain Management	241	4.42	0.04	757	4.48	0.03	196	4.38	0.05
189	Palliative Care	241	3.83	0.06	753	3.73	0.04	197	3.79	0.06
190	Parenteral Nutrition	239	3.79	0.06	757	3.65	0.04	197	3.49	0.06

Survey Position #	Knowledge of:	Newly Licensed RN			RN Educator			RN Supervisor		
		N	Avg.	Std. Err.	N	Avg.	Std. Err.	N	Avg.	Std. Err.
191	Pathophysiology	241	4.23	0.06	752	4.26	0.03	197	4.03	0.06
192	Percutaneous Feeding Tubes	239	3.62	0.07	754	3.35	0.04	196	3.36	0.08
193	Peripheral Intravenous Line Insertion	240	4.28	0.06	755	3.85	0.04	197	3.92	0.07
194	Peripheral Intravenous Line Maintenance	240	4.37	0.05	758	4.14	0.04	197	4.00	0.07
195	Peripheral Intravenous Line Removal	240	4.03	0.06	754	3.92	0.04	197	3.90	0.07
196	Peritoneal Dialysis Care	241	3.56	0.07	755	2.98	0.04	195	2.96	0.08
197	Personal Protective Equipment (PPE)	239	4.29	0.06	754	4.40	0.03	197	4.29	0.06
198	Pharmacology	238	4.39	0.05	752	4.58	0.02	197	4.26	0.05
199	Phototherapy	240	3.00	0.08	753	2.89	0.04	196	2.51	0.07
200	Physical Impairment	241	3.52	0.06	757	3.56	0.03	197	3.37	0.06
201	Physical Stressors	240	3.45	0.07	757	3.62	0.03	197	3.29	0.06
202	Policy and Procedures	239	4.03	0.06	755	4.02	0.03	195	3.78	0.07
203	Positioning Devices	239	3.59	0.06	750	3.40	0.04	196	3.39	0.06
204	Postmortem Care	241	3.41	0.07	759	3.09	0.04	195	3.15	0.07
205	Postoperative Care	239	4.10	0.06	754	4.01	0.04	196	3.70	0.07
206	Postoperative Education	240	3.92	0.07	751	3.92	0.04	196	3.58	0.07
207	Postpartum Care	239	3.62	0.08	752	3.47	0.04	197	3.02	0.08
208	Postpartum Complications	238	3.83	0.08	754	3.59	0.04	196	3.13	0.08
209	Practice Outcome Metrics	238	3.19	0.08	749	3.11	0.04	195	3.16	0.07
210	Prenatal Care Education	241	3.51	0.08	754	3.30	0.04	197	2.81	0.08
211	Prenatal Complications	241	3.76	0.08	752	3.49	0.04	197	2.99	0.09
212	Preoperative Care	241	3.86	0.07	756	3.83	0.04	195	3.25	0.07
213	Preoperative Education	239	3.89	0.07	754	3.83	0.04	197	3.29	0.07
214	Preventative Care	241	4.10	0.06	753	4.09	0.03	197	3.72	0.06
215	Prioritization of Care	241	4.49	0.05	754	4.55	0.03	197	4.23	0.06
216	Process of Consent	240	4.05	0.06	756	4.19	0.03	196	3.92	0.07
217	Professional Competency	240	4.20	0.06	754	4.28	0.03	195	4.22	0.06
218	Program Planning	237	3.10	0.08	753	3.02	0.04	196	2.89	0.07
219	Proper Body Mechanics	241	3.93	0.06	750	4.10	0.03	195	3.98	0.06
220	Provider Credentials	238	3.55	0.07	755	3.46	0.04	197	3.26	0.08
221	Provider Orders	238	4.22	0.06	757	4.19	0.03	197	4.08	0.06
222	Provider Scopes of Practice	239	4.04	0.07	756	3.99	0.04	196	3.74	0.08
223	Psychological Stressors	239	3.59	0.07	755	3.86	0.03	197	3.46	0.06

Table 8. Knowledge Statement Importance Ratings

Survey Position #	Knowledge of:	Newly Licensed RN			RN Educator			RN Supervisor		
		N	Avg.	Std. Err.	N	Avg.	Std. Err.	N	Avg.	Std. Err.
224	Psychosocial Assessment	241	3.72	0.07	754	3.97	0.03	196	3.61	0.06
225	Psychosocial Factors of Substance Abuse/Dependency	239	3.76	0.06	755	3.89	0.03	197	3.48	0.06
226	Psychosocial Health Issues	239	3.63	0.06	752	3.86	0.03	195	3.46	0.06
227	Pulmonary Hygiene Techniques	240	3.91	0.06	754	3.72	0.04	196	3.53	0.07
228	Quality Improvement Process	241	3.51	0.07	757	3.49	0.04	197	3.56	0.07
229	Range of Motion	240	3.53	0.07	756	3.74	0.03	197	3.53	0.06
230	Referral Process	239	3.10	0.08	757	3.24	0.04	197	2.94	0.07
231	Regulatory Guidelines	237	3.48	0.07	754	3.65	0.04	197	3.80	0.06
232	Religious and Spiritual Considerations	241	3.42	0.07	758	3.75	0.03	197	3.37	0.06
233	Renal Assessment	240	3.94	0.06	757	3.87	0.04	197	3.55	0.06
234	Renal Replacement Therapy	241	3.68	0.07	755	3.24	0.04	197	3.03	0.07
235	Reporting Processes	240	3.87	0.06	754	3.89	0.03	196	3.78	0.06
236	Resource Availability	241	3.61	0.07	755	3.53	0.03	197	3.35	0.07
237	Restraints	241	3.76	0.07	751	3.91	0.03	196	3.45	0.08
238	Risk Assessment (e.g., Fall, Suicide, Pressure Ulcer)	241	4.37	0.05	758	4.43	0.03	196	4.29	0.05
239	Risk Assessment for Abuse and Neglect	241	4.19	0.06	756	4.35	0.03	194	4.22	0.05
240	Risk Management	239	3.83	0.06	750	3.66	0.04	195	3.46	0.07
241	Safe Client Handling	237	4.33	0.05	751	4.41	0.03	195	4.05	0.06
242	Safety Considerations	239	4.34	0.05	752	4.53	0.02	195	4.08	0.06
243	Safety Precautions	239	4.38	0.05	751	4.58	0.02	196	4.14	0.06
244	Scope of Practice	238	4.44	0.05	752	4.47	0.03	194	4.26	0.06
245	Screening Assessments	239	3.94	0.06	751	3.82	0.03	194	3.74	0.06
246	Security Plan	240	3.60	0.07	752	3.62	0.04	194	3.38	0.07
247	Seizure Protocol	240	4.22	0.05	752	3.98	0.03	196	3.70	0.06
248	Self-awareness	240	3.72	0.07	747	3.87	0.03	196	3.51	0.07
249	Sequential Compression Devices	239	3.62	0.07	749	3.55	0.04	195	3.17	0.07
250	Signs and Symptoms of Abuse	240	4.15	0.06	751	4.30	0.03	196	4.11	0.05
251	Signs and Symptoms of Complications	240	4.54	0.04	752	4.50	0.03	195	4.27	0.05
252	Signs and Symptoms of Dependency	240	4.03	0.06	751	4.07	0.03	195	3.87	0.06

Table 8. Knowledge Statement Importance Ratings

Survey Position #	Knowledge of:	Newly Licensed RN			RN Educator			RN Supervisor		
		N	Avg.	Std. Err.	N	Avg.	Std. Err.	N	Avg.	Std. Err.
253	Signs and Symptoms of Neglect	239	4.15	0.06	752	4.28	0.03	195	4.14	0.06
254	Signs and Symptoms of Substance Abuse	240	4.10	0.05	752	4.21	0.03	195	3.93	0.06
255	Signs and Symptoms of Substance Overdose	239	4.38	0.05	751	4.39	0.03	196	4.05	0.06
256	Signs and Symptoms of Withdrawal	240	4.32	0.05	752	4.29	0.03	196	3.95	0.06
257	Skin Assessment	239	4.35	0.05	750	4.32	0.03	195	4.32	0.05
258	Skin Integrity	237	4.22	0.05	753	4.27	0.03	196	4.20	0.05
259	Sleep/Rest Pattern	239	3.48	0.07	752	3.78	0.03	195	3.40	0.06
260	Specimen Collection	240	3.95	0.06	753	3.76	0.03	196	3.80	0.06
261	Specimen Handling	239	3.94	0.06	752	3.74	0.03	196	3.82	0.06
262	Staff Education	239	3.83	0.06	750	3.42	0.04	195	3.51	0.07
263	Staff Safety	240	4.17	0.05	753	3.99	0.03	196	3.85	0.07
264	Staff Support	239	4.01	0.06	751	3.64	0.04	196	3.55	0.06
265	Staff to Client Ratio	239	4.25	0.06	748	3.80	0.04	196	3.43	0.07
266	Stages of Grief	238	3.58	0.07	749	3.69	0.03	196	3.46	0.06
267	Stages of Labor	240	3.53	0.08	751	3.42	0.04	195	3.01	0.08
268	Standard Precautions	239	4.41	0.05	750	4.57	0.03	195	4.39	0.05
269	Sterile Technique	239	4.60	0.04	749	4.53	0.03	195	4.36	0.05
270	Stoma Care	239	3.81	0.06	746	3.36	0.04	196	3.48	0.07
271	Suction Equipment	240	4.12	0.06	749	3.83	0.04	195	3.71	0.06
272	Suction Techniques	240	4.17	0.05	750	3.88	0.04	195	3.71	0.07
273	Telemetry Equipment	240	4.05	0.07	752	3.41	0.04	195	3.14	0.08
274	Telemetry Lead Placement	239	4.18	0.06	750	3.54	0.04	193	3.17	0.08
275	Therapeutic Environment	239	3.72	0.06	752	3.91	0.03	196	3.34	0.07
276	Therapeutic Interventions	239	3.80	0.06	749	4.03	0.03	195	3.34	0.07
277	Thermoregulation Techniques	237	3.77	0.06	743	3.73	0.04	193	3.07	0.08
278	Time Management Strategies	238	4.33	0.05	752	4.07	0.03	195	4.02	0.06
279	Tissue Perfusion	239	4.37	0.04	751	4.25	0.03	196	3.70	0.06
280	Tracheostomy Care	238	4.01	0.06	752	3.61	0.04	195	3.49	0.07
281	Transfer Process	237	3.62	0.07	751	3.46	0.04	195	3.38	0.07
282	Tube Placement Verification	239	4.18	0.06	753	3.90	0.04	194	3.71	0.07
283	Types of Dressings	238	3.91	0.06	748	3.64	0.04	193	3.75	0.06
284	Urinary Catheter Insertion	239	4.29	0.05	751	4.10	0.03	196	4.08	0.06

Table 8. Knowledge Statement Importance Ratings

Survey Position #	Knowledge of:	Newly Licensed RN			RN Educator			RN Supervisor		
		N	Avg.	Std. Err.	N	Avg.	Std. Err.	N	Avg.	Std. Err.
285	Urinary Catheter Maintenance	239	4.25	0.05	752	4.09	0.03	195	4.02	0.06
286	Urinary Catheter Removal	239	4.00	0.06	750	3.93	0.04	196	3.94	0.06
287	Venipuncture	240	4.08	0.06	748	3.67	0.04	196	3.80	0.07
288	Venous Access Devices	239	4.18	0.05	749	3.76	0.04	193	3.75	0.07
289	Venous Thromboembolism Prophylaxis	237	4.29	0.06	750	4.07	0.04	194	3.88	0.06
290	Ventilator Equipment	239	3.93	0.07	750	3.18	0.04	193	3.05	0.09
291	Verbal and Nonverbal Cues	239	3.98	0.06	749	4.05	0.03	194	3.72	0.06
292	Visual Distortions	238	3.55	0.07	750	3.46	0.04	193	3.25	0.07
293	Vital Signs	238	4.73	0.03	748	4.72	0.02	195	4.58	0.05
294	Wound Assessment	240	4.33	0.05	750	4.20	0.03	195	4.27	0.05
295	Wound Care	240	4.30	0.05	748	4.05	0.03	195	4.18	0.05

least important knowledge statements, all groups rated “program planning” and “phototherapy” among the five least important. These highest and lowest ranked statements by primary job title (Newly Licensed RN, RN Educator and RN Supervisor) are shown in Tables 6 and 7 for the 2017 and 2014 surveys.

The average importance of ratings by primary job title (Newly Licensed RN, RN Educator and RN 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 2017, 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 RNs, RN Educators, and RN Supervisors were cross-analyzed for meaningful differences between these job titles. Appendix H presents a table with each knowledge statement’s average rating for each primary job title. The least important knowledge statement for Newly Licensed RNs was “auditory distortions” with an average rating of 2.99. RN Educators and RN Supervisors rated “phototherapy” the lowest with average ratings of 2.89 and 2.51, respectively. The most important knowledge statement for Newly Licensed RNs was “airway management” with an average rating of 4.77. RN Educators rated “medication administration” the highest with an average rating of 4.79. RN Supervisors rated “assessment techniques” as the most important with an average rating of 4.64. 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 facilities, community-based facilities and other facilities were cross-analyzed for meaningful

differences. “Phototherapy” was rated as the least important knowledge statement by responders from all four types of facilities, with average values of 2.81, 2.63, 2.81 and 3.07, respectively. The most important knowledge statement for responders working in hospitals and “other” facilities was “medication administration”, with average ratings of 4.76 and 4.82, respectively. Individuals working in long-term care facilities rated “changes in client condition” as the most important, with an average rating of 4.72. Individuals working in community-based or ambulatory care settings rated “vital signs” as the most important, with an average rating of 4.68. Average importance ratings for all knowledge statements by facility are listed in Appendix I.

Summary

Responders to the 2017 Knowledge of Newly Licensed RN Survey found the statements listed in the survey to be representative of the knowledge necessary for safe and effective professional practice of newly licensed RNs. There were similar importance ratings of the knowledge statements for Newly Licensed RNs, RN Educators, RN 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 RNs, RN Educators and RN Supervisors, the results of this survey can be used to inform item development.

REFERENCES

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APPENDIX A: 2017 KNOWLEDGE SURVEY METHODOLOGY REVIEWERS

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.

Michael C. Edwards, PhD, is an associate professor at Arizona State University, department of psychology. In his role as professor, Edwards teaches courses in quantitative psychology, measurement and statistics. In addition, he consults on grants researching self-reporting methods of data collection and validation of assessments. Edwards has authored numerous articles related to measurement models and analysis of inventories. He has served as a manuscript reviewer for journals in psychology, statistics and assessment, including *Applied Psychological Measurement*, *Educational Assessment and Psychological Assessment*. He has served on advisory committees for the College Board and the American Institute of Certified Public Accountants.

Jerome V. D'Agostino, PhD, is professor at The Ohio State University, department of educational studies. In his role as professor, D'Agostino teaches courses in statistics, research design and tests and measurement. In addition, he works as principal investigator on grants researching program evaluation and assessment development. D'Agostino has authored numerous articles related to assessment validation, item response analysis and reading recovery. He has also written numerous book chapters on formative assessment, achievement testing, and reliability and validity issues. He has served as an editor for *Journal of Education for Students Placed at Risk* and a reviewer for *Educational Evaluation and Policy Analysis*, *American Educational Research Journal*, *Applied Measurement in Education*, *Educational Measurement: Issues & Practice*.

APPENDIX B: SME PANEL FOR THE 2017 KNOWLEDGE OF NEWLY LICENSED RN SURVEY

Member: Jessica Ashlock, MSN, RN, PCCN

Board: Iowa Board of Nursing (Area II)

Specialty: Nursing Education/Float Nurse for intermediate medical/surgical units

Ashlock has nine years of nursing experience and is currently a lecturer at the University of Iowa College of Nursing for junior and senior level BSN pre-licensure students. She is also a staff nurse at the University of Iowa Hospitals and Clinics in the float pool and works with entry-level nurses.

Member: Catherine Barter, RN, BSN, MN

Board: New Brunswick Nurses Association (Associate Member)

Specialty: Neuro-Rehab/Oncology Nursing/Discharging Planning/Nursing Education/Nursing Manager

Barter has 33 years of nursing experience and is currently a Nurse Manager at the Moncton Hospital in Moncton managing the neuro-rehab program. In this role, she has many opportunities for interaction with entry-level nurses ensuring they have a good transition into the “working world.” She has preceptored/mentored many entry-level nurses throughout her career. Previously, she taught third and fourth year nursing students, with part of her focus being transition from student to Graduate Nurse to Registered Nurse.

Member: Susanne Benisch-Tolley, MS, RN

Board: Texas Board of Nursing (Area III)

Specialty: Maternity and Women’s Health

Benisch-Tolley has 32 years of nursing experience and is currently a Nurse Educator at San Jacinto College Central in Pasadena, TX. She is Clinical Coordinator for San Jacinto College Central responsible for placements of all students in the program. She is Adjunct Clinical Instructor for Texas Woman’s for Maternity Newborn and Women’s Health. She is a full-time theory and clinical instructor in Maternity Newborn and Women’s Health at San Jacinto College Central.

Member: Denise Bryant, RN

Board: Association of Registered Nurses of Newfoundland & Labrador (Associate Member)

Specialty: Emergency

Bryant has 34 years of nursing experience and is currently a Patient Care Coordinator and Emergency Room Nurse at Eastern Health in Whitbourne, Newfoundland and Labrador. She works in a very rural emergency department and outpatient clinic that has offered preceptorship to both student and new nurses.

Member: Rhodora Cruz, MSN, RN, CEN
Board: Guam Board of Nursing (Area I)
Specialty: Emergency and Oncology and Administration

Cruz has 14 years of nursing experience and is currently a Deputy Nurse Administrator at Guam Memorial Hospital in Tamuning, Guam. She is experienced in emergency nursing oncology. Her interaction with entry-level nurses has been through their independent clinical practice and leadership practicum during their last year in nursing school. She also is an adjunct instructor at the local university.

Member: Jennifer Flynn, RN
Board: Montana State Board of Nursing (Area I)
Specialty: Long-term Care Skilled

Flynn has 21 years of nursing experience and is currently a Staff Charge Nurse at the Veterans Affairs Community Living Center in Miles City, Montana. She precepts/fosters the accountability of all new and graduate nurses that enter the Community Living Center both with clinical rotations and scheduled work.

Member: Sharon Kleinfelder, RN
Board: Delaware State Board of Nursing (Area IV)
Specialty: LTC/Rehabilitation

Kleinfelder has 31 years of nursing experience. She is a Nurse Educator in a long-term care facility for Genesis Healthcare Milford Center. She provides orientation to the new nurses and is a support person while they are becoming familiar with the processes.

Member: Massa Talawoly, MSN, RN-BC, CNL
Board: Ohio Board of Nursing (Area II)
Specialty: Oncology/Medical-surgical

Talawoly has 24 years of nursing experience and is currently a Nursing Educator at the James Cancer Hospital in Columbus, OH. She served as staff nurse for 20 years at Ohio State University Medical Center. She interfaces with entry-level nurses during the onboarding and orientation process as well as during the Nurse Internship time period. She also covers two inpatient units as Clinical Educator.

Member: Zandro Tejada, BSN, RN, MPH, CCRN
Board: District of Columbia Board of Nursing (Area IV)
Specialty: Adult and Pediatric Critical Care Nursing

Tejada has 23 years of nursing experience and is currently a Staff Nurse at Children's National Medical Center and an Adult Critical Care Nurse at Georgetown University Hospital both in Washington, D.C. He always has assigned to work with entry-level nurses. He assumes the role of the preceptor and mentor during their orientation period. He also serves as their nurse consultant at the bedside regarding patient's clinical issues once they are off orientation. He was a former nursing faculty in both the Philippines and the U.S. where he taught NCLEX® courses.

- Member:** Suzanne Urlass, RN
Board: Florida Board of Nursing (Area III)
Specialty: Medical-surgical/Oncology

Urlass is a newly licensed nurse at the Regional Medical Center Bayonet Point in Hudson, FL. She works with entry-level nurses to help mentor them through interactions with patients, charting and navigating difficult situations that require a higher level of critical thinking.

- Member:** Alissa Zimmerman, MSN, RN
Board: Minnesota Board of Nursing (Area II)
Specialty: Nursing Professional Development

Zimmerman has six years of nursing experience and is currently a Program Coordinator for the Nurse Residency Program at Mayo Clinic Rochester Campus in Rochester, MN. She has extensive experience in precepting, mentoring new graduate nurses and working as an Adjunct Clinical Instructor.

APPENDIX C: 2017 KNOWLEDGE OF NEWLY LICENSED RN SURVEY



National Council of State Boards of Nursing

National Council of State Boards of Nursing

REGISTERED NURSE (RN)
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/regulatory body. The survey is part of a comprehensive study of the practice of newly licensed registered nurses (RNs) 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.

Instructional box showing mark types: Correct mark (solid black oval), Incorrect marks (checkmark, X, and empty oval). Includes bullet points: 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.

Question 1: What type(s) of nursing license do you hold? (Select ALL that apply). Options: Advanced Practice Registered Nurse (APRN), Registered Nurse (RN), Licensed Practical Nurse/Vocational Nurse (LPN/VN). Question 2: I am primarily: (Mark only ONE). Options: Newly Licensed RN, Nurse Educator, Nurse Supervisor/Director. Question 3: How long have you been in the position you selected in question 2? (For newly licensed RNs—how long since you completed course requirements in your nursing program?). Includes a grid for YEARS and MONTHS with ovals numbered 1-9.

FOR OFFICE USE ONLY. A horizontal row of 20 empty ovals, with the first one containing a checkmark.

SECTION 1: KNOWLEDGE STATEMENTS *(continued)*

297. How well did the survey cover the important knowledge areas a newly licensed RN should possess, regardless of the practice setting?

- Very well Well Adequately Poorly

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

SECTION 2: WORK ENVIRONMENT

INSTRUCTIONS FOR NEWLY LICENSED RNS:

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

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

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) Rehabilitation
 Medical-surgical unit or any of its sub-specialties (e.g., oncology, orthopedics, neurology) Subacute unit
 Pediatrics Transitional care unit
 Nursery Physician/Advanced Practice RN/Nurse Practitioner (NP)/Dentist's office
 Labor and delivery Occupational health
 Postpartum unit Outpatient clinic
 Psychiatric or any of its sub-specialties (e.g., detox) Home health, including visiting nurses associations
 Assisted living Public health
 Operating room, including outpatient surgery and surgicenters Student/school health
 Nursing home, skilled or intermediate care Hospice care
 Other long term care (e.g., residential care, developmental disability) Prison/Correctional Facility/Jail
 Short Stay/Observational
 Step-down/Progressive Care
 Other, please specify: _____

SECTION 2: WORK ENVIRONMENT (continued)

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 Practitioner (NP)/dentist's office, clinic, school, prison, etc.)
 - Other, please specify: _____

SECTION 3: DEMOGRAPHIC INFORMATION

1. What is your gender?
 Male Female
2. What is your age in years? _____
3. Which of the following is **most descriptive** of 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?
- RN - Diploma in U.S.
 - RN - Associate degree in U.S.
 - RN - Baccalaureate degree in U.S.
 - RN - Generic master's degree in U.S.
 - RN - Master's (Nurse Practitioner)
 - RN - Master's (Clinical Nurse Specialist)
 - RN - Master's (Nurse Midwife)
 - RN - Master's (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 an email address and number where you can be reached during the day or early evening.

Name: _____ Telephone: () - _____

E-mail Address: _____

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

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 the possession of this knowledge by a newly licensed RN 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.
8	Airway Management	10	5.00	0.00
293	Vital Signs	9	5.00	0.00
166	Medication Administration	9	4.89	0.11
39	Client Allergies	10	4.80	0.13
294	Wound Assessment	9	4.78	0.15
53	Client Confidentiality	9	4.67	0.17
62	Client Identification	9	4.67	0.24
110	Dosage Calculations	9	4.67	0.24
117	Emergency Intervention	9	4.67	0.24
131	Expected and Unexpected Treatment Outcomes	9	4.67	0.17
168	Medication Interactions	9	4.67	0.17
171	Medication Safety	9	4.67	0.17
197	Personal Protective Equipment (PPE)	9	4.67	0.24
198	Pharmacology	9	4.67	0.24
244	Scope of Practice	9	4.67	0.24
257	Skin Assessment	9	4.67	0.17
269	Sterile Technique	9	4.67	0.17
1	Abnormal Test Results	10	4.60	0.22
13	Aseptic Technique	10	4.60	0.22
15	Assessment Techniques	10	4.60	0.22
54	Client Consent	9	4.56	0.18
68	Client Privacy	9	4.56	0.18
93	Contraindications	9	4.56	0.18
107	Diagnostic Tests and Procedures	9	4.56	0.18
129	Evidence Based Practice	9	4.56	0.18
130	Expected and Unexpected Outcomes	9	4.56	0.18
179	Nursing Code of Ethics	9	4.56	0.24
188	Pain Management	9	4.56	0.24
193	Peripheral Intravenous Line Insertion	9	4.56	0.24
194	Peripheral Intravenous Line Maintenance	9	4.56	0.24
221	Provider Orders	9	4.56	0.18
238	Risk Assessment (e.g., Fall, Suicide, Pressure Ulcer)	9	4.56	0.18
14	Aspiration Precautions	10	4.50	0.22
76	Client Safety	9	4.44	0.24
145	High-risk Medications	9	4.44	0.29
149	Infection Control	9	4.44	0.24

SME Knowledge Statement Ratings Rank Ordered by Average Importance				
Survey Position #	Knowledge Statements	SME Ratings		
		N	Avg.	Std. Err.
173	Medication Titration	9	4.44	0.24
180	Nursing Practice Guidelines	9	4.44	0.24
202	Policy and Procedures	9	4.44	0.18
217	Professional Competency	9	4.44	0.18
241	Safe Client Handling	9	4.44	0.24
242	Safety Considerations	9	4.44	0.24
243	Safety Precautions	9	4.44	0.24
251	Signs and Symptoms of Complications	9	4.44	0.24
268	Standard Precautions	9	4.44	0.24
285	Urinary Catheter Maintenance	9	4.44	0.24
295	Wound Care	9	4.44	0.18
32	Changes in Client Condition	10	4.40	0.31
195	Peripheral Intravenous Line Removal	8	4.38	0.26
56	Client Dignity	9	4.33	0.29
57	Client Disease Process	9	4.33	0.24
71	Client Response to Plan of Care	9	4.33	0.24
72	Client Response to Treatment	9	4.33	0.24
79	Client Status	9	4.33	0.24
90	Complications of Labor	9	4.33	0.29
91	Comprehensive Health Assessments	9	4.33	0.29
102	Delegation of Care	9	4.33	0.24
103	Delegation of Responsibilities	9	4.33	0.24
109	Disease Process	9	4.33	0.33
118	Emergency Response Plan	9	4.33	0.37
119	Emergency Response Roles and Responsibilities	9	4.33	0.29
143	Hemostasis	9	4.33	0.24
160	Isolation Precautions	9	4.33	0.24
186	Oxygen Delivery Systems	9	4.33	0.24
255	Signs and Symptoms of Substance Overdose	9	4.33	0.24
284	Urinary Catheter Insertion	9	4.33	0.24
3	Acute Conditions	10	4.30	0.21
40	Client Appropriate Interventions	10	4.30	0.21
41	Client Assessment	10	4.30	0.33
58	Client Education	9	4.22	0.28
94	Controlled Substances	9	4.22	0.28
134	Fluid and Electrolytes	9	4.22	0.28
142	Hemodynamics	9	4.22	0.28
144	High-risk Health Behaviors	9	4.22	0.32
147	Incident and Error Reporting	9	4.22	0.22
163	Mandatory Reporting Requirements	9	4.22	0.22
165	Medical Terminology	9	4.22	0.36

SME Knowledge Statement Ratings Rank Ordered by Average Importance				
Survey Position #	Knowledge Statements	SME Ratings		
		N	Avg.	Std. Err.
183	Order Verification Process	9	4.22	0.36
214	Preventative Care	9	4.22	0.32
215	Prioritization of Care	9	4.22	0.36
219	Proper Body Mechanics	9	4.22	0.36
222	Provider Scopes of Practice	9	4.22	0.22
237	Restraints	9	4.22	0.22
239	Risk Assessment for Abuse and Neglect	9	4.22	0.28
248	Self-awareness	9	4.22	0.28
253	Signs and Symptoms of Neglect	9	4.22	0.22
256	Signs and Symptoms of Withdrawal	9	4.22	0.22
258	Skin Integrity	9	4.22	0.28
260	Specimen Collection	9	4.22	0.15
263	Staff Safety	9	4.22	0.32
278	Time Management Strategies	9	4.22	0.28
279	Tissue Perfusion	9	4.22	0.28
5	Advance Directives	10	4.20	0.20
73	Client Rights and Responsibilities	8	4.13	0.30
67	Client Positioning	9	4.11	0.35
77	Client Safety Goals	9	4.11	0.31
81	Clinical Judgment	9	4.11	0.35
100	Death and Dying	9	4.11	0.26
127	Ethical and Legal Considerations	9	4.11	0.31
154	Intake and Output	9	4.11	0.35
167	Medication Diversion	9	4.11	0.26
170	Medication Reconciliation Process	9	4.11	0.31
172	Medication Storage	9	4.11	0.26
178	Nurse Practice Act	9	4.11	0.31
216	Process of Consent	9	4.11	0.20
240	Risk Management	9	4.11	0.20
266	Stages of Grief	9	4.11	0.31
267	Stages of Labor	9	4.11	0.31
282	Tube Placement Verification	9	4.11	0.31
288	Venous Access Devices	9	4.11	0.26
6	Adverse Reactions	10	4.10	0.28
16	Assessment Tools	10	4.10	0.28
34	Circulation	10	4.10	0.28
2	Activities of Daily Living (ADLs)	10	4.00	0.26
23	Blood Products	10	4.00	0.30
24	Breathing Techniques	10	4.00	0.30
37	Client Advance Directives	10	4.00	0.26
75	Client Risk Factors	8	4.00	0.27

SME Knowledge Statement Ratings Rank Ordered by Average Importance				
Survey Position #	Knowledge Statements	SME Ratings		
		N	Avg.	Std. Err.
98	Crisis Intervention	9	4.00	0.29
115	Elimination	9	4.00	0.33
120	End-of-life Care	8	4.00	0.27
128	Ethical Dilemmas	9	4.00	0.33
148	Incontinence Care	9	4.00	0.29
156	Invasive Line Care	9	4.00	0.33
164	Material Safety Data Sheets (MSDS)	9	4.00	0.24
169	Medication Reconciliation	9	4.00	0.33
176	New Parent Education	9	4.00	0.37
189	Palliative Care	9	4.00	0.29
205	Postoperative Care	9	4.00	0.29
206	Postoperative Education	9	4.00	0.33
231	Regulatory Guidelines	9	4.00	0.33
233	Renal Assessment	9	4.00	0.33
235	Reporting Processes	9	4.00	0.24
247	Seizure Protocol	9	4.00	0.29
254	Signs and Symptoms of Substance Abuse	9	4.00	0.24
261	Specimen Handling	9	4.00	0.24
262	Staff Education	9	4.00	0.37
280	Tracheostomy Care	9	4.00	0.29
286	Urinary Catheter Removal	9	4.00	0.29
19	Basic Cardiac Rhythms	10	3.90	0.35
22	Blood Product Administration	10	3.90	0.31
25	Care and Coordination	10	3.90	0.31
28	Catheter Care	10	3.90	0.31
29	Central Venous Access Devices	10	3.90	0.23
33	Chronic Conditions	10	3.90	0.28
36	Client Acuity	10	3.90	0.28
60	Client Health History	9	3.89	0.20
74	Client Risk Assessment	9	3.89	0.26
80	Client Support System	9	3.89	0.26
83	Communication Barriers	9	3.89	0.26
88	Competency of Delegatee	9	3.89	0.35
111	Drainage Devices	9	3.89	0.20
124	Environmental Safety	9	3.89	0.39
125	Equipment Safety	9	3.89	0.39
135	Focused Assessment	9	3.89	0.39
152	Initial Care for Newborn	9	3.89	0.39
177	Non-pharmacological Comfort Measures	9	3.89	0.26
203	Positioning Devices	9	3.89	0.20
208	Postpartum Complications	9	3.89	0.35

SME Knowledge Statement Ratings Rank Ordered by Average Importance				
Survey Position #	Knowledge Statements	SME Ratings		
		N	Avg.	Std. Err.
212	Preoperative Care	9	3.89	0.35
227	Pulmonary Hygiene Techniques	9	3.89	0.39
250	Signs and Symptoms of Abuse	9	3.89	0.26
252	Signs and Symptoms of Dependency	9	3.89	0.26
271	Suction Equipment	9	3.89	0.42
272	Suction Techniques	9	3.89	0.42
287	Venipuncture	9	3.89	0.35
289	Venous Thromboembolism Prophylaxis	9	3.89	0.31
9	Alteration in Elimination	10	3.80	0.29
38	Client Advocacy	10	3.80	0.29
52	Client Centered Care	9	3.78	0.40
55	Client Demographic Considerations (e.g., Age, Gender, Community)	9	3.78	0.28
66	Client Plan of Care	9	3.78	0.28
84	Communication Strategies	9	3.78	0.28
104	Developmental Stages and Milestones	9	3.78	0.36
112	Dressing Changes	9	3.78	0.28
138	Gastrointestinal Tube Removal	9	3.78	0.28
140	Health Promotion Behavior	9	3.78	0.36
146	Immunization/Vaccination Recommendations	9	3.78	0.32
150	Information Technology	9	3.78	0.32
151	Infusion Delivery Devices	9	3.78	0.28
155	Interpersonal Communication	9	3.78	0.32
175	Multidisciplinary Teams	9	3.78	0.32
181	Nutrition Assessment	9	3.78	0.28
185	Ostomy Care	9	3.78	0.32
190	Parenteral Nutrition	9	3.78	0.28
204	Postmortem Care	9	3.78	0.32
211	Prenatal Complications	9	3.78	0.36
213	Preoperative Education	9	3.78	0.36
224	Psychosocial Assessment	9	3.78	0.28
225	Psychosocial Factors of Substance Abuse/Dependency	9	3.78	0.36
236	Resource Availability	9	3.78	0.32
283	Types of Dressings	9	3.78	0.32
191	Pathophysiology	8	3.75	0.45
30	Chain of Command	10	3.70	0.37
42	Client Background	10	3.70	0.30
51	Client Care for Toddlers	9	3.67	0.44
59	Client Hand-off Process	9	3.67	0.37
61	Client Health Literacy	9	3.67	0.33
63	Client Learning Assessment	9	3.67	0.29
101	De-escalation Techniques	9	3.67	0.33

SME Knowledge Statement Ratings Rank Ordered by Average Importance				
Survey Position #	Knowledge Statements	SME Ratings		
		N	Avg.	Std. Err.
113	Early Client Mobilization	9	3.67	0.33
121	Enteral Feeding Tubes	9	3.67	0.29
123	Environmental Hazards	9	3.67	0.33
133	Fistula Care	9	3.67	0.29
136	Gastrointestinal Tube Insertion	9	3.67	0.41
137	Gastrointestinal Tube Maintenance	9	3.67	0.33
139	Hazardous Material Handling	9	3.67	0.33
153	Injury Risk Precautions	9	3.67	0.37
158	Irrigation	9	3.67	0.33
174	Moderate Sedation	9	3.67	0.29
182	Oral Hygiene	9	3.67	0.29
192	Percutaneous Feeding Tubes	9	3.67	0.29
200	Physical Impairment	9	3.67	0.37
207	Postpartum Care	9	3.67	0.41
210	Prenatal Care Education	9	3.67	0.44
220	Provider Credentials	9	3.67	0.33
226	Psychosocial Health Issues	9	3.67	0.33
229	Range of Motion	9	3.67	0.37
264	Staff Support	9	3.67	0.24
21	Biohazardous Material Handling	10	3.60	0.27
45	Client Care for Age 18 through 64 Years	10	3.60	0.43
46	Client Care for Age 65 Years and Over	10	3.60	0.43
64	Client Needs Assessment	9	3.56	0.29
69	Client Psychosocial Factors	9	3.56	0.29
92	Conflict Management Strategies	9	3.56	0.34
95	Coping Mechanisms	9	3.56	0.29
96	Coping Techniques	9	3.56	0.29
106	Device Complications	9	3.56	0.41
108	Discharge Process	9	3.56	0.29
122	Enteral Tube Feedings	9	3.56	0.29
126	Ergonomic Equipment	9	3.56	0.41
157	Invasive Procedures	9	3.56	0.38
159	Irrigation Techniques	9	3.56	0.34
196	Peritoneal Dialysis Care	9	3.56	0.24
223	Psychological Stressors	9	3.56	0.38
246	Security Plan	9	3.56	0.34
270	Stoma Care	9	3.56	0.24
274	Telemetry Lead Placement	9	3.56	0.41
275	Therapeutic Environment	9	3.56	0.34
7	Age Specific Care	10	3.50	0.40
44	Client Care for Adolescents	10	3.50	0.43
47	Client Care for Infants	10	3.50	0.43

SME Knowledge Statement Ratings Rank Ordered by Average Importance				
Survey Position #	Knowledge Statements	SME Ratings		
		N	Avg.	Std. Err.
48	Client Care for Newborns	10	3.50	0.43
49	Client Care for Preschool Aged Child	10	3.50	0.43
50	Client Care for School Aged Child	10	3.50	0.43
232	Religious and Spiritual Considerations	8	3.50	0.33
245	Screening Assessments	8	3.50	0.38
65	Client Occupational Factors	9	3.44	0.29
70	Client Religion and Spirituality Considerations	9	3.44	0.34
82	Cognitive Distortions	9	3.44	0.29
87	Community Resources	9	3.44	0.34
97	Cost-effective Care	9	3.44	0.29
99	Cultural Considerations	9	3.44	0.34
116	Elimination Devices	9	3.44	0.29
132	Family Dynamics	9	3.44	0.29
161	Life Changes	9	3.44	0.38
162	Life Transitions	9	3.44	0.38
184	Orthopedic Devices	9	3.44	0.29
187	Pacing Devices	9	3.44	0.34
201	Physical Stressors	9	3.44	0.34
228	Quality Improvement Process	9	3.44	0.34
230	Referral Process	9	3.44	0.29
259	Sleep/Rest Pattern	9	3.44	0.29
265	Staff to Client Ratio	9	3.44	0.29
277	Thermoregulation Techniques	9	3.44	0.34
291	Verbal and Nonverbal Cues	9	3.44	0.38
20	Behavioral Management Techniques	10	3.40	0.34
27	Care Plan Process	10	3.40	0.34
35	Circulation Devices	10	3.40	0.27
78	Client Self Determination	8	3.38	0.42
85	Community Health Education	9	3.33	0.33
105	Device Assessment	9	3.33	0.33
141	Hemodialysis	9	3.33	0.29
234	Renal Replacement Therapy	9	3.33	0.29
276	Therapeutic Interventions	9	3.33	0.33
292	Visual Distortions	9	3.33	0.29
10	Alternatives to Restraints	10	3.30	0.33
89	Complementary Therapies	9	3.22	0.32
114	Electronic Health Records	9	3.22	0.40
249	Sequential Compression Devices	9	3.22	0.36
281	Transfer Process	9	3.22	0.32
11	Arterial Line Maintenance	10	3.20	0.49
31	Change Management	10	3.20	0.29

SME Knowledge Statement Ratings Rank Ordered by Average Importance				
Survey Position #	Knowledge Statements	SME Ratings		
		N	Avg.	Std. Err.
86	Community Needs Assessment	9	3.11	0.39
4	Admission Process	10	3.10	0.35
12	Arterial Line Monitoring	10	3.10	0.46
43	Client Body Image	10	3.10	0.31
17	Assistive Devices	10	3.00	0.30
26	Care Giver Resources	10	3.00	0.30
273	Telemetry Equipment	9	3.00	0.33
290	Ventilator Equipment	9	3.00	0.41
18	Auditory Distortions	10	2.90	0.31
218	Program Planning	9	2.89	0.42
209	Practice Outcome Metrics	9	2.78	0.32
199	Phototherapy	9	2.67	0.41

APPENDIX E: NEWLY LICENSED RN AND SME KNOWLEDGE STATEMENT RATINGS RANK ORDERED BY NEWLY LICENSED RN AVERAGE IMPORTANCE

Preface: How important is the possession of this knowledge by a newly licensed RN for safe and effective professional practice regardless of specific practice setting?

Newly Licensed RN and SME Knowledge Statement Ratings Rank Ordered by Newly Licensed RN Average Importance								
Survey Position #	Knowledge Statement	Newly Licensed RNs			SME Ratings			Avg. Difference
		N	Avg.	Std. Err.	N	Avg.	Std. Err.	
8	Airway Management	240	4.77	0.03	10	5.00	0.00	-0.23
166	Medication Administration	240	4.73	0.03	9	4.89	0.11	-0.16
293	Vital Signs	238	4.73	0.03	9	5.00	0.00	-0.27
171	Medication Safety	240	4.72	0.03	9	4.67	0.17	0.05
32	Changes in Client Condition	240	4.71	0.04	10	4.40	0.31	0.31
76	Client Safety	238	4.69	0.04	9	4.44	0.24	0.25
117	Emergency Intervention	239	4.65	0.04	9	4.67	0.24	-0.02
269	Sterile Technique	239	4.60	0.04	9	4.67	0.17	-0.07
13	Aseptic Technique	240	4.59	0.04	10	4.60	0.22	-0.01
41	Client Assessment	239	4.59	0.04	10	4.30	0.33	0.29
1	Abnormal Test Results	241	4.57	0.04	10	4.60	0.22	-0.03
134	Fluid and Electrolytes	239	4.57	0.05	9	4.22	0.28	0.35
251	Signs and Symptoms of Complications	240	4.54	0.04	9	4.44	0.24	0.10
62	Client Identification	240	4.53	0.05	9	4.67	0.24	-0.14
15	Assessment Techniques	241	4.52	0.05	10	4.60	0.22	-0.08
53	Client Confidentiality	241	4.52	0.05	9	4.67	0.17	-0.15
39	Client Allergies	241	4.51	0.05	10	4.80	0.13	-0.29
110	Dosage Calculations	239	4.51	0.06	9	4.67	0.24	-0.16
168	Medication Interactions	239	4.51	0.04	9	4.67	0.17	-0.16
6	Adverse Reactions	239	4.50	0.04	10	4.10	0.28	0.40
14	Aspiration Precautions	240	4.50	0.04	10	4.50	0.22	0.00
145	High-risk Medications	238	4.50	0.05	9	4.44	0.29	0.06
149	Infection Control	240	4.50	0.05	9	4.44	0.24	0.06
54	Client Consent	240	4.49	0.05	9	4.56	0.18	-0.07
215	Prioritization of Care	241	4.49	0.05	9	4.22	0.36	0.27
186	Oxygen Delivery Systems	240	4.45	0.05	9	4.33	0.24	0.12
135	Focused Assessment	241	4.44	0.05	9	3.89	0.39	0.55
244	Scope of Practice	238	4.44	0.05	9	4.67	0.24	-0.23
81	Clinical Judgment	239	4.43	0.05	9	4.11	0.35	0.32
34	Circulation	240	4.42	0.04	10	4.10	0.28	0.32
118	Emergency Response Plan	239	4.42	0.06	9	4.33	0.37	0.09
188	Pain Management	241	4.42	0.04	9	4.56	0.24	-0.14
268	Standard Precautions	239	4.41	0.05	9	4.44	0.24	-0.03
22	Blood Product Administration	238	4.40	0.06	10	3.90	0.31	0.50
3	Acute Conditions	240	4.39	0.05	10	4.30	0.21	0.09
198	Pharmacology	238	4.39	0.05	9	4.67	0.24	-0.28

Newly Licensed RN and SME Knowledge Statement Ratings Rank Ordered by Newly Licensed RN Average Importance								
Survey Position #	Knowledge Statement	Newly Licensed RNs			SME Ratings			Avg. Difference
		N	Avg.	Std. Err.	N	Avg.	Std. Err.	
243	Safety Precautions	239	4.38	0.05	9	4.44	0.24	-0.06
255	Signs and Symptoms of Substance Overdose	239	4.38	0.05	9	4.33	0.24	0.05
57	Client Disease Process	241	4.37	0.05	9	4.33	0.24	0.04
119	Emergency Response Roles and Responsibilities	240	4.37	0.06	9	4.33	0.29	0.04
194	Peripheral Intravenous Line Maintenance	240	4.37	0.05	9	4.56	0.24	-0.19
238	Risk Assessment (e.g., Fall, Suicide, Pressure Ulcer)	241	4.37	0.05	9	4.56	0.18	-0.19
279	Tissue Perfusion	239	4.37	0.04	9	4.22	0.28	0.15
93	Contraindications	237	4.35	0.05	9	4.56	0.18	-0.21
257	Skin Assessment	239	4.35	0.05	9	4.67	0.17	-0.32
38	Client Advocacy	239	4.34	0.05	10	3.80	0.29	0.54
242	Safety Considerations	239	4.34	0.05	9	4.44	0.24	-0.10
72	Client Response to Treatment	240	4.33	0.05	9	4.33	0.24	0.00
173	Medication Titration	240	4.33	0.05	9	4.44	0.24	-0.11
241	Safe Client Handling	237	4.33	0.05	9	4.44	0.24	-0.11
278	Time Management Strategies	238	4.33	0.05	9	4.22	0.28	0.11
294	Wound Assessment	240	4.33	0.05	9	4.78	0.15	-0.45
256	Signs and Symptoms of Withdrawal	240	4.32	0.05	9	4.22	0.22	0.10
295	Wound Care	240	4.30	0.05	9	4.44	0.18	-0.14
197	Personal Protective Equipment (PPE)	239	4.29	0.06	9	4.67	0.24	-0.38
284	Urinary Catheter Insertion	239	4.29	0.05	9	4.33	0.24	-0.04
289	Venous Thromboembolism Prophylaxis	237	4.29	0.06	9	3.89	0.31	0.40
23	Blood Products	239	4.28	0.06	10	4.00	0.30	0.28
165	Medical Terminology	239	4.28	0.06	9	4.22	0.36	0.06
193	Peripheral Intravenous Line Insertion	240	4.28	0.06	9	4.56	0.24	-0.28
19	Basic Cardiac Rhythms	240	4.27	0.06	10	3.90	0.35	0.37
109	Disease Process	238	4.26	0.05	9	4.33	0.33	-0.07
94	Controlled Substances	240	4.25	0.05	9	4.22	0.28	0.03
160	Isolation Precautions	239	4.25	0.05	9	4.33	0.24	-0.08
265	Staff to Client Ratio	239	4.25	0.06	9	3.44	0.29	0.81
285	Urinary Catheter Maintenance	239	4.25	0.05	9	4.44	0.24	-0.19
56	Client Dignity	239	4.23	0.06	9	4.33	0.29	-0.10
107	Diagnostic Tests and Procedures	240	4.23	0.05	9	4.56	0.18	-0.33
191	Pathophysiology	241	4.23	0.06	8	3.75	0.45	0.48
68	Client Privacy	240	4.22	0.06	9	4.56	0.18	-0.34
221	Provider Orders	238	4.22	0.06	9	4.56	0.18	-0.34
247	Seizure Protocol	240	4.22	0.05	9	4.00	0.29	0.22
258	Skin Integrity	237	4.22	0.05	9	4.22	0.28	0.00

Newly Licensed RN and SME Knowledge Statement Ratings Rank Ordered by Newly Licensed RN Average Importance								
Survey Position #	Knowledge Statement	Newly Licensed RNs			SME Ratings			Avg. Difference
		N	Avg.	Std. Err.	N	Avg.	Std. Err.	
40	Client Appropriate Interventions	240	4.21	0.05	10	4.30	0.21	-0.09
131	Expected and Unexpected Treatment Outcomes	238	4.21	0.05	9	4.67	0.17	-0.46
29	Central Venous Access Devices	241	4.20	0.06	10	3.90	0.23	0.30
130	Expected and Unexpected Outcomes	241	4.20	0.05	9	4.56	0.18	-0.36
217	Professional Competency	240	4.20	0.06	9	4.44	0.18	-0.24
239	Risk Assessment for Abuse and Neglect	241	4.19	0.06	9	4.22	0.28	-0.03
77	Client Safety Goals	238	4.18	0.06	9	4.11	0.31	0.07
156	Invasive Line Care	240	4.18	0.06	9	4.00	0.33	0.18
274	Telemetry Lead Placement	239	4.18	0.06	9	3.56	0.41	0.62
282	Tube Placement Verification	239	4.18	0.06	9	4.11	0.31	0.07
288	Venous Access Devices	239	4.18	0.05	9	4.11	0.26	0.07
263	Staff Safety	240	4.17	0.05	9	4.22	0.32	-0.05
272	Suction Techniques	240	4.17	0.05	9	3.89	0.42	0.28
73	Client Rights and Responsibilities	240	4.16	0.05	8	4.13	0.30	0.03
129	Evidence Based Practice	239	4.16	0.06	9	4.56	0.18	-0.40
169	Medication Reconciliation	239	4.16	0.06	9	4.00	0.33	0.16
91	Comprehensive Health Assessments	238	4.15	0.05	9	4.33	0.29	-0.18
183	Order Verification Process	239	4.15	0.06	9	4.22	0.36	-0.07
250	Signs and Symptoms of Abuse	240	4.15	0.06	9	3.89	0.26	0.26
253	Signs and Symptoms of Neglect	239	4.15	0.06	9	4.22	0.22	-0.07
52	Client Centered Care	241	4.14	0.06	9	3.78	0.40	0.36
142	Hemodynamics	240	4.13	0.06	9	4.22	0.28	-0.09
28	Catheter Care	241	4.12	0.06	10	3.90	0.31	0.22
154	Intake and Output	238	4.12	0.06	9	4.11	0.35	0.01
157	Invasive Procedures	238	4.12	0.06	9	3.56	0.38	0.56
180	Nursing Practice Guidelines	241	4.12	0.06	9	4.44	0.24	-0.32
271	Suction Equipment	240	4.12	0.06	9	3.89	0.42	0.23
36	Client Acuity	241	4.10	0.06	10	3.90	0.28	0.20
143	Hemostasis	239	4.10	0.06	9	4.33	0.24	-0.23
179	Nursing Code of Ethics	239	4.10	0.06	9	4.56	0.24	-0.46
205	Postoperative Care	239	4.10	0.06	9	4.00	0.29	0.10
214	Preventative Care	241	4.10	0.06	9	4.22	0.32	-0.12
254	Signs and Symptoms of Substance Abuse	240	4.10	0.05	9	4.00	0.24	0.10
33	Chronic Conditions	241	4.08	0.05	10	3.90	0.28	0.18
74	Client Risk Assessment	240	4.08	0.06	9	3.89	0.26	0.19
287	Venipuncture	240	4.08	0.06	9	3.89	0.35	0.19
59	Client Hand-off Process	240	4.07	0.06	9	3.67	0.37	0.40
60	Client Health History	240	4.07	0.05	9	3.89	0.20	0.18
67	Client Positioning	240	4.07	0.05	9	4.11	0.35	-0.04

Newly Licensed RN and SME Knowledge Statement Ratings Rank Ordered by Newly Licensed RN Average Importance								
Survey Position #	Knowledge Statement	Newly Licensed RNs			SME Ratings			Avg. Difference
		N	Avg.	Std. Err.	N	Avg.	Std. Err.	
102	Delegation of Care	239	4.07	0.05	9	4.33	0.24	-0.26
16	Assessment Tools	241	4.06	0.06	10	4.10	0.28	-0.04
58	Client Education	240	4.06	0.05	9	4.22	0.28	-0.16
75	Client Risk Factors	237	4.06	0.06	8	4.00	0.27	0.06
103	Delegation of Responsibilities	238	4.06	0.06	9	4.33	0.24	-0.27
167	Medication Diversion	240	4.06	0.06	9	4.11	0.26	-0.05
170	Medication Reconciliation Process	241	4.06	0.06	9	4.11	0.31	-0.05
172	Medication Storage	240	4.05	0.07	9	4.11	0.26	-0.06
216	Process of Consent	240	4.05	0.06	9	4.11	0.20	-0.06
273	Telemetry Equipment	240	4.05	0.07	9	3.00	0.33	1.05
163	Mandatory Reporting Requirements	240	4.04	0.06	9	4.22	0.22	-0.18
222	Provider Scopes of Practice	239	4.04	0.07	9	4.22	0.22	-0.18
112	Dressing Changes	239	4.03	0.05	9	3.78	0.28	0.25
195	Peripheral Intravenous Line Removal	240	4.03	0.06	8	4.38	0.26	-0.35
202	Policy and Procedures	239	4.03	0.06	9	4.44	0.18	-0.41
252	Signs and Symptoms of Dependency	240	4.03	0.06	9	3.89	0.26	0.14
264	Staff Support	239	4.01	0.06	9	3.67	0.24	0.34
280	Tracheostomy Care	238	4.01	0.06	9	4.00	0.29	0.01
46	Client Care for Age 65 Years and Over	240	4.00	0.06	10	3.60	0.43	0.40
127	Ethical and Legal Considerations	240	4.00	0.06	9	4.11	0.31	-0.11
147	Incident and Error Reporting	239	4.00	0.07	9	4.22	0.22	-0.22
174	Moderate Sedation	239	4.00	0.07	9	3.67	0.29	0.33
286	Urinary Catheter Removal	239	4.00	0.06	9	4.00	0.29	0.00
100	Death and Dying	239	3.99	0.06	9	4.11	0.26	-0.12
79	Client Status	237	3.98	0.06	9	4.33	0.24	-0.35
291	Verbal and Nonverbal Cues	239	3.98	0.06	9	3.44	0.38	0.54
153	Injury Risk Precautions	237	3.97	0.06	9	3.67	0.37	0.30
260	Specimen Collection	240	3.95	0.06	9	4.22	0.15	-0.27
121	Enteral Feeding Tubes	241	3.94	0.06	9	3.67	0.29	0.27
233	Renal Assessment	240	3.94	0.06	9	4.00	0.33	-0.06
245	Screening Assessments	239	3.94	0.06	8	3.50	0.38	0.44
261	Specimen Handling	239	3.94	0.06	9	4.00	0.24	-0.06
113	Early Client Mobilization	239	3.93	0.06	9	3.67	0.33	0.26
219	Proper Body Mechanics	241	3.93	0.06	9	4.22	0.36	-0.29
290	Ventilator Equipment	239	3.93	0.07	9	3.00	0.41	0.93
64	Client Needs Assessment	240	3.92	0.06	9	3.56	0.29	0.36
101	De-escalation Techniques	238	3.92	0.06	9	3.67	0.33	0.25
206	Postoperative Education	240	3.92	0.07	9	4.00	0.33	-0.08
114	Electronic Health Records	240	3.91	0.06	9	3.22	0.40	0.69
227	Pulmonary Hygiene Techniques	240	3.91	0.06	9	3.89	0.39	0.02
283	Types of Dressings	238	3.91	0.06	9	3.78	0.32	0.13

Newly Licensed RN and SME Knowledge Statement Ratings Rank Ordered by Newly Licensed RN Average Importance								
Survey Position #	Knowledge Statement	Newly Licensed RNs			SME Ratings			Avg. Difference
		N	Avg.	Std. Err.	N	Avg.	Std. Err.	
71	Client Response to Plan of Care	239	3.90	0.06	9	4.33	0.24	-0.43
45	Client Care for Age 18 through 64 Years	241	3.89	0.06	10	3.60	0.43	0.29
213	Preoperative Education	239	3.89	0.07	9	3.78	0.36	0.11
66	Client Plan of Care	239	3.88	0.07	9	3.78	0.28	0.10
83	Communication Barriers	239	3.88	0.06	9	3.89	0.26	-0.01
125	Equipment Safety	239	3.88	0.07	9	3.89	0.39	-0.01
151	Infusion Delivery Devices	240	3.88	0.07	9	3.78	0.28	0.10
98	Crisis Intervention	240	3.87	0.07	9	4.00	0.29	-0.13
115	Elimination	238	3.87	0.06	9	4.00	0.33	-0.13
235	Reporting Processes	240	3.87	0.06	9	4.00	0.24	-0.13
144	High-risk Health Behaviors	237	3.86	0.07	9	4.22	0.32	-0.36
178	Nurse Practice Act	239	3.86	0.07	9	4.11	0.31	-0.25
187	Pacing Devices	241	3.86	0.07	9	3.44	0.34	0.42
212	Preoperative Care	241	3.86	0.07	9	3.89	0.35	-0.03
122	Enteral Tube Feedings	238	3.85	0.06	9	3.56	0.29	0.29
128	Ethical Dilemmas	240	3.85	0.06	9	4.00	0.33	-0.15
111	Drainage Devices	240	3.84	0.06	9	3.89	0.20	-0.05
177	Non-pharmacological Comfort Measures	240	3.84	0.06	9	3.89	0.26	-0.05
35	Circulation Devices	240	3.83	0.06	10	3.40	0.27	0.43
120	End-of-life Care	240	3.83	0.06	8	4.00	0.27	-0.17
139	Hazardous Material Handling	237	3.83	0.07	9	3.67	0.33	0.16
189	Palliative Care	241	3.83	0.06	9	4.00	0.29	-0.17
208	Postpartum Complications	238	3.83	0.08	9	3.89	0.35	-0.06
240	Risk Management	239	3.83	0.06	9	4.11	0.20	-0.28
262	Staff Education	239	3.83	0.06	9	4.00	0.37	-0.17
9	Alteration in Elimination	240	3.82	0.06	10	3.80	0.29	0.02
84	Communication Strategies	238	3.81	0.06	9	3.78	0.28	0.03
270	Stoma Care	239	3.81	0.06	9	3.56	0.24	0.25
12	Arterial Line Monitoring	241	3.80	0.08	10	3.10	0.46	0.70
24	Breathing Techniques	239	3.80	0.07	10	4.00	0.30	-0.20
124	Environmental Safety	240	3.80	0.07	9	3.89	0.39	-0.09
137	Gastrointestinal Tube Maintenance	240	3.80	0.06	9	3.67	0.33	0.13
276	Therapeutic Interventions	239	3.80	0.06	9	3.33	0.33	0.47
88	Competency of Delegatee	239	3.79	0.07	9	3.89	0.35	-0.10
190	Parenteral Nutrition	239	3.79	0.06	9	3.78	0.28	0.01
148	Incontinence Care	238	3.78	0.06	9	4.00	0.29	-0.22
175	Multidisciplinary Teams	238	3.78	0.06	9	3.78	0.32	0.00
69	Client Psychosocial Factors	239	3.77	0.06	9	3.56	0.29	0.21
90	Complications of Labor	239	3.77	0.08	9	4.33	0.29	-0.56
277	Thermoregulation Techniques	237	3.77	0.06	9	3.44	0.34	0.33

Newly Licensed RN and SME Knowledge Statement Ratings Rank Ordered by Newly Licensed RN Average Importance								
Survey Position #	Knowledge Statement	Newly Licensed RNs			SME Ratings			Avg. Difference
		N	Avg.	Std. Err.	N	Avg.	Std. Err.	
7	Age Specific Care	237	3.76	0.06	10	3.50	0.40	0.26
211	Prenatal Complications	241	3.76	0.08	9	3.78	0.36	-0.02
225	Psychosocial Factors of Substance Abuse/Dependency	239	3.76	0.06	9	3.78	0.36	-0.02
237	Restraints	241	3.76	0.07	9	4.22	0.22	-0.46
63	Client Learning Assessment	240	3.75	0.06	9	3.67	0.29	0.08
146	Immunization/Vaccination Recommendations	240	3.75	0.06	9	3.78	0.32	-0.03
37	Client Advance Directives	241	3.74	0.07	10	4.00	0.26	-0.26
141	Hemodialysis	240	3.74	0.07	9	3.33	0.29	0.41
25	Care and Coordination	240	3.73	0.06	10	3.90	0.31	-0.17
82	Cognitive Distortions	239	3.73	0.06	9	3.44	0.29	0.29
155	Interpersonal Communication	239	3.73	0.06	9	3.78	0.32	-0.05
11	Arterial Line Maintenance	239	3.72	0.08	10	3.20	0.49	0.52
42	Client Background	239	3.72	0.06	10	3.70	0.30	0.02
61	Client Health Literacy	239	3.72	0.06	9	3.67	0.33	0.05
224	Psychosocial Assessment	241	3.72	0.07	9	3.78	0.28	-0.06
248	Self-awareness	240	3.72	0.07	9	4.22	0.28	-0.50
275	Therapeutic Environment	239	3.72	0.06	9	3.56	0.34	0.16
5	Advance Directives	239	3.69	0.07	10	4.20	0.20	-0.51
21	Biohazardous Material Handling	241	3.69	0.07	10	3.60	0.27	0.09
116	Elimination Devices	238	3.69	0.06	9	3.44	0.29	0.25
185	Ostomy Care	240	3.69	0.06	9	3.78	0.32	-0.09
80	Client Support System	239	3.68	0.06	9	3.89	0.26	-0.21
152	Initial Care for Newborn	238	3.68	0.08	9	3.89	0.39	-0.21
234	Renal Replacement Therapy	241	3.68	0.07	9	3.33	0.29	0.35
55	Client Demographic Considerations (e.g., Age, Gender, Community)	240	3.67	0.07	9	3.78	0.28	-0.11
123	Environmental Hazards	241	3.67	0.07	9	3.67	0.33	0.00
95	Coping Mechanisms	238	3.66	0.06	9	3.56	0.29	0.10
78	Client Self Determination	238	3.64	0.07	8	3.38	0.42	0.26
96	Coping Techniques	239	3.64	0.06	9	3.56	0.29	0.08
158	Irrigation	240	3.63	0.06	9	3.67	0.33	-0.04
226	Psychosocial Health Issues	239	3.63	0.06	9	3.67	0.33	-0.04
2	Activities of Daily Living (ADLs)	241	3.62	0.06	10	4.00	0.26	-0.38
99	Cultural Considerations	240	3.62	0.07	9	3.44	0.34	0.18
108	Discharge Process	239	3.62	0.07	9	3.56	0.29	0.06
159	Irrigation Techniques	237	3.62	0.06	9	3.56	0.34	0.06
192	Percutaneous Feeding Tubes	239	3.62	0.07	9	3.67	0.29	-0.05
207	Postpartum Care	239	3.62	0.08	9	3.67	0.41	-0.05
249	Sequential Compression Devices	239	3.62	0.07	9	3.22	0.36	0.40
281	Transfer Process	237	3.62	0.07	9	3.22	0.32	0.40
48	Client Care for Newborns	240	3.61	0.08	10	3.50	0.43	0.11

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		N	Avg.	Std. Err.	N	Avg.	Std. Err.	
236	Resource Availability	241	3.61	0.07	9	3.78	0.32	-0.17
30	Chain of Command	240	3.60	0.07	10	3.70	0.37	-0.10
47	Client Care for Infants	240	3.60	0.08	10	3.50	0.43	0.10
176	New Parent Education	239	3.60	0.08	9	4.00	0.37	-0.40
246	Security Plan	240	3.60	0.07	9	3.56	0.34	0.04
92	Conflict Management Strategies	239	3.59	0.06	9	3.56	0.34	0.03
136	Gastrointestinal Tube Insertion	241	3.59	0.08	9	3.67	0.41	-0.08
140	Health Promotion Behavior	238	3.59	0.07	9	3.78	0.36	-0.19
203	Positioning Devices	239	3.59	0.06	9	3.89	0.20	-0.30
223	Psychological Stressors	239	3.59	0.07	9	3.56	0.38	0.03
106	Device Complications	239	3.58	0.07	9	3.56	0.41	0.02
266	Stages of Grief	238	3.58	0.07	9	4.11	0.31	-0.53
181	Nutrition Assessment	241	3.57	0.07	9	3.78	0.28	-0.21
196	Peritoneal Dialysis Care	241	3.56	0.07	9	3.56	0.24	0.00
220	Provider Credentials	238	3.55	0.07	9	3.67	0.33	-0.12
292	Visual Distortions	238	3.55	0.07	9	3.33	0.29	0.22
20	Behavioral Management Techniques	238	3.53	0.07	10	3.40	0.34	0.13
182	Oral Hygiene	240	3.53	0.07	9	3.67	0.29	-0.14
229	Range of Motion	240	3.53	0.07	9	3.67	0.37	-0.14
267	Stages of Labor	240	3.53	0.08	9	4.11	0.31	-0.58
200	Physical Impairment	241	3.52	0.06	9	3.67	0.37	-0.15
133	Fistula Care	240	3.51	0.07	9	3.67	0.29	-0.16
138	Gastrointestinal Tube Removal	237	3.51	0.08	9	3.78	0.28	-0.27
210	Prenatal Care Education	241	3.51	0.08	9	3.67	0.44	-0.16
228	Quality Improvement Process	241	3.51	0.07	9	3.44	0.34	0.07
70	Client Religion and Spirituality Considerations	239	3.49	0.07	9	3.44	0.34	0.05
231	Regulatory Guidelines	237	3.48	0.07	9	4.00	0.33	-0.52
259	Sleep/Rest Pattern	239	3.48	0.07	9	3.44	0.29	0.04
51	Client Care for Toddlers	241	3.47	0.08	9	3.67	0.44	-0.20
4	Admission Process	240	3.46	0.07	10	3.10	0.35	0.36
201	Physical Stressors	240	3.45	0.07	9	3.44	0.34	0.01
44	Client Care for Adolescents	240	3.44	0.07	10	3.50	0.43	-0.06
49	Client Care for Preschool Aged Child	241	3.44	0.08	10	3.50	0.43	-0.06
50	Client Care for School Aged Child	241	3.44	0.08	10	3.50	0.43	-0.06
97	Cost-effective Care	240	3.44	0.07	9	3.44	0.29	0.00
10	Alternatives to Restraints	238	3.43	0.07	10	3.30	0.33	0.13
87	Community Resources	240	3.43	0.07	9	3.44	0.34	-0.01
105	Device Assessment	240	3.43	0.07	9	3.33	0.33	0.10
232	Religious and Spiritual Considerations	241	3.42	0.07	8	3.50	0.33	-0.08
204	Postmortem Care	241	3.41	0.07	9	3.78	0.32	-0.37

Newly Licensed RN and SME Knowledge Statement Ratings Rank Ordered by Newly Licensed RN Average Importance								
Survey Position #	Knowledge Statement	Newly Licensed RNs			SME Ratings			Avg. Difference
		N	Avg.	Std. Err.	N	Avg.	Std. Err.	
164	Material Safety Data Sheets (MSDS)	240	3.39	0.08	9	4.00	0.24	-0.61
85	Community Health Education	239	3.38	0.07	9	3.33	0.33	0.05
17	Assistive Devices	241	3.37	0.07	10	3.00	0.30	0.37
104	Developmental Stages and Milestones	238	3.37	0.07	9	3.78	0.36	-0.41
126	Ergonomic Equipment	238	3.36	0.07	9	3.56	0.41	-0.20
150	Information Technology	240	3.35	0.07	9	3.78	0.32	-0.43
161	Life Changes	240	3.35	0.07	9	3.44	0.38	-0.09
184	Orthopedic Devices	240	3.35	0.07	9	3.44	0.29	-0.09
27	Care Plan Process	241	3.32	0.08	10	3.40	0.34	-0.08
132	Family Dynamics	237	3.32	0.06	9	3.44	0.29	-0.12
89	Complementary Therapies	237	3.30	0.07	9	3.22	0.32	0.08
162	Life Transitions	240	3.30	0.07	9	3.44	0.38	-0.14
26	Care Giver Resources	241	3.28	0.07	10	3.00	0.30	0.28
65	Client Occupational Factors	238	3.27	0.07	9	3.44	0.29	-0.17
86	Community Needs Assessment	240	3.27	0.07	9	3.11	0.39	0.16
209	Practice Outcome Metrics	238	3.19	0.08	9	2.78	0.32	0.41
31	Change Management	240	3.18	0.08	10	3.20	0.29	-0.02
218	Program Planning	237	3.10	0.08	9	2.89	0.42	0.21
230	Referral Process	239	3.10	0.08	9	3.44	0.29	-0.34
43	Client Body Image	240	3.08	0.07	10	3.10	0.31	-0.02
199	Phototherapy	240	3.00	0.08	9	2.67	0.41	0.33
18	Auditory Distortions	238	2.99	0.07	10	2.90	0.31	0.09

APPENDIX F: RN EDUCATORS AND SME KNOWLEDGE STATEMENT RATINGS RANK ORDERED BY RN EDUCATOR AVERAGE IMPORTANCE

Preface: How important is the possession of this knowledge by a newly licensed RN for safe and effective professional practice regardless of specific practice setting?

RN Educators and SME Knowledge Statement Ratings Rank Ordered by RN Educator Average Importance								
Survey Position #	Knowledge Statement	RN Educators			SME Ratings			Avg. Difference
		N	Avg.	Std. Err.	N	Avg.	Std. Err.	
166	Medication Administration	752	4.79	0.02	9	4.89	0.11	-0.10
76	Client Safety	750	4.78	0.02	9	4.44	0.24	0.34
171	Medication Safety	749	4.74	0.02	9	4.67	0.17	0.07
293	Vital Signs	748	4.72	0.02	9	5.00	0.00	-0.28
32	Changes in Client Condition	750	4.71	0.02	10	4.40	0.31	0.31
62	Client Identification	747	4.71	0.02	9	4.67	0.24	0.04
13	Aseptic Technique	751	4.70	0.03	10	4.60	0.22	0.10
15	Assessment Techniques	751	4.70	0.02	10	4.60	0.22	0.10
8	Airway Management	744	4.66	0.03	10	5.00	0.00	-0.34
41	Client Assessment	749	4.65	0.02	10	4.30	0.33	0.35
53	Client Confidentiality	750	4.65	0.02	9	4.67	0.17	-0.02
110	Dosage Calculations	746	4.64	0.03	9	4.67	0.24	-0.03
39	Client Allergies	749	4.62	0.02	10	4.80	0.13	-0.18
6	Adverse Reactions	744	4.61	0.02	10	4.10	0.28	0.51
54	Client Consent	748	4.59	0.02	9	4.56	0.18	0.03
198	Pharmacology	752	4.58	0.02	9	4.67	0.24	-0.09
243	Safety Precautions	751	4.58	0.02	9	4.44	0.24	0.14
1	Abnormal Test Results	752	4.57	0.02	10	4.60	0.22	-0.03
268	Standard Precautions	750	4.57	0.03	9	4.44	0.24	0.13
149	Infection Control	751	4.56	0.03	9	4.44	0.24	0.12
81	Clinical Judgment	751	4.55	0.02	9	4.11	0.35	0.44
215	Prioritization of Care	754	4.55	0.03	9	4.22	0.36	0.33
168	Medication Interactions	754	4.53	0.02	9	4.67	0.17	-0.14
242	Safety Considerations	752	4.53	0.02	9	4.44	0.24	0.09
269	Sterile Technique	749	4.53	0.03	9	4.67	0.17	-0.14
14	Aspiration Precautions	748	4.50	0.03	10	4.50	0.22	0.00
251	Signs and Symptoms of Complications	752	4.50	0.03	9	4.44	0.24	0.06
117	Emergency Intervention	744	4.49	0.03	9	4.67	0.24	-0.18
188	Pain Management	757	4.48	0.03	9	4.56	0.24	-0.08
145	High-risk Medications	752	4.47	0.03	9	4.44	0.29	0.03
244	Scope of Practice	752	4.47	0.03	9	4.67	0.24	-0.20
40	Client Appropriate Interventions	750	4.46	0.02	10	4.30	0.21	0.16
129	Evidence Based Practice	754	4.46	0.02	9	4.56	0.18	-0.10
3	Acute Conditions	748	4.45	0.02	10	4.30	0.21	0.15
34	Circulation	750	4.43	0.03	10	4.10	0.28	0.33

RN Educators and SME Knowledge Statement Ratings Rank Ordered by RN Educator Average Importance								
Survey Position #	Knowledge Statement	RN Educators			SME Ratings			Avg. Difference
		N	Avg.	Std. Err.	N	Avg.	Std. Err.	
134	Fluid and Electrolytes	755	4.43	0.03	9	4.22	0.28	0.21
135	Focused Assessment	752	4.43	0.03	9	3.89	0.39	0.54
179	Nursing Code of Ethics	750	4.43	0.03	9	4.56	0.24	-0.13
238	Risk Assessment (e.g., Fall, Suicide, Pressure Ulcer)	758	4.43	0.03	9	4.56	0.18	-0.13
72	Client Response to Treatment	749	4.42	0.02	9	4.33	0.24	0.09
180	Nursing Practice Guidelines	755	4.41	0.03	9	4.44	0.24	-0.03
241	Safe Client Handling	751	4.41	0.03	9	4.44	0.24	-0.03
56	Client Dignity	743	4.40	0.03	9	4.33	0.29	0.07
197	Personal Protective Equipment (PPE)	754	4.40	0.03	9	4.67	0.24	-0.27
255	Signs and Symptoms of Substance Overdose	751	4.39	0.03	9	4.33	0.24	0.06
77	Client Safety Goals	744	4.38	0.02	9	4.11	0.31	0.27
127	Ethical and Legal Considerations	752	4.37	0.03	9	4.11	0.31	0.26
68	Client Privacy	749	4.36	0.03	9	4.56	0.18	-0.20
239	Risk Assessment for Abuse and Neglect	756	4.35	0.03	9	4.22	0.28	0.13
57	Client Disease Process	746	4.34	0.03	9	4.33	0.24	0.01
257	Skin Assessment	750	4.32	0.03	9	4.67	0.17	-0.35
93	Contraindications	745	4.31	0.03	9	4.56	0.18	-0.25
160	Isolation Precautions	751	4.31	0.03	9	4.33	0.24	-0.02
73	Client Rights and Responsibilities	746	4.30	0.03	8	4.13	0.30	0.17
178	Nurse Practice Act	751	4.30	0.03	9	4.11	0.31	0.19
250	Signs and Symptoms of Abuse	751	4.30	0.03	9	3.89	0.26	0.41
109	Disease Process	747	4.29	0.03	9	4.33	0.33	-0.04
256	Signs and Symptoms of Withdrawal	752	4.29	0.03	9	4.22	0.22	0.07
38	Client Advocacy	749	4.28	0.03	10	3.80	0.29	0.48
217	Professional Competency	754	4.28	0.03	9	4.44	0.18	-0.16
253	Signs and Symptoms of Neglect	752	4.28	0.03	9	4.22	0.22	0.06
52	Client Centered Care	746	4.27	0.03	9	3.78	0.40	0.49
59	Client Hand-off Process	747	4.27	0.03	9	3.67	0.37	0.60
71	Client Response to Plan of Care	750	4.27	0.02	9	4.33	0.24	-0.06
130	Expected and Unexpected Outcomes	750	4.27	0.03	9	4.56	0.18	-0.29
258	Skin Integrity	753	4.27	0.03	9	4.22	0.28	0.05
58	Client Education	751	4.26	0.03	9	4.22	0.28	0.04
165	Medical Terminology	751	4.26	0.03	9	4.22	0.36	0.04
191	Pathophysiology	752	4.26	0.03	8	3.75	0.45	0.51
74	Client Risk Assessment	748	4.25	0.03	9	3.89	0.26	0.36
94	Controlled Substances	746	4.25	0.03	9	4.22	0.28	0.03
131	Expected and Unexpected Treatment Outcomes	752	4.25	0.03	9	4.67	0.17	-0.42
169	Medication Reconciliation	750	4.25	0.03	9	4.00	0.33	0.25

RN Educators and SME Knowledge Statement Ratings Rank Ordered by RN Educator Average Importance								
Survey Position #	Knowledge Statement	RN Educators			SME Ratings			Avg. Difference
		N	Avg.	Std. Err.	N	Avg.	Std. Err.	
279	Tissue Perfusion	751	4.25	0.03	9	4.22	0.28	0.03
155	Interpersonal Communication	749	4.23	0.03	9	3.78	0.32	0.45
183	Order Verification Process	753	4.23	0.03	9	4.22	0.36	0.01
75	Client Risk Factors	749	4.22	0.03	8	4.00	0.27	0.22
102	Delegation of Care	747	4.22	0.03	9	4.33	0.24	-0.11
154	Intake and Output	753	4.22	0.03	9	4.11	0.35	0.11
254	Signs and Symptoms of Substance Abuse	752	4.21	0.03	9	4.00	0.24	0.21
294	Wound Assessment	750	4.20	0.03	9	4.78	0.15	-0.58
33	Chronic Conditions	750	4.19	0.03	10	3.90	0.28	0.29
216	Process of Consent	756	4.19	0.03	9	4.11	0.20	0.08
221	Provider Orders	757	4.19	0.03	9	4.56	0.18	-0.37
16	Assessment Tools	745	4.18	0.03	10	4.10	0.28	0.08
91	Comprehensive Health Assessments	748	4.17	0.03	9	4.33	0.29	-0.16
153	Injury Risk Precautions	754	4.17	0.03	9	3.67	0.37	0.50
167	Medication Diversion	754	4.16	0.03	9	4.11	0.26	0.05
173	Medication Titration	747	4.16	0.03	9	4.44	0.24	-0.28
103	Delegation of Responsibilities	743	4.15	0.03	9	4.33	0.24	-0.18
170	Medication Reconciliation Process	751	4.15	0.03	9	4.11	0.31	0.04
186	Oxygen Delivery Systems	755	4.15	0.03	9	4.33	0.24	-0.18
79	Client Status	748	4.14	0.03	9	4.33	0.24	-0.19
194	Peripheral Intravenous Line Maintenance	758	4.14	0.04	9	4.56	0.24	-0.42
69	Client Psychosocial Factors	751	4.13	0.03	9	3.56	0.29	0.57
45	Client Care for Age 18 through 64 Years	749	4.12	0.03	10	3.60	0.43	0.52
66	Client Plan of Care	749	4.12	0.03	9	3.78	0.28	0.34
107	Diagnostic Tests and Procedures	745	4.12	0.03	9	4.56	0.18	-0.44
128	Ethical Dilemmas	753	4.12	0.03	9	4.00	0.33	0.12
28	Catheter Care	746	4.11	0.03	10	3.90	0.31	0.21
60	Client Health History	747	4.11	0.03	9	3.89	0.20	0.22
84	Communication Strategies	743	4.11	0.03	9	3.78	0.28	0.33
163	Mandatory Reporting Requirements	753	4.10	0.03	9	4.22	0.22	-0.12
219	Proper Body Mechanics	750	4.10	0.03	9	4.22	0.36	-0.12
284	Urinary Catheter Insertion	751	4.10	0.03	9	4.33	0.24	-0.23
214	Preventative Care	753	4.09	0.03	9	4.22	0.32	-0.13
285	Urinary Catheter Maintenance	752	4.09	0.03	9	4.44	0.24	-0.35
22	Blood Product Administration	749	4.08	0.04	10	3.90	0.31	0.18
67	Client Positioning	750	4.07	0.03	9	4.11	0.35	-0.04
252	Signs and Symptoms of Dependency	751	4.07	0.03	9	3.89	0.26	0.18
278	Time Management Strategies	752	4.07	0.03	9	4.22	0.28	-0.15
289	Venous Thromboembolism Prophylaxis	750	4.07	0.04	9	3.89	0.31	0.18

RN Educators and SME Knowledge Statement Ratings Rank Ordered by RN Educator Average Importance								
Survey Position #	Knowledge Statement	RN Educators			SME Ratings			Avg. Difference
		N	Avg.	Std. Err.	N	Avg.	Std. Err.	
46	Client Care for Age 65 Years and Over	744	4.06	0.03	10	3.60	0.43	0.46
83	Communication Barriers	750	4.06	0.03	9	3.89	0.26	0.17
177	Non-pharmacological Comfort Measures	754	4.06	0.03	9	3.89	0.26	0.17
291	Verbal and Nonverbal Cues	749	4.05	0.03	9	3.44	0.38	0.61
295	Wound Care	748	4.05	0.03	9	4.44	0.18	-0.39
7	Age Specific Care	740	4.03	0.03	10	3.50	0.40	0.53
276	Therapeutic Interventions	749	4.03	0.03	9	3.33	0.33	0.70
172	Medication Storage	754	4.02	0.03	9	4.11	0.26	-0.09
202	Policy and Procedures	755	4.02	0.03	9	4.44	0.18	-0.42
23	Blood Products	747	4.01	0.04	10	4.00	0.30	0.01
64	Client Needs Assessment	748	4.01	0.03	9	3.56	0.29	0.45
143	Hemostasis	752	4.01	0.03	9	4.33	0.24	-0.32
147	Incident and Error Reporting	750	4.01	0.03	9	4.22	0.22	-0.21
205	Postoperative Care	754	4.01	0.04	9	4.00	0.29	0.01
118	Emergency Response Plan	746	4.00	0.04	9	4.33	0.37	-0.33
222	Provider Scopes of Practice	756	3.99	0.04	9	4.22	0.22	-0.23
263	Staff Safety	753	3.99	0.03	9	4.22	0.32	-0.23
247	Seizure Protocol	752	3.98	0.03	9	4.00	0.29	-0.02
99	Cultural Considerations	743	3.97	0.03	9	3.44	0.34	0.53
100	Death and Dying	746	3.97	0.03	9	4.11	0.26	-0.14
144	High-risk Health Behaviors	751	3.97	0.03	9	4.22	0.32	-0.25
224	Psychosocial Assessment	754	3.97	0.03	9	3.78	0.28	0.19
2	Activities of Daily Living (ADLs)	750	3.96	0.03	10	4.00	0.26	-0.04
124	Environmental Safety	752	3.95	0.03	9	3.89	0.39	0.06
98	Crisis Intervention	747	3.94	0.03	9	4.00	0.29	-0.06
24	Breathing Techniques	747	3.93	0.03	10	4.00	0.30	-0.07
115	Elimination	749	3.93	0.03	9	4.00	0.33	-0.07
140	Health Promotion Behavior	749	3.93	0.03	9	3.78	0.36	0.15
286	Urinary Catheter Removal	750	3.93	0.04	9	4.00	0.29	-0.07
19	Basic Cardiac Rhythms	749	3.92	0.04	10	3.90	0.35	0.02
113	Early Client Mobilization	747	3.92	0.03	9	3.67	0.33	0.25
119	Emergency Response Roles and Responsibilities	755	3.92	0.04	9	4.33	0.29	-0.41
195	Peripheral Intravenous Line Removal	754	3.92	0.04	8	4.38	0.26	-0.46
206	Postoperative Education	751	3.92	0.04	9	4.00	0.33	-0.08
30	Chain of Command	750	3.91	0.03	10	3.70	0.37	0.21
88	Competency of Delegatee	745	3.91	0.03	9	3.89	0.35	0.02
95	Coping Mechanisms	749	3.91	0.03	9	3.56	0.29	0.35
96	Coping Techniques	743	3.91	0.03	9	3.56	0.29	0.35
142	Hemodynamics	752	3.91	0.04	9	4.22	0.28	-0.31

RN Educators and SME Knowledge Statement Ratings Rank Ordered by RN Educator Average Importance								
Survey Position #	Knowledge Statement	RN Educators			SME Ratings			Avg. Difference
		N	Avg.	Std. Err.	N	Avg.	Std. Err.	
237	Restraints	751	3.91	0.03	9	4.22	0.22	-0.31
275	Therapeutic Environment	752	3.91	0.03	9	3.56	0.34	0.35
36	Client Acuity	746	3.90	0.03	10	3.90	0.28	0.00
282	Tube Placement Verification	753	3.90	0.04	9	4.11	0.31	-0.21
9	Alteration in Elimination	746	3.89	0.03	10	3.80	0.29	0.09
25	Care and Coordination	745	3.89	0.03	10	3.90	0.31	-0.01
114	Electronic Health Records	748	3.89	0.03	9	3.22	0.40	0.67
125	Equipment Safety	751	3.89	0.03	9	3.89	0.39	0.00
225	Psychosocial Factors of Substance Abuse/Dependency	755	3.89	0.03	9	3.78	0.36	0.11
235	Reporting Processes	754	3.89	0.03	9	4.00	0.24	-0.11
101	De-escalation Techniques	746	3.88	0.03	9	3.67	0.33	0.21
272	Suction Techniques	750	3.88	0.04	9	3.89	0.42	-0.01
21	Biohazardous Material Handling	753	3.87	0.04	10	3.60	0.27	0.27
112	Dressing Changes	749	3.87	0.03	9	3.78	0.28	0.09
233	Renal Assessment	757	3.87	0.04	9	4.00	0.33	-0.13
248	Self-awareness	747	3.87	0.03	9	4.22	0.28	-0.35
61	Client Health Literacy	747	3.86	0.03	9	3.67	0.33	0.19
63	Client Learning Assessment	750	3.86	0.03	9	3.67	0.29	0.19
175	Multidisciplinary Teams	751	3.86	0.03	9	3.78	0.32	0.08
223	Psychological Stressors	755	3.86	0.03	9	3.56	0.38	0.30
226	Psychosocial Health Issues	752	3.86	0.03	9	3.67	0.33	0.19
193	Peripheral Intravenous Line Insertion	755	3.85	0.04	9	4.56	0.24	-0.71
70	Client Religion and Spirituality Considerations	751	3.84	0.03	9	3.44	0.34	0.40
78	Client Self Determination	746	3.84	0.03	8	3.38	0.42	0.46
80	Client Support System	744	3.83	0.03	9	3.89	0.26	-0.06
212	Preoperative Care	756	3.83	0.04	9	3.89	0.35	-0.06
213	Preoperative Education	754	3.83	0.04	9	3.78	0.36	0.05
271	Suction Equipment	749	3.83	0.04	9	3.89	0.42	-0.06
10	Alternatives to Restraints	746	3.82	0.03	10	3.30	0.33	0.52
245	Screening Assessments	751	3.82	0.03	8	3.50	0.38	0.32
20	Behavioral Management Techniques	750	3.81	0.03	10	3.40	0.34	0.41
42	Client Background	744	3.81	0.03	10	3.70	0.30	0.11
92	Conflict Management Strategies	746	3.81	0.03	9	3.56	0.34	0.25
123	Environmental Hazards	755	3.80	0.03	9	3.67	0.33	0.13
265	Staff to Client Ratio	748	3.80	0.04	9	3.44	0.29	0.36
182	Oral Hygiene	757	3.79	0.03	9	3.67	0.29	0.12
55	Client Demographic Considerations (e.g., Age, Gender, Community)	744	3.78	0.03	9	3.78	0.28	0.00
82	Cognitive Distortions	748	3.78	0.03	9	3.44	0.29	0.34
259	Sleep/Rest Pattern	752	3.78	0.03	9	3.44	0.29	0.34
5	Advance Directives	745	3.77	0.03	10	4.20	0.20	-0.43

RN Educators and SME Knowledge Statement Ratings Rank Ordered by RN Educator Average Importance								
Survey Position #	Knowledge Statement	RN Educators			SME Ratings			Avg. Difference
		N	Avg.	Std. Err.	N	Avg.	Std. Err.	
29	Central Venous Access Devices	748	3.76	0.04	10	3.90	0.23	-0.14
44	Client Care for Adolescents	748	3.76	0.03	10	3.50	0.43	0.26
139	Hazardous Material Handling	753	3.76	0.04	9	3.67	0.33	0.09
260	Specimen Collection	753	3.76	0.03	9	4.22	0.15	-0.46
288	Venous Access Devices	749	3.76	0.04	9	4.11	0.26	-0.35
27	Care Plan Process	751	3.75	0.03	10	3.40	0.34	0.35
232	Religious and Spiritual Considerations	758	3.75	0.03	8	3.50	0.33	0.25
108	Discharge Process	745	3.74	0.03	9	3.56	0.29	0.18
120	End-of-life Care	754	3.74	0.03	8	4.00	0.27	-0.26
229	Range of Motion	756	3.74	0.03	9	3.67	0.37	0.07
261	Specimen Handling	752	3.74	0.03	9	4.00	0.24	-0.26
156	Invasive Line Care	751	3.73	0.04	9	4.00	0.33	-0.27
189	Palliative Care	753	3.73	0.04	9	4.00	0.29	-0.27
277	Thermoregulation Techniques	743	3.73	0.04	9	3.44	0.34	0.29
227	Pulmonary Hygiene Techniques	754	3.72	0.04	9	3.89	0.39	-0.17
181	Nutrition Assessment	757	3.71	0.03	9	3.78	0.28	-0.07
266	Stages of Grief	749	3.69	0.03	9	4.11	0.31	-0.42
37	Client Advance Directives	751	3.68	0.04	10	4.00	0.26	-0.32
146	Immunization/Vaccination Recommendations	752	3.68	0.04	9	3.78	0.32	-0.10
174	Moderate Sedation	751	3.68	0.04	9	3.67	0.29	0.01
90	Complications of Labor	749	3.67	0.04	9	4.33	0.29	-0.66
287	Venipuncture	748	3.67	0.04	9	3.89	0.35	-0.22
111	Drainage Devices	747	3.66	0.03	9	3.89	0.20	-0.23
240	Risk Management	750	3.66	0.04	9	4.11	0.20	-0.45
122	Enteral Tube Feedings	749	3.65	0.04	9	3.56	0.29	0.09
151	Infusion Delivery Devices	755	3.65	0.04	9	3.78	0.28	-0.13
190	Parenteral Nutrition	757	3.65	0.04	9	3.78	0.28	-0.13
231	Regulatory Guidelines	754	3.65	0.04	9	4.00	0.33	-0.35
47	Client Care for Infants	745	3.64	0.04	10	3.50	0.43	0.14
116	Elimination Devices	750	3.64	0.03	9	3.44	0.29	0.20
148	Incontinence Care	749	3.64	0.04	9	4.00	0.29	-0.36
264	Staff Support	751	3.64	0.04	9	3.67	0.24	-0.03
283	Types of Dressings	748	3.64	0.04	9	3.78	0.32	-0.14
35	Circulation Devices	747	3.63	0.04	10	3.40	0.27	0.23
121	Enteral Feeding Tubes	753	3.63	0.04	9	3.67	0.29	-0.04
150	Information Technology	752	3.63	0.03	9	3.78	0.32	-0.15
157	Invasive Procedures	750	3.62	0.04	9	3.56	0.38	0.06
201	Physical Stressors	757	3.62	0.03	9	3.44	0.34	0.18
246	Security Plan	752	3.62	0.04	9	3.56	0.34	0.06
280	Tracheostomy Care	752	3.61	0.04	9	4.00	0.29	-0.39

RN Educators and SME Knowledge Statement Ratings Rank Ordered by RN Educator Average Importance								
Survey Position #	Knowledge Statement	RN Educators			SME Ratings			Avg. Difference
		N	Avg.	Std. Err.	N	Avg.	Std. Err.	
208	Postpartum Complications	754	3.59	0.04	9	3.89	0.35	-0.30
137	Gastrointestinal Tube Maintenance	754	3.58	0.04	9	3.67	0.33	-0.09
48	Client Care for Newborns	748	3.57	0.04	10	3.50	0.43	0.07
50	Client Care for School Aged Child	750	3.57	0.04	10	3.50	0.43	0.07
97	Cost-effective Care	742	3.57	0.03	9	3.44	0.29	0.13
132	Family Dynamics	750	3.56	0.03	9	3.44	0.29	0.12
200	Physical Impairment	757	3.56	0.03	9	3.67	0.37	-0.11
249	Sequential Compression Devices	749	3.55	0.04	9	3.22	0.36	0.33
51	Client Care for Toddlers	747	3.54	0.04	9	3.67	0.44	-0.13
85	Community Health Education	750	3.54	0.03	9	3.33	0.33	0.21
274	Telemetry Lead Placement	750	3.54	0.04	9	3.56	0.41	-0.02
104	Developmental Stages and Milestones	746	3.53	0.03	9	3.78	0.36	-0.25
236	Resource Availability	755	3.53	0.03	9	3.78	0.32	-0.25
49	Client Care for Preschool Aged Child	747	3.52	0.04	10	3.50	0.43	0.02
87	Community Resources	748	3.51	0.03	9	3.44	0.34	0.07
211	Prenatal Complications	752	3.49	0.04	9	3.78	0.36	-0.29
228	Quality Improvement Process	757	3.49	0.04	9	3.44	0.34	0.05
176	New Parent Education	749	3.48	0.04	9	4.00	0.37	-0.52
207	Postpartum Care	752	3.47	0.04	9	3.67	0.41	-0.20
152	Initial Care for Newborn	753	3.46	0.04	9	3.89	0.39	-0.43
220	Provider Credentials	755	3.46	0.04	9	3.67	0.33	-0.21
281	Transfer Process	751	3.46	0.04	9	3.22	0.32	0.24
292	Visual Distortions	750	3.46	0.04	9	3.33	0.29	0.13
106	Device Complications	744	3.45	0.04	9	3.56	0.41	-0.11
262	Staff Education	750	3.42	0.04	9	4.00	0.37	-0.58
267	Stages of Labor	751	3.42	0.04	9	4.11	0.31	-0.69
273	Telemetry Equipment	752	3.41	0.04	9	3.00	0.33	0.41
43	Client Body Image	750	3.40	0.03	10	3.10	0.31	0.30
203	Positioning Devices	750	3.40	0.04	9	3.89	0.20	-0.49
161	Life Changes	751	3.39	0.03	9	3.44	0.38	-0.05
162	Life Transitions	750	3.39	0.03	9	3.44	0.38	-0.05
126	Ergonomic Equipment	748	3.38	0.04	9	3.56	0.41	-0.18
138	Gastrointestinal Tube Removal	753	3.38	0.04	9	3.78	0.28	-0.40
159	Irrigation Techniques	751	3.38	0.04	9	3.56	0.34	-0.18
4	Admission Process	747	3.37	0.03	10	3.10	0.35	0.27
136	Gastrointestinal Tube Insertion	749	3.37	0.04	9	3.67	0.41	-0.30
164	Material Safety Data Sheets (MSDS)	751	3.36	0.04	9	4.00	0.24	-0.64
270	Stoma Care	746	3.36	0.04	9	3.56	0.24	-0.20
185	Ostomy Care	755	3.35	0.04	9	3.78	0.32	-0.43

RN Educators and SME Knowledge Statement Ratings Rank Ordered by RN Educator Average Importance

Survey Position #	Knowledge Statement	RN Educators			SME Ratings			Avg. Difference
		N	Avg.	Std. Err.	N	Avg.	Std. Err.	
192	Percutaneous Feeding Tubes	754	3.35	0.04	9	3.67	0.29	-0.32
86	Community Needs Assessment	751	3.34	0.04	9	3.11	0.39	0.23
31	Change Management	745	3.33	0.04	10	3.20	0.29	0.13
158	Irrigation	755	3.33	0.04	9	3.67	0.33	-0.34
17	Assistive Devices	747	3.32	0.03	10	3.00	0.30	0.32
89	Complementary Therapies	739	3.31	0.03	9	3.22	0.32	0.09
26	Care Giver Resources	749	3.30	0.03	10	3.00	0.30	0.30
105	Device Assessment	747	3.30	0.04	9	3.33	0.33	-0.03
210	Prenatal Care Education	754	3.30	0.04	9	3.67	0.44	-0.37
65	Client Occupational Factors	746	3.25	0.03	9	3.44	0.29	-0.19
230	Referral Process	757	3.24	0.04	9	3.44	0.29	-0.20
234	Renal Replacement Therapy	755	3.24	0.04	9	3.33	0.29	-0.09
187	Pacing Devices	756	3.21	0.04	9	3.44	0.34	-0.23
290	Ventilator Equipment	750	3.18	0.04	9	3.00	0.41	0.18
12	Arterial Line Monitoring	737	3.14	0.05	10	3.10	0.46	0.04
18	Auditory Distortions	744	3.14	0.04	10	2.90	0.31	0.24
184	Orthopedic Devices	757	3.14	0.04	9	3.44	0.29	-0.30
209	Practice Outcome Metrics	749	3.11	0.04	9	2.78	0.32	0.33
133	Fistula Care	755	3.10	0.04	9	3.67	0.29	-0.57
141	Hemodialysis	749	3.10	0.04	9	3.33	0.29	-0.23
204	Postmortem Care	759	3.09	0.04	9	3.78	0.32	-0.69
11	Arterial Line Maintenance	746	3.07	0.05	10	3.20	0.49	-0.13
218	Program Planning	753	3.02	0.04	9	2.89	0.42	0.13
196	Peritoneal Dialysis Care	755	2.98	0.04	9	3.56	0.24	-0.58
199	Phototherapy	753	2.89	0.04	9	2.67	0.41	0.22

APPENDIX G: RN SUPERVISORS AND SME KNOWLEDGE STATEMENT RATINGS RANK ORDERED BY RN SUPERVISOR AVERAGE IMPORTANCE

Preface: How important is the possession of this knowledge by a newly licensed RN for safe and effective professional practice regardless of specific practice setting?

RN Supervisors and SME Knowledge Statement Ratings Rank Ordered by RN Supervisor Average Importance								
Survey Position #	Knowledge Statement	RN Supervisors			SME Ratings			Avg. Difference
		N	Avg.	Std. Err.	N	Avg.	Std. Err.	
15	Assessment Techniques	193	4.64	0.04	10	4.60	0.22	0.04
166	Medication Administration	198	4.62	0.05	9	4.89	0.11	-0.27
32	Changes in Client Condition	193	4.60	0.05	10	4.40	0.31	0.20
13	Aseptic Technique	193	4.58	0.05	10	4.60	0.22	-0.02
293	Vital Signs	195	4.58	0.05	9	5.00	0.00	-0.42
3	Acute Conditions	193	4.53	0.04	10	4.30	0.21	0.23
1	Abnormal Test Results	194	4.52	0.04	10	4.60	0.22	-0.08
53	Client Confidentiality	194	4.52	0.05	9	4.67	0.17	-0.15
171	Medication Safety	199	4.52	0.05	9	4.67	0.17	-0.15
8	Airway Management	192	4.51	0.05	10	5.00	0.00	-0.49
76	Client Safety	195	4.49	0.05	9	4.44	0.24	0.05
41	Client Assessment	195	4.45	0.05	10	4.30	0.33	0.15
168	Medication Interactions	198	4.42	0.05	9	4.67	0.17	-0.25
6	Adverse Reactions	195	4.39	0.05	10	4.10	0.28	0.29
268	Standard Precautions	195	4.39	0.05	9	4.44	0.24	-0.05
62	Client Identification	194	4.38	0.06	9	4.67	0.24	-0.29
188	Pain Management	196	4.38	0.05	9	4.56	0.24	-0.18
117	Emergency Intervention	193	4.37	0.06	9	4.67	0.24	-0.30
54	Client Consent	192	4.36	0.05	9	4.56	0.18	-0.20
149	Infection Control	199	4.36	0.05	9	4.44	0.24	-0.08
269	Sterile Technique	195	4.36	0.05	9	4.67	0.17	-0.31
81	Clinical Judgment	192	4.35	0.06	9	4.11	0.35	0.24
145	High-risk Medications	199	4.33	0.06	9	4.44	0.29	-0.11
257	Skin Assessment	195	4.32	0.05	9	4.67	0.17	-0.35
169	Medication Reconciliation	198	4.31	0.05	9	4.00	0.33	0.31
197	Personal Protective Equipment (PPE)	197	4.29	0.06	9	4.67	0.24	-0.38
238	Risk Assessment (e.g., Fall, Suicide, Pressure Ulcer)	196	4.29	0.05	9	4.56	0.18	-0.27
14	Aspiration Precautions	194	4.28	0.06	10	4.50	0.22	-0.22
110	Dosage Calculations	194	4.27	0.07	9	4.67	0.24	-0.40
251	Signs and Symptoms of Complications	195	4.27	0.05	9	4.44	0.24	-0.17
294	Wound Assessment	195	4.27	0.05	9	4.78	0.15	-0.51
198	Pharmacology	197	4.26	0.05	9	4.67	0.24	-0.41
244	Scope of Practice	194	4.26	0.06	9	4.67	0.24	-0.41
129	Evidence Based Practice	199	4.25	0.05	9	4.56	0.18	-0.31
167	Medication Diversion	199	4.24	0.05	9	4.11	0.26	0.13

RN Supervisors and SME Knowledge Statement Ratings Rank Ordered by RN Supervisor Average Importance

Survey Position #	Knowledge Statement	RN Supervisors			SME Ratings			Avg. Difference
		N	Avg.	Std. Err.	N	Avg.	Std. Err.	
183	Order Verification Process	195	4.24	0.05	9	4.22	0.36	0.02
39	Client Allergies	194	4.23	0.06	10	4.80	0.13	-0.57
56	Client Dignity	193	4.23	0.06	9	4.33	0.29	-0.10
68	Client Privacy	194	4.23	0.06	9	4.56	0.18	-0.33
109	Disease Process	195	4.23	0.05	9	4.33	0.33	-0.10
170	Medication Reconciliation Process	199	4.23	0.06	9	4.11	0.31	0.12
215	Prioritization of Care	197	4.23	0.06	9	4.22	0.36	0.01
165	Medical Terminology	199	4.22	0.05	9	4.22	0.36	0.00
217	Professional Competency	195	4.22	0.06	9	4.44	0.18	-0.22
239	Risk Assessment for Abuse and Neglect	194	4.22	0.05	9	4.22	0.28	0.00
57	Client Disease Process	193	4.21	0.05	9	4.33	0.24	-0.12
16	Assessment Tools	188	4.20	0.05	10	4.10	0.28	0.10
180	Nursing Practice Guidelines	196	4.20	0.06	9	4.44	0.24	-0.24
258	Skin Integrity	196	4.20	0.05	9	4.22	0.28	-0.02
72	Client Response to Treatment	194	4.19	0.06	9	4.33	0.24	-0.14
295	Wound Care	195	4.18	0.05	9	4.44	0.18	-0.26
179	Nursing Code of Ethics	197	4.16	0.06	9	4.56	0.24	-0.40
134	Fluid and Electrolytes	197	4.15	0.05	9	4.22	0.28	-0.07
243	Safety Precautions	196	4.14	0.06	9	4.44	0.24	-0.30
253	Signs and Symptoms of Neglect	195	4.14	0.06	9	4.22	0.22	-0.08
73	Client Rights and Responsibilities	194	4.13	0.06	8	4.13	0.30	0.00
77	Client Safety Goals	194	4.12	0.06	9	4.11	0.31	0.01
33	Chronic Conditions	195	4.11	0.04	10	3.90	0.28	0.21
34	Circulation	195	4.11	0.05	10	4.10	0.28	0.01
94	Controlled Substances	195	4.11	0.06	9	4.22	0.28	-0.11
250	Signs and Symptoms of Abuse	196	4.11	0.05	9	3.89	0.26	0.22
178	Nurse Practice Act	199	4.10	0.06	9	4.11	0.31	-0.01
40	Client Appropriate Interventions	195	4.09	0.05	10	4.30	0.21	-0.21
160	Isolation Precautions	196	4.09	0.06	9	4.33	0.24	-0.24
52	Client Centered Care	194	4.08	0.05	9	3.78	0.40	0.30
135	Focused Assessment	198	4.08	0.06	9	3.89	0.39	0.19
221	Provider Orders	197	4.08	0.06	9	4.56	0.18	-0.48
242	Safety Considerations	195	4.08	0.06	9	4.44	0.24	-0.36
284	Urinary Catheter Insertion	196	4.08	0.06	9	4.33	0.24	-0.25
91	Comprehensive Health Assessments	193	4.06	0.07	9	4.33	0.29	-0.27
241	Safe Client Handling	195	4.05	0.06	9	4.44	0.24	-0.39
255	Signs and Symptoms of Substance Overdose	196	4.05	0.06	9	4.33	0.24	-0.28
74	Client Risk Assessment	195	4.04	0.06	9	3.89	0.26	0.15
75	Client Risk Factors	194	4.03	0.06	8	4.00	0.27	0.03
191	Pathophysiology	197	4.03	0.06	8	3.75	0.45	0.28

RN Supervisors and SME Knowledge Statement Ratings Rank Ordered by RN Supervisor Average Importance								
Survey Position #	Knowledge Statement	RN Supervisors			SME Ratings			Avg. Difference
		N	Avg.	Std. Err.	N	Avg.	Std. Err.	
119	Emergency Response Roles and Responsibilities	199	4.02	0.07	9	4.33	0.29	-0.31
278	Time Management Strategies	195	4.02	0.06	9	4.22	0.28	-0.20
285	Urinary Catheter Maintenance	195	4.02	0.06	9	4.44	0.24	-0.42
172	Medication Storage	198	4.01	0.06	9	4.11	0.26	-0.10
186	Oxygen Delivery Systems	197	4.00	0.06	9	4.33	0.24	-0.33
194	Peripheral Intravenous Line Maintenance	197	4.00	0.07	9	4.56	0.24	-0.56
28	Catheter Care	193	3.99	0.06	10	3.90	0.31	0.09
173	Medication Titration	197	3.98	0.06	9	4.44	0.24	-0.46
219	Proper Body Mechanics	195	3.98	0.06	9	4.22	0.36	-0.24
93	Contraindications	195	3.97	0.06	9	4.56	0.18	-0.59
130	Expected and Unexpected Outcomes	198	3.97	0.05	9	4.56	0.18	-0.59
66	Client Plan of Care	195	3.96	0.06	9	3.78	0.28	0.18
127	Ethical and Legal Considerations	199	3.96	0.06	9	4.11	0.31	-0.15
131	Expected and Unexpected Treatment Outcomes	199	3.96	0.06	9	4.67	0.17	-0.71
59	Client Hand-off Process	195	3.95	0.07	9	3.67	0.37	0.28
112	Dressing Changes	192	3.95	0.06	9	3.78	0.28	0.17
256	Signs and Symptoms of Withdrawal	196	3.95	0.06	9	4.22	0.22	-0.27
286	Urinary Catheter Removal	196	3.94	0.06	9	4.00	0.29	-0.06
120	End-of-life Care	198	3.93	0.06	8	4.00	0.27	-0.07
254	Signs and Symptoms of Substance Abuse	195	3.93	0.06	9	4.00	0.24	-0.07
107	Diagnostic Tests and Procedures	195	3.92	0.05	9	4.56	0.18	-0.64
193	Peripheral Intravenous Line Insertion	197	3.92	0.07	9	4.56	0.24	-0.64
216	Process of Consent	196	3.92	0.07	9	4.11	0.20	-0.19
118	Emergency Response Plan	194	3.91	0.07	9	4.33	0.37	-0.42
163	Mandatory Reporting Requirements	196	3.91	0.06	9	4.22	0.22	-0.31
71	Client Response to Plan of Care	193	3.90	0.06	9	4.33	0.24	-0.43
100	Death and Dying	194	3.90	0.06	9	4.11	0.26	-0.21
195	Peripheral Intravenous Line Removal	197	3.90	0.07	8	4.38	0.26	-0.48
114	Electronic Health Records	194	3.89	0.07	9	3.22	0.40	0.67
67	Client Positioning	194	3.88	0.06	9	4.11	0.35	-0.23
289	Venous Thromboembolism Prophylaxis	194	3.88	0.06	9	3.89	0.31	-0.01
154	Intake and Output	197	3.87	0.07	9	4.11	0.35	-0.24
155	Interpersonal Communication	198	3.87	0.06	9	3.78	0.32	0.09
252	Signs and Symptoms of Dependency	195	3.87	0.06	9	3.89	0.26	-0.02
263	Staff Safety	196	3.85	0.07	9	4.22	0.32	-0.37
46	Client Care for Age 65 Years and Over	194	3.84	0.06	10	3.60	0.43	0.24
58	Client Education	195	3.84	0.06	9	4.22	0.28	-0.38

RN Supervisors and SME Knowledge Statement Ratings Rank Ordered by RN Supervisor Average Importance

Survey Position #	Knowledge Statement	RN Supervisors			SME Ratings			Avg. Difference
		N	Avg.	Std. Err.	N	Avg.	Std. Err.	
64	Client Needs Assessment	194	3.84	0.06	9	3.56	0.29	0.28
147	Incident and Error Reporting	199	3.84	0.06	9	4.22	0.22	-0.38
177	Non-pharmacological Comfort Measures	197	3.84	0.06	9	3.89	0.26	-0.05
60	Client Health History	195	3.82	0.06	9	3.89	0.20	-0.07
261	Specimen Handling	196	3.82	0.06	9	4.00	0.24	-0.18
128	Ethical Dilemmas	198	3.81	0.06	9	4.00	0.33	-0.19
83	Communication Barriers	194	3.80	0.06	9	3.89	0.26	-0.09
231	Regulatory Guidelines	197	3.80	0.06	9	4.00	0.33	-0.20
260	Specimen Collection	196	3.80	0.06	9	4.22	0.15	-0.42
287	Venipuncture	196	3.80	0.07	9	3.89	0.35	-0.09
2	Activities of Daily Living (ADLs)	194	3.79	0.06	10	4.00	0.26	-0.21
189	Palliative Care	197	3.79	0.06	9	4.00	0.29	-0.21
9	Alteration in Elimination	193	3.78	0.05	10	3.80	0.29	-0.02
29	Central Venous Access Devices	194	3.78	0.07	10	3.90	0.23	-0.12
69	Client Psychosocial Factors	194	3.78	0.05	9	3.56	0.29	0.22
92	Conflict Management Strategies	194	3.78	0.06	9	3.56	0.34	0.22
101	De-escalation Techniques	195	3.78	0.06	9	3.67	0.33	0.11
202	Policy and Procedures	195	3.78	0.07	9	4.44	0.18	-0.66
235	Reporting Processes	196	3.78	0.06	9	4.00	0.24	-0.22
5	Advance Directives	195	3.77	0.06	10	4.20	0.20	-0.43
98	Crisis Intervention	194	3.77	0.07	9	4.00	0.29	-0.23
84	Communication Strategies	195	3.76	0.06	9	3.78	0.28	-0.02
37	Client Advance Directives	195	3.75	0.06	10	4.00	0.26	-0.25
283	Types of Dressings	193	3.75	0.06	9	3.78	0.32	-0.03
288	Venous Access Devices	193	3.75	0.07	9	4.11	0.26	-0.36
25	Care and Coordination	193	3.74	0.06	10	3.90	0.31	-0.16
79	Client Status	194	3.74	0.06	9	4.33	0.24	-0.59
222	Provider Scopes of Practice	196	3.74	0.08	9	4.22	0.22	-0.48
245	Screening Assessments	194	3.74	0.06	8	3.50	0.38	0.24
38	Client Advocacy	194	3.73	0.06	10	3.80	0.29	-0.07
214	Preventative Care	197	3.72	0.06	9	4.22	0.32	-0.50
291	Verbal and Nonverbal Cues	194	3.72	0.06	9	3.44	0.38	0.28
30	Chain of Command	194	3.71	0.07	10	3.70	0.37	0.01
78	Client Self Determination	194	3.71	0.06	8	3.38	0.42	0.33
125	Equipment Safety	198	3.71	0.07	9	3.89	0.39	-0.18
271	Suction Equipment	195	3.71	0.06	9	3.89	0.42	-0.18
272	Suction Techniques	195	3.71	0.07	9	3.89	0.42	-0.18
282	Tube Placement Verification	194	3.71	0.07	9	4.11	0.31	-0.40
95	Coping Mechanisms	195	3.70	0.05	9	3.56	0.29	0.14
102	Delegation of Care	195	3.70	0.06	9	4.33	0.24	-0.63
115	Elimination	194	3.70	0.05	9	4.00	0.33	-0.30

RN Supervisors and SME Knowledge Statement Ratings Rank Ordered by RN Supervisor Average Importance								
Survey Position #	Knowledge Statement	RN Supervisors			SME Ratings			Avg. Difference
		N	Avg.	Std. Err.	N	Avg.	Std. Err.	
153	Injury Risk Precautions	198	3.70	0.07	9	3.67	0.37	0.03
205	Postoperative Care	196	3.70	0.07	9	4.00	0.29	-0.30
247	Seizure Protocol	196	3.70	0.06	9	4.00	0.29	-0.30
279	Tissue Perfusion	196	3.70	0.06	9	4.22	0.28	-0.52
148	Incontinence Care	199	3.69	0.06	9	4.00	0.29	-0.31
20	Behavioral Management Techniques	194	3.68	0.06	10	3.40	0.34	0.28
27	Care Plan Process	192	3.68	0.07	10	3.40	0.34	0.28
124	Environmental Safety	199	3.68	0.06	9	3.89	0.39	-0.21
142	Hemodynamics	198	3.68	0.07	9	4.22	0.28	-0.54
36	Client Acuity	195	3.67	0.06	10	3.90	0.28	-0.23
175	Multidisciplinary Teams	195	3.67	0.06	9	3.78	0.32	-0.11
63	Client Learning Assessment	194	3.66	0.06	9	3.67	0.29	-0.01
96	Coping Techniques	195	3.66	0.06	9	3.56	0.29	0.10
108	Discharge Process	195	3.65	0.07	9	3.56	0.29	0.09
111	Drainage Devices	194	3.65	0.06	9	3.89	0.20	-0.24
103	Delegation of Responsibilities	194	3.64	0.07	9	4.33	0.24	-0.69
156	Invasive Line Care	199	3.64	0.07	9	4.00	0.33	-0.36
7	Age Specific Care	195	3.63	0.06	10	3.50	0.40	0.13
21	Biohazardous Material Handling	195	3.63	0.07	10	3.60	0.27	0.03
80	Client Support System	194	3.63	0.06	9	3.89	0.26	-0.26
99	Cultural Considerations	195	3.63	0.06	9	3.44	0.34	0.19
19	Basic Cardiac Rhythms	191	3.62	0.07	10	3.90	0.35	-0.28
113	Early Client Mobilization	194	3.62	0.07	9	3.67	0.33	-0.05
121	Enteral Feeding Tubes	199	3.62	0.06	9	3.67	0.29	-0.05
122	Enteral Tube Feedings	198	3.61	0.06	9	3.56	0.29	0.05
143	Hemostasis	199	3.61	0.07	9	4.33	0.24	-0.72
182	Oral Hygiene	197	3.61	0.06	9	3.67	0.29	-0.06
224	Psychosocial Assessment	196	3.61	0.06	9	3.78	0.28	-0.17
144	High-risk Health Behaviors	197	3.60	0.06	9	4.22	0.32	-0.62
45	Client Care for Age 18 through 64 Years	195	3.59	0.06	10	3.60	0.43	-0.01
82	Cognitive Distortions	195	3.58	0.06	9	3.44	0.29	0.14
206	Postoperative Education	196	3.58	0.07	9	4.00	0.33	-0.42
24	Breathing Techniques	194	3.57	0.07	10	4.00	0.30	-0.43
137	Gastrointestinal Tube Maintenance	198	3.57	0.06	9	3.67	0.33	-0.10
139	Hazardous Material Handling	199	3.57	0.07	9	3.67	0.33	-0.10
181	Nutrition Assessment	196	3.57	0.06	9	3.78	0.28	-0.21
10	Alternatives to Restraints	194	3.56	0.08	10	3.30	0.33	0.26
228	Quality Improvement Process	197	3.56	0.07	9	3.44	0.34	0.12
233	Renal Assessment	197	3.55	0.06	9	4.00	0.33	-0.45
264	Staff Support	196	3.55	0.06	9	3.67	0.24	-0.12
61	Client Health Literacy	195	3.54	0.06	9	3.67	0.33	-0.13
227	Pulmonary Hygiene Techniques	196	3.53	0.07	9	3.89	0.39	-0.36

RN Supervisors and SME Knowledge Statement Ratings Rank Ordered by RN Supervisor Average Importance

Survey Position #	Knowledge Statement	RN Supervisors			SME Ratings			Avg. Difference
		N	Avg.	Std. Err.	N	Avg.	Std. Err.	
229	Range of Motion	197	3.53	0.06	9	3.67	0.37	-0.14
70	Client Religion and Spirituality Considerations	195	3.52	0.06	9	3.44	0.34	0.08
4	Admission Process	195	3.51	0.07	10	3.10	0.35	0.41
248	Self-awareness	196	3.51	0.07	9	4.22	0.28	-0.71
262	Staff Education	195	3.51	0.07	9	4.00	0.37	-0.49
88	Competency of Delegates	193	3.50	0.07	9	3.89	0.35	-0.39
116	Elimination Devices	191	3.50	0.06	9	3.44	0.29	0.06
123	Environmental Hazards	199	3.49	0.06	9	3.67	0.33	-0.18
190	Parenteral Nutrition	197	3.49	0.06	9	3.78	0.28	-0.29
280	Tracheostomy Care	195	3.49	0.07	9	4.00	0.29	-0.51
23	Blood Products	194	3.48	0.09	10	4.00	0.30	-0.52
146	Immunization/Vaccination Recommendations	198	3.48	0.07	9	3.78	0.32	-0.30
174	Moderate Sedation	197	3.48	0.08	9	3.67	0.29	-0.19
225	Psychosocial Factors of Substance Abuse/Dependency	197	3.48	0.06	9	3.78	0.36	-0.30
270	Stoma Care	196	3.48	0.07	9	3.56	0.24	-0.08
151	Infusion Delivery Devices	198	3.47	0.07	9	3.78	0.28	-0.31
185	Ostomy Care	196	3.47	0.06	9	3.78	0.32	-0.31
22	Blood Product Administration	194	3.46	0.10	10	3.90	0.31	-0.44
42	Client Background	195	3.46	0.06	10	3.70	0.30	-0.24
150	Information Technology	198	3.46	0.07	9	3.78	0.32	-0.32
223	Psychological Stressors	197	3.46	0.06	9	3.56	0.38	-0.10
226	Psychosocial Health Issues	195	3.46	0.06	9	3.67	0.33	-0.21
240	Risk Management	195	3.46	0.07	9	4.11	0.20	-0.65
266	Stages of Grief	196	3.46	0.06	9	4.11	0.31	-0.65
237	Restraints	196	3.45	0.08	9	4.22	0.22	-0.77
140	Health Promotion Behavior	197	3.44	0.07	9	3.78	0.36	-0.34
265	Staff to Client Ratio	196	3.43	0.07	9	3.44	0.29	-0.01
97	Cost-effective Care	194	3.42	0.07	9	3.44	0.29	-0.02
157	Invasive Procedures	198	3.42	0.08	9	3.56	0.38	-0.14
55	Client Demographic Considerations (e.g., Age, Gender, Community)	194	3.41	0.07	9	3.78	0.28	-0.37
259	Sleep/Rest Pattern	195	3.40	0.06	9	3.44	0.29	-0.04
203	Positioning Devices	196	3.39	0.06	9	3.89	0.20	-0.50
159	Irrigation Techniques	198	3.38	0.06	9	3.56	0.34	-0.18
246	Security Plan	194	3.38	0.07	9	3.56	0.34	-0.18
281	Transfer Process	195	3.38	0.07	9	3.22	0.32	0.16
31	Change Management	195	3.37	0.07	10	3.20	0.29	0.17
35	Circulation Devices	195	3.37	0.06	10	3.40	0.27	-0.03

RN Supervisors and SME Knowledge Statement Ratings Rank Ordered by RN Supervisor Average Importance								
Survey Position #	Knowledge Statement	RN Supervisors			SME Ratings			Avg. Difference
		N	Avg.	Std. Err.	N	Avg.	Std. Err.	
132	Family Dynamics	197	3.37	0.06	9	3.44	0.29	-0.07
158	Irrigation	198	3.37	0.06	9	3.67	0.33	-0.30
164	Material Safety Data Sheets (MSDS)	198	3.37	0.07	9	4.00	0.24	-0.63
200	Physical Impairment	197	3.37	0.06	9	3.67	0.37	-0.30
232	Religious and Spiritual Considerations	197	3.37	0.06	8	3.50	0.33	-0.13
192	Percutaneous Feeding Tubes	196	3.36	0.08	9	3.67	0.29	-0.31
236	Resource Availability	197	3.35	0.07	9	3.78	0.32	-0.43
106	Device Complications	194	3.34	0.07	9	3.56	0.41	-0.22
275	Therapeutic Environment	196	3.34	0.07	9	3.56	0.34	-0.22
276	Therapeutic Interventions	195	3.34	0.07	9	3.33	0.33	0.01
17	Assistive Devices	192	3.33	0.06	10	3.00	0.30	0.33
138	Gastrointestinal Tube Removal	198	3.30	0.07	9	3.78	0.28	-0.48
126	Ergonomic Equipment	199	3.29	0.07	9	3.56	0.41	-0.27
201	Physical Stressors	197	3.29	0.06	9	3.44	0.34	-0.15
213	Preoperative Education	197	3.29	0.07	9	3.78	0.36	-0.49
187	Pacing Devices	197	3.28	0.07	9	3.44	0.34	-0.16
136	Gastrointestinal Tube Insertion	199	3.27	0.08	9	3.67	0.41	-0.40
133	Fistula Care	199	3.26	0.07	9	3.67	0.29	-0.41
220	Provider Credentials	197	3.26	0.08	9	3.67	0.33	-0.41
212	Preoperative Care	195	3.25	0.07	9	3.89	0.35	-0.64
292	Visual Distortions	193	3.25	0.07	9	3.33	0.29	-0.08
161	Life Changes	198	3.22	0.06	9	3.44	0.38	-0.22
162	Life Transitions	196	3.21	0.07	9	3.44	0.38	-0.23
26	Care Giver Resources	194	3.18	0.07	10	3.00	0.30	0.18
249	Sequential Compression Devices	195	3.17	0.07	9	3.22	0.36	-0.05
274	Telemetry Lead Placement	193	3.17	0.08	9	3.56	0.41	-0.39
105	Device Assessment	194	3.16	0.07	9	3.33	0.33	-0.17
209	Practice Outcome Metrics	195	3.16	0.07	9	2.78	0.32	0.38
87	Community Resources	195	3.15	0.07	9	3.44	0.34	-0.29
89	Complementary Therapies	193	3.15	0.07	9	3.22	0.32	-0.07
204	Postmortem Care	195	3.15	0.07	9	3.78	0.32	-0.63
273	Telemetry Equipment	195	3.14	0.08	9	3.00	0.33	0.14
47	Client Care for Infants	195	3.13	0.08	10	3.50	0.43	-0.37
184	Orthopedic Devices	197	3.13	0.06	9	3.44	0.29	-0.31
208	Postpartum Complications	196	3.13	0.08	9	3.89	0.35	-0.76
90	Complications of Labor	195	3.11	0.09	9	4.33	0.29	-1.22
12	Arterial Line Monitoring	193	3.10	0.10	10	3.10	0.46	0.00
48	Client Care for Newborns	194	3.10	0.08	10	3.50	0.43	-0.40
85	Community Health Education	195	3.09	0.07	9	3.33	0.33	-0.24
141	Hemodialysis	196	3.08	0.08	9	3.33	0.29	-0.25
44	Client Care for Adolescents	195	3.07	0.07	10	3.50	0.43	-0.43
65	Client Occupational Factors	194	3.07	0.06	9	3.44	0.29	-0.37

RN Supervisors and SME Knowledge Statement Ratings Rank Ordered by RN Supervisor Average Importance								
Survey Position #	Knowledge Statement	RN Supervisors			SME Ratings			Avg. Difference
		N	Avg.	Std. Err.	N	Avg.	Std. Err.	
277	Thermoregulation Techniques	193	3.07	0.08	9	3.44	0.34	-0.37
51	Client Care for Toddlers	195	3.06	0.08	9	3.67	0.44	-0.61
49	Client Care for Preschool Aged Child	195	3.05	0.08	10	3.50	0.43	-0.45
50	Client Care for School Aged Child	194	3.05	0.08	10	3.50	0.43	-0.45
290	Ventilator Equipment	193	3.05	0.09	9	3.00	0.41	0.05
234	Renal Replacement Therapy	197	3.03	0.07	9	3.33	0.29	-0.30
11	Arterial Line Maintenance	195	3.02	0.10	10	3.20	0.49	-0.18
207	Postpartum Care	197	3.02	0.08	9	3.67	0.41	-0.65
267	Stages of Labor	195	3.01	0.08	9	4.11	0.31	-1.10
104	Developmental Stages and Milestones	195	3.00	0.07	9	3.78	0.36	-0.78
211	Prenatal Complications	197	2.99	0.09	9	3.78	0.36	-0.79
43	Client Body Image	195	2.97	0.06	10	3.10	0.31	-0.13
86	Community Needs Assessment	194	2.97	0.07	9	3.11	0.39	-0.14
152	Initial Care for Newborn	198	2.96	0.09	9	3.89	0.39	-0.93
196	Peritoneal Dialysis Care	195	2.96	0.08	9	3.56	0.24	-0.60
230	Referral Process	197	2.94	0.07	9	3.44	0.29	-0.50
176	New Parent Education	197	2.92	0.08	9	4.00	0.37	-1.08
218	Program Planning	196	2.89	0.07	9	2.89	0.42	0.00
18	Auditory Distortions	190	2.83	0.07	10	2.90	0.31	-0.07
210	Prenatal Care Education	197	2.81	0.08	9	3.67	0.44	-0.86
199	Phototherapy	196	2.51	0.07	9	2.67	0.41	-0.16

APPENDIX H: KNOWLEDGE STATEMENTS SUBGROUP ANALYSIS: PRIMARY JOB TITLE

Knowledge Statements Subgroup Analysis: Primary Job Title													
Survey Position #	Knowledge Statement	Newly Licensed RN			RN Educator			RN 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	Abnormal Test Results	241	4.57	0.04	752	4.57	0.02	194	4.52	0.04	0.00	0.05	0.05
2	Activities of Daily Living (ADLs)	241	3.62	0.06	750	3.96	0.03	194	3.79	0.06	-0.34	-0.17	0.17
3	Acute Conditions	240	4.39	0.05	748	4.45	0.02	193	4.53	0.04	-0.06	-0.14	-0.08
4	Admission Process	240	3.46	0.07	747	3.37	0.03	195	3.51	0.07	0.09	-0.05	-0.14
5	Advance Directives	239	3.69	0.07	745	3.77	0.03	195	3.77	0.06	-0.08	-0.08	0.00
6	Adverse Reactions	239	4.50	0.04	744	4.61	0.02	195	4.39	0.05	-0.11	0.11	0.22
7	Age Specific Care	237	3.76	0.06	740	4.03	0.03	195	3.63	0.06	-0.27	0.13	0.40
8	Airway Management	240	4.77	0.03	744	4.66	0.03	192	4.51	0.05	0.11	0.26	0.15
9	Alteration in Elimination	240	3.82	0.06	746	3.89	0.03	193	3.78	0.05	-0.07	0.04	0.11
10	Alternatives to Restraints	238	3.43	0.07	746	3.82	0.03	194	3.56	0.08	-0.39	-0.13	0.26
11	Arterial Line Maintenance	239	3.72	0.08	746	3.07	0.05	195	3.02	0.10	0.65	0.70	0.05
12	Arterial Line Monitoring	241	3.80	0.08	737	3.14	0.05	193	3.10	0.10	0.66	0.70	0.04
13	Aseptic Technique	240	4.59	0.04	751	4.70	0.03	193	4.58	0.05	-0.11	0.01	0.12
14	Aspiration Precautions	240	4.50	0.04	748	4.50	0.03	194	4.28	0.06	0.00	0.22	0.22
15	Assessment Techniques	241	4.52	0.05	751	4.70	0.02	193	4.64	0.04	-0.18	-0.12	0.06
16	Assessment Tools	241	4.06	0.06	745	4.18	0.03	188	4.20	0.05	-0.12	-0.14	-0.02
17	Assistive Devices	241	3.37	0.07	747	3.32	0.03	192	3.33	0.06	0.05	0.04	-0.01
18	Auditory Distortions	238	2.99	0.07	744	3.14	0.04	190	2.83	0.07	-0.15	0.16	0.31
19	Basic Cardiac Rhythms	240	4.27	0.06	749	3.92	0.04	191	3.62	0.07	0.35	0.65	0.30
20	Behavioral Management Techniques	238	3.53	0.07	750	3.81	0.03	194	3.68	0.06	-0.28	-0.15	0.13
21	Biohazardous Material Handling	241	3.69	0.07	753	3.87	0.04	195	3.63	0.07	-0.18	0.06	0.24
22	Blood Product Administration	238	4.40	0.06	749	4.08	0.04	194	3.46	0.10	0.32	0.94	0.62
23	Blood Products	239	4.28	0.06	747	4.01	0.04	194	3.48	0.09	0.27	0.80	0.53
24	Breathing Techniques	239	3.80	0.07	747	3.93	0.03	194	3.57	0.07	-0.13	0.23	0.36
25	Care and Coordination	240	3.73	0.06	745	3.89	0.03	193	3.74	0.06	-0.16	-0.01	0.15

Knowledge Statements Subgroup Analysis: Primary Job Title

Survey Position #	Knowledge Statement	Newly Licensed RN			RN Educator			RN 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
26	Care Giver Resources	241	3.28	0.07	749	3.30	0.03	194	3.18	0.07	-0.02	0.10	0.12
27	Care Plan Process	241	3.32	0.08	751	3.75	0.03	192	3.68	0.07	-0.43	-0.36	0.07
28	Catheter Care	241	4.12	0.06	746	4.11	0.03	193	3.99	0.06	0.01	0.13	0.12
29	Central Venous Access Devices	241	4.20	0.06	748	3.76	0.04	194	3.78	0.07	0.44	0.42	-0.02
30	Chain of Command	240	3.60	0.07	750	3.91	0.03	194	3.71	0.07	-0.31	-0.11	0.20
31	Change Management	240	3.18	0.08	745	3.33	0.04	195	3.37	0.07	-0.15	-0.19	-0.04
32	Changes in Client Condition	240	4.71	0.04	750	4.71	0.02	193	4.60	0.05	0.00	0.11	0.11
33	Chronic Conditions	241	4.08	0.05	750	4.19	0.03	195	4.11	0.04	-0.11	-0.03	0.08
34	Circulation	240	4.42	0.04	750	4.43	0.03	195	4.11	0.05	-0.01	0.31	0.32
35	Circulation Devices	240	3.83	0.06	747	3.63	0.04	195	3.37	0.06	0.20	0.46	0.26
36	Client Acuity	241	4.10	0.06	746	3.90	0.03	195	3.67	0.06	0.20	0.43	0.23
37	Client Advance Directives	241	3.74	0.07	751	3.68	0.04	195	3.75	0.06	0.06	-0.01	-0.07
38	Client Advocacy	239	4.34	0.05	749	4.28	0.03	194	3.73	0.06	0.06	0.61	0.55
39	Client Allergies	241	4.51	0.05	749	4.62	0.02	194	4.23	0.06	-0.11	0.28	0.39
40	Client Appropriate Interventions	240	4.21	0.05	750	4.46	0.02	195	4.09	0.05	-0.25	0.12	0.37
41	Client Assessment	239	4.59	0.04	749	4.65	0.02	195	4.45	0.05	-0.06	0.14	0.20
42	Client Background	239	3.72	0.06	744	3.81	0.03	195	3.46	0.06	-0.09	0.26	0.35
43	Client Body Image	240	3.08	0.07	750	3.40	0.03	195	2.97	0.06	-0.32	0.11	0.43
44	Client Care for Adolescents	240	3.44	0.07	748	3.76	0.03	195	3.07	0.07	-0.32	0.37	0.69
45	Client Care for Age 18 through 64 Years	241	3.89	0.06	749	4.12	0.03	195	3.59	0.06	-0.23	0.30	0.53
46	Client Care for Age 65 Years and Over	240	4.00	0.06	744	4.06	0.03	194	3.84	0.06	-0.06	0.16	0.22
47	Client Care for Infants	240	3.60	0.08	745	3.64	0.04	195	3.13	0.08	-0.04	0.47	0.51
48	Client Care for Newborns	240	3.61	0.08	748	3.57	0.04	194	3.10	0.08	0.04	0.51	0.47
49	Client Care for Preschool Aged Child	241	3.44	0.08	747	3.52	0.04	195	3.05	0.08	-0.08	0.39	0.47
50	Client Care for School Aged Child	241	3.44	0.08	750	3.57	0.04	194	3.05	0.08	-0.13	0.39	0.52

Knowledge Statements Subgroup Analysis: Primary Job Title													
Survey Position #	Knowledge Statement	Newly Licensed RN			RN Educator			RN 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
51	Client Care for Toddlers	241	3.47	0.08	747	3.54	0.04	195	3.06	0.08	-0.07	0.41	0.48
52	Client Centered Care	241	4.14	0.06	746	4.27	0.03	194	4.08	0.05	-0.13	0.06	0.19
53	Client Confidentiality	241	4.52	0.05	750	4.65	0.02	194	4.52	0.05	-0.13	0.00	0.13
54	Client Consent	240	4.49	0.05	748	4.59	0.02	192	4.36	0.05	-0.10	0.13	0.23
55	Client Demographic Considerations (e.g., Age, Gender, Community)	240	3.67	0.07	744	3.78	0.03	194	3.41	0.07	-0.11	0.26	0.37
56	Client Dignity	239	4.23	0.06	743	4.40	0.03	193	4.23	0.06	-0.17	0.00	0.17
57	Client Disease Process	241	4.37	0.05	746	4.34	0.03	193	4.21	0.05	0.03	0.16	0.13
58	Client Education	240	4.06	0.05	751	4.26	0.03	195	3.84	0.06	-0.20	0.22	0.42
59	Client Hand-off Process	240	4.07	0.06	747	4.27	0.03	195	3.95	0.07	-0.20	0.12	0.32
60	Client Health History	240	4.07	0.05	747	4.11	0.03	195	3.82	0.06	-0.04	0.25	0.29
61	Client Health Literacy	239	3.72	0.06	747	3.86	0.03	195	3.54	0.06	-0.14	0.18	0.32
62	Client Identification	240	4.53	0.05	747	4.71	0.02	194	4.38	0.06	-0.18	0.15	0.33
63	Client Learning Assessment	240	3.75	0.06	750	3.86	0.03	194	3.66	0.06	-0.11	0.09	0.20
64	Client Needs Assessment	240	3.92	0.06	748	4.01	0.03	194	3.84	0.06	-0.09	0.08	0.17
65	Client Occupational Factors	238	3.27	0.07	746	3.25	0.03	194	3.07	0.06	0.02	0.20	0.18
66	Client Plan of Care	239	3.88	0.07	749	4.12	0.03	195	3.96	0.06	-0.24	-0.08	0.16
67	Client Positioning	240	4.07	0.05	750	4.07	0.03	194	3.88	0.06	0.00	0.19	0.19
68	Client Privacy	240	4.22	0.06	749	4.36	0.03	194	4.23	0.06	-0.14	-0.01	0.13
69	Client Psychosocial Factors	239	3.77	0.06	751	4.13	0.03	194	3.78	0.05	-0.36	-0.01	0.35
70	Client Religion and Spirituality Considerations	239	3.49	0.07	751	3.84	0.03	195	3.52	0.06	-0.35	-0.03	0.32
71	Client Response to Plan of Care	239	3.90	0.06	750	4.27	0.02	193	3.90	0.06	-0.37	0.00	0.37
72	Client Response to Treatment	240	4.33	0.05	749	4.42	0.02	194	4.19	0.06	-0.09	0.14	0.23
73	Client Rights and Responsibilities	240	4.16	0.05	746	4.30	0.03	194	4.13	0.06	-0.14	0.03	0.17
74	Client Risk Assessment	240	4.08	0.06	748	4.25	0.03	195	4.04	0.06	-0.17	0.04	0.21
75	Client Risk Factors	237	4.06	0.06	749	4.22	0.03	194	4.03	0.06	-0.16	0.03	0.19

Knowledge Statements Subgroup Analysis: Primary Job Title

Survey Position #	Knowledge Statement	Newly Licensed RN			RN Educator			RN 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
76	Client Safety	238	4.69	0.04	750	4.78	0.02	195	4.49	0.05	-0.09	0.20	0.29
77	Client Safety Goals	238	4.18	0.06	744	4.38	0.02	194	4.12	0.06	-0.20	0.06	0.26
78	Client Self Determination	238	3.64	0.07	746	3.84	0.03	194	3.71	0.06	-0.20	-0.07	0.13
79	Client Status	237	3.98	0.06	748	4.14	0.03	194	3.74	0.06	-0.16	0.24	0.40
80	Client Support System	239	3.68	0.06	744	3.83	0.03	194	3.63	0.06	-0.15	0.05	0.20
81	Clinical Judgment	239	4.43	0.05	751	4.55	0.02	192	4.35	0.06	-0.12	0.08	0.20
82	Cognitive Distortions	239	3.73	0.06	748	3.78	0.03	195	3.58	0.06	-0.05	0.15	0.20
83	Communication Barriers	239	3.88	0.06	750	4.06	0.03	194	3.80	0.06	-0.18	0.08	0.26
84	Communication Strategies	238	3.81	0.06	743	4.11	0.03	195	3.76	0.06	-0.30	0.05	0.35
85	Community Health Education	239	3.38	0.07	750	3.54	0.03	195	3.09	0.07	-0.16	0.29	0.45
86	Community Needs Assessment	240	3.27	0.07	751	3.34	0.04	194	2.97	0.07	-0.07	0.30	0.37
87	Community Resources	240	3.43	0.07	748	3.51	0.03	195	3.15	0.07	-0.08	0.28	0.36
88	Competency of Delegatee	239	3.79	0.07	745	3.91	0.03	193	3.50	0.07	-0.12	0.29	0.41
89	Complementary Therapies	237	3.30	0.07	739	3.31	0.03	193	3.15	0.07	-0.01	0.15	0.16
90	Complications of Labor	239	3.77	0.08	749	3.67	0.04	195	3.11	0.09	0.10	0.66	0.56
91	Comprehensive Health Assessments	238	4.15	0.05	748	4.17	0.03	193	4.06	0.07	-0.02	0.09	0.11
92	Conflict Management Strategies	239	3.59	0.06	746	3.81	0.03	194	3.78	0.06	-0.22	-0.19	0.03
93	Contraindications	237	4.35	0.05	745	4.31	0.03	195	3.97	0.06	0.04	0.38	0.34
94	Controlled Substances	240	4.25	0.05	746	4.25	0.03	195	4.11	0.06	0.00	0.14	0.14
95	Coping Mechanisms	238	3.66	0.06	749	3.91	0.03	195	3.70	0.05	-0.25	-0.04	0.21
96	Coping Techniques	239	3.64	0.06	743	3.91	0.03	195	3.66	0.06	-0.27	-0.02	0.25
97	Cost-effective Care	240	3.44	0.07	742	3.57	0.03	194	3.42	0.07	-0.13	0.02	0.15
98	Crisis Intervention	240	3.87	0.07	747	3.94	0.03	194	3.77	0.07	-0.07	0.10	0.17
99	Cultural Considerations	240	3.62	0.07	743	3.97	0.03	195	3.63	0.06	-0.35	-0.01	0.34
100	Death and Dying	239	3.99	0.06	746	3.97	0.03	194	3.90	0.06	0.02	0.09	0.07

Knowledge Statements Subgroup Analysis: Primary Job Title													
Survey Position #	Knowledge Statement	Newly Licensed RN			RN Educator			RN 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
101	De-escalation Techniques	238	3.92	0.06	746	3.88	0.03	195	3.78	0.06	0.04	0.14	0.10
102	Delegation of Care	239	4.07	0.05	747	4.22	0.03	195	3.70	0.06	-0.15	0.37	0.52
103	Delegation of Responsibilities	238	4.06	0.06	743	4.15	0.03	194	3.64	0.07	-0.09	0.42	0.51
104	Developmental Stages and Milestones	238	3.37	0.07	746	3.53	0.03	195	3.00	0.07	-0.16	0.37	0.53
105	Device Assessment	240	3.43	0.07	747	3.30	0.04	194	3.16	0.07	0.13	0.27	0.14
106	Device Complications	239	3.58	0.07	744	3.45	0.04	194	3.34	0.07	0.13	0.24	0.11
107	Diagnostic Tests and Procedures	240	4.23	0.05	745	4.12	0.03	195	3.92	0.05	0.11	0.31	0.20
108	Discharge Process	239	3.62	0.07	745	3.74	0.03	195	3.65	0.07	-0.12	-0.03	0.09
109	Disease Process	238	4.26	0.05	747	4.29	0.03	195	4.23	0.05	-0.03	0.03	0.06
110	Dosage Calculations	239	4.51	0.06	746	4.64	0.03	194	4.27	0.07	-0.13	0.24	0.37
111	Drainage Devices	240	3.84	0.06	747	3.66	0.03	194	3.65	0.06	0.18	0.19	0.01
112	Dressing Changes	239	4.03	0.05	749	3.87	0.03	192	3.95	0.06	0.16	0.08	-0.08
113	Early Client Mobilization	239	3.93	0.06	747	3.92	0.03	194	3.62	0.07	0.01	0.31	0.30
114	Electronic Health Records	240	3.91	0.06	748	3.89	0.03	194	3.89	0.07	0.02	0.02	0.00
115	Elimination	238	3.87	0.06	749	3.93	0.03	194	3.70	0.05	-0.06	0.17	0.23
116	Elimination Devices	238	3.69	0.06	750	3.64	0.03	191	3.50	0.06	0.05	0.19	0.14
117	Emergency Intervention	239	4.65	0.04	744	4.49	0.03	193	4.37	0.06	0.16	0.28	0.12
118	Emergency Response Plan	239	4.42	0.06	746	4.00	0.04	194	3.91	0.07	0.42	0.51	0.09
119	Emergency Response Roles and Responsibilities	240	4.37	0.06	755	3.92	0.04	199	4.02	0.07	0.45	0.35	-0.10
120	End-of-life Care	240	3.83	0.06	754	3.74	0.03	198	3.93	0.06	0.09	-0.10	-0.19
121	Enteral Feeding Tubes	241	3.94	0.06	753	3.63	0.04	199	3.62	0.06	0.31	0.32	0.01
122	Enteral Tube Feedings	238	3.85	0.06	749	3.65	0.04	198	3.61	0.06	0.20	0.24	0.04
123	Environmental Hazards	241	3.67	0.07	755	3.80	0.03	199	3.49	0.06	-0.13	0.18	0.31
124	Environmental Safety	240	3.80	0.07	752	3.95	0.03	199	3.68	0.06	-0.15	0.12	0.27
125	Equipment Safety	239	3.88	0.07	751	3.89	0.03	198	3.71	0.07	-0.01	0.17	0.18

Knowledge Statements Subgroup Analysis: Primary Job Title

Survey Position #	Knowledge Statement	Newly Licensed RN			RN Educator			RN 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
126	Ergonomic Equipment	238	3.36	0.07	748	3.38	0.04	199	3.29	0.07	-0.02	0.07	0.09
127	Ethical and Legal Considerations	240	4.00	0.06	752	4.37	0.03	199	3.96	0.06	-0.37	0.04	0.41
128	Ethical Dilemmas	240	3.85	0.06	753	4.12	0.03	198	3.81	0.06	-0.27	0.04	0.31
129	Evidence Based Practice	239	4.16	0.06	754	4.46	0.02	199	4.25	0.05	-0.30	-0.09	0.21
130	Expected and Unexpected Outcomes	241	4.20	0.05	750	4.27	0.03	198	3.97	0.05	-0.07	0.23	0.30
131	Expected and Unexpected Treatment Outcomes	238	4.21	0.05	752	4.25	0.03	199	3.96	0.06	-0.04	0.25	0.29
132	Family Dynamics	237	3.32	0.06	750	3.56	0.03	197	3.37	0.06	-0.24	-0.05	0.19
133	Fistula Care	240	3.51	0.07	755	3.10	0.04	199	3.26	0.07	0.41	0.25	-0.16
134	Fluid and Electrolytes	239	4.57	0.05	755	4.43	0.03	197	4.15	0.05	0.14	0.42	0.28
135	Focused Assessment	241	4.44	0.05	752	4.43	0.03	198	4.08	0.06	0.01	0.36	0.35
136	Gastrointestinal Tube Insertion	241	3.59	0.08	749	3.37	0.04	199	3.27	0.08	0.22	0.32	0.10
137	Gastrointestinal Tube Maintenance	240	3.80	0.06	754	3.58	0.04	198	3.57	0.06	0.22	0.23	0.01
138	Gastrointestinal Tube Removal	237	3.51	0.08	753	3.38	0.04	198	3.30	0.07	0.13	0.21	0.08
139	Hazardous Material Handling	237	3.83	0.07	753	3.76	0.04	199	3.57	0.07	0.07	0.26	0.19
140	Health Promotion Behavior	238	3.59	0.07	749	3.93	0.03	197	3.44	0.07	-0.34	0.15	0.49
141	Hemodialysis	240	3.74	0.07	749	3.10	0.04	196	3.08	0.08	0.64	0.66	0.02
142	Hemodynamics	240	4.13	0.06	752	3.91	0.04	198	3.68	0.07	0.22	0.45	0.23
143	Hemostasis	239	4.10	0.06	752	4.01	0.03	199	3.61	0.07	0.09	0.49	0.40
144	High-risk Health Behaviors	237	3.86	0.07	751	3.97	0.03	197	3.60	0.06	-0.11	0.26	0.37
145	High-risk Medications	238	4.50	0.05	752	4.47	0.03	199	4.33	0.06	0.03	0.17	0.14
146	Immunization/Vaccination Recommendations	240	3.75	0.06	752	3.68	0.04	198	3.48	0.07	0.07	0.27	0.20
147	Incident and Error Reporting	239	4.00	0.07	750	4.01	0.03	199	3.84	0.06	-0.01	0.16	0.17
148	Incontinence Care	238	3.78	0.06	749	3.64	0.04	199	3.69	0.06	0.14	0.09	-0.05
149	Infection Control	240	4.50	0.05	751	4.56	0.03	199	4.36	0.05	-0.06	0.14	0.20
150	Information Technology	240	3.35	0.07	752	3.63	0.03	198	3.46	0.07	-0.28	-0.11	0.17

Knowledge Statements Subgroup Analysis: Primary Job Title													
Survey Position #	Knowledge Statement	Newly Licensed RN			RN Educator			RN 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
151	Infusion Delivery Devices	240	3.88	0.07	755	3.65	0.04	198	3.47	0.07	0.23	0.41	0.18
152	Initial Care for Newborn	238	3.68	0.08	753	3.46	0.04	198	2.96	0.09	0.22	0.72	0.50
153	Injury Risk Precautions	237	3.97	0.06	754	4.17	0.03	198	3.70	0.07	-0.20	0.27	0.47
154	Intake and Output	238	4.12	0.06	753	4.22	0.03	197	3.87	0.07	-0.10	0.25	0.35
155	Interpersonal Communication	239	3.73	0.06	749	4.23	0.03	198	3.87	0.06	-0.50	-0.14	0.36
156	Invasive Line Care	240	4.18	0.06	751	3.73	0.04	199	3.64	0.07	0.45	0.54	0.09
157	Invasive Procedures	238	4.12	0.06	750	3.62	0.04	198	3.42	0.08	0.50	0.70	0.20
158	Irrigation	240	3.63	0.06	755	3.33	0.04	198	3.37	0.06	0.30	0.26	-0.04
159	Irrigation Techniques	237	3.62	0.06	751	3.38	0.04	198	3.38	0.06	0.24	0.24	0.00
160	Isolation Precautions	239	4.25	0.05	751	4.31	0.03	196	4.09	0.06	-0.06	0.16	0.22
161	Life Changes	240	3.35	0.07	751	3.39	0.03	198	3.22	0.06	-0.04	0.13	0.17
162	Life Transitions	240	3.30	0.07	750	3.39	0.03	196	3.21	0.07	-0.09	0.09	0.18
163	Mandatory Reporting Requirements	240	4.04	0.06	753	4.10	0.03	196	3.91	0.06	-0.06	0.13	0.19
164	Material Safety Data Sheets (MSDS)	240	3.39	0.08	751	3.36	0.04	198	3.37	0.07	0.03	0.02	-0.01
165	Medical Terminology	239	4.28	0.06	751	4.26	0.03	199	4.22	0.05	0.02	0.06	0.04
166	Medication Administration	240	4.73	0.03	752	4.79	0.02	198	4.62	0.05	-0.06	0.11	0.17
167	Medication Diversion	240	4.06	0.06	754	4.16	0.03	199	4.24	0.05	-0.10	-0.18	-0.08
168	Medication Interactions	239	4.51	0.04	754	4.53	0.02	198	4.42	0.05	-0.02	0.09	0.11
169	Medication Reconciliation	239	4.16	0.06	750	4.25	0.03	198	4.31	0.05	-0.09	-0.15	-0.06
170	Medication Reconciliation Process	241	4.06	0.06	751	4.15	0.03	199	4.23	0.06	-0.09	-0.17	-0.08
171	Medication Safety	240	4.72	0.03	749	4.74	0.02	199	4.52	0.05	-0.02	0.20	0.22
172	Medication Storage	240	4.05	0.07	754	4.02	0.03	198	4.01	0.06	0.03	0.04	0.01
173	Medication Titration	240	4.33	0.05	747	4.16	0.03	197	3.98	0.06	0.17	0.35	0.18
174	Moderate Sedation	239	4.00	0.07	751	3.68	0.04	197	3.48	0.08	0.32	0.52	0.20

Knowledge Statements Subgroup Analysis: Primary Job Title

Survey Position #	Knowledge Statement	Newly Licensed RN			RN Educator			RN 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
175	Multidisciplinary Teams	238	3.78	0.06	751	3.86	0.03	195	3.67	0.06	-0.08	0.11	0.19
176	New Parent Education	239	3.60	0.08	749	3.48	0.04	197	2.92	0.08	0.12	0.68	0.56
177	Non-pharmacological Comfort Measures	240	3.84	0.06	754	4.06	0.03	197	3.84	0.06	-0.22	0.00	0.22
178	Nurse Practice Act	239	3.86	0.07	751	4.30	0.03	199	4.10	0.06	-0.44	-0.24	0.20
179	Nursing Code of Ethics	239	4.10	0.06	750	4.43	0.03	197	4.16	0.06	-0.33	-0.06	0.27
180	Nursing Practice Guidelines	241	4.12	0.06	755	4.41	0.03	196	4.20	0.06	-0.29	-0.08	0.21
181	Nutrition Assessment	241	3.57	0.07	757	3.71	0.03	196	3.57	0.06	-0.14	0.00	0.14
182	Oral Hygiene	240	3.53	0.07	757	3.79	0.03	197	3.61	0.06	-0.26	-0.08	0.18
183	Order Verification Process	239	4.15	0.06	753	4.23	0.03	195	4.24	0.05	-0.08	-0.09	-0.01
184	Orthopedic Devices	240	3.35	0.07	757	3.14	0.04	197	3.13	0.06	0.21	0.22	0.01
185	Ostomy Care	240	3.69	0.06	755	3.35	0.04	196	3.47	0.06	0.34	0.22	-0.12
186	Oxygen Delivery Systems	240	4.45	0.05	755	4.15	0.03	197	4.00	0.06	0.30	0.45	0.15
187	Pacing Devices	241	3.86	0.07	756	3.21	0.04	197	3.28	0.07	0.65	0.58	-0.07
188	Pain Management	241	4.42	0.04	757	4.48	0.03	196	4.38	0.05	-0.06	0.04	0.10
189	Palliative Care	241	3.83	0.06	753	3.73	0.04	197	3.79	0.06	0.10	0.04	-0.06
190	Parenteral Nutrition	239	3.79	0.06	757	3.65	0.04	197	3.49	0.06	0.14	0.30	0.16
191	Pathophysiology	241	4.23	0.06	752	4.26	0.03	197	4.03	0.06	-0.03	0.20	0.23
192	Percutaneous Feeding Tubes	239	3.62	0.07	754	3.35	0.04	196	3.36	0.08	0.27	0.26	-0.01
193	Peripheral Intravenous Line Insertion	240	4.28	0.06	755	3.85	0.04	197	3.92	0.07	0.43	0.36	-0.07
194	Peripheral Intravenous Line Maintenance	240	4.37	0.05	758	4.14	0.04	197	4.00	0.07	0.23	0.37	0.14
195	Peripheral Intravenous Line Removal	240	4.03	0.06	754	3.92	0.04	197	3.90	0.07	0.11	0.13	0.02
196	Peritoneal Dialysis Care	241	3.56	0.07	755	2.98	0.04	195	2.96	0.08	0.58	0.60	0.02
197	Personal Protective Equipment (PPE)	239	4.29	0.06	754	4.40	0.03	197	4.29	0.06	-0.11	0.00	0.11
198	Pharmacology	238	4.39	0.05	752	4.58	0.02	197	4.26	0.05	-0.19	0.13	0.32
199	Phototherapy	240	3.00	0.08	753	2.89	0.04	196	2.51	0.07	0.11	0.49	0.38

Knowledge Statements Subgroup Analysis: Primary Job Title													
Survey Position #	Knowledge Statement	Newly Licensed RN			RN Educator			RN 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
200	Physical Impairment	241	3.52	0.06	757	3.56	0.03	197	3.37	0.06	-0.04	0.15	0.19
201	Physical Stressors	240	3.45	0.07	757	3.62	0.03	197	3.29	0.06	-0.17	0.16	0.33
202	Policy and Procedures	239	4.03	0.06	755	4.02	0.03	195	3.78	0.07	0.01	0.25	0.24
203	Positioning Devices	239	3.59	0.06	750	3.40	0.04	196	3.39	0.06	0.19	0.20	0.01
204	Postmortem Care	241	3.41	0.07	759	3.09	0.04	195	3.15	0.07	0.32	0.26	-0.06
205	Postoperative Care	239	4.10	0.06	754	4.01	0.04	196	3.70	0.07	0.09	0.40	0.31
206	Postoperative Education	240	3.92	0.07	751	3.92	0.04	196	3.58	0.07	0.00	0.34	0.34
207	Postpartum Care	239	3.62	0.08	752	3.47	0.04	197	3.02	0.08	0.15	0.60	0.45
208	Postpartum Complications	238	3.83	0.08	754	3.59	0.04	196	3.13	0.08	0.24	0.70	0.46
209	Practice Outcome Metrics	238	3.19	0.08	749	3.11	0.04	195	3.16	0.07	0.08	0.03	-0.05
210	Prenatal Care Education	241	3.51	0.08	754	3.30	0.04	197	2.81	0.08	0.21	0.70	0.49
211	Prenatal Complications	241	3.76	0.08	752	3.49	0.04	197	2.99	0.09	0.27	0.77	0.50
212	Preoperative Care	241	3.86	0.07	756	3.83	0.04	195	3.25	0.07	0.03	0.61	0.58
213	Preoperative Education	239	3.89	0.07	754	3.83	0.04	197	3.29	0.07	0.06	0.60	0.54
214	Preventative Care	241	4.10	0.06	753	4.09	0.03	197	3.72	0.06	0.01	0.38	0.37
215	Prioritization of Care	241	4.49	0.05	754	4.55	0.03	197	4.23	0.06	-0.06	0.26	0.32
216	Process of Consent	240	4.05	0.06	756	4.19	0.03	196	3.92	0.07	-0.14	0.13	0.27
217	Professional Competency	240	4.20	0.06	754	4.28	0.03	195	4.22	0.06	-0.08	-0.02	0.06
218	Program Planning	237	3.10	0.08	753	3.02	0.04	196	2.89	0.07	0.08	0.21	0.13
219	Proper Body Mechanics	241	3.93	0.06	750	4.10	0.03	195	3.98	0.06	-0.17	-0.05	0.12
220	Provider Credentials	238	3.55	0.07	755	3.46	0.04	197	3.26	0.08	0.09	0.29	0.20
221	Provider Orders	238	4.22	0.06	757	4.19	0.03	197	4.08	0.06	0.03	0.14	0.11
222	Provider Scopes of Practice	239	4.04	0.07	756	3.99	0.04	196	3.74	0.08	0.05	0.30	0.25
223	Psychological Stressors	239	3.59	0.07	755	3.86	0.03	197	3.46	0.06	-0.27	0.13	0.40
224	Psychosocial Assessment	241	3.72	0.07	754	3.97	0.03	196	3.61	0.06	-0.25	0.11	0.36

Knowledge Statements Subgroup Analysis: Primary Job Title													
Survey Position #	Knowledge Statement	Newly Licensed RN			RN Educator			RN 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
225	Psychosocial Factors of Substance Abuse/Dependency	239	3.76	0.06	755	3.89	0.03	197	3.48	0.06	-0.13	0.28	0.41
226	Psychosocial Health Issues	239	3.63	0.06	752	3.86	0.03	195	3.46	0.06	-0.23	0.17	0.40
227	Pulmonary Hygiene Techniques	240	3.91	0.06	754	3.72	0.04	196	3.53	0.07	0.19	0.38	0.19
228	Quality Improvement Process	241	3.51	0.07	757	3.49	0.04	197	3.56	0.07	0.02	-0.05	-0.07
229	Range of Motion	240	3.53	0.07	756	3.74	0.03	197	3.53	0.06	-0.21	0.00	0.21
230	Referral Process	239	3.10	0.08	757	3.24	0.04	197	2.94	0.07	-0.14	0.16	0.30
231	Regulatory Guidelines	237	3.48	0.07	754	3.65	0.04	197	3.80	0.06	-0.17	-0.32	-0.15
232	Religious and Spiritual Considerations	241	3.42	0.07	758	3.75	0.03	197	3.37	0.06	-0.33	0.05	0.38
233	Renal Assessment	240	3.94	0.06	757	3.87	0.04	197	3.55	0.06	0.07	0.39	0.32
234	Renal Replacement Therapy	241	3.68	0.07	755	3.24	0.04	197	3.03	0.07	0.44	0.65	0.21
235	Reporting Processes	240	3.87	0.06	754	3.89	0.03	196	3.78	0.06	-0.02	0.09	0.11
236	Resource Availability	241	3.61	0.07	755	3.53	0.03	197	3.35	0.07	0.08	0.26	0.18
237	Restraints	241	3.76	0.07	751	3.91	0.03	196	3.45	0.08	-0.15	0.31	0.46
238	Risk Assessment (e.g., Fall, Suicide, Pressure Ulcer)	241	4.37	0.05	758	4.43	0.03	196	4.29	0.05	-0.06	0.08	0.14
239	Risk Assessment for Abuse and Neglect	241	4.19	0.06	756	4.35	0.03	194	4.22	0.05	-0.16	-0.03	0.13
240	Risk Management	239	3.83	0.06	750	3.66	0.04	195	3.46	0.07	0.17	0.37	0.20
241	Safe Client Handling	237	4.33	0.05	751	4.41	0.03	195	4.05	0.06	-0.08	0.28	0.36
242	Safety Considerations	239	4.34	0.05	752	4.53	0.02	195	4.08	0.06	-0.19	0.26	0.45
243	Safety Precautions	239	4.38	0.05	751	4.58	0.02	196	4.14	0.06	-0.20	0.24	0.44
244	Scope of Practice	238	4.44	0.05	752	4.47	0.03	194	4.26	0.06	-0.03	0.18	0.21
245	Screening Assessments	239	3.94	0.06	751	3.82	0.03	194	3.74	0.06	0.12	0.20	0.08
246	Security Plan	240	3.60	0.07	752	3.62	0.04	194	3.38	0.07	-0.02	0.22	0.24
247	Seizure Protocol	240	4.22	0.05	752	3.98	0.03	196	3.70	0.06	0.24	0.52	0.28
248	Self-awareness	240	3.72	0.07	747	3.87	0.03	196	3.51	0.07	-0.15	0.21	0.36
249	Sequential Compression Devices	239	3.62	0.07	749	3.55	0.04	195	3.17	0.07	0.07	0.45	0.38

Knowledge Statements Subgroup Analysis: Primary Job Title													
Survey Position #	Knowledge Statement	Newly Licensed RN			RN Educator			RN 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
250	Signs and Symptoms of Abuse	240	4.15	0.06	751	4.30	0.03	196	4.11	0.05	-0.15	0.04	0.19
251	Signs and Symptoms of Complications	240	4.54	0.04	752	4.50	0.03	195	4.27	0.05	0.04	0.27	0.23
252	Signs and Symptoms of Dependency	240	4.03	0.06	751	4.07	0.03	195	3.87	0.06	-0.04	0.16	0.20
253	Signs and Symptoms of Neglect	239	4.15	0.06	752	4.28	0.03	195	4.14	0.06	-0.13	0.01	0.14
254	Signs and Symptoms of Substance Abuse	240	4.10	0.05	752	4.21	0.03	195	3.93	0.06	-0.11	0.17	0.28
255	Signs and Symptoms of Substance Overdose	239	4.38	0.05	751	4.39	0.03	196	4.05	0.06	-0.01	0.33	0.34
256	Signs and Symptoms of Withdrawal	240	4.32	0.05	752	4.29	0.03	196	3.95	0.06	0.03	0.37	0.34
257	Skin Assessment	239	4.35	0.05	750	4.32	0.03	195	4.32	0.05	0.03	0.03	0.00
258	Skin Integrity	237	4.22	0.05	753	4.27	0.03	196	4.20	0.05	-0.05	0.02	0.07
259	Sleep/Rest Pattern	239	3.48	0.07	752	3.78	0.03	195	3.40	0.06	-0.30	0.08	0.38
260	Specimen Collection	240	3.95	0.06	753	3.76	0.03	196	3.80	0.06	0.19	0.15	-0.04
261	Specimen Handling	239	3.94	0.06	752	3.74	0.03	196	3.82	0.06	0.20	0.12	-0.08
262	Staff Education	239	3.83	0.06	750	3.42	0.04	195	3.51	0.07	0.41	0.32	-0.09
263	Staff Safety	240	4.17	0.05	753	3.99	0.03	196	3.85	0.07	0.18	0.32	0.14
264	Staff Support	239	4.01	0.06	751	3.64	0.04	196	3.55	0.06	0.37	0.46	0.09
265	Staff to Client Ratio	239	4.25	0.06	748	3.80	0.04	196	3.43	0.07	0.45	0.82	0.37
266	Stages of Grief	238	3.58	0.07	749	3.69	0.03	196	3.46	0.06	-0.11	0.12	0.23
267	Stages of Labor	240	3.53	0.08	751	3.42	0.04	195	3.01	0.08	0.11	0.52	0.41
268	Standard Precautions	239	4.41	0.05	750	4.57	0.03	195	4.39	0.05	-0.16	0.02	0.18
269	Sterile Technique	239	4.60	0.04	749	4.53	0.03	195	4.36	0.05	0.07	0.24	0.17
270	Stoma Care	239	3.81	0.06	746	3.36	0.04	196	3.48	0.07	0.45	0.33	-0.12
271	Suction Equipment	240	4.12	0.06	749	3.83	0.04	195	3.71	0.06	0.29	0.41	0.12
272	Suction Techniques	240	4.17	0.05	750	3.88	0.04	195	3.71	0.07	0.29	0.46	0.17
273	Telemetry Equipment	240	4.05	0.07	752	3.41	0.04	195	3.14	0.08	0.64	0.91	0.27
274	Telemetry Lead Placement	239	4.18	0.06	750	3.54	0.04	193	3.17	0.08	0.64	1.01	0.37

Knowledge Statements Subgroup Analysis: Primary Job Title													
Survey Position #	Knowledge Statement	Newly Licensed RN			RN Educator			RN 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
275	Therapeutic Environment	239	3.72	0.06	752	3.91	0.03	196	3.34	0.07	-0.19	0.38	0.57
276	Therapeutic Interventions	239	3.80	0.06	749	4.03	0.03	195	3.34	0.07	-0.23	0.46	0.69
277	Thermoregulation Techniques	237	3.77	0.06	743	3.73	0.04	193	3.07	0.08	0.04	0.70	0.66
278	Time Management Strategies	238	4.33	0.05	752	4.07	0.03	195	4.02	0.06	0.26	0.31	0.05
279	Tissue Perfusion	239	4.37	0.04	751	4.25	0.03	196	3.70	0.06	0.12	0.67	0.55
280	Tracheostomy Care	238	4.01	0.06	752	3.61	0.04	195	3.49	0.07	0.40	0.52	0.12
281	Transfer Process	237	3.62	0.07	751	3.46	0.04	195	3.38	0.07	0.16	0.24	0.08
282	Tube Placement Verification	239	4.18	0.06	753	3.90	0.04	194	3.71	0.07	0.28	0.47	0.19
283	Types of Dressings	238	3.91	0.06	748	3.64	0.04	193	3.75	0.06	0.27	0.16	-0.11
284	Urinary Catheter Insertion	239	4.29	0.05	751	4.10	0.03	196	4.08	0.06	0.19	0.21	0.02
285	Urinary Catheter Maintenance	239	4.25	0.05	752	4.09	0.03	195	4.02	0.06	0.16	0.23	0.07
286	Urinary Catheter Removal	239	4.00	0.06	750	3.93	0.04	196	3.94	0.06	0.07	0.06	-0.01
287	Venipuncture	240	4.08	0.06	748	3.67	0.04	196	3.80	0.07	0.41	0.28	-0.13
288	Venous Access Devices	239	4.18	0.05	749	3.76	0.04	193	3.75	0.07	0.42	0.43	0.01
289	Venous Thromboembolism Prophylaxis	237	4.29	0.06	750	4.07	0.04	194	3.88	0.06	0.22	0.41	0.19
290	Ventilator Equipment	239	3.93	0.07	750	3.18	0.04	193	3.05	0.09	0.75	0.88	0.13
291	Verbal and Nonverbal Cues	239	3.98	0.06	749	4.05	0.03	194	3.72	0.06	-0.07	0.26	0.33
292	Visual Distortions	238	3.55	0.07	750	3.46	0.04	193	3.25	0.07	0.09	0.30	0.21
293	Vital Signs	238	4.73	0.03	748	4.72	0.02	195	4.58	0.05	0.01	0.15	0.14
294	Wound Assessment	240	4.33	0.05	750	4.20	0.03	195	4.27	0.05	0.13	0.06	-0.07
295	Wound Care	240	4.30	0.05	748	4.05	0.03	195	4.18	0.05	0.25	0.12	-0.13

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	Abnormal Test Results	723	4.58	0.02	97	4.62	0.05	145	4.45	0.06	182	4.52	0.05
2	Activities of Daily Living (ADLs)	723	3.83	0.03	97	3.88	0.08	144	3.87	0.07	181	3.97	0.06
3	Acute Conditions	719	4.45	0.02	97	4.68	0.05	143	4.38	0.06	182	4.38	0.05
4	Admission Process	719	3.34	0.04	97	3.73	0.10	145	3.34	0.09	181	3.52	0.07
5	Advance Directives	718	3.69	0.04	97	4.15	0.08	143	3.73	0.08	181	3.78	0.07
6	Adverse Reactions	716	4.54	0.02	97	4.55	0.07	144	4.51	0.05	181	4.57	0.05
7	Age Specific Care	712	3.87	0.03	97	3.77	0.08	143	3.99	0.07	181	4.05	0.06
8	Airway Management	719	4.70	0.03	96	4.55	0.07	142	4.59	0.06	181	4.62	0.06
9	Alteration in Elimination	718	3.84	0.03	97	3.87	0.07	143	3.81	0.07	181	3.93	0.06
10	Alternatives to Restraints	716	3.68	0.04	97	3.69	0.11	144	3.49	0.09	181	3.81	0.08
11	Arterial Line Maintenance	719	3.12	0.05	97	3.35	0.14	143	3.35	0.11	181	3.21	0.10
12	Arterial Line Monitoring	713	3.19	0.05	97	3.43	0.15	142	3.44	0.11	179	3.26	0.10
13	Aseptic Technique	721	4.68	0.02	97	4.66	0.06	144	4.57	0.07	182	4.67	0.05
14	Aspiration Precautions	719	4.47	0.03	97	4.47	0.07	144	4.42	0.07	182	4.45	0.07
15	Assessment Techniques	722	4.65	0.02	96	4.64	0.06	145	4.63	0.05	182	4.69	0.05
16	Assessment Tools	715	4.13	0.03	94	4.21	0.07	143	4.20	0.06	182	4.19	0.06
17	Assistive Devices	718	3.27	0.04	95	3.55	0.09	144	3.41	0.08	183	3.32	0.07
18	Auditory Distortions	713	2.96	0.04	95	3.11	0.11	143	3.13	0.09	182	3.29	0.08
19	Basic Cardiac Rhythms	721	4.04	0.03	93	3.67	0.11	144	3.76	0.09	182	3.84	0.08
20	Behavioral Management Techniques	719	3.65	0.04	97	3.80	0.08	144	3.77	0.07	183	3.93	0.07
21	Biohazardous Material Handling	724	3.73	0.04	97	3.76	0.10	145	3.96	0.08	183	3.85	0.07
22	Blood Product Administration	719	4.19	0.04	95	3.46	0.15	145	3.63	0.11	183	4.07	0.09
23	Blood Products	720	4.10	0.04	96	3.48	0.14	143	3.64	0.10	181	3.96	0.09
24	Breathing Techniques	721	3.78	0.04	96	4.01	0.09	142	3.85	0.07	181	3.95	0.07
25	Care and Coordination	720	3.77	0.03	95	3.89	0.08	143	3.98	0.07	180	3.86	0.06
26	Care Giver Resources	722	3.16	0.04	97	3.51	0.10	145	3.49	0.08	182	3.39	0.07
27	Care Plan Process	722	3.53	0.04	96	3.93	0.09	143	3.75	0.08	183	3.86	0.07
28	Catheter Care	718	4.11	0.03	96	4.17	0.07	145	3.92	0.08	181	4.07	0.07
29	Central Venous Access Devices	721	3.88	0.04	96	3.96	0.10	145	3.74	0.09	182	3.76	0.08
30	Chain of Command	721	3.78	0.04	97	3.77	0.10	144	3.83	0.08	183	3.92	0.07
31	Change Management	720	3.22	0.04	97	3.48	0.10	145	3.42	0.08	179	3.41	0.08
32	Changes in Client Condition	720	4.70	0.02	96	4.72	0.05	144	4.61	0.05	183	4.71	0.04
33	Chronic Conditions	721	4.12	0.03	97	4.18	0.07	145	4.29	0.06	183	4.15	0.05
34	Circulation	720	4.41	0.03	97	4.23	0.08	145	4.32	0.06	183	4.34	0.06
35	Circulation Devices	719	3.63	0.04	97	3.67	0.09	144	3.49	0.08	182	3.64	0.07
36	Client Acuity	720	3.89	0.03	97	3.87	0.09	142	3.76	0.08	183	3.99	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.
37	Client Advance Directives	724	3.63	0.04	97	4.09	0.09	143	3.73	0.08	183	3.75	0.07
38	Client Advocacy	719	4.21	0.03	96	3.93	0.09	145	4.26	0.07	182	4.26	0.06
39	Client Allergies	722	4.53	0.03	97	4.46	0.07	144	4.51	0.06	182	4.59	0.05
40	Client Appropriate Interventions	721	4.33	0.03	97	4.25	0.07	145	4.34	0.06	182	4.45	0.05
41	Client Assessment	721	4.61	0.02	96	4.55	0.06	143	4.63	0.05	183	4.62	0.04
42	Client Background	715	3.73	0.03	97	3.46	0.09	144	3.76	0.08	182	3.84	0.06
43	Client Body Image	721	3.19	0.03	97	3.23	0.09	145	3.28	0.08	183	3.47	0.07
44	Client Care for Adolescents	719	3.60	0.04	96	3.04	0.12	145	3.62	0.07	183	3.69	0.07
45	Client Care for Age 18 through 64 Years	720	4.02	0.03	97	3.52	0.10	145	3.97	0.07	183	4.07	0.06
46	Client Care for Age 65 Years and Over	719	4.00	0.03	96	3.91	0.09	143	4.01	0.07	181	4.07	0.06
47	Client Care for Infants	716	3.56	0.04	97	3.04	0.13	145	3.62	0.08	183	3.63	0.08
48	Client Care for Newborns	721	3.54	0.04	96	3.05	0.13	144	3.55	0.09	182	3.51	0.09
49	Client Care for Preschool Aged Child	721	3.44	0.04	97	2.97	0.13	144	3.56	0.08	182	3.44	0.09
50	Client Care for School Aged Child	722	3.47	0.04	96	2.95	0.13	145	3.60	0.08	182	3.51	0.08
51	Client Care for Toddlers	720	3.46	0.04	97	2.99	0.13	145	3.57	0.08	181	3.48	0.09
52	Client Centered Care	721	4.19	0.03	96	4.19	0.08	144	4.24	0.06	181	4.27	0.06
53	Client Confidentiality	722	4.62	0.02	96	4.47	0.08	145	4.60	0.05	182	4.58	0.05
54	Client Consent	717	4.54	0.03	97	4.44	0.07	145	4.52	0.06	182	4.53	0.05
55	Client Demographic Considerations (e.g., Age, Gender, Community)	716	3.66	0.03	97	3.49	0.11	145	3.82	0.08	181	3.80	0.06
56	Client Dignity	717	4.32	0.03	96	4.30	0.08	142	4.37	0.06	181	4.40	0.05
57	Client Disease Process	720	4.33	0.03	96	4.31	0.06	144	4.42	0.06	181	4.26	0.05
58	Client Education	720	4.13	0.03	97	3.91	0.07	146	4.24	0.07	183	4.27	0.05
59	Client Hand-off Process	718	4.21	0.03	97	3.87	0.09	146	4.06	0.07	181	4.24	0.06
60	Client Health History	716	4.04	0.03	97	3.94	0.08	146	4.14	0.07	183	4.07	0.05
61	Client Health Literacy	716	3.77	0.03	97	3.51	0.08	146	3.88	0.07	182	3.84	0.06
62	Client Identification	719	4.63	0.03	97	4.48	0.07	145	4.55	0.06	182	4.69	0.05
63	Client Learning Assessment	718	3.77	0.03	97	3.79	0.08	146	3.92	0.06	183	3.79	0.06
64	Client Needs Assessment	718	3.91	0.03	97	4.00	0.08	146	4.06	0.06	181	4.02	0.06
65	Client Occupational Factors	718	3.16	0.04	97	3.16	0.10	145	3.39	0.08	179	3.32	0.07
66	Client Plan of Care	719	3.96	0.03	97	4.10	0.08	145	4.19	0.06	182	4.19	0.06
67	Client Positioning	720	4.02	0.03	97	4.08	0.07	145	3.99	0.07	182	4.04	0.07
68	Client Privacy	719	4.29	0.03	97	4.28	0.07	144	4.35	0.06	183	4.34	0.05
69	Client Psychosocial Factors	719	3.94	0.03	97	3.89	0.07	145	4.15	0.06	183	4.14	0.05
70	Client Religion and Spirituality Considerations	720	3.63	0.03	97	3.66	0.08	146	3.86	0.07	183	3.90	0.06
71	Client Response to Plan of Care	718	4.11	0.03	97	4.02	0.08	145	4.22	0.06	182	4.21	0.05

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.
72	Client Response to Treatment	718	4.38	0.03	97	4.20	0.07	145	4.41	0.05	183	4.36	0.05
73	Client Rights and Responsibilities	715	4.22	0.03	97	4.21	0.08	146	4.25	0.06	182	4.33	0.05
74	Client Risk Assessment	718	4.12	0.03	97	4.15	0.08	145	4.23	0.06	183	4.32	0.06
75	Client Risk Factors	716	4.11	0.03	97	4.08	0.08	144	4.19	0.06	183	4.28	0.05
76	Client Safety	720	4.73	0.02	97	4.57	0.07	144	4.67	0.05	182	4.76	0.04
77	Client Safety Goals	715	4.28	0.03	96	4.18	0.08	145	4.29	0.06	181	4.38	0.05
78	Client Self Determination	715	3.71	0.03	96	3.75	0.09	144	3.89	0.08	183	3.91	0.06
79	Client Status	716	4.00	0.03	97	3.92	0.08	144	4.14	0.07	182	4.16	0.06
80	Client Support System	714	3.71	0.03	97	3.68	0.09	144	3.90	0.07	182	3.84	0.06
81	Clinical Judgment	720	4.50	0.03	96	4.43	0.07	143	4.50	0.06	183	4.50	0.05
82	Cognitive Distortions	719	3.69	0.03	97	3.70	0.09	144	3.83	0.07	183	3.83	0.07
83	Communication Barriers	717	3.97	0.03	97	3.88	0.08	146	4.02	0.06	183	4.05	0.06
84	Communication Strategies	712	3.97	0.03	97	3.82	0.08	146	4.07	0.07	182	4.07	0.06
85	Community Health Education	719	3.34	0.04	97	3.21	0.11	146	3.75	0.08	182	3.55	0.07
86	Community Needs Assessment	720	3.16	0.04	97	3.10	0.11	146	3.63	0.08	182	3.37	0.08
87	Community Resources	719	3.32	0.04	97	3.26	0.10	146	3.74	0.08	181	3.65	0.07
88	Competency of Delegatee	715	3.81	0.04	97	3.69	0.11	144	3.83	0.08	181	3.90	0.07
89	Complementary Therapies	709	3.21	0.03	96	3.41	0.10	145	3.48	0.08	181	3.28	0.08
90	Complications of Labor	718	3.66	0.04	97	3.31	0.14	146	3.49	0.10	183	3.53	0.10
91	Comprehensive Health Assessments	716	4.12	0.03	96	4.24	0.08	145	4.28	0.07	183	4.11	0.07
92	Conflict Management Strategies	716	3.73	0.03	96	3.71	0.09	146	3.90	0.06	182	3.77	0.07
93	Contraindications	717	4.28	0.03	97	4.08	0.09	145	4.31	0.06	179	4.22	0.06
94	Controlled Substances	718	4.23	0.03	97	4.15	0.08	146	4.25	0.06	181	4.22	0.06
95	Coping Mechanisms	719	3.80	0.03	96	3.65	0.09	146	3.96	0.07	183	3.88	0.06
96	Coping Techniques	714	3.78	0.03	97	3.67	0.09	145	3.92	0.06	182	3.86	0.06
97	Cost-effective Care	716	3.48	0.04	96	3.49	0.10	146	3.63	0.08	181	3.55	0.07
98	Crisis Intervention	717	3.84	0.04	97	3.92	0.10	145	4.01	0.08	183	3.97	0.07
99	Cultural Considerations	719	3.77	0.03	97	3.72	0.09	144	3.99	0.07	180	4.00	0.06
100	Death and Dying	717	3.93	0.03	97	3.98	0.08	146	4.03	0.07	182	3.97	0.06
101	De-escalation Techniques	717	3.85	0.03	97	3.90	0.09	144	3.93	0.07	182	3.82	0.07
102	Delegation of Care	718	4.11	0.03	97	3.88	0.09	145	4.11	0.07	182	4.12	0.06
103	Delegation of Responsibilities	711	4.07	0.03	97	3.85	0.09	146	3.97	0.08	182	4.04	0.07
104	Developmental Stages and Milestones	715	3.40	0.04	97	3.01	0.12	146	3.51	0.08	183	3.51	0.07
105	Device Assessment	719	3.28	0.04	96	3.36	0.10	146	3.33	0.08	181	3.27	0.08
106	Device Complications	718	3.44	0.04	96	3.56	0.10	145	3.44	0.08	180	3.41	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.
107	Diagnostic Tests and Procedures	717	4.15	0.03	97	4.04	0.07	146	4.08	0.07	181	3.99	0.07
108	Discharge Process	715	3.68	0.04	97	3.70	0.09	145	3.69	0.09	183	3.74	0.07
109	Disease Process	717	4.26	0.03	96	4.27	0.06	145	4.39	0.06	183	4.23	0.06
110	Dosage Calculations	718	4.57	0.03	97	4.36	0.09	144	4.53	0.07	181	4.60	0.06
111	Drainage Devices	716	3.67	0.03	97	3.79	0.08	146	3.79	0.08	183	3.62	0.08
112	Dressing Changes	717	3.87	0.03	96	4.18	0.06	145	4.05	0.07	183	3.83	0.07
113	Early Client Mobilization	717	3.91	0.03	97	3.74	0.10	145	3.70	0.08	182	3.83	0.07
114	Electronic Health Records	719	3.93	0.04	97	3.97	0.09	145	3.83	0.09	182	3.80	0.06
115	Elimination	719	3.86	0.03	96	3.94	0.07	145	3.91	0.07	182	3.88	0.07
116	Elimination Devices	719	3.61	0.03	95	3.75	0.08	143	3.59	0.08	183	3.64	0.07
117	Emergency Intervention	715	4.52	0.03	96	4.46	0.08	145	4.43	0.07	181	4.48	0.06
118	Emergency Response Plan	717	3.98	0.04	96	4.32	0.09	145	4.21	0.07	182	4.10	0.07
119	Emergency Response Roles and Responsibilities	726	3.98	0.04	99	4.28	0.09	147	4.13	0.07	183	3.99	0.07
120	End-of-life Care	726	3.73	0.03	99	4.05	0.08	145	3.92	0.07	183	3.74	0.07
121	Enteral Feeding Tubes	725	3.65	0.04	99	3.95	0.08	147	3.74	0.07	183	3.63	0.08
122	Enteral Tube Feedings	721	3.63	0.04	98	3.89	0.08	146	3.77	0.08	181	3.69	0.08
123	Environmental Hazards	727	3.63	0.04	99	3.70	0.09	147	3.86	0.07	183	3.89	0.06
124	Environmental Safety	724	3.82	0.04	99	3.82	0.09	146	3.92	0.08	183	4.05	0.06
125	Equipment Safety	724	3.83	0.04	99	3.95	0.09	145	3.81	0.08	181	3.90	0.07
126	Ergonomic Equipment	723	3.28	0.04	98	3.47	0.10	146	3.41	0.08	179	3.49	0.07
127	Ethical and Legal Considerations	724	4.19	0.03	99	4.01	0.08	148	4.32	0.06	181	4.36	0.05
128	Ethical Dilemmas	726	3.97	0.03	99	3.90	0.08	146	4.10	0.07	181	4.13	0.06
129	Evidence Based Practice	726	4.39	0.03	99	4.06	0.09	147	4.36	0.06	181	4.41	0.05
130	Expected and Unexpected Outcomes	726	4.22	0.03	99	3.96	0.08	145	4.17	0.06	180	4.27	0.05
131	Expected and Unexpected Treatment Outcomes	723	4.22	0.03	98	4.00	0.08	147	4.16	0.06	182	4.20	0.05
132	Family Dynamics	720	3.41	0.03	97	3.40	0.09	147	3.70	0.07	181	3.57	0.07
133	Fistula Care	725	3.12	0.04	99	3.64	0.10	148	3.28	0.09	183	3.19	0.08
134	Fluid and Electrolytes	725	4.48	0.03	97	4.22	0.08	148	4.30	0.07	182	4.34	0.06
135	Focused Assessment	723	4.42	0.03	99	4.19	0.08	148	4.31	0.06	182	4.36	0.06
136	Gastrointestinal Tube Insertion	724	3.37	0.04	99	3.58	0.12	146	3.36	0.09	181	3.38	0.09
137	Gastrointestinal Tube Maintenance	725	3.60	0.04	99	3.85	0.09	147	3.58	0.08	182	3.55	0.08
138	Gastrointestinal Tube Removal	723	3.36	0.04	97	3.58	0.12	147	3.42	0.09	182	3.32	0.09
139	Hazardous Material Handling	722	3.66	0.04	99	3.78	0.10	147	3.86	0.08	182	3.85	0.08
140	Health Promotion Behavior	720	3.73	0.03	97	3.47	0.10	147	3.95	0.07	182	3.95	0.07
141	Hemodialysis	724	3.18	0.04	98	3.43	0.12	145	3.23	0.10	180	3.22	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.
142	Hemodynamics	726	3.98	0.04	98	3.60	0.10	147	3.82	0.09	180	3.86	0.08
143	Hemostasis	722	4.02	0.03	99	3.65	0.09	148	3.84	0.08	182	3.97	0.07
144	High-risk Health Behaviors	718	3.84	0.03	98	3.72	0.09	147	4.05	0.07	183	3.97	0.06
145	High-risk Medications	722	4.49	0.03	99	4.22	0.08	147	4.42	0.06	182	4.45	0.06
146	Immunization/Vaccination Recommendations	722	3.58	0.04	98	3.64	0.09	148	3.78	0.08	183	3.79	0.07
147	Incident and Error Reporting	720	3.88	0.04	99	4.17	0.09	148	4.01	0.07	182	4.16	0.06
148	Incontinence Care	720	3.63	0.03	98	3.89	0.09	148	3.74	0.08	182	3.61	0.07
149	Infection Control	726	4.50	0.03	99	4.46	0.07	148	4.55	0.05	179	4.51	0.06
150	Information Technology	724	3.50	0.04	99	3.53	0.10	147	3.72	0.07	181	3.57	0.07
151	Infusion Delivery Devices	725	3.71	0.04	99	3.70	0.10	147	3.54	0.08	183	3.55	0.08
152	Initial Care for Newborn	721	3.44	0.05	98	3.19	0.14	148	3.35	0.10	183	3.49	0.10
153	Injury Risk Precautions	723	4.03	0.03	98	3.89	0.10	147	4.04	0.08	183	4.16	0.06
154	Intake and Output	722	4.16	0.03	99	4.05	0.08	146	4.05	0.08	182	4.14	0.07
155	Interpersonal Communication	720	4.04	0.03	99	3.83	0.08	146	4.18	0.06	182	4.20	0.06
156	Invasive Line Care	723	3.83	0.04	99	3.88	0.11	146	3.73	0.09	183	3.66	0.09
157	Invasive Procedures	722	3.72	0.04	99	3.70	0.12	145	3.62	0.09	183	3.56	0.09
158	Irrigation	725	3.34	0.04	99	3.66	0.09	148	3.46	0.09	183	3.38	0.08
159	Irrigation Techniques	721	3.34	0.04	98	3.64	0.10	145	3.52	0.09	183	3.48	0.08
160	Isolation Precautions	719	4.27	0.03	99	4.27	0.08	146	4.19	0.08	183	4.23	0.07
161	Life Changes	724	3.27	0.04	99	3.43	0.10	147	3.50	0.08	181	3.42	0.06
162	Life Transitions	722	3.24	0.04	98	3.45	0.10	146	3.46	0.08	181	3.52	0.07
163	Mandatory Reporting Requirements	724	4.02	0.03	97	4.13	0.09	147	4.08	0.08	182	4.13	0.06
164	Material Safety Data Sheets (MSDS)	722	3.23	0.04	99	3.65	0.10	148	3.53	0.08	181	3.54	0.07
165	Medical Terminology	722	4.22	0.03	99	4.33	0.07	147	4.34	0.07	182	4.27	0.06
166	Medication Administration	725	4.76	0.02	99	4.64	0.06	146	4.65	0.05	182	4.82	0.04
167	Medication Diversion	724	4.11	0.03	99	4.29	0.07	148	4.19	0.07	183	4.16	0.07
168	Medication Interactions	723	4.52	0.02	99	4.52	0.07	147	4.45	0.06	183	4.50	0.06
169	Medication Reconciliation	721	4.19	0.03	98	4.38	0.07	147	4.29	0.07	182	4.30	0.06
170	Medication Reconciliation Process	725	4.06	0.03	99	4.24	0.09	147	4.19	0.08	182	4.28	0.06
171	Medication Safety	721	4.73	0.02	99	4.58	0.07	148	4.64	0.05	182	4.68	0.05
172	Medication Storage	724	3.95	0.04	98	4.17	0.08	148	4.09	0.08	183	4.10	0.07
173	Medication Titration	722	4.19	0.03	98	4.13	0.09	146	4.02	0.08	179	4.13	0.07
174	Moderate Sedation	721	3.74	0.04	97	3.61	0.12	148	3.61	0.09	182	3.67	0.08
175	Multidisciplinary Teams	720	3.78	0.03	97	3.74	0.09	146	3.87	0.07	182	3.92	0.07
176	New Parent Education	721	3.42	0.04	99	3.10	0.13	144	3.44	0.10	182	3.41	0.09
177	Non-pharmacological Comfort Measures	725	3.95	0.03	99	4.07	0.08	146	3.97	0.07	182	4.01	0.06
178	Nurse Practice Act	724	4.14	0.04	98	4.12	0.09	147	4.25	0.07	181	4.26	0.06

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.
179	Nursing Code of Ethics	723	4.29	0.03	96	4.26	0.08	146	4.37	0.06	182	4.42	0.05
180	Nursing Practice Guidelines	726	4.30	0.03	98	4.22	0.09	146	4.34	0.06	183	4.39	0.06
181	Nutrition Assessment	726	3.61	0.03	98	3.58	0.09	147	3.78	0.07	184	3.74	0.06
182	Oral Hygiene	726	3.66	0.03	99	3.72	0.08	147	3.65	0.07	183	3.91	0.06
183	Order Verification Process	722	4.14	0.03	98	4.37	0.08	147	4.18	0.07	183	4.40	0.06
184	Orthopedic Devices	727	3.12	0.03	98	3.47	0.09	147	3.16	0.08	183	3.25	0.08
185	Ostomy Care	723	3.38	0.04	99	3.70	0.09	147	3.46	0.08	183	3.43	0.08
186	Oxygen Delivery Systems	724	4.23	0.03	99	4.21	0.08	147	4.00	0.08	183	4.07	0.07
187	Pacing Devices	725	3.33	0.04	99	3.51	0.11	147	3.34	0.09	184	3.33	0.08
188	Pain Management	727	4.46	0.03	99	4.43	0.07	145	4.46	0.06	184	4.40	0.06
189	Palliative Care	722	3.69	0.04	99	3.97	0.08	147	3.87	0.07	184	3.77	0.07
190	Parenteral Nutrition	727	3.62	0.04	99	3.60	0.11	146	3.78	0.07	183	3.68	0.08
191	Pathophysiology	722	4.24	0.03	99	3.92	0.08	147	4.40	0.07	183	4.15	0.06
192	Percutaneous Feeding Tubes	725	3.34	0.04	98	3.62	0.11	144	3.42	0.09	183	3.43	0.08
193	Peripheral Intravenous Line Insertion	724	3.96	0.04	99	4.06	0.09	146	3.86	0.09	184	3.86	0.09
194	Peripheral Intravenous Line Maintenance	726	4.21	0.03	99	4.21	0.08	147	4.05	0.08	184	4.04	0.08
195	Peripheral Intravenous Line Removal	724	3.96	0.04	99	4.05	0.09	147	3.84	0.08	183	3.83	0.09
196	Peritoneal Dialysis Care	723	3.04	0.04	99	3.28	0.13	147	3.12	0.10	183	3.13	0.09
197	Personal Protective Equipment (PPE)	724	4.37	0.03	99	4.21	0.09	147	4.33	0.07	182	4.36	0.07
198	Pharmacology	722	4.49	0.03	99	4.34	0.07	146	4.51	0.06	182	4.52	0.05
199	Phototherapy	723	2.81	0.04	99	2.63	0.12	146	2.81	0.09	183	3.07	0.09
200	Physical Impairment	726	3.46	0.03	99	3.58	0.09	147	3.64	0.08	184	3.58	0.07
201	Physical Stressors	726	3.47	0.03	99	3.56	0.09	147	3.65	0.07	183	3.60	0.06
202	Policy and Procedures	723	3.91	0.03	98	4.04	0.09	147	3.99	0.07	183	4.16	0.06
203	Positioning Devices	721	3.38	0.04	99	3.74	0.09	146	3.47	0.08	180	3.39	0.08
204	Postmortem Care	727	3.11	0.04	98	3.49	0.10	147	3.07	0.09	184	3.20	0.08
205	Postoperative Care	722	4.02	0.03	98	3.82	0.11	146	3.86	0.08	184	3.93	0.08
206	Postoperative Education	720	3.88	0.04	99	3.68	0.11	147	3.83	0.08	182	3.85	0.08
207	Postpartum Care	723	3.43	0.04	99	3.18	0.13	146	3.49	0.09	181	3.41	0.09
208	Postpartum Complications	724	3.58	0.04	98	3.28	0.14	147	3.68	0.09	181	3.55	0.09
209	Practice Outcome Metrics	719	3.05	0.04	98	3.23	0.11	146	3.29	0.09	181	3.21	0.08
210	Prenatal Care Education	724	3.23	0.04	99	3.03	0.13	147	3.33	0.09	183	3.30	0.09
211	Prenatal Complications	724	3.47	0.04	99	3.22	0.14	146	3.55	0.10	182	3.42	0.09
212	Preoperative Care	725	3.77	0.04	98	3.44	0.12	146	3.64	0.09	184	3.76	0.08
213	Preoperative Education	724	3.78	0.04	99	3.51	0.12	146	3.66	0.09	183	3.77	0.08
214	Preventative Care	723	3.98	0.03	99	3.97	0.09	147	4.12	0.06	183	4.09	0.06
215	Prioritization of Care	725	4.50	0.03	99	4.30	0.08	146	4.51	0.06	183	4.49	0.06
216	Process of Consent	726	4.10	0.03	98	4.02	0.10	147	4.11	0.07	183	4.23	0.06

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.
217	Professional Competency	723	4.20	0.03	99	4.32	0.07	146	4.36	0.06	182	4.30	0.06
218	Program Planning	720	2.86	0.04	99	3.19	0.11	147	3.24	0.08	182	3.24	0.08
219	Proper Body Mechanics	723	4.01	0.03	98	4.08	0.08	144	4.08	0.07	182	4.08	0.06
220	Provider Credentials	724	3.36	0.04	99	3.51	0.12	147	3.57	0.09	182	3.56	0.08
221	Provider Orders	724	4.14	0.03	99	4.27	0.07	147	4.18	0.07	183	4.27	0.06
222	Provider Scopes of Practice	725	3.93	0.04	99	3.87	0.11	147	4.01	0.08	182	4.03	0.08
223	Psychological Stressors	725	3.68	0.03	99	3.65	0.10	146	3.82	0.07	182	3.85	0.06
224	Psychosocial Assessment	724	3.83	0.03	99	3.68	0.10	147	3.98	0.07	183	3.93	0.06
225	Psychosocial Factors of Substance Abuse/Dependency	724	3.76	0.03	99	3.56	0.10	147	3.86	0.07	183	3.94	0.07
226	Psychosocial Health Issues	720	3.70	0.03	98	3.57	0.09	147	3.84	0.07	183	3.88	0.06
227	Pulmonary Hygiene Techniques	725	3.72	0.04	98	3.72	0.10	146	3.71	0.08	182	3.71	0.08
228	Quality Improvement Process	726	3.44	0.04	99	3.71	0.10	147	3.56	0.08	184	3.62	0.07
229	Range of Motion	725	3.61	0.04	99	3.70	0.09	147	3.67	0.08	183	3.72	0.07
230	Referral Process	725	3.05	0.04	99	3.16	0.11	147	3.35	0.08	183	3.33	0.08
231	Regulatory Guidelines	723	3.52	0.04	99	3.76	0.10	147	3.81	0.08	182	3.85	0.07
232	Religious and Spiritual Considerations	727	3.54	0.03	99	3.48	0.09	147	3.75	0.07	184	3.81	0.06
233	Renal Assessment	726	3.84	0.03	99	3.69	0.10	146	3.83	0.09	184	3.80	0.07
234	Renal Replacement Therapy	725	3.27	0.04	99	3.34	0.12	147	3.25	0.10	184	3.34	0.08
235	Reporting Processes	724	3.81	0.04	99	3.94	0.09	146	3.86	0.08	182	3.99	0.07
236	Resource Availability	726	3.45	0.04	99	3.48	0.10	146	3.66	0.07	184	3.60	0.07
237	Restraints	721	3.87	0.04	99	3.42	0.11	146	3.55	0.09	183	3.91	0.08
238	Risk Assessment (e.g., Fall, Suicide, Pressure Ulcer)	726	4.36	0.03	99	4.37	0.08	147	4.44	0.06	184	4.46	0.06
239	Risk Assessment for Abuse and Neglect	725	4.24	0.03	98	4.35	0.08	146	4.36	0.06	183	4.41	0.05
240	Risk Management	722	3.59	0.04	98	3.80	0.10	143	3.78	0.07	182	3.73	0.07
241	Safe Client Handling	722	4.35	0.03	97	4.24	0.08	143	4.23	0.08	182	4.39	0.05
242	Safety Considerations	724	4.41	0.03	98	4.29	0.09	144	4.38	0.06	181	4.54	0.05
243	Safety Precautions	723	4.46	0.03	98	4.31	0.09	145	4.43	0.06	181	4.59	0.05
244	Scope of Practice	723	4.44	0.03	97	4.30	0.09	144	4.47	0.05	181	4.43	0.06
245	Screening Assessments	722	3.78	0.03	97	3.78	0.09	144	4.10	0.06	182	3.82	0.06
246	Security Plan	724	3.51	0.04	97	3.59	0.10	144	3.73	0.07	182	3.69	0.07
247	Seizure Protocol	725	3.98	0.03	98	3.97	0.08	145	3.90	0.08	181	3.98	0.07
248	Self-awareness	721	3.70	0.04	98	3.57	0.10	145	4.00	0.08	180	3.97	0.07
249	Sequential Compression Devices	721	3.57	0.04	97	3.26	0.10	145	3.32	0.09	181	3.48	0.08
250	Signs and Symptoms of Abuse	723	4.18	0.03	98	4.26	0.08	145	4.32	0.06	182	4.40	0.05
251	Signs and Symptoms of Complications	725	4.46	0.03	97	4.51	0.06	145	4.41	0.06	181	4.50	0.06

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.
252	Signs and Symptoms of Dependency	723	4.00	0.03	98	3.99	0.10	145	4.05	0.07	181	4.09	0.06
253	Signs and Symptoms of Neglect	724	4.19	0.03	98	4.33	0.08	144	4.28	0.06	181	4.30	0.06
254	Signs and Symptoms of Substance Abuse	723	4.11	0.03	98	3.98	0.10	145	4.24	0.06	182	4.21	0.06
255	Signs and Symptoms of Substance Overdose	723	4.32	0.03	98	4.24	0.10	144	4.32	0.06	182	4.41	0.06
256	Signs and Symptoms of Withdrawal	725	4.23	0.03	98	4.01	0.10	144	4.26	0.06	182	4.32	0.05
257	Skin Assessment	720	4.32	0.03	98	4.37	0.07	145	4.39	0.06	182	4.27	0.06
258	Skin Integrity	722	4.24	0.03	98	4.28	0.07	145	4.28	0.06	182	4.20	0.06
259	Sleep/Rest Pattern	722	3.59	0.03	98	3.59	0.09	145	3.76	0.07	182	3.81	0.06
260	Specimen Collection	725	3.77	0.03	98	4.00	0.08	145	3.74	0.08	182	3.79	0.07
261	Specimen Handling	725	3.75	0.03	98	3.91	0.09	145	3.81	0.08	180	3.85	0.07
262	Staff Education	722	3.44	0.04	98	3.76	0.10	143	3.63	0.08	182	3.55	0.08
263	Staff Safety	726	3.97	0.03	98	3.95	0.09	145	4.05	0.07	182	4.07	0.07
264	Staff Support	725	3.66	0.04	98	3.70	0.10	145	3.74	0.08	179	3.76	0.07
265	Staff to Client Ratio	720	3.81	0.04	98	3.70	0.11	145	3.78	0.08	181	3.91	0.08
266	Stages of Grief	721	3.57	0.03	98	3.58	0.10	145	3.73	0.07	180	3.78	0.07
267	Stages of Labor	724	3.37	0.04	97	3.24	0.13	145	3.45	0.09	181	3.35	0.09
268	Standard Precautions	723	4.52	0.03	96	4.39	0.08	145	4.55	0.06	181	4.50	0.05
269	Sterile Technique	724	4.55	0.03	98	4.39	0.07	142	4.49	0.07	181	4.48	0.07
270	Stoma Care	720	3.42	0.04	98	3.71	0.10	144	3.49	0.09	180	3.49	0.08
271	Suction Equipment	722	3.92	0.04	98	3.79	0.09	144	3.65	0.09	182	3.83	0.08
272	Suction Techniques	724	3.95	0.03	98	3.90	0.09	144	3.74	0.09	180	3.84	0.08
273	Telemetry Equipment	724	3.59	0.04	98	3.16	0.12	145	3.27	0.09	181	3.40	0.08
274	Telemetry Lead Placement	719	3.70	0.04	97	3.25	0.13	145	3.35	0.09	182	3.58	0.08
275	Therapeutic Environment	724	3.73	0.04	98	3.66	0.09	145	3.79	0.08	181	3.97	0.06
276	Therapeutic Interventions	722	3.85	0.03	98	3.65	0.09	142	3.89	0.08	182	4.01	0.06
277	Thermoregulation Techniques	715	3.66	0.04	98	3.30	0.12	142	3.54	0.09	181	3.69	0.08
278	Time Management Strategies	723	4.11	0.03	97	4.13	0.08	145	4.10	0.06	181	4.12	0.07
279	Tissue Perfusion	722	4.24	0.03	98	3.89	0.09	145	4.02	0.08	182	4.22	0.07
280	Tracheostomy Care	724	3.65	0.04	98	3.78	0.11	144	3.72	0.09	181	3.62	0.08
281	Transfer Process	720	3.39	0.04	98	3.68	0.09	144	3.58	0.09	182	3.58	0.07
282	Tube Placement Verification	724	3.91	0.04	98	4.04	0.10	144	3.88	0.09	181	3.91	0.08
283	Types of Dressings	722	3.67	0.03	97	3.94	0.08	141	3.81	0.08	180	3.62	0.08
284	Urinary Catheter Insertion	722	4.13	0.03	98	4.27	0.07	145	4.11	0.07	182	4.05	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.
285	Urinary Catheter Maintenance	722	4.11	0.03	98	4.13	0.07	145	4.10	0.08	182	4.05	0.07
286	Urinary Catheter Removal	721	3.91	0.03	98	4.11	0.08	145	3.96	0.08	182	3.89	0.08
287	Venipuncture	722	3.72	0.04	98	3.90	0.11	144	3.93	0.08	181	3.73	0.09
288	Venous Access Devices	722	3.84	0.04	96	3.84	0.10	144	3.84	0.08	181	3.78	0.08
289	Venous Thromboembolism Prophylaxis	721	4.11	0.03	96	4.01	0.09	143	4.03	0.08	182	4.05	0.08
290	Ventilator Equipment	725	3.29	0.04	96	3.16	0.15	143	3.46	0.10	180	3.30	0.10
291	Verbal and Nonverbal Cues	720	3.91	0.03	97	4.04	0.08	144	4.19	0.07	182	4.02	0.07
292	Visual Distortions	720	3.35	0.04	97	3.53	0.10	143	3.61	0.08	182	3.56	0.07
293	Vital Signs	721	4.72	0.02	98	4.59	0.06	142	4.68	0.05	181	4.70	0.04
294	Wound Assessment	723	4.20	0.03	98	4.45	0.07	144	4.40	0.06	181	4.11	0.07
295	Wound Care	722	4.09	0.03	97	4.44	0.06	144	4.21	0.07	181	4.02	0.07

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 registered nurses needed to possess for safe and effective professional practice. The purpose of the study is to inform NCLEX® item development. The overall analyzable response rate for the 2017 Knowledge of Newly Licensed Registered Nurse (RN) Survey was 18.9%. Of the 6,350 Newly Licensed RNs, RN Educators and RN Supervisors who were invited to take the survey, 1,203 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 2017 Knowledge Survey could be biased. If there is a systematic difference in the ratings of the knowledge statements 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 RNs, RN Educators and RN Supervisors who were invited, but did not respond to the 2017 Knowledge of Newly Licensed RN 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 2017 Knowledge of Newly Licensed RN 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 2017 Knowledge of Newly Licensed RN Survey. Responders were thanked for their time and responses were recorded.

Return Rates

Of the nonresponders who were potential contacts, 50 individuals participated in the study: 10 Newly Licensed RNs, 10 RN Educators and 30 RN Supervisors.

Nonresponder Results

Reasons for Not Responding

In general, reasons for not responding were listed as “did not receive” the survey (22 responses or 44.0%), “too busy” (18 responses or 36.0%), or “other” (10 responses or 20.0%). 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 RNs averaged six months (0.5 years) at their job compared to responders, who were asked months since graduation and averaged 17.6 months (1.5 years). Nonresponder supervisors spent an average of 127.2 months (10.6 years) at their job compared to responders who spent an average of 119.3 months (9.9 years). Nonresponder educators spent an average of 134.4 months (11.2 years) at their position compared to responders who averaged 139.1 months (11.6 years) at their current position. See *Figure 2*.

Employment Setting/Specialty

Nonresponders were asked to provide their employment setting/specialty area. The different

Figure J.1. Reasons for Not Responding

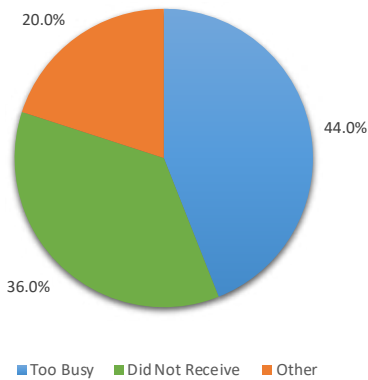
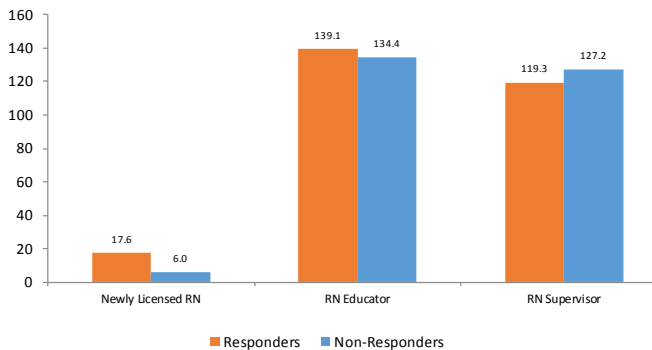


Figure J.2. Months at Position by Job Title



specialties were well represented in this sample. Similar to responders, the largest percentage of Newly Licensed RN nonresponders listed their field as Medical-surgical unit (20.0% for nonresponders and 37.2% for responders) and Critical Care (20.0% for nonresponders and 33.5% for responders). Nonresponding RN Supervisors listed Nursing Home and Home Health as the most frequent employment settings (26.7% each) while most responding RN Supervisors reported Medical-surgical unit and Nursing Home as their employment settings (34.7% and 33.2%, respectively). RN Educator nonresponders reported Medical-surgical, Critical Care, and Labor and Delivery as the most frequent employment settings (20.0% each). The most frequent employment setting among responding RN Educators was Medical-surgical unit (34.5%). See Table 1.

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 very similar ratings of knowledge statements. See Table 2.

Summary

This study found that the responders and nonresponders rated the importance of 10 knowledge statements quite similarly. 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 2017 Knowledge Survey. Additionally, the findings suggest that individuals did not complete the study because they generally “did not receive the survey”, were “too busy”, or in other situations. Overall, these results provide important information on the validity of the 2017 RN Nursing Knowledge Survey and why individuals do not complete surveys.

Table J.1. Employment Setting/Specialty for Responders and Nonresponders

Employment Setting	Responders						Nonresponders					
	Newly Licensed RN		RN Educator		RN Supervisor		Newly Licensed RN		RN Educator		RN Supervisor	
	N	%	N	%	N	%	N	%	N	%	N	%
Critical Care	81	33.5	157	20.6	40	20.1	2	20.0	2	20.0	3	10.0
Medical-surgical Unit	90	37.2	263	34.5	69	34.7	2	20.0	2	20.0	2	6.7
Pediatrics	16	6.6	89	11.7	3	1.5	1	10.0	0	0.0	0	0.0
Nursery	5	2.1	64	8.4	5	2.5	0	0.0	0	0.0	0	0.0
Labor and Delivery	3	1.2	104	13.6	9	4.5	1	10.0	2	20.0	2	6.7
Postpartum Unit	4	1.7	110	14.4	6	3.0	0	0.0	1	10.0	1	3.3
Psychiatry	8	3.3	156	20.5	6	3.0	0	0.0	1	10.0	0	0.0
Assisted Living	4	1.7	7	0.9	3	1.5	0	0.0	0	0.0	0	0.0
Operating Room	5	2.1	14	1.8	11	5.5	0	0.0	0	0.0	1	3.3
Nursing Home	27	11.2	43	5.6	66	33.2	1	10.0	0	0.0	8	26.7
Other Long-term Care	6	2.5	9	1.2	5	2.5	0	0.0	0	0.0	0	0.0
Rehabilitation	19	7.9	15	2.0	26	13.1	2	20.0	0	0.0	1	3.3
Subacute Unit	5	2.1	8	1.0	13	6.5	0	0.0	0	0.0	0	0.0
Transitional Care Unit	5	2.1	7	0.9	7	3.5	0	0.0	0	0.0	0	0.0
Physician/Advanced Practice RN/Nurse Practitioner (NP)/Dentist Office	6	2.5	29	3.8	0	0.0	1	10.0	1	10.0	0	0.0
Occupational Health	0	0.0	1	0.1	0	0.0	0	0.0	0	0.0	0	0.0
Outpatient Clinic	5	2.1	17	2.2	5	2.5	0	0.0	0	0.0	0	0.0
Home Health	8	3.3	22	2.9	34	17.1	0	0.0	1	10.0	8	26.7
Public Health	3	1.2	39	5.1	10	5.0	0	0.0	0	0.0	0	0.0
Student/School Health	6	2.5	27	3.5	0	0.0	0	0.0	0	0.0	0	0.0
Hospice Care	9	3.7	10	1.3	16	8.0	0	0.0	0	0.0	2	6.7
Prison/Correctional Facility/Jail	2	0.8	2	0.3	1	0.5	0	0.0	0	0.0	0	0.0
Short Stay	1	0.4	0	0.0	6	3.0	0	0.0	0	0.0	0	0.0
Step-down Care	23	9.5	30	3.9	8	4.0	0	0.0	0	0.0	1	3.3
Other*	18	7.4	118	15.5	9	4.5	2	20.0	2	20.0	3	10.0

*Other included nonresponders answering their employment setting as "academia" which was not listed on the survey.

Table J.2. Importance Ratings for Knowledge Statements

Knowledge Statement	Responder Rating	Nonresponder Rating
1. Alternatives to Restraints	3.70 (N=1178)	3.48 (N=50)
2. Conflict Management Strategies	3.76 (N=1179)	3.70 (N=50)
3. Evidence Based Practice	4.36 (N=1192)	4.04 (N=50)
4. Moderate Sedation	3.71 (N=1187)	3.68 (N=50)
5. Nutrition Assessment	3.66 (N=1194)	3.60 (N=50)
6. Palliative Care	3.76 (N=1191)	3.80 (N=50)
7. Professional Competency	4.25 (N=1189)	4.02 (N=50)
8. Skin Assessment	4.33 (N=1184)	4.10 (N=50)
9. Time Management Strategies	4.11 (N=1185)	3.94 (N=50)
10. Verbal and Nonverbal Cues	3.98 (N=1182)	3.72 (N=50)

APPENDIX K: LINKING OF KNOWLEDGE STATEMENTS AND ACTIVITY STATEMENTS

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

Linking of Knowledge Statements and Activity Statements	
1. Management of Care	
Perform Procedures Necessary to Safely Admit, Transfer, and/or Discharge a Client	
Admission Process	
Care and Coordination	
Client Advance Directives	
Client Assessment	
Client Confidentiality	
Client Education	
Client Hand-off Process	
Client Plan of Care	
Client Status	
Discharge Process	
Ethical and Legal Considerations	
Medication Reconciliation	
Multidisciplinary Teams	
Policy and Procedures	
Resource Availability	
Transfer Process	
Provide and Receive Handoff of Care (Report) on Assigned Clients	
Client Assessment	
Client Background	
Client Confidentiality	
Client Disease Process	
Client Hand-off Process	
Client Plan of Care	
Interpersonal Communication	
Medical Terminology	
Medication Reconciliation	
Multidisciplinary Teams	
Assign and Supervise Care of Client Provided by Others (e.g., LPN/VN, Assistive Personnel, Other RNs)	
Client Acuity	
Client Assessment	
Competency of Delegatee	
Delegation of Care	
Environmental Safety	
Prioritization of Care	
Resource Availability	

Linking of Knowledge Statements and Activity Statements
Scope of Practice
Staff to Client Ratio
Advocate for Client Rights and Needs
Advance Directives
Client Advocacy
Client Assessment
Client Rights and Responsibilities
Client Safety
Communication Strategies
Multidisciplinary Teams
Prioritize the Delivery of Client Care
Client Assessment
Client Plan of Care
Clinical Judgment
Cultural Considerations
Delegation of Care
Multidisciplinary Teams
Prioritization of Care
Time Management Strategies
Participate in Performance Improvement Projects and Quality Improvement Processes
Change Management
Client Safety Goals
Communication Strategies
Cost-effective Care
Evidence Based Practice
Infection Control
Nursing Practice Guidelines
Practice Outcome Metrics
Quality Improvement Process
Risk Management
Collaborate with Interprofessional Team Members When Providing Client Care
Client Confidentiality
Client Privacy
Communication Strategies
Multidisciplinary Teams
Scope of Practice
Receive and Transcribe Health Care Provider Orders
Client Advocacy
Client Appropriate Interventions
Client Plan of Care
Disease Process
Electronic Health Records
Information Technology
Medical Terminology

Linking of Knowledge Statements and Activity Statements
Order Verification Process
Policy and Procedures
Provider Credentials
Provider Orders
Scope of Practice
Integrate Advance Directives into Client Plan of Care
Advance Directives
Client Advocacy
Client Confidentiality
Client Plan of Care
Client Privacy
Client Support System
Cultural Considerations
Ethical and Legal Considerations
Regulatory Guidelines
Verify the Client Receives Appropriate Education and Consents for Care and Procedures
Client Education
Client Health Literacy
Client Learning Assessment
Communication Barriers
Communication Strategies
Cultural Considerations
Delegation of Care
Process of Consent
Scope of Practice
Provide Education to Clients and Staff About Client Rights and Responsibilities
Client Education
Client Learning Assessment
Client Rights and Responsibilities
Communication Strategies
Regulatory Guidelines
Scope of Practice
Assess the Need for Referrals and Obtain Necessary Orders
Client Confidentiality
Client Plan of Care
Client Support System
Disease Process
Provider Scopes of Practice
Referral Process
Resource Availability
Initiate, Evaluate and Update Client Plan of Care
Care Plan Process
Client Plan of Care
Client Response to Plan of Care

Linking of Knowledge Statements and Activity Statements
Scope of Practice
Maintain Client Confidentiality and Privacy
Client Confidentiality
Client Privacy
Ethical and Legal Considerations
Nursing Practice Guidelines
Regulatory Guidelines
Recognize Limitations of Self and Others and Utilize Resources
Delegation of Care
Nursing Practice Guidelines
Professional Competency
Resource Availability
Scope of Practice
Self-awareness
Report Client Conditions as Required by Law (e.g., Abuse/Neglect and Communicable Disease)
Chain of Command
Client Confidentiality
Ethical and Legal Considerations
Infection Control
Mandatory Reporting Requirements
Multidisciplinary Teams
Regulatory Guidelines
Manage Conflict Among Clients and Health Care Staff
Client Education
Client Risk Assessment
Communication Strategies
Conflict Management Strategies
De-escalation Techniques
Ethical and Legal Considerations
Resource Availability
Risk Management
Safety Considerations
Self-awareness
Staff Education
Verbal and Nonverbal Cues
Utilize Resources to Enhance Client Care (e.g., Evidence-Based Research, Information Technology, Policies and Procedures)
Client Plan of Care
Evidence Based Practice
Information Technology
Multidisciplinary Teams
Nursing Practice Guidelines
Policy and Procedures
Resource Availability
Self-awareness

Linking of Knowledge Statements and Activity Statements
Recognize Ethical Dilemmas and Take Appropriate Action
Chain of Command
Client Confidentiality
Clinical Judgment
Ethical and Legal Considerations
Ethical Dilemmas
Regulatory Guidelines
Reporting Processes
Resource Availability
Scope of Practice
Self-awareness
Use Approved Abbreviations and Standard Terminology When Documenting Care
Medical Terminology
Organize Workload to Manage Time Effectively
Delegation of Care
Prioritization of Care
Scope of Practice
Time Management Strategies
Practice in a Manner Consistent with a Code of Ethics for Nurses
Evidence Based Practice
Nurse Practice Act
Nursing Code of Ethics
Scope of Practice
Provide Care Within the Legal Scope of Practice
Ethical and Legal Considerations
Nurse Practice Act
Regulatory Guidelines
Scope of Practice
Practice and Advocate for Cost Effective Care
Client Advocacy
Cost-effective Care
Delegation of Care
Evidence Based Practice
Time Management Strategies
Resource Availability
2. Safety and Infection Control
Apply Principles of Infection Control (e.g., Hand Hygiene, Aseptic Technique, Isolation, Sterile Technique, Universal/Standard Precautions)
Client Safety
Environmental Safety
Infection Control
Isolation Precautions
Personal Protective Equipment (PPE)
Standard Precautions

Linking of Knowledge Statements and Activity Statements
Protect Client from Injury (e.g., Falls, Electrical Hazards)
Assistive Devices
Client Assessment
Environmental Hazards
Equipment Safety
Ergonomic Equipment
Incident and Error Reporting
Infection Control
Injury Risk Precautions
Proper Body Mechanics
Risk Assessment (e.g., Fall, Suicide, Pressure Ulcer)
Risk Management
Verify Appropriateness and Accuracy of a Treatment Order
Client Advocacy
Client Appropriate Interventions
Client Assessment
Client Plan of Care
Client Response to Treatment
Communication Strategies
Disease Process
Nursing Practice Guidelines
Order Verification Process
Policy and Procedures
Staff Education
Follow Procedures for Handling Biohazardous and Hazardous Materials
Biohazardous Material Handling
Client Education
Hazardous Material Handling
Infection Control
Isolation Precautions
Material Safety Data Sheets (MSDS)
Personal Protective Equipment (PPE)
Policy and Procedures
Regulatory Guidelines
Staff Education
Follow Security Plan and Procedures (e.g., Newborn Nursery Security, Violence, Controlled Access)
Client Advocacy
Communication Strategies
Environmental Safety
Policy and Procedures
Security Plan
Staff Education
Use Ergonomic Principles When Providing Care (e.g., Safe Patient Handling, Proper Lifting)
Ergonomic Equipment

Linking of Knowledge Statements and Activity Statements
Proper Body Mechanics
Resource Availability
Safe Client Handling
Self-awareness
Staff Education
Acknowledge and Document Practice Errors and Near Misses (e.g., Incident Report for Medication Error)
Ethical and Legal Considerations
Incident and Error Reporting
Nursing Code of Ethics
Policy and Procedures
Staff Education
Ensure Proper Identification of Client When Providing Care
Client Identification
Policy and Procedures
Facilitate Appropriate and Safe Use of Equipment
Client Education
Equipment Safety
Multidisciplinary Teams
Policy and Procedures
Resource Availability
Staff Education
Educate Client on Safety Issues
Client Learning Assessment
Communication Barriers
Communication Strategies
Policy and Procedures
Safety Considerations
Participate in Emergency Response Plans (e.g., Internal/External Disaster, Bomb Threat, Community Planning)
Chain of Command
Communication Strategies
Delegation of Responsibilities
Emergency Response Plan
Policy and Procedures
Safety Considerations
Scope of Practice
Staff Education
Follow Requirements for Use of Restraints
Alternatives to Restraints
Client Assessment
Ethical and Legal Considerations
Order Verification Process
Policy and Procedures
Regulatory Guidelines
Restraints

Linking of Knowledge Statements and Activity Statements
Safety Considerations
Educate Client and Staff Regarding Infection Control Measures
Biohazardous Material Handling
Client Education
Hazardous Material Handling
Infection Control
Isolation Precautions
Personal Protective Equipment (PPE)
Policy and Procedures
Staff Education
Assess Client for Allergies and Intervene as Needed (e.g., Food, Latex, Environmental Allergies)
Adverse Reactions
Airway Management
Client Allergies
Client Assessment
Emergency Intervention
Pharmacology
Policy and Procedures
Preventative Care
Report Unsafe Practice of Health Care Personnel and Intervene as Appropriate (e.g., Substance Abuse, Improper Care, Staffing Practices)
Chain of Command
Ethical and Legal Considerations
Incident and Error Reporting
Mandatory Reporting Requirements
Medication Diversion
Nurse Practice Act
Nursing Code of Ethics
Policy and Procedures
Regulatory Guidelines
Resource Availability
Scope of Practice
Staff Support
3. Health Promotion and Maintenance
Provide Prenatal Care and Education
Client Assessment
Client Education
Client Learning Assessment
Communication Barriers
Communication Strategies
Prenatal Care Education
Prenatal Complications
Preventative Care
Resource Availability

Linking of Knowledge Statements and Activity Statements
Staff Education
Plan and/or Participate in Community Health Education
Communication Strategies
Community Health Education
Community Needs Assessment
Community Resources
Health Promotion Behavior
Program Planning
Scope of Practice
Perform Targeted Screening Assessments (e.g., Vision, Nutrition)
Assessment Techniques
Assessment Tools
Client Demographic Considerations (e.g., Age, Gender, Community)
Client Risk Factors
Preventative Care
Screening Assessments
Educate Client About Prevention and Treatment of High-risk Health Behaviors (e.g., Smoking Cessation, Safe Sexual Practice, Needle Exchange)
Client Demographic Considerations (e.g., Age, Gender, Community)
Client Education
Client Learning Assessment
Communication Strategies
High-risk Health Behaviors
Preventative Care
Resource Availability
Educate Client About Health Promotion and Maintenance Recommendations (e.g., Physician Visits, Immunizations)
Client Demographic Considerations (e.g., Age, Gender, Community)
Client Education
Communication Strategies
Health Promotion Behavior
Immunization/Vaccination Recommendations
Preventative Care
Resource Availability
Screening Assessments
Provide Postpartum Care and Education
Client Assessment
Client Education
Communication Strategies
Health Promotion Behavior
Postpartum Care
Postpartum Complications
Resource Availability
Staff Education
Perform Comprehensive Health Assessments
Assessment Tools

Linking of Knowledge Statements and Activity Statements
Client Learning Assessment
Client Health Literacy
Communication Strategies
Comprehensive Health Assessments
Cultural Considerations
Resource Availability
Assess Client's Readiness to Learn, Learning Preferences, and Barriers to Learning
Client Learning Assessment
Communication Barriers
Communication Strategies
Cultural Considerations
Provide Care and Education for the Newborn, Infant, and Toddler Client from Birth through 2 Years
Client Assessment
Client Care for Infants
Client Care for Newborns
Client Care for Toddlers
Client Education
Communication Strategies
Cultural Considerations
Developmental Stages and Milestones
Health Promotion Behavior
Immunization/Vaccination Recommendations
New Parent Education
Preventative Care
Resource Availability
Safety Considerations
Staff Education
Provide Care and Education for the Preschool, School Age and Adolescent Client Ages 3 through 17 Years
Client Assessment
Client Care for Adolescents
Client Care for Preschool Aged Child
Client Care for School Aged Child
Client Education
Communication Strategies
Cultural Considerations
Developmental Stages and Milestones
Health Promotion Behavior
Immunization/Vaccination Recommendations
Preventative Care
Resource Availability
Safety Considerations
Staff Education
Provide Care and Education for the Adult Client Ages 18 through 64 Years
Client Assessment

Linking of Knowledge Statements and Activity Statements
Client Care for Age 18 through 64 Years
Client Education
Communication Strategies
Cultural Considerations
Health Promotion Behavior
Immunization/Vaccination Recommendations
Life Transitions
Preventative Care
Resource Availability
Safety Considerations
Staff Education
Provide Care and Education for the Adult Client Ages 65 Years and Over
Advance Directives
Client Assessment
Client Care for Age 65 Years and Over
Client Education
Communication Strategies
Cultural Considerations
Health Promotion Behavior
Immunization/Vaccination Recommendations
Life Transitions
Preventative Care
Resource Availability
Safety Considerations
Staff Education
Assess Client Ability to Manage Care in Home Environment and Plan Care Accordingly
Activities of Daily Living (ADLs)
Assistive Devices
Client Assessment
Client Needs Assessment
Client Plan of Care
Client Risk Assessment
Client Support System
Community Resources
Disease Process
Environmental Safety
Equipment Safety
Ethical and Legal Considerations
Assess and Educate Clients About Health Risks Based on Family, Population, and Community Characteristics
Assessment Tools
Client Demographic Considerations (e.g., Age, Gender, Community)
Client Education
Client Learning Assessment
Client Risk Assessment

Linking of Knowledge Statements and Activity Statements
Communication Barriers
Communication Strategies
Cultural Considerations
Resource Availability
Provide Care and Education to a Client in Labor
Client Education
Complications of Labor
Cultural Considerations
Ethical and Legal Considerations
Initial Care For Newborn
Medication Administration
Pain Management
Policy and Procedures
Safety Considerations
Stages of Labor
4. Psychosocial Integrity
Assess Psychosocial, Spiritual, and/or Occupational Factors Affecting Care and Plan Interventions
Assessment Techniques
Client Centered Care
Client Learning Assessment
Client Occupational Factors
Client Psychosocial Factors
Client Religion and Spirituality Considerations
Communication Barriers
Communication Strategies
Cultural Considerations
Resource Availability
Assess Client for Abuse or Neglect and Intervene as Appropriate
Assessment Techniques
Communication Strategies
Ethical and Legal Considerations
Mandatory Reporting Requirements
Risk Assessment for Abuse and Neglect
Signs and Symptoms of Abuse
Signs and Symptoms of Neglect
Assess Client for Substance Abuse, Dependency, Withdrawal, or Toxicities and Intervene as Appropriate
Client Confidentiality
Client Privacy
Client Support System
Community Resources
Ethical and Legal Considerations
Mandatory Reporting Requirements
Pharmacology

Linking of Knowledge Statements and Activity Statements
Psychosocial Factors of Substance Abuse/Dependency
Signs and Symptoms of Dependency
Signs and Symptoms of Substance Abuse
Signs and Symptoms of Substance Overdose
Signs and Symptoms of Withdrawal
Provide Care and Education for Acute and Chronic Psychosocial Health Issues (e.g., Addictions/Dependencies, Depression, Dementia, Eating Disorders)
Client Assessment
Client Learning Assessment
Client Response to Plan of Care
Communication Barriers
Communication Strategies
Coping Techniques
Cultural Considerations
Ethical and Legal Considerations
Policy and Procedures
Psychosocial Health Issues
Resource Availability
Promote a Therapeutic Environment
Client Education
Client Plan of Care
Client Support System
Communication Strategies
Cultural Considerations
Ethical and Legal Considerations
Resource Availability
Safety Considerations
Therapeutic Environment
Incorporate Client Cultural Practices and Beliefs When Planning and Providing Care
Client Plan of Care
Client Rights and Responsibilities
Client Support System
Communication Strategies
Cultural Considerations
Policy and Procedures
Provide End-of-life Care and Education to Clients
Advance Directives
Client Education
Client Rights and Responsibilities
Client Self Determination
Client Support System
Cultural Considerations
End-of-life Care
Ethical and Legal Considerations

Linking of Knowledge Statements and Activity Statements
Multidisciplinary Teams
Palliative Care
Postmortem Care
Religious and Spiritual Considerations
Resource Availability
Stages of Grief
Assess the Potential for Violence and Use Safety Precautions
Client Education
Client Risk Assessment
Client Safety
Client Support System
Communication Strategies
Crisis Intervention
Ethical and Legal Considerations
Policy and Procedures
Reporting Processes
Safety Precautions
Staff Safety
Staff Support
Assess Family Dynamics to Determine Plan of Care
Client Assessment
Client Confidentiality
Client Plan of Care
Client Privacy
Client Support System
Communication Strategies
Cultural Considerations
Ethical and Legal Considerations
Family Dynamics
Religious and Spiritual Considerations
Resource Availability
Assess Client's Ability to Cope with Life Changes and Provide Support
Advance Directives
Client Assessment
Client Support System
Communication Strategies
Coping Techniques
Cultural Considerations
Life Changes
Resource Availability
Provide Care for a Client Experiencing Grief or Loss
Advance Directives
Client Advocacy
Client Centered Care

Linking of Knowledge Statements and Activity Statements
Client Rights and Responsibilities
Client Support System
Communication Strategies
Coping Techniques
Cultural Considerations
Death and Dying
End-of-life Care
Palliative Care
Religious and Spiritual Considerations
Self-awareness
Staff Support
Stages of Grief
Use Therapeutic Communication Techniques
Communication Strategies
Cultural Considerations
De-escalation Techniques
Psychosocial Assessment
Therapeutic Environment
Verbal and Nonverbal Cues
Incorporate Behavioral Management Techniques When Caring for a Client
Behavioral Management Techniques
Communication Strategies
De-escalation Techniques
Environmental Safety
Ethical and Legal Considerations
Psychosocial Assessment
Policy and Procedures
Restraints
Self-awareness
Therapeutic Environment
Verbal and Nonverbal Cues
Recognize Nonverbal Cues to Physical and/or Psychological Stressors
Client Assessment
Communication Barriers
Communication Strategies
Coping Mechanisms
Physical Stressors
Psychological Stressors
Self-awareness
Staff Education
Therapeutic Environment
Verbal and Nonverbal Cues
Provide Care for a Client Experiencing Visual, Auditory, and/or Cognitive Distortions
Assistive Devices

Linking of Knowledge Statements and Activity Statements

Auditory Distortions

Client Assessment

Client Confidentiality

Client Dignity

Client Education

Client Safety

Cognitive Distortions

Communication Strategies

Crisis Intervention

Ethical and Legal Considerations

Medication Administration

Pharmacology

Policy and Procedures

Resource Availability

Staff Safety

Visual Distortions

5. Basic Care and Comfort

Assess and/or Intervene in Client Performance of Activities of Daily Living

Activities of Daily Living (ADLs)

Assistive Devices

Client Assessment

Client Confidentiality

Client Dignity

Client Education

Client Privacy

Client Response to Plan of Care

Communication Strategies

Multidisciplinary Teams

Nursing Practice Guidelines

Resource Availability

Safe Client Handling

Provide Client Nutrition Through Tube Feedings

Airway Management

Aspiration Precautions

Care Giver Resources

Client Assessment

Client Body Image

Client Education

Client Safety

Enteral Feeding Tubes

Enteral Tube Feedings

Infection Control

Intake and Output

Irrigation

Linking of Knowledge Statements and Activity Statements
Multidisciplinary Teams
Nutrition Assessment
Policy and Procedures
Stoma Care
Perform Postmortem Care
Client Dignity
Client Privacy
Client Support System
Cultural Considerations
Delegation of Responsibilities
Ethical and Legal Considerations
Policy and Procedures
Postmortem Care
Stages of Grief
Perform Irrigations (e.g., of Bladder, Ear, Eye)
Client Assessment
Delegation of Responsibilities
Expected and Unexpected Treatment Outcomes
Infection Control
Irrigation Techniques
Nursing Practice Guidelines
Personal Protective Equipment (PPE)
Pharmacology
Policy and Procedures
Scope of Practice
Sterile Technique
Wound Care
Assist Client to Compensate for a Physical or Sensory Impairment (e.g., Assistive Devices, Positioning, Compensatory Techniques)
Assistive Devices
Client Assessment
Client Centered Care
Client Plan of Care
Client Response to Plan of Care
Communication Strategies
Cultural Considerations
Evidence Based Practice
Multidisciplinary Teams
Physical Impairment
Proper Body Mechanics
Resource Availability
Safe Client Handling
Therapeutic Environment
Perform Skin Assessment and/or Implement Measures to Maintain Skin Integrity and Prevent Skin Breakdown
Assistive Devices

Linking of Knowledge Statements and Activity Statements

Client Assessment

Client Plan of Care

Client Positioning

Infection Control

Multidisciplinary Teams

Nutrition Assessment

Pain Management

Pharmacology

Resource Availability

Safe Client Handling

Skin Assessment

Skin Integrity

Tissue Perfusion

Wound Care

Assess and Manage Client with an Alteration in Elimination

Alteration in Elimination

Catheter Care

Client Assessment

Client Body Image

Client Dignity

Client Education

Client Privacy

Communication Strategies

Elimination

Incontinence Care

Infection Control

Intake and Output

Ostomy Care

Pharmacology

Policy and Procedures

Skin Assessment

Apply, Maintain, or Remove Orthopedic Devices

Assistive Devices

Client Assessment

Client Education

Delegation of Responsibilities

Device Assessment

Equipment Safety

Infection Control

Multidisciplinary Teams

Orthopedic Devices

Policy and Procedures

Range of Motion

Skin Assessment

Linking of Knowledge Statements and Activity Statements
Staff Education
Tissue Perfusion
Wound Care
Provide Non-pharmacological Comfort Measures
Client Assessment
Client Education
Client Plan of Care
Client Response to Plan of Care
Communication Strategies
Cultural Considerations
Ethical and Legal Considerations
Multidisciplinary Teams
Non-pharmacological Comfort Measures
Pain Management
Policy and Procedures
Therapeutic Environment
Monitor the Client's Nutritional Status
Client Assessment
Client Education
Client Psychosocial Factors
Diagnostic Tests and Procedures
Fluid and Electrolytes
Intake and Output
Multidisciplinary Teams
Nutrition Assessment
Skin Integrity
Assess Client Sleep/Rest Pattern and Intervene as Needed
Client Support System
Health Promotion Behavior
Non-pharmacological Comfort Measures
Pain Management
Pharmacology
Psychosocial Assessment
Sleep/Rest Pattern
Therapeutic Environment
Therapeutic Interventions
Evaluate Client Intake and Output and Intervene as Needed
Client Assessment
Client Plan of Care
Diagnostic Tests and Procedures
Elimination Devices
Expected and Unexpected Treatment Outcomes
Fluid and Electrolytes
Infusion Delivery Devices

Linking of Knowledge Statements and Activity Statements
Intake and Output
Nutrition Assessment
Pharmacology
Policy and Procedures
Implement Measures to Promote Circulation (e.g., Active or Passive Range of Motion, Positioning and Mobilization)
Circulation
Circulation Devices
Client Appropriate Interventions
Client Plan of Care
Client Positioning
Early Client Mobilization
Multidisciplinary Teams
Positioning Devices
Range of Motion
Resource Availability
Safe Client Handling
Skin Assessment
Tissue Perfusion
Assess Client for Pain and Intervene as Appropriate
Client Assessment
Client Centered Care
Client Education
Client Plan of Care
Client Response to Plan of Care
Client Rights and Responsibilities
Client Support System
Communication Strategies
Cultural Considerations
Evidence Based Practice
Multidisciplinary Teams
Non-pharmacological Comfort Measures
Pain Management
Pharmacology
Policy and Procedures
Resource Availability
Recognize Complementary Therapies and Identify Potential Contraindications (e.g., Aromatherapy, Acupressure, Supplements)
Adverse Reactions
Client Assessment
Client Centered Care
Client Education
Client Response to Plan of Care
Complementary Therapies
Contraindications
Cultural Considerations

Linking of Knowledge Statements and Activity Statements
Ethical and Legal Considerations
Medication Interactions
Multidisciplinary Teams
Non-pharmacological Comfort Measures
Resource Availability
Self-awareness
6. Pharmacological and Parenteral Therapies
Evaluate Appropriateness and Accuracy of Medication Order for Client
Client Advocacy
Client Allergies
Client Assessment
Client Plan of Care
Dosage Calculations
Medication Reconciliation
Multidisciplinary Teams
Order Verification Process
Pharmacology
Policy and Procedures
Prepare and Administer Medications Using Rights of Medication Administration
Client Allergies
Client Assessment
Client Education
Client Identification
Client Response to Plan of Care
Dosage Calculations
Medication Administration
Medication Interactions
Medication Safety
Pharmacology
Policy and Procedures
Perform Calculations Needed for Medication Administration
Dosage Calculations
Medication Administration
Multidisciplinary Teams
Order Verification Process
Pharmacology
Policy and Procedures
Monitor Intravenous Infusion and Maintain Site
Client Assessment
Device Complications
Dosage Calculations
Equipment Safety
Infection Control
Infusion Delivery Devices

Linking of Knowledge Statements and Activity Statements
Invasive Line Care
Medication Administration
Policy and Procedures
Venous Access Devices
Handle and/or Administer Controlled Substances within Regulatory Guidelines
Client Education
Controlled Substances
Ethical and Legal Considerations
Medication Administration
Medication Diversion
Medication Safety
Medication Storage
Order Verification Process
Pharmacology
Policy and Procedures
Regulatory Guidelines
Handle and/or Administer High-risk Medications
Client Education
Client Identification
Dosage Calculations
Hazardous Material Handling
High-risk Medications
Medication Administration
Medication Safety
Order Verification Process
Personal Protective Equipment (PPE)
Pharmacology
Policy and Procedures
Professional Competency
Regulatory Guidelines
Staff Education
Review Pertinent Data Prior to Medication Administration (e.g., Contraindications, Lab Results, Allergies, Potential Interactions)
Client Allergies
Comprehensive Health Assessments
Contraindications
Diagnostic Tests and Procedures
Medication Administration
Medication Interactions
Medication Reconciliation
Pharmacology
Resource Availability
Titrate Dosage of Medication Based on Assessment and Ordered Parameters
Client Assessment
Diagnostic Tests and Procedures

Linking of Knowledge Statements and Activity Statements
Dosage Calculations
Hemodynamics
Medication Administration
Medication Titration
Order Verification Process
Policy and Procedures
Professional Competency
Scope of Practice
Administer Blood Products and Evaluate Client Response
Adverse Reactions
Biohazardous Material Handling
Blood Product Administration
Blood Products
Client Consent
Client Health History
Client Identification
Client Response to Plan of Care
Comprehensive Health Assessments
Cultural Considerations
Diagnostic Tests and Procedures
Emergency Intervention
Equipment Safety
Ethical and Legal Considerations
Order Verification Process
Policy and Procedures
Religious and Spiritual Considerations
Scope of Practice
Access Central Venous Access Devices
Aseptic Technique
Central Venous Access Devices
Client Education
Diagnostic Tests and Procedures
Dressing Changes
Evidence Based Practice
Infection Control
Medication Administration
Policy and Procedures
Professional Competency
Scope of Practice
Staff Education
Sterile Technique
Educate Client About Medications
Client Education

Linking of Knowledge Statements and Activity Statements
Client Learning Assessment
Client Support System
Client Health Literacy
Communication Barriers
Communication Strategies
Expected and Unexpected Treatment Outcomes
Pharmacology
Resource Availability
Evaluate Client Response to Medication
Adverse Reactions
Client Advocacy
Client Appropriate Interventions
Client Assessment
Client Education
Client Plan of Care
Client Response to Treatment
Communication Strategies
Diagnostic Tests and Procedures
Incident and Error Reporting
Pharmacology
Administer Parenteral Nutrition and Evaluate Client Response
Central Venous Access Devices
Client Appropriate Interventions
Client Response to Plan of Care
Diagnostic Tests and Procedures
Fluid and Electrolytes
Infection Control
Infusion Delivery Devices
Medication Administration
Multidisciplinary Teams
Nutrition Assessment
Order Verification Process
Parenteral Nutrition
Pharmacology
Policy and Procedures
Scope of Practice
Administer Medications for Pain Management
Client Assessment
Client Education
Client Response to Plan of Care
High-risk Medications
Infusion Delivery Devices
Medication Administration
Multidisciplinary Teams

Linking of Knowledge Statements and Activity Statements
Order Verification Process
Pain Management
Pharmacology
Policy and Procedures
Scope of Practice
Participate in Medication Reconciliation Process
Client Assessment
Client Education
Medication Reconciliation Process
Multidisciplinary Teams
Order Verification Process
Pharmacology
Policy and Procedures
Resource Availability
Handle and Maintain Medication in a Safe and Controlled Environment
Controlled Substances
Hazardous Material Handling
High-risk Medications
Medication Diversion
Medication Safety
Medication Storage
Personal Protective Equipment (PPE)
Pharmacology
Policy and Procedures
Scope of Practice
Staff Education
7. Reduction of Risk Potential
Assess and Respond to Changes and/or Trends in Client Vital Signs
Client Appropriate Interventions
Client Assessment
Client Plan of Care
Client Response to Treatment
Delegation of Responsibilities
Disease Process
Emergency Intervention
Hemodynamics
Multidisciplinary Teams
Pharmacology
Scope of Practice
Vital Signs
Perform Focused Assessments
Assessment Tools
Client Assessment
Client Privacy

Linking of Knowledge Statements and Activity Statements
Communication Strategies
Cultural Considerations
Focused Assessment
Scope of Practice
Monitor the Results of Diagnostic Testing and Intervene as Needed
Abnormal Test Results
Client Appropriate Interventions
Client Assessment
Diagnostic Tests and Procedures
Multidisciplinary Teams
Scope of Practice
Perform Diagnostic Testing (e.g., Electrocardiogram, Oxygen Saturation, Glucose Monitoring)
Client Assessment
Client Consent
Client Education
Client Identification
Diagnostic Tests and Procedures
Equipment Safety
Multidisciplinary Teams
Order Verification Process
Policy and Procedures
Resource Availability
Scope of Practice
Evaluate Responses to Procedures and Treatments
Adverse Reactions
Client Appropriate Interventions
Client Assessment
Client Response to Plan of Care
Communication Strategies
Diagnostic Tests and Procedures
Expected and Unexpected Treatment Outcomes
Multidisciplinary Teams
Provide Preoperative or Postoperative Education
Client Assessment
Client Consent
Client Identification
Client Learning Assessment
Client Plan of Care
Client Rights and Responsibilities
Client Support System
Communication Strategies
Cultural Considerations
Ethical and Legal Considerations
Expected and Unexpected Treatment Outcomes

Linking of Knowledge Statements and Activity Statements
Multidisciplinary Teams
Policy and Procedures
Postoperative Education
Preoperative Education
Resource Availability
Scope of Practice
Provide Preoperative Care
Client Appropriate Interventions
Client Assessment
Client Consent
Client Plan of Care
Communication Strategies
Diagnostic Tests and Procedures
Infection Control
Multidisciplinary Teams
Policy and Procedures
Preoperative Care
Scope of Practice
Vital Signs
Manage Client During a Procedure with Moderate Sedation
Airway Management
Client Appropriate Interventions
Client Assessment
Client Consent
Client Education
Client Plan of Care
Client Safety
Emergency Intervention
Expected and Unexpected Treatment Outcomes
Medication Administration
Moderate Sedation
Multidisciplinary Teams
Pharmacology
Policy and Procedures
Professional Competency
Scope of Practice
Staff Education
Manage Client Following a Procedure with Moderate Sedation
Airway Management
Client Appropriate Interventions
Client Assessment
Client Education
Client Plan of Care
Client Safety

Linking of Knowledge Statements and Activity Statements
Client Support System
Emergency Intervention
Expected and Unexpected Treatment Outcomes
Medication Administration
Moderate Sedation
Multidisciplinary Teams
Pharmacology
Policy and Procedures
Scope of Practice
Obtain Blood Specimens (e.g., Venipuncture, Venous Access Device, Central Line)
Aseptic Technique
Central Venous Access Devices
Client Consent
Client Identification
Communication Strategies
Delegation of Responsibilities
Diagnostic Tests and Procedures
Infection Control
Order Verification Process
Policy and Procedures
Professional Competency
Scope of Practice
Specimen Collection
Specimen Handling
Staff Education
Standard Precautions
Sterile Technique
Venipuncture
Venous Access Devices
Use Precautions to Prevent Injury and/or Complications Associated with a Procedure or Diagnosis
Client Assessment
Client Education
Client Risk Assessment
Communication Strategies
Diagnostic Tests and Procedures
Equipment Safety
Expected and Unexpected Treatment Outcomes
Medication Administration
Multidisciplinary Teams
Nursing Practice Guidelines
Personal Protective Equipment (PPE)
Policy and Procedures
Safe Client Handling
Scope of Practice

Linking of Knowledge Statements and Activity Statements
Screening Assessments
Staff Education
Educate Client About Treatments and Procedures
Client Consent
Client Education
Client Learning Assessment
Client Plan of Care
Client Support System
Communication Barriers
Communication Strategies
Cultural Considerations
Diagnostic Tests and Procedures
Disease Process
Ethical and Legal Considerations
Expected and Unexpected Treatment Outcomes
Multidisciplinary Teams
Pharmacology
Policy and Procedures
Resource Availability
Obtain Specimens Other than Blood for Diagnostic Testing (e.g., Wound, Stool, Urine)
Aseptic Technique
Biohazardous Material Handling
Client Consent
Client Education
Client Identification
Communication Strategies
Delegation of Responsibilities
Diagnostic Tests and Procedures
Infection Control
Order Verification Process
Policy and Procedures
Professional Competency
Scope of Practice
Specimen Collection
Specimen Handling
Staff Education
Standard Precautions
Sterile Technique
Insert, Maintain, or Remove a Nasal/Oral Gastrointestinal Tube
Airway Management
Aspiration Precautions
Client Assessment
Client Consent
Client Education

Linking of Knowledge Statements and Activity Statements
Client Plan of Care
Diagnostic Tests and Procedures
Gastrointestinal Tube Insertion
Gastrointestinal Tube Maintenance
Gastrointestinal Tube Removal
Infection Control
Intake and Output
Irrigation Techniques
Multidisciplinary Teams
Nutrition Assessment
Order Verification Process
Policy and Procedures
Professional Competency
Scope of Practice
Skin Assessment
Staff Education
Suction Equipment
Tube Placement Verification
Maintain Percutaneous Feeding Tube
Client Assessment
Client Body Image
Client Education
Client Support System
Infection Control
Irrigation Techniques
Multidisciplinary Teams
Nutrition Assessment
Percutaneous Feeding Tubes
Policy and Procedures
Resource Availability
Scope of Practice
Skin Assessment
Staff Education
Stoma Care
Tube Placement Verification
Insert, Maintain, or Remove a Urinary Catheter
Client Assessment
Client Body Image
Client Consent
Client Dignity
Client Education
Client Privacy
Client Support System
Delegation of Care

Linking of Knowledge Statements and Activity Statements
Diagnostic Tests and Procedures
Expected and Unexpected Treatment Outcomes
Infection Control
Intake and Output
Irrigation Techniques
Order Verification Process
Policy and Procedures
Resource Availability
Scope of Practice
Staff Education
Sterile Technique
Urinary Catheter Insertion
Urinary Catheter Maintenance
Urinary Catheter Removal
Insert, Maintain, or Remove a Peripheral Intravenous Line
Client Assessment
Client Consent
Client Education
Client Plan of Care
Expected and Unexpected Treatment Outcomes
Infection Control
Intake and Output
Medication Administration
Multidisciplinary Teams
Order Verification Process
Peripheral Intravenous Line Insertion
Peripheral Intravenous Line Maintenance
Peripheral Intravenous Line Removal
Policy and Procedures
Scope of Practice
Staff Education
Recognize Trends and Changes in Client Condition and Intervene as Needed
Advance Directives
Changes in Client Condition
Client Appropriate Interventions
Client Assessment
Client Education
Client Plan of Care
Client Response to Plan of Care
Client Support System
Communication Strategies
Diagnostic Tests and Procedures
Disease Process
Emergency Intervention

Linking of Knowledge Statements and Activity Statements
Expected and Unexpected Treatment Outcomes
Hemodynamics
Multidisciplinary Teams
Pharmacology
Policy and Procedures
Resource Availability
Scope of Practice
Apply and/or Maintain Devices Used to Promote Venous Return (e.g., Anti-Embolism Stockings, Sequential Compression Devices)
Client Assessment
Client Education
Client Plan of Care
Contraindications
Diagnostic Tests and Procedures
Disease Process
Expected and Unexpected Treatment Outcomes
Sequential Compression Devices
Skin Assessment
Staff Education
Tissue Perfusion
Venous Thromboembolism Prophylaxis
8. Physiological Adaptation
Monitor and Maintain Devices and Equipment Used for Drainage (e.g., Surgical Wound Drains, Chest Tube Suction, Negative Pressure Wound Therapy)
Aseptic Technique
Biohazardous Material Handling
Client Assessment
Client Education
Drainage Devices
Equipment Safety
Infection Control
Intake and Output
Irrigation Techniques
Multidisciplinary Teams
Policy and Procedures
Skin Assessment
Staff Education
Sterile Technique
Suction Equipment
Wound Care
Perform Emergency Care Procedures
Advance Directives
Airway Management
Client Appropriate Interventions
Delegation of Care

Linking of Knowledge Statements and Activity Statements
Diagnostic Tests and Procedures
Emergency Intervention
Emergency Response Plan
Emergency Response Roles and Responsibilities
Hemodynamics
Medication Administration
Multidisciplinary Teams
Pharmacology
Policy and Procedures
Prioritization of Care
Scope of Practice
Monitor and Care for Clients on a Ventilator
Advance Directives
Airway Management
Client Appropriate Interventions
Client Assessment
Client Education
Communication Strategies
Coping Techniques
Diagnostic Tests and Procedures
Disease Process
Emergency Intervention
Infection Control
Medication Administration
Moderate Sedation
Multidisciplinary Teams
Nutrition Assessment
Oral Hygiene
Order Verification Process
Policy and Procedures
Skin Assessment
Staff Education
Suction Equipment
Suction Techniques
Ventilator Equipment
Perform Wound Care and/or Dressing Change
Aseptic Technique
Biohazardous Material Handling
Client Education
Disease Process
Dressing Changes
Expected and Unexpected Treatment Outcomes
Infection Control

Linking of Knowledge Statements and Activity Statements
Irrigation Techniques
Multidisciplinary Teams
Nutrition Assessment
Pain Management
Pharmacology
Policy and Procedures
Resource Availability
Skin Assessment
Staff Education
Sterile Technique
Types of Dressings
Wound Assessment
Wound Care
Assist with Invasive Procedures (e.g., Central Line, Thoracentesis, Bronchoscopy)
Airway Management
Aseptic Technique
Client Appropriate Interventions
Client Assessment
Client Consent
Client Education
Client Identification
Delegation of Care
Emergency Intervention
Expected and Unexpected Treatment Outcomes
Infection Control
Invasive Procedures
Medication Administration
Moderate Sedation
Pharmacology
Policy and Procedures
Scope of Practice
Staff Education
Sterile Technique
Wound Care
Provide Ostomy Care and/or Education (e.g., Tracheal, Enteral)
Airway Management
Aseptic Technique
Client Assessment
Client Body Image
Client Education
Client Learning Assessment
Client Support System
Communication Barriers
Communication Strategies
Diagnostic Tests and Procedures

Linking of Knowledge Statements and Activity Statements
Emergency Intervention
Equipment Safety
Expected and Unexpected Treatment Outcomes
Intake and Output
Multidisciplinary Teams
Ostomy Care
Oxygen Delivery Systems
Resource Availability
Scope of Practice
Skin Assessment
Sterile Technique
Suction Equipment
Suction Techniques
Tracheostomy Care
Provide Postoperative Care
Airway Management
Client Appropriate Interventions
Client Assessment
Client Education
Client Plan of Care
Client Safety
Delegation of Care
Diagnostic Tests and Procedures
Expected and Unexpected Treatment Outcomes
Infection Control
Medication Administration
Multidisciplinary Teams
Non-pharmacological Comfort Measures
Pain Management
Pharmacology
Policy and Procedures
Postoperative Care
Scope of Practice
Wound Care
Perform and Manage Care of Client Receiving Peritoneal Dialysis
Client Assessment
Client Education
Client Support System
Diagnostic Tests and Procedures
Fluid and Electrolytes
Infection Control
Intake and Output
Multidisciplinary Teams
Nutrition Assessment

Linking of Knowledge Statements and Activity Statements
Order Verification Process
Peritoneal Dialysis Care
Policy and Procedures
Renal Assessment
Resource Availability
Staff Education
Perform Suctioning
Airway Management
Aseptic Technique
Biohazardous Material Handling
Client Assessment
Client Education
Client Safety
Communication Strategies
Equipment Safety
Infection Control
Multidisciplinary Teams
Order Verification Process
Oxygen Delivery Systems
Personal Protective Equipment (PPE)
Policy and Procedures
Scope of Practice
Specimen Handling
Sterile Technique
Staff Education
Suction Equipment
Suction Techniques
Provide Pulmonary Hygiene (e.g., Chest Physiotherapy, Incentive Spirometry)
Airway Management
Breathing Techniques
Client Assessment
Client Education
Client Plan of Care
Disease Process
Early Client Mobilization
Expected and Unexpected Treatment Outcomes
Infection Control
Multidisciplinary Teams
Oxygen Delivery Systems
Policy and Procedures
Pulmonary Hygiene Techniques
Scope of Practice
Staff Education
Manage the Care of a Client on Telemetry

Linking of Knowledge Statements and Activity Statements
Advance Directives
Basic Cardiac Rhythms
Client Appropriate Interventions
Client Assessment
Client Education
Communication Strategies
Diagnostic Tests and Procedures
Disease Process
Emergency Intervention
Equipment Safety
Hemodynamics
Multidisciplinary Teams
Policy and Procedures
Professional Competency
Scope of Practice
Skin Assessment
Telemetry Equipment
Telemetry Lead Placement
Manage the Care of a Client with Impaired Ventilation/Oxygenation
Advance Directives
Airway Management
Client Assessment
Client Education
Communication Strategies
Diagnostic Tests and Procedures
Disease Process
Emergency Intervention
Expected and Unexpected Treatment Outcomes
Infection Control
Multidisciplinary Teams
Oxygen Delivery Systems
Policy and Procedures
Pulmonary Hygiene Techniques
Scope of Practice
Skin Assessment
Tissue Perfusion
Maintain Optimal Temperature of Client
Age Specific Care
Client Assessment
Client Education
Client Centered Care
Client Safety
Diagnostic Tests and Procedures
Disease Process

Linking of Knowledge Statements and Activity Statements
Equipment Safety
Infection Control
Medication Administration
Non-pharmacological Comfort Measures
Pharmacology
Therapeutic Environment
Thermoregulation Techniques
Vital Signs
Implement and Monitor Phototherapy
Client Assessment
Client Education
Client Response to Plan of Care
Client Safety
Diagnostic Tests and Procedures
Disease Process
Equipment Safety
Expected and Unexpected Treatment Outcomes
Intake and Output
Order Verification Process
Phototherapy
Staff Education
Manage the Care of a Client with a Pacing Device
Basic Cardiac Rhythms
Client Education
Client Safety
Diagnostic Tests and Procedures
Disease Process
Emergency Intervention
Equipment Safety
Focused Assessment
Medication Administration
Multidisciplinary Teams
Pacing Devices
Pharmacology
Policy and Procedures
Professional Competency
Scope of Practice
Staff Education
Wound Care
Monitor and Maintain Arterial Lines
Arterial Line Maintenance
Arterial Line Monitoring
Client Education
Client Safety

Linking of Knowledge Statements and Activity Statements
Diagnostic Tests and Procedures
Dressing Changes
Hemodynamics
Invasive Line Care
Multidisciplinary Teams
Order Verification Process
Pharmacology
Policy and Procedures
Professional Competency
Scope of Practice
Staff Education
Sterile Technique
Manage the Care of the Client with a Fluid and Electrolyte Imbalance
Abnormal Test Results
Basic Cardiac Rhythms
Client Assessment
Client Safety
Diagnostic Tests and Procedures
Disease Process
Emergency Intervention
Expected and Unexpected Treatment Outcomes
Fluid and Electrolytes
Intake and Output
Pharmacology
Policy and Procedures
Seizure Protocol
Staff Education
Manage the Care of a Client with Alteration in Hemodynamics, Tissue Perfusion, and/or Hemostasis
Abnormal Test Results
Advance Directives
Airway Management
Client Appropriate Interventions
Client Education
Client Response to Plan of Care
Client Safety
Diagnostic Tests and Procedures
Disease Process
Emergency Intervention
Equipment Safety
Expected and Unexpected Treatment Outcomes
Focused Assessment
Hemodynamics
Hemostasis
Multidisciplinary Teams

Linking of Knowledge Statements and Activity Statements
Policy and Procedures
Scope of Practice
Screening Assessments
Staff Education
Tissue Perfusion
Evaluate the Effectiveness of the Treatment Plan for a Client with an Acute or Chronic Diagnosis
Client Appropriate Interventions
Client Assessment
Client Education
Client Plan of Care
Client Response to Plan of Care
Client Support System
Diagnostic Tests and Procedures
Disease Process
Expected and Unexpected Treatment Outcomes
Multidisciplinary Teams
Resource Availability
Identify Pathophysiology Related to an Acute or Chronic Condition
Chronic Conditions
Client Assessment
Client Education
Diagnostic Tests and Procedures
Disease Process
Expected and Unexpected Outcomes
Multidisciplinary Teams
Pathophysiology
Manage the Care of a Client Receiving Hemodialysis or Continuous Renal Replacement Therapy
Advance Directives
Client Appropriate Interventions
Client Consent
Client Education
Client Centered Care
Client Support System
Diagnostic Tests and Procedures
Dressing Changes
Emergency Intervention
Equipment Safety
Ethical and Legal Considerations
Expected and Unexpected Treatment Outcomes
Fistula Care
Fluid and Electrolytes
Hemodialysis
Hemodynamics
Infection Control

Linking of Knowledge Statements and Activity Statements
Intake and Output
Invasive Line Care
Multidisciplinary Teams
Nutrition Assessment
Order Verification Process
Pharmacology
Policy and Procedures
Renal Assessment
Renal Replacement Therapy
Scope of Practice
Recognize Signs and Symptoms of Client Complications and Intervene
Abnormal Test Results
Adverse Reactions
Client Appropriate Interventions
Client Assessment
Diagnostic Tests and Procedures
Disease Process
Emergency Intervention
Emergency Response Plan
Emergency Response Roles and Responsibilities
Expected and Unexpected Treatment Outcomes
Incident and Error Reporting
Multidisciplinary Teams
Pharmacology
Psychosocial Assessment
Resource Availability
Signs and Symptoms of Complications
Educate Client Regarding an Acute or Chronic Condition
Acute Conditions
Chronic Conditions
Client Education
Client Learning Assessment
Client Needs Assessment
Client Support System
Client Health Literacy
Communication Barriers
Communication Strategies
Disease Process
Multidisciplinary Teams
Pharmacology
Resource Availability
Staff Education



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