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Report of Findings from the 2021 RN Nursing Knowledge Survey



Report of Findings from the 2021 RN Nursing Knowledge Survey

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

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EXECUTIVE SUMMARY

The National Council of State Boards of Nursing (NCSBN®) is responsible to its members, the boards of nursing in the U.S. and member board territories for the preparation of psychometrically sound and legally defensible licensure examinations (American Educational Research Association, American Psychological Association and National Council on Measurement in Education, 2014). Practice analysis (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 2013-2014 NCSBN Strategic Practice Analysis highlighted the increasingly complex decisions newly licensed nurses make during the course of patient care. These increasingly complex decisions often require the use of clinical judgment to support patient safety. NCSBN has conducted several years of research and study to understand and isolate the individual factors that contribute to the process of nursing clinical judgment. When the concept of clinical judgment is explored relative to nursing, it is expected the individual contributing factors to clinical judgment will closely align with the performance of activities involved in the delivery of nursing care. In other words, those contributing factors align with nursing behavior and therefore remain an important underpinning in the nursing decision making process. As a result, NCSBN wanted to understand the relevance of clinical judgment in the performance of entry-level activities. The 2021 RN Practice Analysis includes survey questions to gather data to explore this subject. The results of the 2021 NCLEX-RN Practice Analysis assists in the development of the knowledge statements for the RN KSA used to inform item development. The following clinical judgment definition was provided to 2021 RN Practice Analysis survey responders:

- Clinical judgment is defined as the observed outcome of critical thinking and decision making. It

is an iterative process that uses nursing knowledge to observe and assess presenting situations, identify a prioritized client concern, and generate the best possible evidence-based solutions in order to deliver safe client care.

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 2021 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 were then collected and analyzed. Descriptions of the SME panel processes, survey development, sample selection and data collection procedures are provided as well as information about confidentiality, response rates and the degree to which participants were representative of the sample of newly licensed RNs, RN educators and RN supervisors. This report provides detailed descriptions of these processes.

Methodology Reviewers

Three methodology reviewers have been chosen for their expertise in practice/job analysis and certification exam development as reviewers of the methodologies and procedures for NCSBN's previous practice analysis studies. All three reviewers have indicated in the past that this methodology was psychometrically sound, legally defensible and in compliance with industry standards for practice analyses. After a sound methodology has been validated and approved by an

external panel of SMEs in the area of psychometrics and practice analysis methodologies, that methodology will remain in effect until new procedures or methodologies are suggested. Should substantial changes to the methodology occur in future studies, NCSBN Examinations staff shall ensure that a thorough review of the methodology is undertaken by external SMEs.

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 2021 RN Nursing Knowledge Survey. The initial meetings for the triennial practice analysis preceded the development of the 2021 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 activity statement. The knowledge statements were reviewed by the NCLEX® Examination Committee (NEC). The resulting 338 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 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 4,200 RNs was selected from a list of candidates who passed the NCLEX-RN® examination between April 15, 2020 and Feb. 15, 2021 and did not participate in the RN Practice Analysis Survey.

Educators of RNs (RN Educators): In addition, surveys were sent to 6,591 nursing educators at 2,197 different nursing programs using the following methodology. Three surveys were emailed to each dean/director of all 2,197 nursing programs, with instructions for them to forward 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.

Supervisors of Newly Licensed RNs (RN Supervisors): Finally, 10,856 employers (4,000 in hospitals and 6,856 in nonhospital health care settings) of newly licensed RNs were surveyed. Surveys were emailed to the directors of nursing (DONs) or equivalent, who were asked to complete the survey if they directly supervised newly licensed RNs.

Representativeness

Since multiple surveys were sent to RN educators of the same institution, all responders from an institution were counted as one in the representativeness calculation.

The percentage of responders from the various NCSBN jurisdictions is similar to the sample composition.

Emailing Procedure

The survey forms were emailed to a total of 21,647 potential responders: 4,200 newly licensed RNs; 6,591 RN educators; and 10,856 potential supervisors of newly licensed RNs. To acquire the RN educator responders, three web surveys were emailed to the dean/director of the program to forward and distribute among 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 Nursing participate.

A five-stage emailing process was used to engage the participants in the study. A presurvey email was sent to each person or facility selected for the sample in April 2021. One week later, recipients were sent an email invitation with a login address and a unique access code. Two weeks later, a reminder email was sent to all participants reiterating the importance of the study and urging participation. Approximately two weeks after the first email, a second reminder was sent to nonresponders and two weeks later, a third email was sent to remaining nonresponders. The survey was conducted from April through June 2021.

There were 9,779 surveys that were returned as undeliverable email addresses.

Confidentiality

All potential participants were promised confidentiality with regard to their participation and responses. Pre-assigned code numbers were used to facilitate follow-up emails. Files containing email 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 participants.

Return Rates

There were 4,160 newly licensed RN surveys delivered; 927 surveys were returned by this group for a return rate of 22.3%. A total of 2,675 RN educators' surveys were delivered; 351 surveys were returned by this group for a 13.1% return rate. There were 5,033 RN supervisors' surveys delivered; 237 surveys were returned by this group for a return rate of 4.7%. The total number of surveys received was 1,515, with an adjusted return rate of 12.8%. Of the 1,515 total surveys received, eight responders did not report holding either an APRN or RN license, so their responses were excluded from analysis. There were 1,507 total analyzable surveys with a return rate of 12.7% for the overall group. The analyzable return rates were 22.2%, 13.1% and 4.6% for newly licensed RNs, RN educators and RN supervisors, respectively.

Knowledge Survey Nonresponder Survey

In order to ensure the validity of the results, NCSBN conducted a 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 email and telephone. The web survey or telephone interview was conducted with 76 participants: 37 newly licensed RNs, 14 RN educators and 25 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 practice of newly licensed RNs met and created a list of 338 knowledge statements that are important for a newly licensed

RN to possess. A data collection instrument was developed. The surveyed RNs were divided into the following categories: 4,200 newly licensed RNs, 6,591 RN educators (obtained by deans/directors distributing three web surveys to educator staff) and 10,856 RN supervisors (obtained by sending a survey to 4,000 hospitals and 6,856 nonhospital health care settings). A 12.7% response rate of analyzable surveys was obtained for the total group. This analysis contains the responses of 925 newly licensed RNs, 351 RN educators, and 231 RN supervisors.

Demographics, Experiences and Practice Environments of Participants

Demographics/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. Compared to 2017, there was a slight decrease in percentage of responders that reported holding APRN licenses for the RN educator. There was an increase in APRN licenses for RN supervisors in 2021. Compared to 2017, there was also an increase in the percentage of newly licensed RNs and RN educators that reported holding LPN/VN licenses.

Gender

Of the total responders who indicated their gender on the survey, 91.3% reported their gender as female. The percentage of females by primary job title is as follows: newly licensed RNs (90.3%), RN educators (92.3%) and RN supervisors (92.1%).

Age

Newly licensed RNs had an average age of 31.1 years (SD = 9.2); RN educators' average age was 51.8 years (SD = 11.4); RN supervisors' average age was 53.4 years (SD = 10.1).

Race/Ethnicity

White - not of Hispanic origin was the race/ethnicity identified most frequently by newly licensed RNs (65.4%), RN educators (75.2%) and RN supervisors (84.3%).

Educational Background

The majority of newly licensed RNs reported having an associate degree (44.7%) or baccalaureate degree (44.2%). Approximately 43.7% of RN educators listed their degree as a master's degree in the U.S. (non-Advanced Practice Nurse). The most frequent responses for RN supervisors were an RN associate or baccalaureate degree (26.0% and 29.9%, respectively).

Primary Language

The majority of newly licensed RNs (83.1%), RN educators (91.0%) and RN supervisors (96.0%) 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 11.8 years in their jobs, which is less than RN supervisors, who have spent an average of 15.8 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 0.6 years.

Facilities

The majority of newly licensed RNs (73.5%) and RN educators (69.2%) worked in hospitals. RN supervisors worked primarily in hospitals (38.9%) and long-term care facilities (31.8%).

Client Health Conditions

The majority of newly licensed RNs (30.1%) and RN educators (52.7%) reported working with clients exhibiting acute conditions. RN supervisors (30.7%) reported working with clients with stable chronic conditions more than any other category.

Client Ages

Newly licensed RNs reported that they care for both older adult clients aged 65–85 (32.5%) and adult clients aged 18–64 (30.6%). For RN educators, the majority cared for adult clients aged 18–64 (56.1%). The most frequent response for RN supervisors was caring for older adult clients aged 65–85 (42.4%).

Employment Setting/Specialty

The employment setting most frequently reported by newly licensed RNs (17.8%) and RN educators (32.5%) was medical/surgical units. The employment setting most frequently reported by RN supervisors (25.1%) was long-term care. On average, for all job titles, the least reported employment settings were residential (e.g., developmental disability) (0.5%) and palliative care (0.7%).

Summary

The average newly licensed RN responder was an English-speaking white female with an average age of 31.1 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 65–85 and adult clients aged 18–64, exhibiting both acute and chronic health conditions.

The average RN educator responder was an English-speaking white female with an average age of 51.8 years. She held a master's degree (non-Advanced Practice Nurse) from a college/university within the U.S. She primarily worked in hospitals caring for adult clients aged 18–64 with acute conditions. On average, she had been an RN educator for 11.8 years.

The average RN supervisor responder was an English-speaking white female with an average age of 53.4 years. She held an associate, baccalaureate or master's degree (non-Advanced Practice Nurse) from a college/university within the U.S. She worked in hospitals or nursing homes caring for older adult clients aged 65–85 with chronic (stable and unstable) and behavioral/emotional conditions. On average, she worked as an RN supervisor for 15.8 years.

Knowledge Statements

Overview of Methods

The 2021 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 2021 Knowledge of Newly Licensed RN Survey was asked to provide independent ratings of the 338 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. There was one knowledge statement “staff debriefing,” that had a one-point difference between the SMEs and the newly licensed RNs (SME ratings averaged 4.33 and newly licensed RN ratings averaged 3.33). There are no knowledge statement average ratings with more than a one-point difference between the SMEs and RN educators. Also, there are no knowledge statement ratings more than a one-point difference between

the SMEs and RN supervisors. 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” (89.8% of newly licensed RNs, 88.1% of RN educators and 93.0% 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 responder ratings of the 338 knowledge statements yielded very similar results. All of the groups (newly licensed RNs, RN educators, RN supervisors and SMEs) rated “vital signs,” “client safety” and “airway management” among the five most important knowledge statements. In terms of the least important knowledge statements, all groups rated “dental services,” “preschool care” 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 and RN educators was “dental services” with an average rating of 2.65 and 2.79, respectively. RN supervisors rated “preschool care” and “dental services” (average rating of 2.73) the lowest. The most important knowledge statement for newly licensed RNs was “airway management” (average rating of 4.79). RN educators rated “client safety” the highest (average rating of 4.83). RN supervisors rated “adverse reactions” and “client safety” as the most important (average rating of 4.69). 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. “Dental services” was rated as the least important knowledge statement by responders from hospitals and “other” facilities (averages of 2.56 and 2.91, respectively). Individuals working in long-term care facilities rated “Growth charts” as the least important knowledge statement, with an average rating of 2.86. Individuals working in community-based facilities rated “Phototherapy” as the least important knowledge

statement, with an average rating of 2.86. The most important knowledge statement for responders working in hospitals and community-based facilities was “client safety,” with average ratings of 4.78 and 4.85, respectively. Individuals working in long-term care facilities rated “airway management” as the most important, with an average value of 4.79. Individuals working in “other” facilities rated “basic life support” as the most important, with an average value of 4.85.

Summary

Responders to the 2021 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. Due to COVID-19, the RN practice analysis was delayed from 2020 to 2021.

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 2021 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 were collected and analyzed. Descriptions of the SME panel processes, survey development, sample selection and data collection procedures are provided as well as information about confidentiality, response rates and the degree to which participants were representative of the sample of newly licensed RNs,

RN educators and RN supervisors. This report provides detailed descriptions of these processes.

Methodology Reviewers

Three methodology reviewers have been chosen for their expertise in practice/job analysis and certification exam development as reviewers of the methodologies and procedures for NCSBN's previous practice analysis studies. All three reviewers have indicated in the past that this methodology was psychometrically sound, legally defensible and in compliance with industry standards for practice analyses. After a sound methodology has been validated and approved by an external panel of SMEs in the area of psychometrics and practice analysis methodologies, that methodology will remain in effect until new procedures or methodologies are suggested. Should substantial changes to the methodology occur in future studies, NCSBN Examinations staff shall ensure that a thorough review of the methodology is undertaken by external SMEs.

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 or supervised RNs; two panel members were newly licensed RNs within the first 12 months of practice. 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 A](#) 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 2021 RN Nursing Knowledge Survey. The initial meetings for the triennial practice analysis preceded the development of the 2021 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 J](#), 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 J](#) reflect the knowledge statements developed by the SMEs. The resulting 338 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 338 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 2021 Knowledge of Newly Licensed RN Survey is shown in [Appendix B](#).

Survey Process

Sample Selection

Newly Licensed RNs: A random sample of 4,200 RNs was selected from a list of candidates who passed the NCLEX-RN® examination between April 15, 2020 and

Feb. 15, 2021 and did not participate in the RN Practice Analysis Survey.

Educators of RNs (RN Educators): In addition, surveys were sent to 6,591 nursing educators at 2,197 different nursing programs using the following methodology. Three surveys were emailed to each dean/director of 2,197 nursing programs, with instructions for them to forward 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. In the event that there were faculty members unable to complete the survey, the dean/directors were asked to give the survey to additional Medical/Surgical faculty members.

Supervisors of Newly Licensed RNs (RN Supervisors): Finally, 10,856 employers (4,000 in hospitals and 6,856 in nonhospital health care settings) of newly licensed RNs were surveyed. Surveys were emailed to the directors of nursing (DONs) or an equivalent title at the 10,856 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 emailed 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.

Emailing Procedure

The survey forms were emailed to a total of 21,647 potential responders: 4,200 newly licensed RNs, 6,591 RN educators and 10,856 potential supervisors of newly licensed RNs. To acquire the RN educator responders,

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	85	2.0	19	2.0	132	2.0	10	2.8	158	1.5	4	1.7
Alaska	8	0.2	3	0.3	18	0.3	3	0.9	24	0.2	1	0.4
American Samoa	0	0.0	0	0.0	3	0.0	3	0.9	0	0.0	0	0.0
Arizona	84	2.0	21	2.3	96	1.5	18	5.1	199	1.8	3	1.3
Arkansas	49	1.2	6	0.6	84	1.3	7	2.0	116	1.1	6	2.5
California	154	3.7	33	3.6	420	6.4	15	4.3	805	7.4	15	6.3
Colorado	60	1.4	15	1.6	108	1.6	8	2.3	138	1.3	4	1.7
Connecticut	54	1.3	15	1.6	84	1.3	2	0.6	147	1.4	0	0.0
Delaware	13	0.3	3	0.3	21	0.3	0	0.0	25	0.2	1	0.4
District of Columbia	13	0.3	3	0.3	18	0.3	0	0.0	26	0.2	1	0.4
Florida	353	8.4	67	7.2	669	10.2	42	12.0	700	6.4	8	3.4
Georgia	126	3.0	29	3.1	111	1.7	3	0.9	348	3.2	7	3.0
Guam	1	0.0	1	0.1	6	0.1	0	0.0	1	0.0	0	0.0
Hawaii	21	0.5	6	0.6	30	0.5	1	0.3	30	0.3	0	0.0
Idaho	23	0.5	4	0.4	33	0.5	0	0.0	56	0.5	1	0.4
Illinois	184	4.4	38	4.1	255	3.9	13	3.7	531	4.9	8	3.4
Indiana	94	2.2	24	2.6	150	2.3	9	2.6	270	2.5	2	0.8
Iowa	47	1.1	7	0.8	99	1.5	1	0.3	231	2.1	6	2.5
Kansas	48	1.1	16	1.7	135	2.0	3	0.9	165	1.5	7	3.0
Kentucky	77	1.8	15	1.6	177	2.7	11	3.1	181	1.7	4	1.7
Louisiana	57	1.4	13	1.4	81	1.2	3	0.9	141	1.3	4	1.7
Maine	25	0.6	4	0.4	45	0.7	2	0.6	124	1.1	0	0.0
Maryland	73	1.7	20	2.2	87	1.3	7	2.0	215	2.0	3	1.3
Massachusetts	103	2.5	20	2.2	132	2.0	4	1.1	418	3.9	13	5.5
Michigan	118	2.8	28	3.0	171	2.6	12	3.4	310	2.9	8	3.4
Minnesota	96	2.3	25	2.7	111	1.7	0	0.0	286	2.6	8	3.4
Mississippi	47	1.1	10	1.1	72	1.1	2	0.6	122	1.1	3	1.3
Missouri	99	2.4	22	2.4	165	2.5	5	1.4	251	2.3	3	1.3
Montana	15	0.4	5	0.5	36	0.5	4	1.1	91	0.8	5	2.1
Nebraska	32	0.8	8	0.9	45	0.7	6	1.7	152	1.4	11	4.6
Nevada	36	0.9	4	0.4	42	0.6	0	0.0	33	0.3	0	0.0
New Hampshire	18	0.4	7	0.8	39	0.6	1	0.3	80	0.7	0	0.0
New Jersey	102	2.4	31	3.3	135	2.0	11	3.1	278	2.6	6	2.5
New Mexico	25	0.6	6	0.6	72	1.1	6	1.7	53	0.5	0	0.0
New York	327	7.8	67	7.2	330	5.0	8	2.3	652	6.0	17	7.2
North Carolina	131	3.1	27	2.9	270	4.1	10	2.8	313	2.9	5	2.1

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	%
North Dakota	17	0.4	3	0.3	36	0.5	0	0.0	48	0.4	0	0.0
Northern Mariana Islands	3	0.1	0	0.0	3	0.0	0	0.0	0	0.0	0	0.0
Ohio	178	4.2	25	2.7	288	4.4	21	6.0	505	4.7	5	2.1
Oklahoma	54	1.3	9	1.0	123	1.9	7	2.0	114	1.1	5	2.1
Oregon	47	1.1	11	1.2	93	1.4	3	0.9	177	1.6	1	0.4
Pennsylvania	171	4.1	47	5.1	198	3.0	14	4.0	552	5.1	18	7.6
Rhode Island	13	0.3	2	0.2	15	0.2	0	0.0	64	0.6	2	0.8
South Carolina	62	1.5	12	1.3	72	1.1	3	0.9	128	1.2	2	0.8
South Dakota	17	0.4	2	0.2	45	0.7	3	0.9	39	0.4	1	0.4
Tennessee	93	2.2	26	2.8	57	0.9	3	0.9	202	1.9	3	1.3
Texas	368	8.8	73	7.9	417	6.3	29	8.3	567	5.2	11	4.6
Utah	51	1.2	14	1.5	63	1.0	2	0.6	52	0.5	1	0.4
Vermont	9	0.2	2	0.2	24	0.4	1	0.3	34	0.3	0	0.0
Virgin Islands	1	0.0	0	0.0	6	0.1	1	0.3	0	0.0	0	0.0
Virginia	106	2.5	31	3.3	267	4.1	15	4.3	174	1.6	2	0.8
Washington	77	1.8	23	2.5	108	1.6	4	1.1	160	1.5	3	1.3
West Virginia	30	0.7	5	0.5	117	1.8	11	3.1	49	0.5	5	2.1
Wisconsin	97	2.3	15	1.6	150	2.3	0	0.0	300	2.8	14	5.9
Wyoming	8	0.2	5	0.5	27	0.4	4	1.1	21	0.2	0	0.0
Total	4,200	100%	927	100%	6,591	100%	351	100%	10,856	100%	237	100%

three web surveys were emailed to the dean/director of the program to forward and distribute among 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 emailing process was used to engage the participants in the study. A presurvey email was sent to each person or facility selected for the sample in April 2021. One week later, recipients were sent an email invitation with a login address and a unique access code. Approximately two weeks later, a reminder email

was sent to all participants or facilities reiterating the importance of the study and urging participation. Approximately two weeks after the first email, a second reminder was sent, and two weeks later, a third email reminder was sent to remaining nonresponders. The survey was conducted from April through June 2021. There were 9,779 surveys that were returned as undeliverable email addresses.

Confidentiality

All potential participants were promised confidentiality with regard to their participation and responses. Pre-assigned code numbers were used to facilitate follow-up emails. Files containing email information were kept separate from the data files. The study protocol was approved by NCSBN's chief executive officer for

Table 2. Adjusted Return Rates

Job Title	Sample	Surveys Delivered	Surveys Returned	Adjusted Return Rate %
Newly Licensed RNs	4,200	4,160	927	22.3
RN Educators	6,591	2,675	351	13.1
RN Supervisors	10,856	5,033	237	4.7
Total	21,647	11,868	1,515	12.8

Table 3. Analyzable Return Rates

Job Title	Surveys Delivered	Invalid Responses	Analyzable Responses	Analyzable Return Rate %
Newly Licensed RNs	4,160	2	925	22.2
RN Educators	2,675	0	351	13.1
RN Supervisors	5,033	6	231	4.6
Total	11,868	8	1,507	12.7

compliance with organizational guidelines for research studies involving human participants.

Return Rates

There were 4,200 newly licensed RNs invited to complete the survey, with 4,160 surveys delivered. Of those delivered, there were 927 surveys returned by newly licensed RNs for a return rate of 22.3%. A total of 6,591 RN educators were invited to complete the survey, with 2,675 surveys delivered. Of those, there were 351 surveys returned by RN educators for a 13.1% return rate. A total of 10,856 RN supervisors were invited to complete the survey, with 5,033 surveys delivered. Of those delivered, 237 surveys were returned by RN supervisors for a return rate of 4.7%. The total number of surveys delivered was 11,868, with an adjusted return rate of 12.8% (as shown in [Table 2](#)).

Of the 1,515 total surveys received, eight 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 1,507 total analyzable surveys with a return rate of 12.7% for the overall group. The analyzable return rates were 22.2%, 13.1% and 4.6% 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 an email and 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, there would be further evidence signifying that the survey results are unbiased, which supports the validity of the results. A stratified random sample of nonresponders (newly licensed RNs, RN educators and RN supervisors) were contacted via email or telephone. The web survey or telephone interview was conducted with 76 participants: 37 newly licensed RNs, 14 RN educators and 25 RN supervisors. The study found that the majority of the nonresponders were too busy to complete the survey, did not receive the initial survey invitation 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 I](#).

Summary

A panel of 11 RNs experienced in the practice of newly licensed RNs met and created a list of 338 knowledge statements that are important for a newly licensed RN to possess. A data collection instrument was developed, piloted and revised prior to being emailed. The surveyed RNs were divided into the following three categories: 4,200 newly licensed RNs, 6,591 RN educators (obtained by deans/directors distributing three web surveys to educator staff); and 10,856 RN supervisors (obtained by sending a survey to 4,000 hospitals and 6,856 nonhospital health care settings). A 12.7% response rate of analyzable surveys was obtained for the total group. This analysis contains the responses of 925 newly licensed RNs, 351 RN educators and 231 RN supervisors.

DEMOGRAPHICS, EXPERIENCES AND PRACTICE ENVIRONMENTS OF PARTICIPANTS

Demographics/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 2021 and 2017. Compared to 2017, there was a slight decrease in percentage of responders that reported holding APRN licenses for the RN educator and an increase in APRN licenses for the RN supervisor job title. Compared to 2017, there was also an increase in the percentage of newly licensed RNs and RN educators that reported holding LPN/VN licenses.

Gender

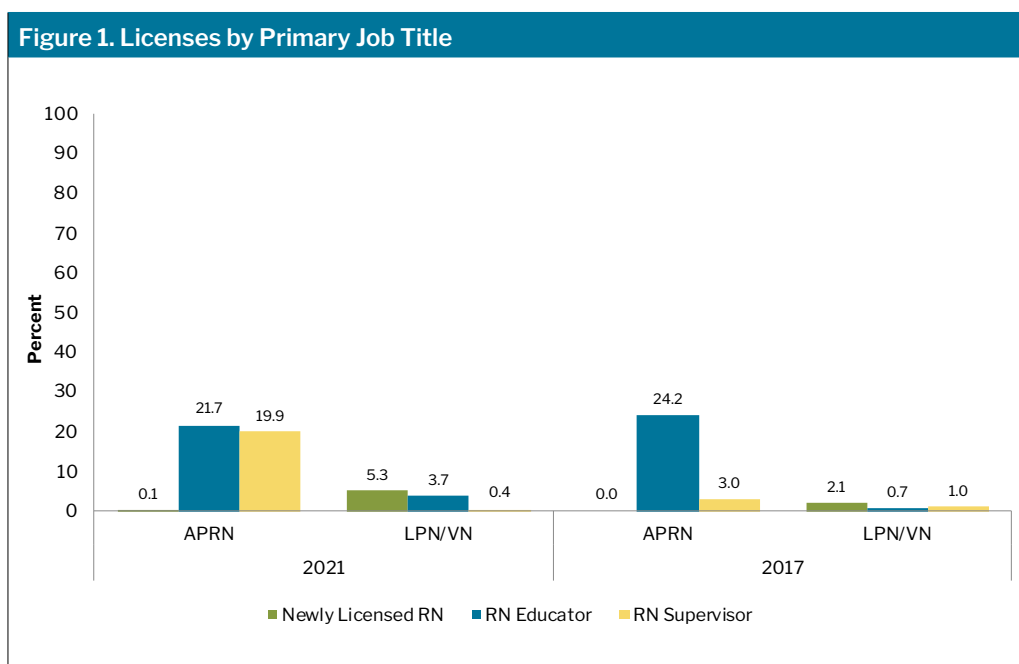
Of the total responders who indicated their gender on the survey, 91.3% reported their gender as female. The percentage of females by primary job title is as follows: newly licensed RNs (90.3%), RN educators (92.3%) and RN supervisors (92.1%). In 2017, 93.2% of the total responders reported their gender as female. See **Figure 2** for the percentages of gender by primary job title in 2021 and 2017.

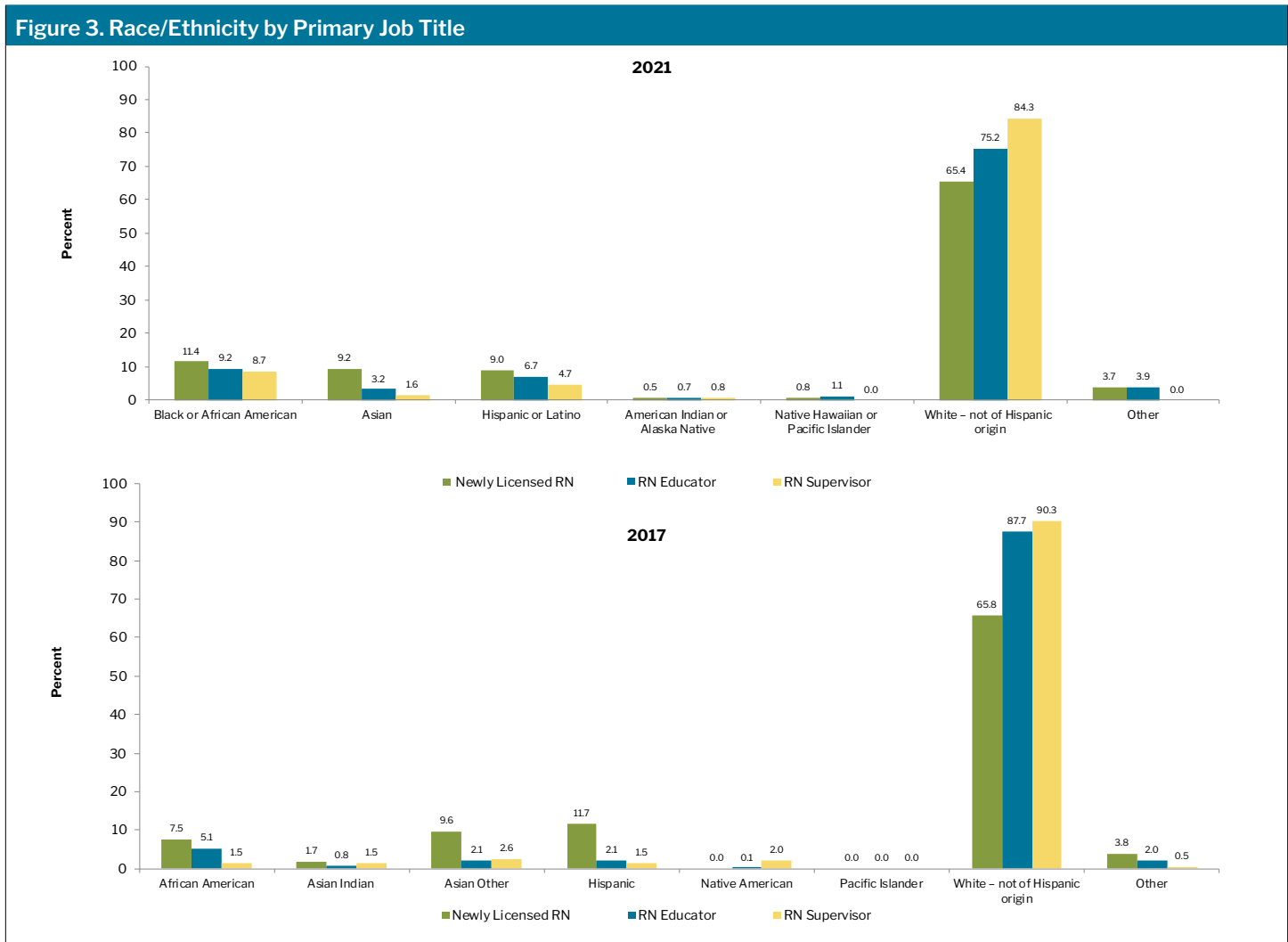
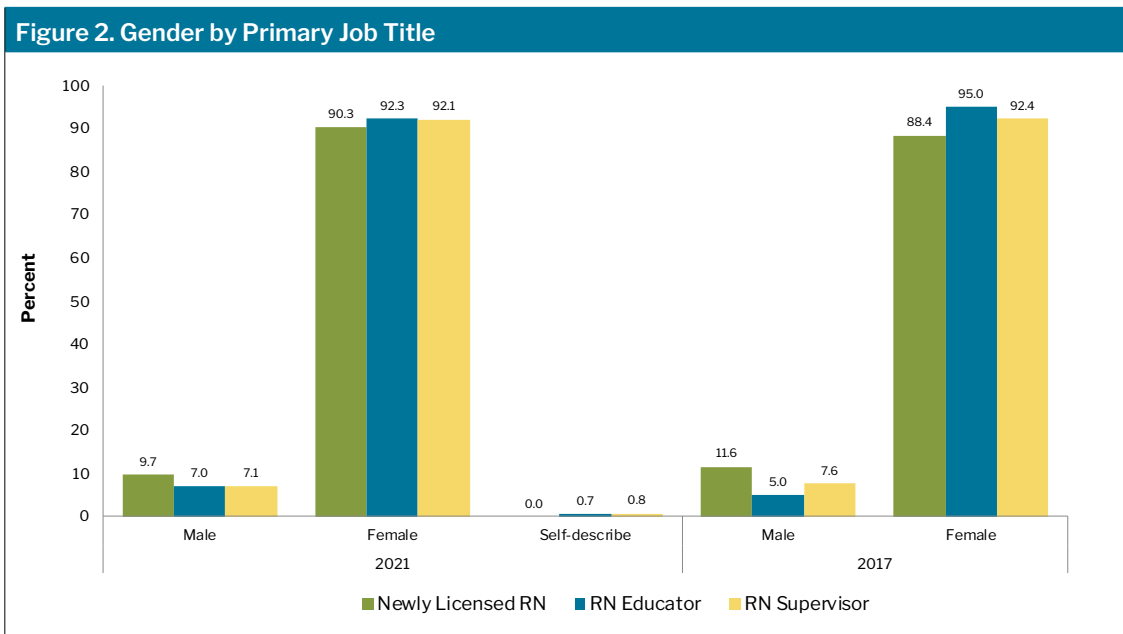
Age

Newly licensed RNs had an average age of 31.1 years (SD=9.2); RN educators' average age was 51.8 years (SD=11.4); and RN supervisors' average age was 53.4 years (SD=10.1). In 2017, the average ages for the three groups were 31.5 years, 52.0 years and 50.7 years, respectively.

Race/Ethnicity

White - not of Hispanic origin was the race/ethnicity identified most frequently by newly licensed RNs (65.4%), RN educators (75.2%) and RN supervisors (84.3%). See **Figure 3** for the percentages of race/ethnicity by primary job title in 2021 and 2017.





The percentages of those identifying as White - not of Hispanic origin decreased slightly for all three groups from 2017 to 2021 (by 0.4% for newly licensed RNs, 12.5% for RN educators and 6.0% for RN supervisors).

Educational Background

The majority of newly licensed RNs reported having an associate degree (44.7%) or baccalaureate degree (44.2%). This was a decrease in associate (9.1%), but a slight increase in baccalaureate (6.4%) when comparing degrees to 2017. Approximately 43.7% of RN educators

listed their degree as a master’s degree in the U.S. (non-Advanced Practice Nurse), which is a 12.4% increase from 2017 when comparing to generic master’s degree in the U.S. The most frequent responses for RN supervisors were an associate or a baccalaureate degree (26.0% and 29.9%, respectively), a decrease of 0.6% and increase of 1.2% from 2017, respectively. See **Figure 4** for the percentages of education background of responders by primary job title from both 2021 and 2017.

Figure 4. Educational Background by Primary Job Title

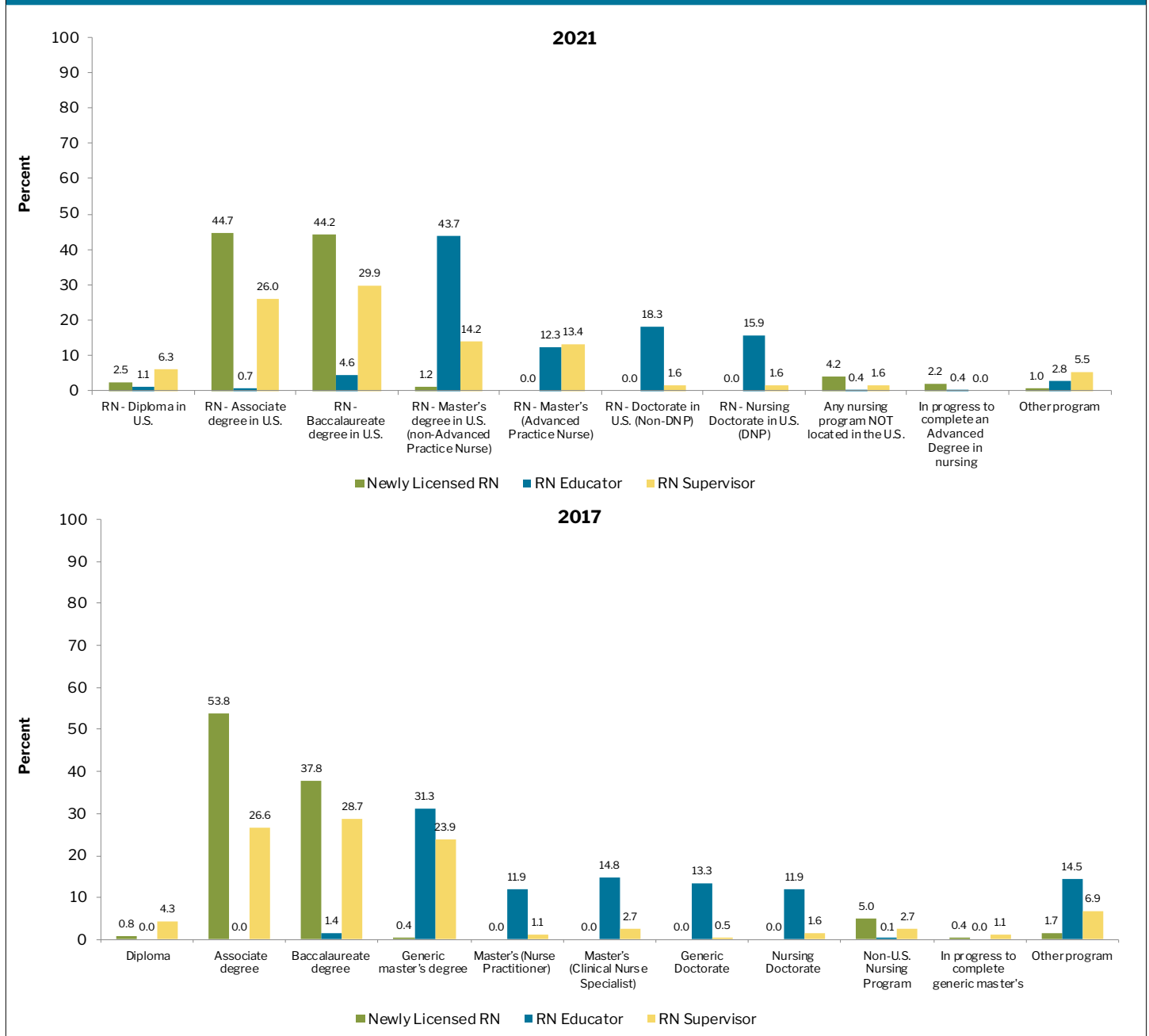


Figure 5. Primary Language by Primary Job Title

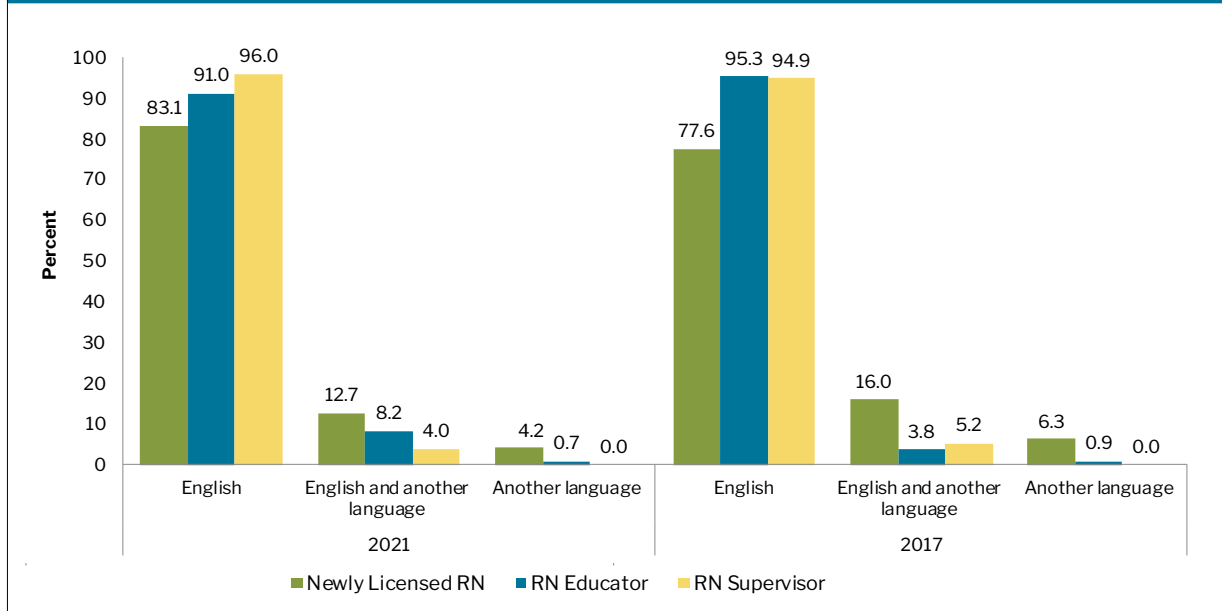
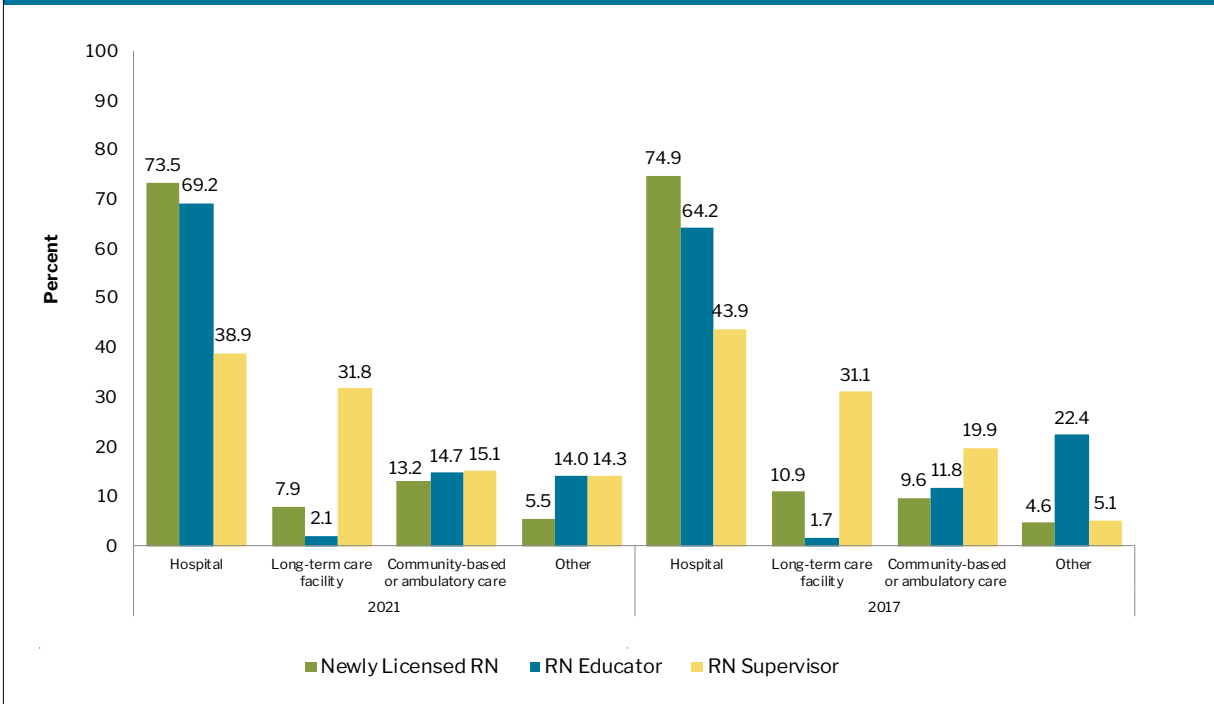


Figure 6. Facility by Primary Job Title



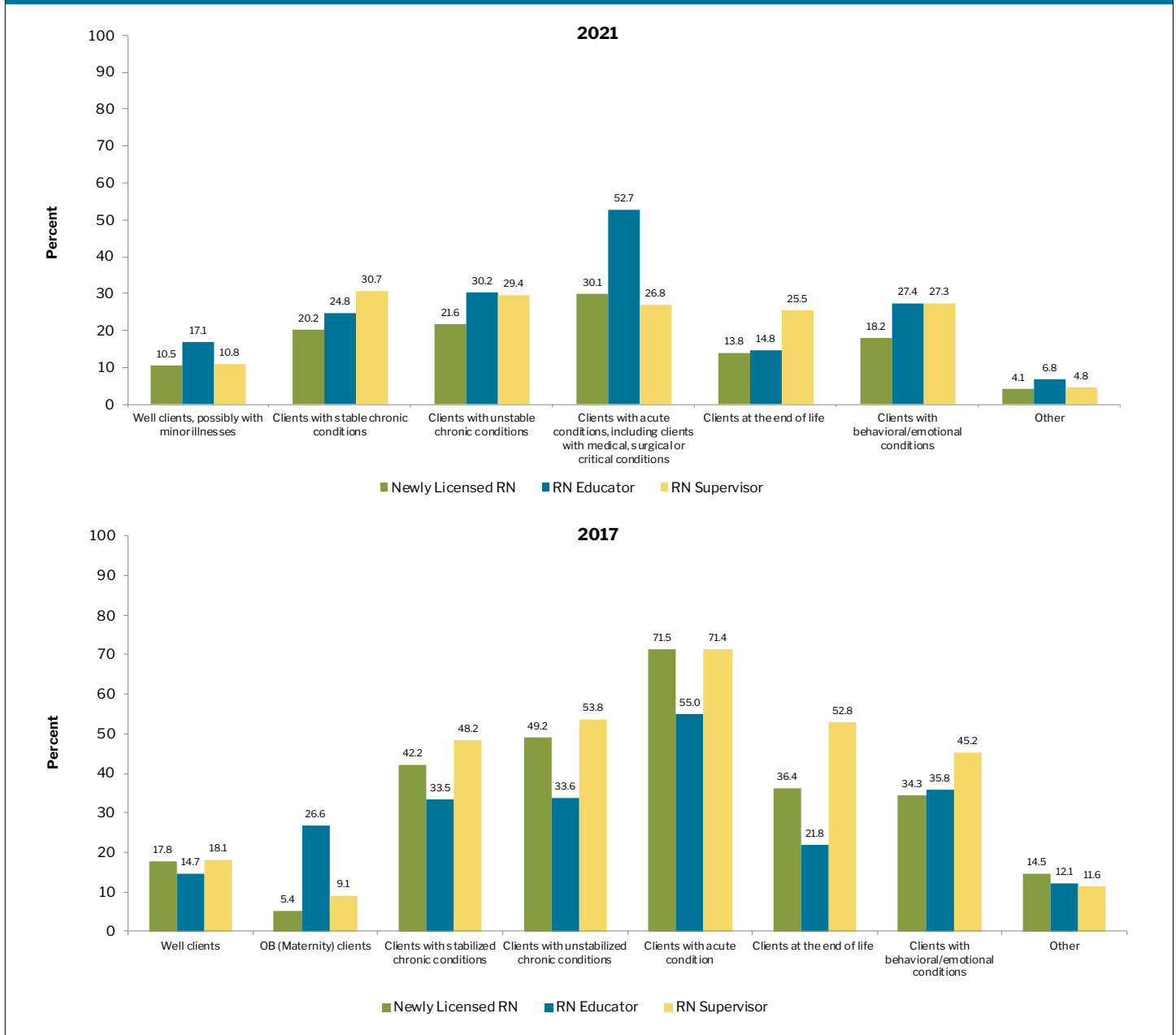
Primary Language

The majority of newly licensed RNs (83.1%), RN educators (91.0%), and RN supervisors (96.0%) reported English as their primary language. In 2017, 77.6% of newly licensed RNs reported English as their primary language. See [Figure 5](#) for primary language sorted by primary job title in 2021 and 2017.

Years of Experience

There were large variations in months and years RN educators and RN supervisors worked in their jobs. RN educators reported 11.8 years in their jobs, which is less than RN supervisors, who have spent an average of 15.8 years in their jobs. Newly licensed RNs were asked how long it had been since they completed course

Figure 7. Client Health Conditions by Primary Job Title



requirements for their nursing programs, and they reported an average of 0.6 years. In 2017, newly licensed RNs reported an average of 1.5 years since course completion; RN educators reported an average of 11.6 years in their jobs while RN supervisors had spent an average of 9.9 years in their jobs.

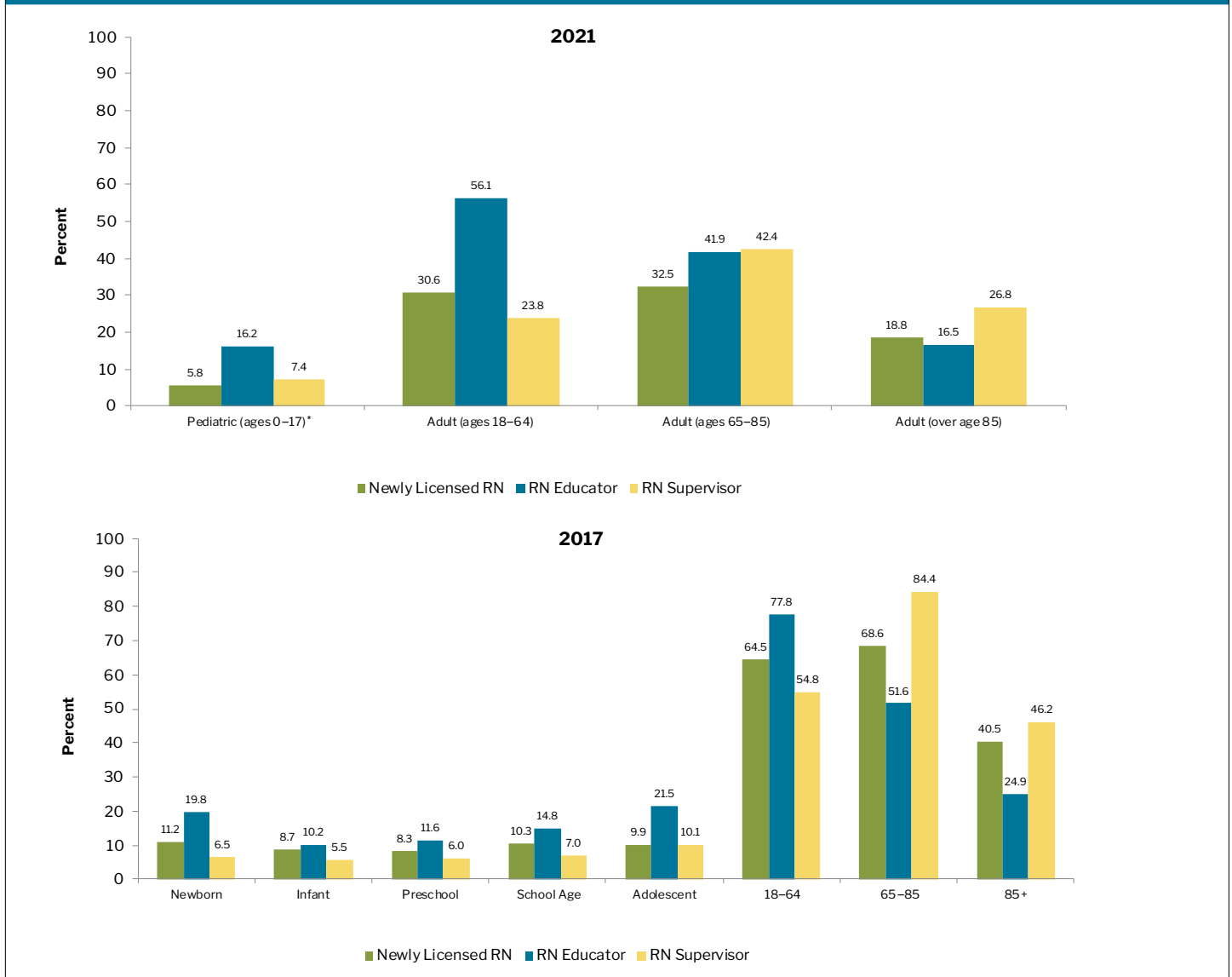
Facilities

The majority of newly licensed RNs (73.5%) and RN educators (69.2%) worked in hospitals. RN supervisors worked primarily in hospitals (38.9%) and long-term care facilities (31.8%). See [Figure 6](#) for facility by primary job title in 2021 and 2017.

Client Health Conditions

Newly licensed RNs (30.1%) and RN educators (52.7%) primarily reported working with clients exhibiting acute

Figure 8. Client Ages by Primary Job Title



*In 2017, Pediatric included separate categories: newborns (less than 1 month), infant/toddler (1 month–2 years), preschool (3–5 years), school age (6–12 years) and adolescent (13–17 years). In 2021, Pediatric had one category: ages 0–17. Responders could select all that apply.

conditions. RN supervisors (30.7%) reported working with clients with stable chronic conditions more than another other category. 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 2021 and 2017.

Client Ages

Newly licensed RNs reported that they care for both older adult clients aged 65–85 (32.5%) and adult clients aged 18–64 (30.6%). The majority of RN educators (56.1%) reported that they cared for adult clients aged 18–64. The most frequent response for RN supervisors (42.4%) was caring for older adult clients aged 65–85. 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 2021 and 2017.

Employment Setting/Specialty

The employment setting most frequently reported by newly licensed RNs (17.8%) and RN educators (32.5%) was medical/surgical units. The employment setting

most frequently reported by RN supervisors (25.1%) was long-term care. On average, for all job titles, the least reported employment settings were residential (e.g., developmental disability) (0.5%) and palliative care

Table 4. Employment Setting/Specialty

Employment Setting	Year	Newly Licensed RN		RN Educator		RN Supervisor		Total	
		N	%	N	%	N	%	N	%
Critical care (e.g., ICU, CCU, step-down units, pediatric/neonatal intensive care, emergency department, postanesthesia recovery unit)	2021	110	11.9	48	13.7	19	8.2	177	11.7
	2017	81	33.5	157	20.6	40	20.1	278	23.1
Medical-surgical unit or any of its subspecialties (e.g., oncology, orthopedics, neurology)	2021	165	17.8	114	32.5	33	14.3	312	20.7
	2017	90	37.2	263	34.5	69	34.7	422	35.1
Pediatrics (including nursery)	2021	18	1.9	29	8.3	1	0.4	48	3.2
	2017	21	8.7	153	20.1	8	4.0	182	15.2
Labor and delivery (including postpartum unit)	2021	9	1.0	55	15.7	1	0.4	65	4.3
	2017	7	2.9	214	28.0	15	7.5	236	19.6
Psychiatry or any of its subspecialties (e.g., detox inpatient, outpatient)	2021	20	2.2	39	11.1	4	1.7	63	4.2
	2017	8	3.3	156	20.5	6	3.0	170	14.1
Assisted living	2021	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	2017	4	1.7	7	0.9	3	1.5	14	1.2
Operating room, including outpatient surgery and surgicenters	2021	17	1.8	6	1.7	3	1.3	26	1.7
	2017	5	2.1	14	1.8	11	5.5	30	2.5
Long-term care (e.g., nursing home, skilled or intermediate care)	2021	39	4.2	19	5.4	58	25.1	116	7.7
	2017	27	11.2	43	5.6	66	33.2	136	11.3
Residential (e.g., developmental disability)	2021	3	0.3	2	0.6	3	1.3	8	0.5
	2017	6	2.5	9	1.2	5	2.5	20	1.7
Rehabilitation (e.g., subacute or transitional care unit)	2021	21	2.3	3	0.9	16	6.9	40	2.7
	2017	29	12.1	30	3.9	46	23.1	105	8.8
Ambulatory care, physician office or clinics (e.g., physician/APRN/dentist office, occupational health, outpatient clinic)	2021	26	2.8	15	4.3	20	8.7	61	4.0
	2017	11	4.6	47	6.1	5	2.5	63	5.2
Home health, including visiting nurses associations	2021	14	1.5	2	0.6	8	3.5	24	1.6
	2017	8	3.3	22	2.9	34	17.1	64	5.3
Public health (e.g., public health/occupational health, student/school health, prison/correctional facility/jail)	2021	15	1.6	10	2.8	1	0.4	26	1.7
	2017	11	4.5	68	8.9	11	5.5	90	7.4
Hospice care	2021	13	1.4	1	0.3	3	1.3	17	1.1
	2017	9	3.7	10	1.3	16	8.0	35	2.9
Palliative care	2021	5	0.5	3	0.9	2	0.9	10	0.7
	2017	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Table 4. Employment Setting/Specialty

Employment Setting	Year	Newly Licensed RN		RN Educator		RN Supervisor		Total	
		N	%	N	%	N	%	N	%
Short stay	2021	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	2017	1	0.4	0	0.0	6	3.0	7	0.6
Step-down care	2021	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	2017	23	9.5	30	3.9	8	4.0	61	5.1
Other	2021	62	6.7	53	15.1	19	8.2	134	8.9
	2017	18	7.4	118	15.5	9	4.5	145	12.1

(0.7%). 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 2021 and 2017.

Summary

The average newly licensed RN responder was an English-speaking white female with an average age of 31.1 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 65–85 and adult clients aged 18–64, exhibiting both acute and chronic health conditions.

The average RN educator responder was an English-speaking white female with an average age of 51.8 years. She held a master's degree (non-Advanced Practice Nurse) from a college/university within the U.S. She primarily worked in hospitals caring for adult clients aged 18–64 with acute conditions. On average, she had been an RN educator for 11.8 years.

The average RN supervisor responder was an English-speaking white female with an average age of 53.4 years. She held an associate, baccalaureate or master's degree (non-Advanced Practice Nurse) from a college/university within the U.S. She worked in hospitals or nursing homes caring for older adult clients aged 65–85 with chronic (stable and unstable) and behavioral/emotional conditions. On average, she worked as an RN supervisor for 15.8 years.

KNOWLEDGE STATEMENT FINDINGS

Overview of Methods

The 2021 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 Validation of Survey Findings

The SME Panel for the 2021 Knowledge of Newly Licensed RN Survey was asked to provide independent ratings of the 338 knowledge statements. See [Appendix C](#) 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 D, E and F](#).

The importance ratings of SMEs compared to the ratings of each subgroup were very similar. In fact, there was only one knowledge statement “staff debriefing,” that had a one-point difference between SMEs and newly licensed RNs (SME ratings averaged 4.33 and newly licensed RN ratings averaged 3.33). There are no knowledge statement average ratings with more than a one-point difference between the SMEs and RN

educators. Also, there are no knowledge statement ratings with more than a one-point difference between the SMEs and RN supervisors. 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 represented the knowledge areas a newly licensed RN should possess by selecting one of four options: “Poorly,” “Adequately,” “Well” or “Very Well.” The vast majority of responders within each job title reported that the survey covered the important knowledge areas of a newly licensed RN “Well” or “Very Well” (89.8% of newly licensed RNs, 88.1% of RN educators and 93.0% of RN supervisors). A large percentage of newly licensed RNs (52.8%), RN educators (57.8%) and RN supervisors (61.2%) responded that the survey represented the necessary knowledge areas “Very Well.” See [Figure 9](#) for responses of survey adequacy by primary job title in 2021 and 2017.

Reliability of Instrument

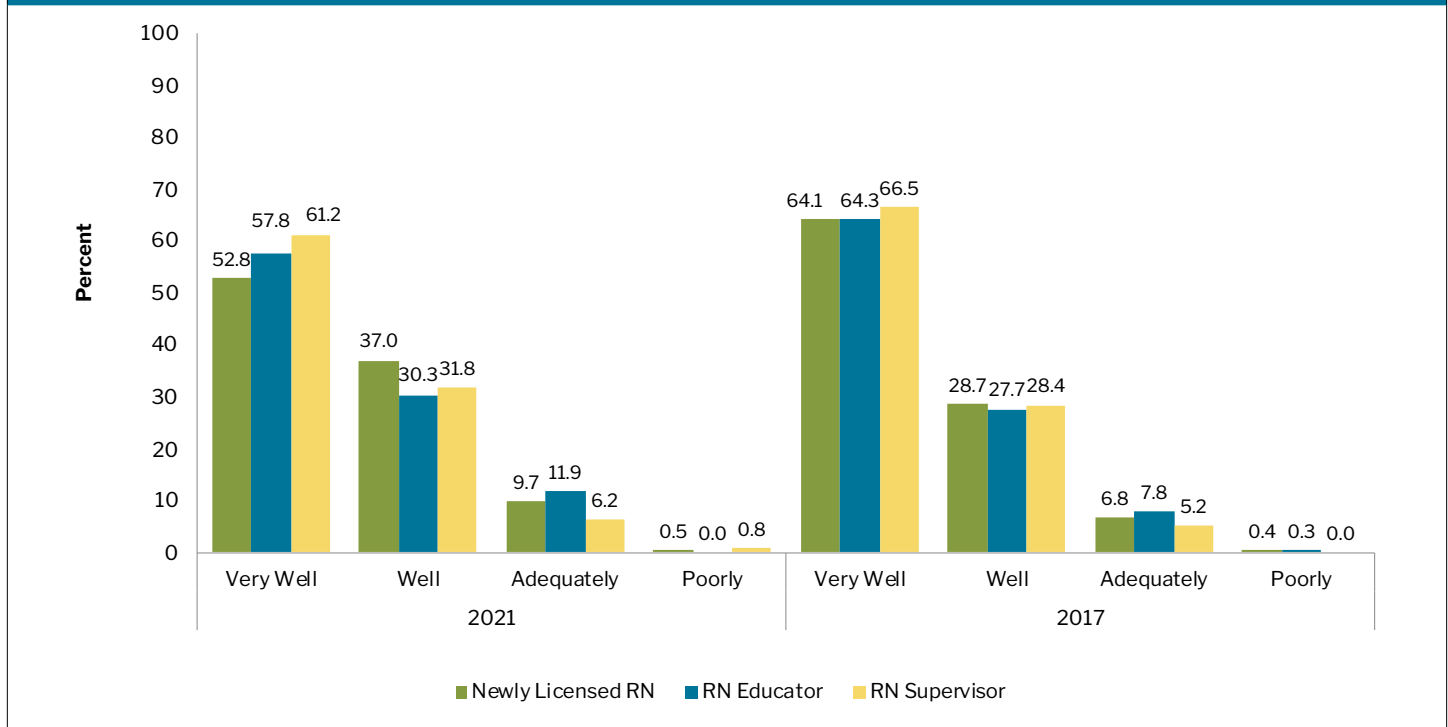
A reliability index (coefficient alpha) was calculated to evaluate the measurement error associated with the survey and the internal consistency of the survey instrument. Alpha coefficients range from 0 to 1; a value of 0.7 or greater is considered adequate (Cronbach, 1951). The resulting value of 0.99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

Knowledge Statements

Importance of Knowledge Statements

The knowledge needed for safe and effective practice of newly licensed RNs was determined by participants’

Figure 9. Survey Adequacy by Primary Job Title



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 338 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,” “client safety” and “airway management” among the five most important knowledge statements. In terms of the least important knowledge statements, all groups rated “dental services,” “preschool care” 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 2021 and 2017 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 D, E](#) and [F](#) 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. The least important knowledge statement for newly licensed RNs and RN educators was “dental services” with an average rating of 2.65 and 2.79, respectively.

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	4.79	Client Safety	4.83	Client Safety	4.69	Airway Management	5.00
Client Safety	4.70	Client Assessment	4.81	Adverse Reactions		Medication Side Effects	
Basic Life Support	4.62	Rights of Medication Administration	4.80	Basic Life Support	4.68	Basic Life Support	4.89
Client Assessment	4.60	Airway Management	4.79	Signs and Symptoms of Infection	4.58	Client Identification	
Vital Signs	4.55	Vital Signs	4.75	Airway Management	4.57	Client Safety	
				Vital Signs		Infection Prevention	
				Acute Conditions		Signs and Symptoms of Infection	
						Verifying Prescriptions/Orders	
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)
Dental Services	2.65	Dental Services	2.79	Preschool Care	2.73	Preschool Care	2.78
Phototherapy	2.69	Phototherapy	2.96	Dental Services		Growth Charts	
Preschool Care	2.74	Preschool Care	2.98	Antepartum Testing	2.74	Referral Processes	2.89
Body Image	2.83	Organ Donation	3.01			Growth Charts	School-age Care
		Peritoneal Dialysis	3.07	Phototherapy	Chest Physiotherapy		
Growth Charts	Referral Processes	Dental Services					
		Growth Charts				Facility Cost Effective Care	
					Phototherapy	3.00	
					Toddler Care		

Table 6. Most Important Knowledge Statements from 2021 and 2017 Surveys

Newly Licensed RN		RN Educator		RN Supervisor	
2021	2017	2021	2017	2021	2017
Airway Management	Airway Management	Client Safety	Medication Administration	Client Safety	Assessment Techniques
Client Safety	Medication Administration	Client Assessment	Client Safety	Adverse Reactions	Medication Administration
Basic Life Support	Vital Signs	Rights of Medication Administration	Medication Safety	Basic Life Support	Changes in Client Condition
Client Assessment	Medication Safety	Airway Management	Vital Signs	Signs and Symptoms of Infection	Vital Signs
Vital Signs	Changes in Client Condition	Vital Signs	Changes in Client Condition	Airway Management	Aseptic Technique
			Client Identification	Vital Signs	
				Acute Conditions	

Table 7. Least Important Knowledge Statements from 2021 and 2017 Surveys

Newly Licensed RN		RN Educator		RN Supervisor	
2021	2017	2021	2017	2021	2017
Dental Services	Auditory Distortions	Dental Services	Phototherapy	Preschool Care	Phototherapy
Phototherapy	Phototherapy	Phototherapy	Peritoneal Dialysis Care	Dental Services	Prenatal Care Education
Preschool Care	Client Body Image	Preschool Care	Program Planning	Antepartum Testing	Auditory Distortions
Body Image	Referral Process	Organ Donation	Arterial Line Maintenance	Growth Charts	Program Planning
Growth Charts	Program Planning	Peritoneal Dialysis	Postmortem Care	Phototherapy	New Parent Education
		Referral Processes			
		Growth Charts			

RN supervisors rated “preschool care” and “dental services” (average rating of 2.73) the lowest. The most important knowledge statement for newly licensed RNs was “airway management” (average rating of 4.79). RN educators rated “client safety” the highest (average rating of 4.83). RN supervisors rated “adverse reactions” and “client safety” as the most important (average rating of 4.69). In general, there were few differences in importance ratings based on job title. Average importance ratings for all knowledge statements by primary job title are listed in [Appendix G](#).

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. “Dental services” was rated as the least important knowledge statement by responders from hospitals and “other” facilities (averages of 2.56 and 2.91, respectively). Individuals working in long-term care facilities rated “growth charts” as the least important knowledge statement, with an average rating of 2.86. Individuals working in community-based facilities rated

Table 8. Knowledge Statement Importance Ratings

Survey Position #	Knowledge Statements	Newly Licensed RN			RN Educator			RN Supervisor		
		N	Avg.	Std. Err.	N	Avg.	Std. Err.	N	Avg.	Std. Err.
1	Activities of Daily Living	368	3.75	0.05	173	4.09	0.05	88	4.06	0.08
2	Acute Conditions	337	4.51	0.03	149	4.56	0.05	98	4.57	0.06
3	Acute Psychosocial Health Issues	368	3.94	0.04	172	4.30	0.06	88	4.17	0.07
4	Admission Process	335	3.40	0.06	149	3.40	0.08	98	3.28	0.11
5	Adolescent Care	368	3.37	0.06	171	3.60	0.06	88	3.49	0.10
6	Adult Care	337	4.10	0.04	149	4.30	0.06	98	4.01	0.08
7	Adult Learning Theory	368	3.18	0.06	172	3.43	0.08	87	3.54	0.10
8	Advanced Directives	337	3.56	0.05	149	3.72	0.08	98	3.66	0.11
9	Adverse Reactions	368	4.52	0.04	172	4.72	0.04	89	4.69	0.06
10	Airway Management	338	4.79	0.03	149	4.79	0.05	97	4.57	0.09
11	Alarm Management	367	3.83	0.05	170	4.01	0.07	88	3.68	0.11
12	Allergies	337	4.27	0.05	149	4.56	0.05	98	4.27	0.08
13	Allergy Assessment	367	4.34	0.04	170	4.48	0.06	88	4.34	0.09
14	Antepartum Testing	336	2.93	0.06	147	3.28	0.09	98	2.74	0.12
15	Approved Abbreviations	368	3.66	0.06	172	4.05	0.08	89	3.99	0.10
16	Approved Terminology	337	3.43	0.06	148	3.97	0.07	98	3.81	0.09
17	Arterial Lines	367	3.78	0.06	171	3.26	0.09	88	3.32	0.13
18	Aseptic Technique	336	4.37	0.05	148	4.62	0.05	98	4.54	0.08
19	Aspiration Precautions	366	4.49	0.04	172	4.46	0.06	89	4.42	0.08
20	Assessment Tools	336	4.22	0.05	148	4.34	0.06	98	4.39	0.07
21	Assistive Devices	364	3.60	0.05	169	3.64	0.07	87	3.39	0.10
22	Barriers to Learning	335	3.48	0.05	146	3.69	0.07	97	3.47	0.09
23	Basic Cardiac Monitoring	366	4.32	0.04	172	3.99	0.07	89	3.91	0.11
24	Basic Life Support	334	4.62	0.04	147	4.70	0.06	95	4.68	0.07
25	Behavioral Management Techniques	367	3.65	0.05	172	3.94	0.06	89	3.97	0.09
26	Behavioral Safety Plan	333	3.63	0.05	146	3.91	0.07	97	3.74	0.10
27	Bladder Elimination	367	3.77	0.05	172	3.99	0.06	89	3.66	0.09
28	Blood Products Administration	336	4.31	0.05	148	4.13	0.08	96	3.72	0.15
29	Blood Specimens	366	3.85	0.05	171	3.77	0.07	88	3.61	0.10
30	Body Image	335	2.83	0.06	148	3.20	0.07	97	2.81	0.10
31	Bowel Elimination	365	3.65	0.05	172	3.94	0.06	88	3.67	0.08
32	Care for Substance Withdrawal	334	3.66	0.05	148	3.81	0.08	97	3.37	0.11
33	Care Planning	362	3.24	0.06	172	3.83	0.07	88	3.58	0.10
34	Caregiver Education	335	3.75	0.05	147	3.90	0.07	97	3.70	0.09
35	Caregiver Resources	365	3.30	0.06	170	3.61	0.06	88	3.32	0.09
36	Caregiver Support	333	3.52	0.05	148	3.70	0.07	97	3.60	0.08

Table 8. Knowledge Statement Importance Ratings

Survey Position #	Knowledge Statements	Newly Licensed RN			RN Educator			RN Supervisor		
		N	Avg.	Std. Err.	N	Avg.	Std. Err.	N	Avg.	Std. Err.
37	Central Venous Access Device Maintenance	365	4.10	0.05	172	3.79	0.08	89	3.76	0.12
38	Central Venous Access Devices	335	4.00	0.05	148	3.75	0.08	97	3.57	0.13
39	Chain of Command	367	3.57	0.05	172	4.13	0.06	89	3.88	0.08
40	Chest Physiotherapy	333	3.11	0.06	148	3.18	0.09	97	3.02	0.11
41	Chronic Conditions	362	3.92	0.04	169	4.15	0.05	88	3.95	0.07
42	Chronic Psychosocial Health Issues	335	3.44	0.05	148	3.71	0.07	96	3.44	0.08
43	Chronic Versus Acute Pain	366	3.80	0.04	172	4.12	0.06	89	4.06	0.08
44	Client Access to Resources	334	3.50	0.05	147	3.77	0.07	97	3.35	0.09
45	Client Acuity	361	4.08	0.05	171	4.05	0.07	89	3.94	0.09
46	Client Advocacy	333	4.26	0.04	146	4.24	0.06	97	3.78	0.09
47	Client Assessment	367	4.60	0.03	170	4.81	0.03	89	4.55	0.07
48	Client Compliance with Treatment Plan	336	3.82	0.05	148	3.91	0.07	96	3.81	0.09
49	Client Confidentiality and Privacy	366	4.25	0.04	172	4.52	0.05	88	4.40	0.08
50	Client Cost Effective Care	336	3.19	0.06	147	3.51	0.08	94	3.36	0.10
51	Client Diagnosis	365	4.14	0.04	172	4.14	0.05	89	4.16	0.08
52	Client Dignity	333	4.07	0.04	148	4.37	0.06	97	4.33	0.07
53	Client Education	363	4.01	0.05	171	4.37	0.05	89	4.03	0.06
54	Client Equipment	333	3.56	0.05	148	3.67	0.07	96	3.51	0.09
55	Client History	365	4.01	0.04	172	4.21	0.05	88	4.18	0.09
56	Client Identification	335	4.49	0.04	147	4.72	0.05	97	4.47	0.09
57	Client Mobility	365	3.80	0.04	170	3.99	0.05	88	3.86	0.08
58	Client Needs	336	4.09	0.04	148	4.32	0.06	97	4.04	0.08
59	Client Occupational Resources	366	3.11	0.05	170	3.18	0.07	88	2.88	0.09
60	Client Outcome	335	4.17	0.04	148	4.28	0.06	96	4.06	0.08
61	Client Positioning	364	3.89	0.04	169	4.09	0.06	88	3.84	0.09
62	Client Preferences	334	3.59	0.05	148	3.87	0.07	97	3.85	0.09
63	Client Procedures	362	3.92	0.04	168	3.94	0.06	88	3.77	0.09
64	Client Readiness to Learn	335	3.57	0.05	147	3.80	0.06	97	3.56	0.08
65	Client Response to Treatment	366	4.23	0.04	170	4.41	0.05	89	4.13	0.08
66	Client Rights and Responsibilities	335	4.10	0.05	148	4.30	0.06	97	4.11	0.08
67	Client Safety	365	4.70	0.03	168	4.83	0.03	89	4.69	0.06
68	Client Spiritual Resources	336	3.30	0.05	148	3.76	0.07	97	3.49	0.09
69	Client Supplies	363	3.41	0.05	169	3.30	0.07	88	3.16	0.11
70	Client Wellbeing	334	4.08	0.04	148	4.12	0.06	97	3.98	0.08
71	Client-centered Bedside Report	366	3.64	0.06	171	3.96	0.07	88	3.73	0.11
72	Client-centered Care	335	4.22	0.04	148	4.33	0.06	97	4.09	0.08

Table 8. Knowledge Statement Importance Ratings

Survey Position #	Knowledge Statements	Newly Licensed RN			RN Educator			RN Supervisor		
		N	Avg.	Std. Err.	N	Avg.	Std. Err.	N	Avg.	Std. Err.
73	Cluster Care	365	3.86	0.04	171	3.60	0.07	88	3.17	0.11
74	Cognitive Status	334	4.10	0.04	148	4.26	0.06	97	4.08	0.09
75	Collaboration	364	4.22	0.04	171	4.37	0.06	88	4.09	0.09
76	Communication Adaptive Devices	335	3.63	0.05	147	3.66	0.07	97	3.48	0.10
77	Communication Barriers	365	3.95	0.05	169	4.33	0.06	88	4.09	0.09
78	Communication Methods	332	3.82	0.05	146	4.12	0.06	96	3.86	0.09
79	Community Health	365	3.35	0.05	171	3.61	0.07	88	3.22	0.09
80	Community Health Education	336	3.28	0.05	147	3.65	0.07	97	3.32	0.09
81	Community Health Needs Assessment	365	3.26	0.06	171	3.45	0.07	88	3.11	0.09
82	Community Resources	333	3.29	0.06	146	3.66	0.08	97	3.41	0.09
83	Community Risk Assessment	363	3.20	0.06	171	3.49	0.07	88	3.13	0.10
84	Compensatory Techniques	335	3.39	0.06	146	3.58	0.07	97	3.20	0.11
85	Complementary Therapies	365	3.17	0.05	171	3.29	0.07	88	3.09	0.09
86	Complications in Labor	335	3.55	0.07	147	3.86	0.10	97	3.34	0.14
87	Complications of Anesthesia	364	3.98	0.06	168	4.04	0.08	88	3.88	0.12
88	Complications of Arterial Lines	334	4.03	0.06	147	3.75	0.10	97	3.52	0.13
89	Complications of Blood Product Administration	364	4.52	0.04	171	4.45	0.07	88	4.11	0.12
90	Complications of Drainage Devices	335	4.02	0.05	147	3.90	0.08	97	3.70	0.10
91	Complications of Intravenous (IV) Therapy	365	4.43	0.04	171	4.44	0.06	88	4.24	0.10
92	Complications of Invasive Procedures	335	4.19	0.05	147	4.10	0.07	97	3.86	0.11
93	Complications of Irrigation	364	3.59	0.06	171	3.61	0.09	88	3.65	0.12
94	Complications of Peritoneal Dialysis	333	3.74	0.06	147	3.47	0.10	97	3.36	0.14
95	Complications of Phototherapy	364	3.17	0.07	169	3.29	0.09	88	2.97	0.13
96	Complications of Enteral Tube Feedings	336	3.93	0.05	147	3.83	0.09	97	3.62	0.12
97	Comprehensive Health Assessment	360	4.22	0.05	171	4.53	0.05	88	4.28	0.08
98	Confidentiality Laws and Social Media	333	3.97	0.05	147	4.28	0.07	97	4.00	0.09
99	Conflict Resolution	362	3.79	0.05	170	4.09	0.06	87	3.91	0.09
100	Continuity of Care	334	3.93	0.05	146	4.22	0.06	97	4.12	0.09
101	Contraindications	280	4.29	0.05	164	4.46	0.05	74	4.31	0.09
102	Controlled Substance Diversion	246	3.52	0.06	143	3.74	0.09	79	3.78	0.11
103	Controlled Substance Management	279	4.03	0.05	164	4.15	0.06	75	4.04	0.10
104	Coping Mechanisms	246	3.60	0.06	141	3.94	0.07	79	3.66	0.09
105	Crisis Intervention	278	3.99	0.06	164	3.98	0.07	75	4.07	0.10
106	Cultural Considerations	246	3.63	0.06	141	4.07	0.07	79	3.70	0.09
107	Culture of Safety	280	4.03	0.05	164	4.42	0.06	74	4.14	0.10
108	De-escalation	245	3.82	0.06	141	3.99	0.07	79	3.92	0.09

Table 8. Knowledge Statement Importance Ratings

Survey Position #	Knowledge Statements	Newly Licensed RN			RN Educator			RN Supervisor		
		N	Avg.	Std. Err.	N	Avg.	Std. Err.	N	Avg.	Std. Err.
109	Delegation	279	3.82	0.05	164	4.10	0.06	74	3.61	0.10
110	Dental Services	245	2.65	0.07	141	2.79	0.09	79	2.73	0.12
111	Developmental Milestones	280	3.14	0.06	164	3.54	0.07	74	3.12	0.10
112	Developmental Stages	246	3.19	0.07	141	3.57	0.08	79	3.33	0.11
113	Devices Used to Promote Venous Return	280	3.59	0.06	164	3.67	0.07	75	3.36	0.12
114	Diagnostic Testing	246	3.81	0.06	141	3.89	0.07	79	3.59	0.10
115	Discharge Planning	279	3.60	0.06	164	4.20	0.05	74	3.82	0.10
116	Discharge Process	244	3.32	0.07	141	3.71	0.08	79	3.52	0.12
117	Disease Process	277	4.06	0.05	164	4.24	0.05	74	4.12	0.10
118	Dosage Calculations	246	4.33	0.06	141	4.72	0.05	79	4.56	0.09
119	Dressing Management	279	3.73	0.05	164	3.60	0.07	73	3.56	0.10
120	Early Ambulation	246	3.76	0.06	141	3.98	0.07	79	3.52	0.12
121	Emergency Care Procedures	277	4.31	0.05	164	4.18	0.07	75	4.39	0.08
122	Emergency Equipment	246	4.50	0.05	142	4.37	0.07	79	4.29	0.10
123	Emergency Plans	277	4.10	0.06	163	3.91	0.07	75	4.07	0.10
124	Emergency Preparedness	244	4.27	0.06	141	4.16	0.07	79	4.19	0.09
125	Emergency Response	278	4.33	0.05	164	4.14	0.07	75	4.29	0.09
126	Empathic Communication	244	3.80	0.05	140	4.18	0.06	79	3.80	0.09
127	End-of-life Care	277	3.75	0.06	163	3.87	0.06	74	3.82	0.10
128	Environmental Assessment	246	3.57	0.06	141	3.82	0.07	78	3.37	0.10
129	Environmental Resources	277	3.15	0.06	163	3.32	0.07	73	3.00	0.09
130	Environmental Services	246	3.16	0.07	141	3.26	0.09	79	3.13	0.10
131	Equipment Management	277	3.43	0.06	162	3.46	0.07	75	3.32	0.11
132	Equipment Safety	246	3.99	0.06	141	4.13	0.07	78	4.00	0.09
133	Ergonomics	276	3.37	0.06	164	3.73	0.07	74	3.69	0.10
134	Ethics	244	3.98	0.06	141	4.38	0.06	79	4.20	0.08
135	Evidence-based Practice	276	3.97	0.06	163	4.44	0.05	73	3.99	0.10
136	Facility Cost Effective Care	246	3.00	0.07	141	3.40	0.08	79	3.43	0.11
137	Facility Resources	275	3.56	0.05	164	3.49	0.07	74	3.39	0.09
138	Family Dynamics	246	3.24	0.06	141	3.69	0.07	79	3.47	0.09
139	Family Education	276	3.64	0.05	164	3.91	0.05	74	3.81	0.10
140	Family Support	246	3.52	0.05	141	3.87	0.06	79	3.58	0.09
141	Family-centered Care	276	3.61	0.05	163	3.94	0.06	74	3.84	0.09
142	Financial Resources	245	3.13	0.06	141	3.43	0.08	79	3.14	0.11
143	Fluid and Electrolyte Imbalance	277	4.46	0.04	164	4.49	0.05	75	4.20	0.09
144	Focused Assessments	246	4.40	0.04	141	4.48	0.05	79	4.15	0.08

Table 8. Knowledge Statement Importance Ratings

Survey Position #	Knowledge Statements	Newly Licensed RN			RN Educator			RN Supervisor		
		N	Avg.	Std. Err.	N	Avg.	Std. Err.	N	Avg.	Std. Err.
145	Goal Setting	278	3.44	0.06	164	3.73	0.06	75	3.56	0.10
146	Goals of Care	246	3.76	0.06	141	4.22	0.06	79	3.92	0.09
147	Growth Charts	278	2.83	0.07	164	3.07	0.08	74	2.74	0.11
148	Handoff Procedures	245	3.99	0.06	141	4.38	0.06	79	4.19	0.09
149	Handoff Report	277	4.17	0.05	164	4.39	0.06	75	4.19	0.10
150	Hazardous Materials	246	3.75	0.07	140	3.75	0.08	79	3.68	0.11
151	Health Care Roles	278	3.54	0.06	163	3.61	0.06	74	3.39	0.11
152	Health Promotion	246	3.63	0.06	140	4.08	0.07	78	3.49	0.10
153	Health Risks	276	3.77	0.05	164	3.84	0.06	74	3.62	0.10
154	Health Screening	245	3.64	0.06	141	3.87	0.07	78	3.50	0.10
155	Hemodialysis	278	3.74	0.06	164	3.34	0.08	74	3.16	0.12
156	Hemodynamic Monitoring	244	4.18	0.06	141	3.90	0.09	77	3.74	0.13
157	Hemodynamics	272	4.03	0.05	161	4.06	0.07	74	3.92	0.11
158	Hemostasis	246	4.03	0.06	140	4.20	0.07	78	3.81	0.11
159	High-risk Health Behaviors	277	3.71	0.06	163	3.86	0.06	74	3.78	0.10
160	High-risk Medications	245	4.52	0.05	141	4.62	0.06	78	4.41	0.08
161	Holistic Care	277	3.57	0.06	164	3.82	0.07	74	3.55	0.10
162	Hospice Care	245	3.36	0.06	140	3.29	0.08	78	3.36	0.10
163	Hygiene	278	3.90	0.05	164	3.96	0.06	74	3.89	0.10
164	Immunization Schedules	246	3.00	0.07	141	3.31	0.08	78	3.10	0.12
165	Incentive Spirometry	278	3.71	0.06	163	3.83	0.07	75	3.25	0.11
166	Incident and Error Reporting	245	3.81	0.06	141	4.06	0.07	79	3.92	0.12
167	Infant Care	278	3.37	0.07	164	3.54	0.08	74	3.23	0.13
168	Infection Prevention	245	4.46	0.04	142	4.58	0.06	79	4.53	0.07
169	Informed Client Consent	276	4.30	0.05	163	4.32	0.06	73	4.18	0.09
170	Intake and Output	245	3.90	0.06	142	4.11	0.07	79	3.73	0.10
171	Integrative Medicine	277	3.44	0.06	164	3.32	0.07	74	3.19	0.10
172	Intravenous (IV) Infusion	243	4.26	0.05	142	4.34	0.07	79	4.10	0.09
173	Intravenous (IV) Insertion	276	4.13	0.05	163	3.76	0.08	74	3.86	0.12
174	Intravenous (IV) Removal	244	3.68	0.07	140	3.86	0.08	79	3.66	0.11
175	Intravenous (IV) Site Maintenance	277	4.23	0.05	164	4.15	0.06	74	4.07	0.10
176	Invasive Procedures	246	4.04	0.06	140	3.97	0.07	79	3.87	0.11
177	Irrigation Equipment	277	3.31	0.06	164	3.24	0.08	74	3.26	0.11
178	Isolation Precautions	246	4.24	0.05	140	4.39	0.06	79	4.30	0.09
179	Lab Monitoring	275	4.27	0.05	164	4.34	0.05	74	4.08	0.10
180	Lab Results	246	4.26	0.05	140	4.33	0.06	79	4.04	0.09
181	Lab Values	275	4.44	0.04	163	4.38	0.05	75	4.21	0.08

Table 8. Knowledge Statement Importance Ratings

Survey Position #	Knowledge Statements	Newly Licensed RN			RN Educator			RN Supervisor		
		N	Avg.	Std. Err.	N	Avg.	Std. Err.	N	Avg.	Std. Err.
182	Language Barriers	244	3.47	0.06	140	3.85	0.07	79	3.48	0.09
183	Learning Barriers	276	3.55	0.06	163	3.62	0.07	74	3.53	0.10
184	Learning Preferences	245	3.27	0.06	140	3.56	0.08	79	3.33	0.10
185	Life Transitions	276	3.20	0.06	164	3.36	0.06	73	3.18	0.11
186	Limit Setting	244	3.27	0.07	140	3.47	0.08	79	3.03	0.12
187	Mandatory Reporting	277	4.07	0.06	163	4.17	0.06	75	4.16	0.09
188	Material Safety Data Sheets	244	3.01	0.07	140	3.19	0.10	79	3.10	0.13
189	Measurement Conversions	276	3.53	0.07	161	3.96	0.07	74	3.74	0.13
190	Medication Administration via Nasal/Oral Gastrointestinal Tubes	246	3.95	0.06	140	4.06	0.08	79	3.92	0.11
191	Medication Administration via Percutaneous Feeding Tubes	277	3.90	0.06	164	3.71	0.08	73	3.71	0.12
192	Medication Information Resources	245	3.84	0.06	140	4.16	0.07	78	3.81	0.09
193	Medication Interaction	277	4.35	0.05	164	4.37	0.05	74	4.32	0.09
194	Medication Management	244	4.08	0.06	139	4.49	0.05	79	4.34	0.08
195	Medication Reconciliation	275	3.98	0.06	164	4.27	0.06	74	4.23	0.09
196	Medication Side Effects	244	4.17	0.05	140	4.46	0.06	79	4.18	0.08
197	Moderate Sedation	269	3.74	0.06	163	3.58	0.08	73	3.51	0.13
198	Modes of Transmission	243	3.78	0.06	140	4.15	0.07	79	4.03	0.10
199	Multi-disciplinary Teams	278	3.80	0.06	164	3.84	0.07	74	3.68	0.10
200	Near Misses	245	3.96	0.06	140	4.29	0.06	78	4.05	0.10
201	Neurological Assessment	218	4.43	0.05	160	4.41	0.05	68	4.15	0.08
202	Newborn Care	199	3.34	0.09	139	3.61	0.09	67	3.42	0.15
203	Non-opioid Pain Medications	218	3.61	0.06	160	4.08	0.06	68	3.75	0.09
204	Non-pharmacological Comfort Measures	200	3.47	0.06	139	3.81	0.06	67	3.76	0.09
205	Nonverbal Communication	218	3.62	0.06	160	4.06	0.06	68	3.74	0.09
206	Nonverbal Cues to Physical Stressors	198	3.56	0.07	139	3.81	0.07	67	3.61	0.11
207	Nonverbal Cues to Psychological Stressors	218	3.65	0.06	160	4.01	0.06	68	3.79	0.09
208	Nursing Code of Ethics	199	3.93	0.07	139	4.32	0.06	67	4.34	0.09
209	Nursing Diagnoses	219	2.99	0.09	160	3.19	0.09	67	3.57	0.12
210	Nutrition	198	3.68	0.06	139	3.86	0.06	67	3.69	0.11
211	Older Adult Care	219	3.76	0.06	160	4.03	0.07	68	3.85	0.10
212	Operative Procedures	197	3.48	0.07	138	3.41	0.08	67	3.36	0.14
213	Opioid Education	216	3.90	0.06	159	4.06	0.06	68	3.88	0.09
214	Oral Care	199	3.46	0.07	138	3.71	0.08	67	3.57	0.11
215	Order of Blood Draws	218	3.45	0.08	160	3.23	0.08	68	3.25	0.13
216	Organ Donation	198	3.11	0.08	138	3.01	0.09	67	3.03	0.15

Table 8. Knowledge Statement Importance Ratings

Survey Position #	Knowledge Statements	Newly Licensed RN			RN Educator			RN Supervisor		
		N	Avg.	Std. Err.	N	Avg.	Std. Err.	N	Avg.	Std. Err.
217	Orthopedic Devices	217	3.12	0.06	159	3.14	0.07	68	3.03	0.12
218	Ostomy Care	199	3.60	0.06	138	3.41	0.08	67	3.43	0.12
219	Oxygen Therapy	218	4.25	0.06	160	4.41	0.06	68	4.04	0.11
220	Pacing Devices	198	3.70	0.07	138	3.30	0.09	67	3.43	0.13
221	Pain Assessment	217	4.06	0.05	160	4.39	0.05	68	4.16	0.09
222	Pain Management	197	4.07	0.06	138	4.48	0.06	67	4.31	0.08
223	Palliative Care	217	3.63	0.06	160	3.71	0.06	68	3.54	0.12
224	Parenteral Access	198	3.87	0.06	138	4.00	0.08	67	3.55	0.12
225	Parenteral Nutrition	217	3.64	0.07	160	3.71	0.07	68	3.46	0.13
226	Pathophysiology	198	3.94	0.07	137	4.30	0.06	66	4.03	0.11
227	Percutaneous Feeding Tubes	217	3.63	0.06	159	3.58	0.07	68	3.38	0.12
228	Peritoneal Dialysis	198	3.28	0.08	138	3.07	0.08	67	3.31	0.15
229	Personal Bias	218	3.61	0.08	160	4.00	0.07	68	3.76	0.12
230	Personal Protective Equipment (PPE)	199	4.28	0.06	138	4.52	0.06	67	4.52	0.08
231	Pharmacology	218	4.34	0.05	159	4.60	0.04	68	4.37	0.09
232	Phlebotomy	198	3.58	0.08	138	3.25	0.09	67	3.13	0.13
233	Phototherapy	218	2.69	0.08	159	2.96	0.09	68	2.74	0.14
234	Physical Impairment	198	3.51	0.07	136	3.54	0.07	67	3.37	0.11
235	Policies and Procedures	218	3.85	0.06	160	4.04	0.07	68	3.79	0.12
236	Polypharmacy	199	3.78	0.07	137	3.91	0.07	67	3.87	0.10
237	Postmortem Care	218	3.11	0.07	159	3.09	0.07	68	3.24	0.10
238	Postoperative Care	199	3.95	0.06	138	4.05	0.07	67	3.93	0.11
239	Postpartum Care	218	3.26	0.08	159	3.56	0.07	67	3.28	0.13
240	Prenatal Care	198	3.33	0.09	137	3.58	0.09	67	3.16	0.14
241	Preoperative Care	217	3.63	0.07	157	3.89	0.07	68	3.47	0.12
242	Preschool Care	198	2.74	0.08	136	2.98	0.09	67	2.73	0.14
243	Pressure Injury Prevention	218	4.39	0.05	160	4.34	0.06	68	4.15	0.11
244	Pressure Injury Risk	198	4.16	0.05	137	3.91	0.09	67	4.13	0.09
245	Pressure Injury Staging	218	3.72	0.07	160	3.68	0.07	68	3.78	0.11
246	Preventative Care	198	3.94	0.06	137	3.96	0.07	67	3.85	0.09
247	Prioritization	218	4.53	0.05	160	4.67	0.04	68	4.50	0.08
248	Procedure Preparation	198	3.69	0.07	137	3.66	0.07	67	3.58	0.10
249	Professional Accountability	217	4.18	0.06	160	4.54	0.05	67	4.48	0.09
250	Professional Boundaries	198	3.69	0.07	137	4.14	0.07	67	3.97	0.11
251	Provider Prescription/Order Components	218	3.98	0.07	159	4.16	0.07	68	3.99	0.11
252	Psychosocial Assessment	199	3.65	0.06	137	4.13	0.07	67	3.82	0.09

Table 8. Knowledge Statement Importance Ratings

Survey Position #	Knowledge Statements	Newly Licensed RN			RN Educator			RN Supervisor		
		N	Avg.	Std. Err.	N	Avg.	Std. Err.	N	Avg.	Std. Err.
253	Psychosocial Support	218	3.70	0.06	160	4.03	0.06	68	3.60	0.09
254	Pulmonary Hygiene	197	3.80	0.07	137	3.80	0.08	67	3.66	0.11
255	Quality Improvement	217	3.54	0.07	160	3.76	0.07	68	3.59	0.09
256	Quality Metrics	199	3.11	0.08	137	3.21	0.08	67	3.40	0.11
257	Reality Orientation	217	3.40	0.07	159	3.47	0.07	68	3.41	0.10
258	Referral Processes	198	2.88	0.08	137	3.07	0.08	67	2.91	0.13
259	Regulatory Guidelines	216	3.49	0.07	160	3.74	0.07	68	3.84	0.10
260	Reporting Structure	198	3.25	0.08	137	3.49	0.08	67	3.22	0.13
261	Restraint Alternatives	217	3.67	0.07	160	3.98	0.07	68	3.94	0.10
262	Restraint Types	196	3.48	0.07	138	3.59	0.09	66	3.58	0.13
263	Restraints	217	3.83	0.07	159	4.00	0.07	68	3.79	0.13
264	Rights of Medication Administration	199	4.48	0.05	138	4.80	0.04	67	4.55	0.08
265	Risk Assessment	216	3.83	0.06	160	4.11	0.06	68	3.79	0.10
266	Risk Precautions	199	4.06	0.06	138	4.25	0.06	67	3.99	0.10
267	Safe Client Handling	217	4.12	0.06	160	4.43	0.06	68	4.07	0.09
268	Safety Reporting	199	3.91	0.06	137	4.09	0.07	67	3.99	0.11
269	School-age Care	216	3.00	0.07	160	3.33	0.07	68	3.12	0.11
270	Scope of Practice	199	4.39	0.05	137	4.55	0.06	67	4.52	0.08
271	Security Plan	217	3.49	0.07	159	3.59	0.08	68	3.56	0.11
272	Seizure Precautions	199	4.06	0.06	137	4.11	0.07	67	3.73	0.11
273	Self-care	218	3.96	0.07	160	4.05	0.06	68	3.84	0.11
274	Self-directed Learning	198	3.36	0.08	136	3.37	0.08	67	3.15	0.13
275	Self-limitations	215	3.80	0.07	159	3.96	0.07	68	3.74	0.11
276	Sensory Impairment	198	3.41	0.07	137	3.59	0.07	67	3.48	0.11
277	Signs and Symptoms of Complications	217	4.53	0.04	160	4.56	0.05	68	4.44	0.08
278	Signs and Symptoms of Infection	197	4.42	0.05	137	4.51	0.05	67	4.58	0.07
279	Signs of Abuse or Neglect	217	4.35	0.05	160	4.46	0.05	68	4.53	0.07
280	Signs of Human Trafficking	197	3.80	0.08	137	3.73	0.08	67	3.66	0.13
281	Signs of Substance Abuse	215	4.13	0.06	159	4.30	0.05	68	4.24	0.10
282	Signs of Toxicity	199	4.24	0.06	137	4.42	0.06	67	4.04	0.11
283	Signs of Substance Withdrawal	217	4.34	0.05	160	4.34	0.05	68	4.19	0.09
284	Skin Assessment	197	4.14	0.05	137	4.26	0.06	67	4.27	0.08
285	Skin Integrity	218	4.21	0.05	159	4.26	0.05	68	4.19	0.10
286	Sleep/Rest Patterns	199	3.27	0.07	138	3.60	0.07	67	3.36	0.11
287	Specimen Collection	217	3.71	0.07	159	3.64	0.07	68	3.62	0.11
288	Spiritual Considerations	199	3.23	0.07	137	3.61	0.07	67	3.40	0.11
289	Staff Accountability	217	3.82	0.06	159	4.03	0.07	68	4.04	0.10

Table 8. Knowledge Statement Importance Ratings

Survey Position #	Knowledge Statements	Newly Licensed RN			RN Educator			RN Supervisor		
		N	Avg.	Std. Err.	N	Avg.	Std. Err.	N	Avg.	Std. Err.
290	Staff Debriefing	198	3.33	0.07	137	3.65	0.07	67	3.67	0.12
291	Staff Education	217	3.88	0.06	160	3.85	0.08	68	3.85	0.10
292	Staff Resources	197	3.56	0.07	137	3.52	0.07	67	3.52	0.10
293	Staff Safety	215	4.20	0.06	159	4.18	0.07	68	4.16	0.09
294	Stages of Grief	199	3.28	0.07	137	3.58	0.07	67	3.52	0.10
295	Stages of Labor	216	3.12	0.08	159	3.34	0.08	68	3.10	0.14
296	Standard Precautions	199	4.07	0.06	136	4.49	0.06	67	4.34	0.08
297	Sterile Technique	216	4.35	0.06	158	4.43	0.07	68	4.41	0.09
298	Suction Equipment	199	3.97	0.07	136	4.00	0.07	67	3.81	0.12
299	Suctioning	216	3.98	0.06	160	4.01	0.07	68	3.75	0.12
300	Support Systems	199	3.46	0.07	136	3.65	0.07	66	3.41	0.10
301	Telemetry	202	4.01	0.07	154	3.52	0.08	65	3.34	0.14
302	Telemetry Lead Placement	189	3.93	0.07	133	3.42	0.09	63	3.44	0.14
303	Therapeutic Communication	205	3.94	0.06	154	4.37	0.06	65	3.72	0.10
304	Therapeutic Devices	190	3.39	0.07	133	3.35	0.07	64	3.23	0.12
305	Therapeutic Environment	205	3.76	0.06	152	4.06	0.06	65	3.43	0.10
306	Therapeutic Relationships	190	3.35	0.07	133	3.77	0.08	64	3.36	0.12
307	Thermoregulation Techniques	202	3.65	0.07	153	3.60	0.07	65	3.11	0.13
308	Time Management	190	4.36	0.05	133	4.34	0.06	64	4.33	0.09
309	Tissue Perfusion	202	4.19	0.06	153	4.31	0.06	65	3.94	0.12
310	Titrating Dosages	190	4.11	0.07	133	4.10	0.08	64	4.14	0.12
311	Toddler Care	203	2.99	0.08	153	3.14	0.08	65	2.94	0.13
312	Transfer Process	190	3.36	0.07	133	3.37	0.09	64	3.41	0.12
313	Treatments	200	3.95	0.06	153	3.91	0.07	65	3.72	0.11
314	Tube Feedings	188	3.73	0.07	133	3.67	0.08	64	3.63	0.13
315	Tube Placement Verification	202	4.29	0.06	154	4.10	0.08	65	3.94	0.13
316	Types of Drainage Systems	190	3.59	0.07	133	3.58	0.08	64	3.55	0.12
317	Types of Irrigation	202	3.33	0.07	152	3.36	0.08	65	3.37	0.11
318	Types of Nasal/Oral Gastrointestinal Tubes	190	3.58	0.07	133	3.53	0.08	64	3.53	0.13
319	Types of Ostomies	202	3.37	0.07	153	3.38	0.07	65	3.31	0.11
320	Universal Protocol	190	3.92	0.07	132	4.27	0.07	64	4.23	0.09
321	Urinary Catheter Care	200	4.11	0.06	154	4.25	0.07	65	3.89	0.11
322	Use of Intravenous (IV) Equipment	190	4.12	0.06	133	4.20	0.07	64	4.05	0.11
323	Use of Intravenous (IV) Supplies	201	3.89	0.06	154	3.91	0.07	65	3.78	0.11
324	Use of Technology	190	3.83	0.07	133	3.96	0.07	64	3.86	0.12
325	Use of Telemetry Equipment	202	3.73	0.07	152	3.47	0.08	65	3.34	0.14
326	Use of Ventilator Equipment	188	3.91	0.08	133	3.24	0.10	64	3.69	0.15

Table 8. Knowledge Statement Importance Ratings

Survey Position #	Knowledge Statements	Newly Licensed RN			RN Educator			RN Supervisor		
		N	Avg.	Std. Err.	N	Avg.	Std. Err.	N	Avg.	Std. Err.
327	Venous Access Assessment	200	4.01	0.06	154	3.97	0.07	65	3.82	0.13
328	Venous Access Devices	189	4.01	0.06	134	3.87	0.08	64	3.78	0.12
329	Venous Thromboembolism Prophylaxis	202	4.25	0.06	153	4.14	0.07	65	4.02	0.12
330	Ventilation/Oxygenation	190	4.48	0.05	133	4.51	0.07	64	4.42	0.09
331	Verifying Prescriptions/Orders	201	4.39	0.06	154	4.58	0.05	65	4.45	0.09
332	Visual, Auditory, and/or Cognitive Alterations	190	3.69	0.07	134	3.78	0.08	64	3.75	0.10
333	Vital Signs	201	4.55	0.04	154	4.75	0.04	65	4.57	0.07
334	Waste Management	190	3.22	0.08	134	3.22	0.09	64	3.14	0.13
335	Weight	202	3.61	0.07	153	3.90	0.07	65	3.78	0.11
336	Wound Assessment	188	3.95	0.06	134	4.05	0.07	64	4.03	0.09
337	Wound Care	201	3.94	0.06	153	3.90	0.07	65	3.97	0.11
338	Wound Healing Process	189	3.80	0.06	134	3.90	0.07	64	3.94	0.10

“phototherapy” as the least important knowledge statement, with an average rating of 2.86. The most important knowledge statement for responders working in hospitals and community-based facilities was “client safety,” with average ratings of 4.78 and 4.85, respectively. Individuals working in long-term care facilities rated “airway management” as the most important, with an average value of 4.79. Individuals working in “other” facilities rated “basic life support” as the most important, with an average value of 4.85. Average importance ratings for all knowledge statements by facility are listed in [Appendix H](#).

Summary

Responders to the 2021 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.

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APPENDIX A: SME PANEL FOR THE 2021 KNOWLEDGE OF NEWLY LICENSED RN SURVEY

Member: Bilquis Ali, RN

Board: Pennsylvania State Board of Nursing

Specialty: Geriatrics and long-term care

Ali has 14 years of nursing experience and is a Certified Director of Nursing in administration through The National Association of Directors of Nursing Administration (NADONA). She is an active member with American Nursing Association and is a volunteer mentor through their mentorship program. Ali is currently the Director of Nursing at a skilled nursing facility in Norristown, Pa. She educates entry-level nurses and implements orientations, focusing on skill development, competencies, policies and procedures. In her role as a mentor, she monitors professional and personal development and growth for the new nurses in her facility.

Member: Merdella Bartley, RN

Board: New York State Board of Nursing

Specialty: Medical-surgical and emergency department

Bartley has five months of experience as a registered nurse plus seven years of experience as a licensed practical nurse. She is currently employed at a hospital medical center in Brooklyn, N.Y. and a part of the nursing residency program where she regularly interacts with other entry-level nurses.

Member: Marliese Carlson, BSN, RN

Board: Vermont State Board of Nursing

Specialty: Labor and delivery; postpartum

Carlson has 25 years of nursing experience and is currently a resource nurse in the labor and delivery unit of a critical access hospital in Morrisville, Vt. Her role includes overseeing the orientation of new nurses to the unit in the hospital, which can include newly graduated nurses who have been hired.

Member: Adisa Cartwright, MSN, RN-BC

Board: California Board of Registered Nursing

Specialty: Oncology; psychiatry; community/public health; clinical education

Cartwright has 11 years of nursing experience and is currently a registered nurse at an academic medical center in Los Angeles. She mentors newly hired nurses and provides education and training related to general nursing practice as well as hospital policies and procedures. Cartwright serves as a facilitator for orientation and she performs skills assessment for competency validations. Additionally, she is certified in nursing professional development through ANCC.

Member: Daijah Edwards, RN

Board: Mississippi Board of Nursing

Specialty: Medical-surgical

Edwards has five months of experience as a registered nurse plus 3.5 years of experience as a licensed practical nurse. She is currently a registered nurse at a teaching hospital in New Orleans. She works alongside many other entry-level nurses as a team to provide patient care in the inpatient medical-surgical unit.

Member: Eric Hexdall, BSN, RN, ACHRN

Board: North Carolina Board of Nursing

Specialty: Critical care; hyperbaric therapy; clinical education

Hexdall has 17 years of nursing experience and is currently a clinical nurse educator at a community hospital in Durham, N.C. He is the nurse residency program coordinator at his facility, which includes facilitating a series of seminars to bridge newly graduated nurses to practice. Hexdall also provides career mentorship in addition to individual guidance.

Member: Holly Knight, MN, RN

Board: Nurses Association of New Brunswick

Specialty: Medical-surgical; critical care; cardiovascular

Knight has 16 years of nursing experience and is currently a nurse manager in the coronary care/coronary stepdown unit of a regional hospital in Saint John, New Brunswick. She is a member of the graduate nurse hiring committee, and her role involves designing the interviews and interviewing newly graduated nurses. She hires several entry-level nurses annually for her unit. Knight coordinates the orientations, collaborates with nurse educators on materials, assigns preceptors and conducts regular assessment interviews.

Member: Sarah Knowles, BSN, RN

Board: Florida Board of Nursing

Specialty: Critical care; cardiology

Knowles has six years of nursing experience and is currently a registered nurse at the Mayo Clinic in Jacksonville, Fla. She precepts most of the new graduate nurses in the inpatient cardiothoracic stepdown unit and she has helped develop teaching tools for complex patient assignments. She also is one of the hospital's Quality Coaches, designing and implementing quality improvement projects.

Member: Melanie Lee, BScN, RN

Board: College of Nurses of Ontario

Specialty: High-risk antenatal and postnatal obstetrics

Lee has seven years of nursing experience and is currently a registered nurse in the obstetrics unit of one of the top teaching hospitals in Toronto, Ontario. She has precepted newly graduated nurses and trains new hires in her unit. She has taught hospital policies and procedures and assists with application of critical thinking when providing care to the high-risk obstetrics population.

Member: Shanel Martens, BSN, RN-BC

Board: Illinois Board of Nursing (Professional Regulation Department)

Specialty: Professional development specialist; acute care

Martens has 21 years of nursing experience and is currently a professional development specialist at a community hospital in Lake Forest, Ill. She supports new graduate nurses transitioning to practice by coordinating a year-long accredited nurse residency program. She works closely with clinical experts at the unit level, including preceptors, to support the development of the entry-level nurses. Martens meets with the new nurses on a monthly basis to provide guidance. Additionally, she is an active member on multiple advisory boards for academic partners.

Member: Tami Omdahl, MSN, RN, CPN

Board: Minnesota Board of Nursing

Specialty: Pediatrics; complex care

Omdahl has 19 years of nursing experience and is currently a nurse manager at Mayo Clinic in Rochester, Minn. She possesses many years of experience as a preceptor for newly graduated nurses and a mentor for nursing students during their junior-senior year or practicum. In her current role, she hires new graduates, mentors and coaches staff, facilitates orientations, helps integrate new employees into their roles and evaluates employees to ensure requirements are being met.

APPENDIX B: 2021 KNOWLEDGE OF NEWLY LICENSED RN SURVEY

Web Form 1

RN KSA 2021 F-1



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Registered Nursing Survey - Form 1 KSA 2021 F-1

INSTRUCTIONS

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 this survey as soon as possible. This is your opportunity to contribute to the development of the NCLEX examination that future candidates will take.

Please read each question carefully and respond by selecting the option that most closely represents your answer. Choose the answer that best applies to your practice and select the appropriate response(s). A few questions ask you to write in information. Type your answer 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.



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Registered Nursing Survey - Form 1 KSA 2021 F-1

INTRODUCTION

1. What type(s) of nursing license do you hold? **Select all that apply.**

- Advanced Practice Registered Nurse (APRN)
- Registered Nurse (RN)
- Licensed Practical Nurse/Vocational Nurse (LPN/VN)

2. **Select only one.** I am primarily:

- Newly licensed RN
- Nurse faculty
- Nurse supervisor/director

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?

Years

Months

Please provide years and months.



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Registered Nursing Survey - Form 1 KSA 2021 F-1

KNOWLEDGE STATEMENTS

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

4. Question – IMPORTANCE - Regardless of specific practice setting, how important is the possession of this knowledge by a newly licensed RN for safe and effective professional practice?

1 = Not Important, 2 = Minimally Important, 3 = Moderately Important, 4 = Important, 5 = Critically Important.

	Importance
1. Activities of daily living	<input type="text"/>
2. Acute psychosocial health issues	<input type="text"/>
3. Adolescent care	<input type="text"/>
4. Adult learning theory	<input type="text"/>
5. Adverse reactions	<input type="text"/>
6. Alarm management	<input type="text"/>
7. Allergy assessment	<input type="text"/>
8. Approved abbreviations	<input type="text"/>
9. Arterial lines	<input type="text"/>
10. Aspiration precautions	<input type="text"/>
11. Assistive devices	<input type="text"/>
12. Basic cardiac monitoring	<input type="text"/>
13. Behavioral management techniques	<input type="text"/>
14. Bladder elimination	<input type="text"/>
15. Blood specimens	<input type="text"/>
16. Bowel elimination	<input type="text"/>
17. Care planning	<input type="text"/>
18. Caregiver resources	<input type="text"/>
19. Central venous access device maintenance	<input type="text"/>
20. Chain of command	<input type="text"/>

21. Chronic conditions	<input type="text"/>
22. Chronic versus acute pain	<input type="text"/>
23. Client acuity	<input type="text"/>
24. Client assessment	<input type="text"/>
25. Client confidentiality and privacy	<input type="text"/>
26. Client diagnosis	<input type="text"/>
27. Client education	<input type="text"/>
28. Client history	<input type="text"/>
29. Client mobility	<input type="text"/>
30. Client occupational resources	<input type="text"/>
31. Client positioning	<input type="text"/>
32. Client procedures	<input type="text"/>
33. Client response to treatment	<input type="text"/>
34. Client safety	<input type="text"/>
35. Client supplies	<input type="text"/>
36. Client-centered bedside report	<input type="text"/>
37. Cluster care	<input type="text"/>
38. Collaboration	<input type="text"/>
39. Communication barriers	<input type="text"/>
40. Community health	<input type="text"/>
41. Community health needs assessment	<input type="text"/>
42. Community risk assessment	<input type="text"/>
43. Complementary therapies	<input type="text"/>
44. Complications of anesthesia	<input type="text"/>
45. Complications of blood product administration	<input type="text"/>
46. Complications of intravenous (IV) therapy	<input type="text"/>
47. Complications of irrigation	<input type="text"/>
48. Complications of phototherapy	<input type="text"/>
49. Comprehensive health assessment	<input type="text"/>
50. Conflict resolution	<input type="text"/>

51. Contraindications	<input type="text"/>
52. Controlled substance management	<input type="text"/>
53. Crisis intervention	<input type="text"/>
54. Culture of safety	<input type="text"/>
55. Delegation	<input type="text"/>
56. Developmental milestones	<input type="text"/>
57. Devices used to promote venous return	<input type="text"/>
58. Discharge planning	<input type="text"/>
59. Disease process	<input type="text"/>
60. Dressing management	<input type="text"/>
61. Emergency care procedures	<input type="text"/>
62. Emergency plans	<input type="text"/>
63. Emergency response	<input type="text"/>
64. End-of-life care	<input type="text"/>
65. Environmental resources	<input type="text"/>
66. Equipment management	<input type="text"/>
67. Ergonomics	<input type="text"/>
68. Evidence-based practice	<input type="text"/>
69. Facility resources	<input type="text"/>
70. Family education	<input type="text"/>
71. Family-centered care	<input type="text"/>
72. Fluid and electrolyte imbalance	<input type="text"/>

73. Goal setting	<input type="text"/>
74. Growth charts	<input type="text"/>
75. Handoff report	<input type="text"/>
76. Health care roles	<input type="text"/>
77. Health risks	<input type="text"/>
78. Hemodialysis	<input type="text"/>
79. Hemodynamics	<input type="text"/>
80. High risk health behaviors	<input type="text"/>
81. Holistic care	<input type="text"/>
82. Hygiene	<input type="text"/>
83. Incentive spirometry	<input type="text"/>
84. Infant care	<input type="text"/>
85. Informed client consent	<input type="text"/>
86. Integrative medicine	<input type="text"/>
87. Intravenous (IV) insertion	<input type="text"/>
88. Intravenous (IV) site maintenance	<input type="text"/>
89. Irrigation equipment	<input type="text"/>
90. Lab monitoring	<input type="text"/>
91. Lab values	<input type="text"/>
92. Learning barriers	<input type="text"/>
93. Life transitions	<input type="text"/>
94. Mandatory reporting	<input type="text"/>
95. Measurement conversions	<input type="text"/>
96. Medication administration via percutaneous feeding tubes	<input type="text"/>
97. Medication interaction	<input type="text"/>
98. Medication reconciliation	<input type="text"/>
99. Moderate sedation	<input type="text"/>
100. Multi-disciplinary teams	<input type="text"/>

101. Neurological assessment	<input type="text"/>
102. Non-opioid pain medications	<input type="text"/>
103. Nonverbal communication	<input type="text"/>
104. Nonverbal cues to psychological stressors	<input type="text"/>
105. Nursing diagnoses	<input type="text"/>
106. Older adult care	<input type="text"/>
107. Opioid education	<input type="text"/>
108. Order of blood draws	<input type="text"/>
109. Orthopedic devices	<input type="text"/>
110. Oxygen therapy	<input type="text"/>
111. Pain assessment	<input type="text"/>
112. Palliative care	<input type="text"/>
113. Parenteral nutrition	<input type="text"/>
114. Percutaneous feeding tubes	<input type="text"/>
115. Personal bias	<input type="text"/>
116. Pharmacology	<input type="text"/>
117. Phototherapy	<input type="text"/>
118. Policies and procedures	<input type="text"/>
119. Postmortem care	<input type="text"/>
120. Postpartum care	<input type="text"/>
121. Preoperative care	<input type="text"/>
122. Pressure injury prevention	<input type="text"/>
123. Pressure injury staging	<input type="text"/>
124. Prioritization	<input type="text"/>
125. Professional accountability	<input type="text"/>
126. Provider prescription/order components	<input type="text"/>
127. Psychosocial support	<input type="text"/>
128. Quality improvement	<input type="text"/>
129. Reality orientation	<input type="text"/>

130. Regulatory guidelines	<input type="text"/>
131. Restraint alternatives	<input type="text"/>
132. Restraints	<input type="text"/>
133. Risk assessment	<input type="text"/>
134. Safe client handling	<input type="text"/>
135. School-age care	<input type="text"/>
136. Security plan	<input type="text"/>
137. Self-care	<input type="text"/>
138. Self-limitations	<input type="text"/>
139. Signs and symptoms of complications	<input type="text"/>
140. Signs of abuse or neglect	<input type="text"/>
141. Signs of substance abuse	<input type="text"/>
142. Signs of substance withdrawal	<input type="text"/>
143. Skin integrity	<input type="text"/>
144. Specimen collection	<input type="text"/>
145. Staff accountability	<input type="text"/>
146. Staff education	<input type="text"/>
147. Staff safety	<input type="text"/>
148. Stages of labor	<input type="text"/>
149. Sterile technique	<input type="text"/>
150. Suctioning	<input type="text"/>
151. Telemetry	<input type="text"/>
152. Therapeutic communication	<input type="text"/>
153. Therapeutic environment	<input type="text"/>
154. Thermoregulation techniques	<input type="text"/>
155. Tissue perfusion	<input type="text"/>
156. Toddler care	<input type="text"/>
157. Treatments	<input type="text"/>
158. Tube placement verification	<input type="text"/>
159. Types of irrigation	<input type="text"/>
160. Types of ostomies	<input type="text"/>

161. Urinary catheter care	<input type="text"/>
162. Use of intravenous (IV) supplies	<input type="text"/>
163. Use of telemetry equipment	<input type="text"/>
164. Venous access assessment	<input type="text"/>
165. Venous thromboembolism prophylaxis	<input type="text"/>
166. Verifying prescriptions/orders	<input type="text"/>
167. Vital signs	<input type="text"/>
168. Weight	<input type="text"/>
169. Wound care	<input type="text"/>



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5. 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

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



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Registered Nursing Survey - Form 1 KSA 2021 F-1

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 Faculty: 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.

7. Which of the following **best** describes the acuity of the clients for whom you provided care **on the last day you worked**? **Select all that apply.**

- Well clients, possibly with minor illnesses
- Clients with stable chronic conditions
- Clients with unstable chronic conditions
- Clients with acute conditions, including clients with medical, surgical, obstetrical or critical conditions
- Clients at end-of-life
- Clients with behavioral/emotional conditions
- Other, please specify:

8. Which of the following **best** describes the ages of most of your clients **on the last day you worked**? **Select all that apply.**

- Pediatric (ages 0 -17)
- Adult (ages 18-64)
- Adult (ages 65-85)
- Adult (over age 85)

9. Which of the following choices **best** describes your employment setting/specialty area **on the last day you worked**? If you worked mainly in one setting, select the appropriate choice for that one setting. If you worked in more than one setting, select the appropriate choices for all settings where you spent at least one-half of your time. **Select no more than two answers.**

- Critical care
- Inpatient medical-surgical
- Labor and delivery
- Operating room
- Pediatric
- Ambulatory care, physician office or clinics
- Home health
- Hospice
- Long-term care
- Palliative care
- Nursing home

- Rehabilitation
- Residential
- Psychiatry or sub-specialties (detox, inpatient, outpatient)
- Public health/Occupational health
- Other, please specify:

10. 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, home health, clinic, school, prison, etc.)
- Other, please specify:



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Registered Nursing Survey - Form 1 KSA 2021 F-1

SECTION 3: DEMOGRAPHIC INFORMATION

11. What is your gender?

- Male
- Female
- Prefer to self-describe:

12. What is your age in years?

13. Which of the following is most descriptive of your racial/ethnic background? **(Select only one)**

- American Indian or Alaska Native
- Asian
- Black or African American
- Hispanic or Latino
- Native Hawaiian or Pacific Islander
- White – not of Hispanic origin
- Other

14. What is your primary language?

- English
- English and another language
- Another language

15. What is the highest degree completed that led to your current position? **Select only one.**

- RN - Diploma in U.S.
- RN - Associate Degree in U.S.
- RN - Baccalaureate Degree in U.S.
- RN - Master's Degree in U.S. (non-Advanced Practice Nurse)
- RN - Master's Degree in U.S. (Advanced Practice Nurse)
- RN - Doctorate Degree in U.S. (non-DNP)
- RN - Doctorate Degree in U.S. (DNP)
- Any nursing program NOT located in the U.S.
- In progress to complete an Advanced Degree in nursing
- Other program, please specify:



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SECTION 4: COMMENTS

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

17. Name:

18. Daytime or early evening phone number with area code:

19. Email address:

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



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Thank you!

Thank you for your participation in this important study.

To finalize your survey, please click the Submit Survey button below.

Web Form 2

RN KSA 2021 F-2



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Registered Nursing Survey - Form 2 KSA 2021 F-2

INSTRUCTIONS

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 this form as soon as possible. This is your opportunity to contribute to the development of the NCLEX examination that future candidates will take.

Please read each question carefully and respond by selecting the option that most closely represents your answer. Choose the answer that best applies to your practice and select the appropriate response(s). A few questions ask you to write in information. Type your answer 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.



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Registered Nursing Survey - Form 2 KSA 2021 F-2

INTRODUCTION

1. What type(s) of nursing license do you hold? **Select all that apply.**

- Advanced Practice Registered Nurse (APRN)
- Registered Nurse (RN)
- Licensed Practical Nurse/Vocational Nurse (LPN/VN)

2. **Select only one.** I am primarily:

- Newly licensed RN
- Nurse faculty
- Nurse supervisor/director

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?

Years

Months

Please provide years and months.



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Registered Nursing Survey - Form 2 KSA 2021 F-2

KNOWLEDGE STATEMENTS

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

4. Question – IMPORTANCE - Regardless of specific practice setting, how important is the possession of this knowledge by a newly licensed RN for safe and effective professional practice?

1 = Not Important, 2 = Minimally Important, 3 = Moderately Important, 4 = Important, 5 = Critically Important.

	Importance
1. Acute conditions	<input type="text"/>
2. Admission process	<input type="text"/>
3. Adult care	<input type="text"/>
4. Advance directives	<input type="text"/>
5. Airway management	<input type="text"/>
6. Allergies	<input type="text"/>
7. Antepartum testing	<input type="text"/>
8. Approved terminology	<input type="text"/>
9. Aseptic technique	<input type="text"/>
10. Assessment tools	<input type="text"/>
11. Barriers to learning	<input type="text"/>
12. Basic life support	<input type="text"/>
13. Behavioral safety plan	<input type="text"/>
14. Blood products administration	<input type="text"/>
15. Body image	<input type="text"/>
16. Care for substance withdrawal	<input type="text"/>
17. Caregiver education	<input type="text"/>
18. Caregiver support	<input type="text"/>
19. Central venous access devices	<input type="text"/>
20. Chest physiotherapy	<input type="text"/>

21. Chronic psychosocial health issues	<input type="text"/>
22. Client access to resources	<input type="text"/>
23. Client advocacy	<input type="text"/>
24. Client compliance with treatment plan	<input type="text"/>
25. Client cost effective care	<input type="text"/>
26. Client dignity	<input type="text"/>
27. Client equipment	<input type="text"/>
28. Client identification	<input type="text"/>
29. Client needs	<input type="text"/>
30. Client outcome	<input type="text"/>
31. Client preferences	<input type="text"/>
32. Client readiness to learn	<input type="text"/>
33. Client rights and responsibilities	<input type="text"/>
34. Client spiritual resources	<input type="text"/>
35. Client wellbeing	<input type="text"/>
36. Client-centered care	<input type="text"/>
37. Cognitive status	<input type="text"/>
38. Communication adaptive devices	<input type="text"/>
39. Communication methods	<input type="text"/>
40. Community health education	<input type="text"/>
41. Community resources	<input type="text"/>
42. Compensatory techniques	<input type="text"/>
43. Complications in labor	<input type="text"/>
44. Complications of arterial lines	<input type="text"/>
45. Complications of drainage devices	<input type="text"/>
46. Complications of invasive procedures	<input type="text"/>
47. Complications of peritoneal dialysis	<input type="text"/>
48. Complications of enteral tube feedings	<input type="text"/>
49. Confidentiality laws and social media	<input type="text"/>
50. Continuity of care	<input type="text"/>



Registered Nursing Survey - Form 2 KSA 2021 F-2

KNOWLEDGE STATEMENTS

Question – IMPORTANCE - Regardless of specific practice setting, how important is the possession of this knowledge by a newly licensed RN for safe and effective professional practice?

1 = Not Important, 2 = Minimally Important, 3 = Moderately Important, 4 = Important, 5 = Critically Important.

	Importance
51. Controlled substance diversion	<input type="text"/>
52. Coping mechanisms	<input type="text"/>
53. Cultural considerations	<input type="text"/>
54. De-escalation	<input type="text"/>
55. Dental services	<input type="text"/>
56. Developmental stages	<input type="text"/>
57. Diagnostic testing	<input type="text"/>
58. Discharge process	<input type="text"/>
59. Dosage calculations	<input type="text"/>
60. Early ambulation	<input type="text"/>
61. Emergency equipment	<input type="text"/>
62. Emergency preparedness	<input type="text"/>
63. Empathic communication	<input type="text"/>
64. Environmental assessment	<input type="text"/>
65. Environmental services	<input type="text"/>
66. Equipment safety	<input type="text"/>
67. Ethics	<input type="text"/>
68. Facility cost effective care	<input type="text"/>
69. Family dynamics	<input type="text"/>
70. Family support	<input type="text"/>
71. Financial resources	<input type="text"/>
72. Focused assessments	<input type="text"/>
73. Goals of care	<input type="text"/>
74. Handoff procedures	<input type="text"/>
75. Hazardous materials	<input type="text"/>
76. Health promotion	<input type="text"/>
77. Health screening	<input type="text"/>
78. Hemodynamic monitoring	<input type="text"/>
79. Hemostasis	<input type="text"/>
80. High-risk medications	<input type="text"/>

80. High-risk medications	<input type="text"/>
81. Hospice care	<input type="text"/>
82. Immunization schedules	<input type="text"/>
83. Incident and error reporting	<input type="text"/>
84. Infection prevention	<input type="text"/>
85. Intake and output	<input type="text"/>
86. Intravenous (IV) infusion	<input type="text"/>
87. Intravenous (IV) removal	<input type="text"/>
88. Invasive procedures	<input type="text"/>
89. Isolation precautions	<input type="text"/>
90. Lab results	<input type="text"/>
91. Language barriers	<input type="text"/>
92. Learning preferences	<input type="text"/>
93. Limit setting	<input type="text"/>
94. Material safety data sheets	<input type="text"/>
95. Medication administration via nasal/oral gastrointestinal tubes	<input type="text"/>
96. Medication information resources	<input type="text"/>
97. Medication management	<input type="text"/>
98. Medication side effects	<input type="text"/>
99. Modes of transmission	<input type="text"/>
100. Near misses	<input type="text"/>
101. Newborn care	<input type="text"/>
102. Non-pharmacological comfort measures	<input type="text"/>
103. Nonverbal cues to physical stressors	<input type="text"/>
104. Nursing code of ethics	<input type="text"/>
105. Nutrition	<input type="text"/>
106. Operative procedures	<input type="text"/>
107. Oral care	<input type="text"/>
108. Organ donation	<input type="text"/>
109. Ostomy care	<input type="text"/>
110. Pacing devices	<input type="text"/>

111. Pain management	<input type="text"/>
112. Parenteral access	<input type="text"/>
113. Pathophysiology	<input type="text"/>
114. Peritoneal dialysis	<input type="text"/>
115. Personal Protective Equipment (PPE)	<input type="text"/>
116. Phlebotomy	<input type="text"/>
117. Physical impairment	<input type="text"/>
118. Polypharmacy	<input type="text"/>
119. Postoperative care	<input type="text"/>
120. Prenatal care	<input type="text"/>
121. Preschool care	<input type="text"/>
122. Pressure injury risk	<input type="text"/>
123. Preventative care	<input type="text"/>
124. Procedure preparation	<input type="text"/>
125. Professional boundaries	<input type="text"/>
126. Psychosocial assessment	<input type="text"/>
127. Pulmonary hygiene	<input type="text"/>
128. Quality metrics	<input type="text"/>
129. Referral processes	<input type="text"/>
130. Reporting structure	<input type="text"/>
131. Restraint types	<input type="text"/>
132. Rights of medication administration	<input type="text"/>
133. Risk precautions	<input type="text"/>
134. Safety reporting	<input type="text"/>
135. Scope of practice	<input type="text"/>
136. Seizure precautions	<input type="text"/>
137. Self-directed learning	<input type="text"/>
138. Sensory impairment	<input type="text"/>
139. Signs and symptoms of infection	<input type="text"/>
140. Signs of human trafficking	<input type="text"/>
141. Signs of toxicity	<input type="text"/>
142. Skin assessment	<input type="text"/>
143. Sleep/rest patterns	<input type="text"/>
144. Spiritual considerations	<input type="text"/>
145. Staff debriefing	<input type="text"/>
146. Staff resources	<input type="text"/>
147. Stages of grief	<input type="text"/>
148. Standard precautions	<input type="text"/>
149. Suction equipment	<input type="text"/>
150. Support systems	<input type="text"/>

151. Telemetry lead placement	<input type="text"/>
152. Therapeutic devices	<input type="text"/>
153. Therapeutic relationships	<input type="text"/>
154. Time management	<input type="text"/>
155. Titrating dosages	<input type="text"/>
156. Transfer process	<input type="text"/>
157. Tube feedings	<input type="text"/>
158. Types of drainage systems	<input type="text"/>
159. Types of nasal/oral gastrointestinal tubes	<input type="text"/>
160. Universal protocol	<input type="text"/>
161. Use of intravenous (IV) equipment	<input type="text"/>
162. Use of technology	<input type="text"/>
163. Use of ventilator equipment	<input type="text"/>
164. Venous access devices	<input type="text"/>
165. Ventilation/oxygenation	<input type="text"/>
166. Visual, auditory, and/or cognitive alterations	<input type="text"/>
167. Waste management	<input type="text"/>
168. Wound assessment	<input type="text"/>
169. Wound healing process	<input type="text"/>



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5. 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

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



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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 Faculty: 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.

7. Which of the following **best** describes the acuity of the clients for whom you provided care **on the last day you worked**? **Select all that apply.**

- Well clients, possibly with minor illnesses
- Clients with stable chronic conditions
- Clients with unstable chronic conditions
- Clients with acute conditions, including clients with medical, surgical, obstetrical or critical conditions
- Clients at end-of-life
- Clients with behavioral/emotional conditions
- Other, please specify:

8. Which of the following **best** describes the ages of most of your clients **on the last day you worked**? **Select all that apply.**

- Pediatric (ages 0 -17)
- Adult (ages 18-64)
- Adult (ages 65-85)
- Adult (over age 85)

9. Which of the following choices **best** describes your employment setting/specialty area **on the last day you worked**? If you worked mainly in one setting, select the appropriate choice for that one setting. If you worked in more than one setting, select the appropriate choices for all settings where you spent at least one-half of your time. **Select no more than two answers.**

- Critical care
- Inpatient medical-surgical
- Labor and delivery
- Operating room
- Pediatric
- Ambulatory care, physician office or clinics
- Home health
- Hospice
- Long-term care
- Palliative care
- Nursing home
- Rehabilitation
- Residential
- Psychiatry or sub-specialties (detox, inpatient, outpatient)
- Public health/Occupational health
- Other, please specify:

10. 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, home health, clinic, school, prison, etc.)
- Other, please specify:



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SECTION 3: DEMOGRAPHIC INFORMATION

11. What is your gender?

- Male
- Female
- Prefer to self-describe:

12. What is your age in years?

13. Which of the following is most descriptive of your racial/ethnic background? (**Select only one**)

- American Indian or Alaska Native
- Asian
- Black or African American
- Hispanic or Latino
- Native Hawaiian or Pacific Islander
- White – not of Hispanic origin
- Other

14. What is your primary language?

- English
- English and another language
- Another language

15. What is the highest degree completed that led to your current position? **Select only one.**

- RN - Diploma in U.S.
- RN - Associate Degree in U.S.
- RN - Baccalaureate Degree in U.S.
- RN - Master's Degree in U.S. (non-Advanced Practice Nurse)
- RN - Master's Degree in U.S. (Advanced Practice Nurse)
- RN - Doctorate Degree in U.S. (non-DNP)
- RN - Doctorate Degree in U.S. (DNP)
- Any nursing program NOT located in the U.S.
- In progress to complete an Advanced Degree in nursing
- Other program, please specify:



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SECTION 4: COMMENTS

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

17. Name:

18. Daytime or early evening phone number with area code:

19. Email address:

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



Registered Nursing Survey - Form 2 KSA 2021 F-2

Thank you!

Thank you for your participation in this important study.

To finalize your survey, please click the [Submit Survey](#) button below.

APPENDIX C: 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.
1	Activities of Daily Living	9	4.22	0.28
2	Acute Conditions	9	4.56	0.18
3	Acute Psychosocial Health Issues	9	4.22	0.36
4	Admission Process	9	3.89	0.48
5	Adolescent Care	9	3.44	0.41
6	Adult Care	9	4.11	0.11
7	Adult Learning Theory	9	3.44	0.29
8	Advanced Directives	9	3.89	0.35
9	Adverse Reactions	9	4.78	0.15
10	Airway Management	9	5.00	0.00
11	Alarm Management	9	3.78	0.32
12	Allergies	9	4.78	0.15
13	Allergy Assessment	9	4.33	0.24
14	Antepartum Testing	9	3.00	0.44
15	Approved Abbreviations	9	3.89	0.35
16	Approved Terminology	9	4.11	0.26
17	Arterial Lines	9	3.44	0.47
18	Aseptic Technique	9	4.67	0.17
19	Aspiration Precautions	9	4.56	0.24
20	Assessment Tools	9	4.00	0.33
21	Assistive Devices	9	3.67	0.24
22	Barriers to Learning	9	4.00	0.17
23	Basic Cardiac Monitoring	9	4.11	0.20
24	Basic Life Support	9	4.89	0.11
25	Behavioral Management Techniques	9	4.11	0.20
26	Behavioral Safety Plan	9	3.78	0.28
27	Bladder Elimination	9	3.78	0.15
28	Blood Products Administration	9	3.78	0.43
29	Blood Specimens	9	3.44	0.41
30	Body Image	9	3.11	0.35
31	Bowel Elimination	9	4.00	0.00
32	Care for Substance Withdrawal	9	4.11	0.20

SME Knowledge Statement Ratings Rank Ordered by Average Importance

Survey Position #	Knowledge Statements	SME Ratings		
		N	Avg.	Std. Err.
33	Care Planning	9	4.11	0.26
34	Caregiver Education	9	3.89	0.26
35	Caregiver Resources	9	3.44	0.29
36	Caregiver Support	9	3.56	0.34
37	Central Venous Access Device Maintenance	9	3.67	0.47
38	Central Venous Access Devices	9	3.78	0.36
39	Chain of Command	9	3.78	0.28
40	Chest Physiotherapy	9	3.00	0.44
41	Chronic Conditions	9	3.78	0.28
42	Chronic Psychosocial Health Issues	9	3.56	0.24
43	Chronic Versus Acute Pain	9	4.00	0.17
44	Client Access to Resources	9	3.78	0.28
45	Client Acuity	9	4.44	0.24
46	Client Advocacy	9	4.11	0.20
47	Client Assessment	9	4.67	0.17
48	Client Compliance with Treatment Plan	9	4.11	0.20
49	Client Confidentiality and Privacy	9	4.56	0.24
50	Client Cost Effective Care	9	3.78	0.40
51	Client Diagnosis	9	4.67	0.17
52	Client Dignity	9	4.22	0.22
53	Client Education	9	4.44	0.24
54	Client Equipment	9	3.56	0.24
55	Client History	9	4.44	0.18
56	Client Identification	9	4.89	0.11
57	Client Mobility	9	4.11	0.20
58	Client Needs	9	4.11	0.20
59	Client Occupational Resources	9	3.22	0.32
60	Client Outcome	9	4.11	0.20
61	Client Positioning	9	4.22	0.22
62	Client Preferences	9	4.00	0.17
63	Client Procedures	9	4.11	0.20
64	Client Readiness to Learn	9	4.00	0.29
65	Client Response to Treatment	9	4.33	0.24
66	Client Rights and Responsibilities	9	4.22	0.22
67	Client Safety	9	4.89	0.11
68	Client Spiritual Resources	9	3.89	0.20

SME Knowledge Statement Ratings Rank Ordered by Average Importance

Survey Position #	Knowledge Statements	SME Ratings		
		N	Avg.	Std. Err.
69	Client Supplies	9	3.44	0.24
70	Client Wellbeing	9	4.11	0.20
71	Client-centered Bedside Report	9	4.00	0.24
72	Client-centered Care	9	4.33	0.17
73	Cluster Care	9	3.44	0.34
74	Cognitive Status	9	4.33	0.17
75	Collaboration	9	4.33	0.44
76	Communication Adaptive Devices	9	3.78	0.15
77	Communication Barriers	9	4.11	0.20
78	Communication Methods	9	4.22	0.15
79	Community Health	9	3.67	0.37
80	Community Health Education	9	3.67	0.37
81	Community Health Needs Assessment	9	3.44	0.44
82	Community Resources	9	3.67	0.37
83	Community Risk Assessment	9	3.67	0.44
84	Compensatory Techniques	9	3.56	0.34
85	Complementary Therapies	9	3.44	0.41
86	Complications in Labor	9	4.22	0.43
87	Complications of Anesthesia	9	4.33	0.37
88	Complications of Arterial Lines	9	4.11	0.45
89	Complications of Blood Product Administration	9	4.44	0.38
90	Complications of Drainage Devices	9	4.11	0.35
91	Complications of Intravenous (IV) Therapy	9	4.33	0.33
92	Complications of Invasive Procedures	9	4.44	0.34
93	Complications of Irrigation	9	3.78	0.40
94	Complications of Peritoneal Dialysis	9	3.89	0.42
95	Complications of Phototherapy	9	3.78	0.40
96	Complications of Enteral Tube Feedings	9	4.11	0.42
97	Comprehensive Health Assessment	9	4.22	0.22
98	Confidentiality Laws and Social Media	9	4.22	0.36
99	Conflict Resolution	9	3.78	0.28
100	Continuity of Care	9	4.22	0.22
101	Contraindications	9	4.44	0.24
102	Controlled Substance Diversion	9	3.89	0.31
103	Controlled Substance Management	9	3.89	0.35
104	Coping Mechanisms	9	3.78	0.36

SME Knowledge Statement Ratings Rank Ordered by Average Importance

Survey Position #	Knowledge Statements	SME Ratings		
		N	Avg.	Std. Err.
105	Crisis Intervention	9	3.89	0.31
106	Cultural Considerations	9	4.00	0.17
107	Culture of Safety	9	4.33	0.24
108	De-escalation	9	4.00	0.17
109	Delegation	9	3.78	0.32
110	Dental Services	9	3.00	0.37
111	Developmental Milestones	9	3.33	0.33
112	Developmental Stages	9	3.33	0.37
113	Devices Used to Promote Venous Return	9	3.44	0.29
114	Diagnostic Testing	9	3.56	0.38
115	Discharge Planning	9	4.11	0.31
116	Discharge Process	9	4.22	0.32
117	Disease Process	9	4.56	0.18
118	Dosage Calculations	9	4.78	0.22
119	Dressing Management	9	3.67	0.24
120	Early Ambulation	9	3.56	0.24
121	Emergency Care Procedures	9	4.33	0.24
122	Emergency Equipment	9	4.33	0.24
123	Emergency Plans	9	4.22	0.28
124	Emergency Preparedness	9	4.11	0.26
125	Emergency Response	9	4.33	0.29
126	Empathic Communication	9	3.89	0.26
127	End-of-life Care	9	3.67	0.24
128	Environmental Assessment	9	3.78	0.22
129	Environmental Resources	9	3.33	0.29
130	Environmental Services	9	3.33	0.24
131	Equipment Management	9	3.22	0.28
132	Equipment Safety	9	4.11	0.31
133	Ergonomics	9	3.89	0.26
134	Ethics	9	3.89	0.31
135	Evidence-based Practice	9	4.56	0.18
136	Facility Cost Effective Care	9	3.00	0.37
137	Facility Resources	9	3.56	0.24
138	Family Dynamics	9	3.67	0.24
139	Family Education	9	3.78	0.22
140	Family Support	9	3.56	0.24

SME Knowledge Statement Ratings Rank Ordered by Average Importance

Survey Position #	Knowledge Statements	SME Ratings		
		N	Avg.	Std. Err.
141	Family-centered Care	9	3.78	0.28
142	Financial Resources	9	3.44	0.24
143	Fluid and Electrolyte Imbalance	9	4.67	0.17
144	Focused Assessments	9	4.22	0.15
145	Goal Setting	9	3.67	0.29
146	Goals of Care	9	3.67	0.24
147	Growth Charts	9	2.89	0.45
148	Handoff Procedures	9	4.56	0.18
149	Handoff Report	9	4.67	0.17
150	Hazardous Materials	9	4.00	0.37
151	Health Care Roles	9	3.67	0.24
152	Health Promotion	9	3.67	0.24
153	Health Risks	9	4.00	0.29
154	Health Screening	9	3.67	0.37
155	Hemodialysis	9	3.44	0.41
156	Hemodynamic Monitoring	9	3.67	0.37
157	Hemodynamics	9	3.78	0.28
158	Hemostasis	9	4.11	0.31
159	High-risk Health Behaviors	9	3.78	0.28
160	High-risk Medications	9	4.44	0.24
161	Holistic Care	9	3.44	0.29
162	Hospice Care	9	3.44	0.24
163	Hygiene	9	4.00	0.17
164	Immunization Schedules	9	3.11	0.31
165	Incentive Spirometry	9	3.89	0.20
166	Incident and Error Reporting	9	4.33	0.24
167	Infant Care	9	3.44	0.41
168	Infection Prevention	9	4.89	0.11
169	Informed Client Consent	9	4.22	0.22
170	Intake and Output	9	3.78	0.36
171	Integrative Medicine	9	3.22	0.40
172	Intravenous (IV) Infusion	9	4.33	0.17
173	Intravenous (IV) Insertion	9	4.00	0.17
174	Intravenous (IV) Removal	9	3.89	0.11
175	Intravenous (IV) Site Maintenance	9	4.11	0.11
176	Invasive Procedures	9	3.67	0.41

SME Knowledge Statement Ratings Rank Ordered by Average Importance

Survey Position #	Knowledge Statements	SME Ratings		
		N	Avg.	Std. Err.
177	Irrigation Equipment	9	3.44	0.38
178	Isolation Precautions	9	4.67	0.17
179	Lab Monitoring	9	4.67	0.17
180	Lab Results	9	4.67	0.17
181	Lab Values	9	4.67	0.17
182	Language Barriers	9	3.67	0.24
183	Learning Barriers	9	3.78	0.22
184	Learning Preferences	9	3.56	0.24
185	Life Transitions	9	3.44	0.24
186	Limit Setting	9	3.56	0.29
187	Mandatory Reporting	9	4.22	0.28
188	Material Safety Data Sheets	9	3.33	0.37
189	Measurement Conversions	9	3.89	0.39
190	Medication Administration via Nasal/Oral Gastrointestinal Tubes	9	3.89	0.31
191	Medication Administration via Percutaneous Feeding Tubes	9	3.89	0.31
192	Medication Information Resources	9	4.11	0.20
193	Medication Interaction	9	4.56	0.18
194	Medication Management	9	4.56	0.18
195	Medication Reconciliation	9	4.44	0.24
196	Medication Side Effects	9	5.00	0.00
197	Moderate Sedation	9	3.78	0.32
198	Modes of Transmission	9	4.33	0.17
199	Multi-disciplinary Teams	9	3.78	0.28
200	Near Misses	9	4.00	0.17
201	Neurological Assessment	9	4.33	0.17
202	Newborn Care	9	3.33	0.37
203	Non-opioid Pain Medications	9	3.89	0.11
204	Non-pharmacological Comfort Measures	9	3.89	0.11
205	Nonverbal Communication	9	3.89	0.20
206	Nonverbal Cues to Physical Stressors	9	3.78	0.15
207	Nonverbal Cues to Psychological Stressors	9	3.78	0.15
208	Nursing Code of Ethics	9	4.22	0.22
209	Nursing Diagnoses	9	3.67	0.24
210	Nutrition	9	3.89	0.11
211	Older Adult Care	9	3.78	0.15
212	Operative Procedures	9	3.22	0.36

SME Knowledge Statement Ratings Rank Ordered by Average Importance

Survey Position #	Knowledge Statements	SME Ratings		
		N	Avg.	Std. Err.
213	Opioid Education	9	3.89	0.20
214	Oral Care	9	3.89	0.20
215	Order of Blood Draws	9	3.11	0.39
216	Organ Donation	9	3.11	0.42
217	Orthopedic Devices	9	3.22	0.32
218	Ostomy Care	9	3.22	0.28
219	Oxygen Therapy	9	4.44	0.24
220	Pacing Devices	9	3.44	0.29
221	Pain Assessment	9	4.67	0.17
222	Pain Management	9	4.44	0.24
223	Palliative Care	9	3.56	0.18
224	Parenteral Access	9	3.67	0.24
225	Parenteral Nutrition	9	3.67	0.24
226	Pathophysiology	9	4.56	0.18
227	Percutaneous Feeding Tubes	9	3.67	0.24
228	Peritoneal Dialysis	9	3.44	0.34
229	Personal Bias	9	3.89	0.31
230	Personal Protective Equipment (PPE)	9	4.67	0.24
231	Pharmacology	9	4.56	0.18
232	Phlebotomy	9	3.44	0.24
233	Phototherapy	9	3.00	0.33
234	Physical Impairment	9	3.67	0.17
235	Policies and Procedures	9	4.44	0.24
236	Polypharmacy	9	4.00	0.17
237	Postmortem Care	9	3.11	0.31
238	Postoperative Care	9	4.11	0.26
239	Postpartum Care	9	3.56	0.38
240	Prenatal Care	9	3.33	0.29
241	Preoperative Care	9	3.67	0.29
242	Preschool Care	9	2.78	0.28
243	Pressure Injury Prevention	9	4.56	0.18
244	Pressure Injury Risk	9	4.44	0.18
245	Pressure Injury Staging	9	3.89	0.20
246	Preventative Care	9	4.00	0.24
247	Prioritization	9	4.56	0.18
248	Procedure Preparation	9	3.67	0.37

SME Knowledge Statement Ratings Rank Ordered by Average Importance

Survey Position #	Knowledge Statements	SME Ratings		
		N	Avg.	Std. Err.
249	Professional Accountability	9	4.11	0.20
250	Professional Boundaries	9	4.11	0.20
251	Provider Prescription/Order Components	9	3.89	0.39
252	Psychosocial Assessment	9	3.78	0.15
253	Psychosocial Support	9	3.56	0.18
254	Pulmonary Hygiene	9	3.89	0.26
255	Quality Improvement	9	3.89	0.26
256	Quality Metrics	9	3.56	0.24
257	Reality Orientation	9	3.67	0.17
258	Referral Processes	9	2.89	0.31
259	Regulatory Guidelines	9	3.11	0.35
260	Reporting Structure	9	3.44	0.29
261	Restraint Alternatives	9	3.44	0.44
262	Restraint Types	9	3.33	0.44
263	Restraints	9	3.44	0.47
264	Rights of Medication Administration	9	4.56	0.24
265	Risk Assessment	9	4.22	0.15
266	Risk Precautions	9	4.22	0.15
267	Safe Client Handling	9	4.11	0.26
268	Safety Reporting	9	4.22	0.22
269	School-age Care	9	2.89	0.35
270	Scope of Practice	9	4.56	0.18
271	Security Plan	9	3.78	0.28
272	Seizure Precautions	9	3.78	0.15
273	Self-care	9	4.11	0.20
274	Self-directed Learning	9	3.89	0.20
275	Self-limitations	9	4.00	0.17
276	Sensory Impairment	9	3.89	0.20
277	Signs and Symptoms of Complications	9	4.78	0.15
278	Signs and Symptoms of Infection	9	4.89	0.11
279	Signs of Abuse or Neglect	9	4.33	0.24
280	Signs of Human Trafficking	9	4.00	0.37
281	Signs of Substance Abuse	9	4.00	0.33
282	Signs of Toxicity	9	4.44	0.18
283	Signs of Substance Withdrawal	9	4.00	0.37
284	Skin Assessment	9	4.22	0.15

SME Knowledge Statement Ratings Rank Ordered by Average Importance

Survey Position #	Knowledge Statements	SME Ratings		
		N	Avg.	Std. Err.
285	Skin Integrity	9	4.22	0.15
286	Sleep/Rest Patterns	9	3.56	0.29
287	Specimen Collection	9	3.44	0.29
288	Spiritual Considerations	9	3.67	0.24
289	Staff Accountability	9	4.22	0.15
290	Staff Debriefing	9	4.33	0.17
291	Staff Education	9	4.22	0.15
292	Staff Resources	9	4.00	0.17
293	Staff Safety	9	4.44	0.18
294	Stages of Grief	9	3.67	0.24
295	Stages of Labor	9	3.22	0.43
296	Standard Precautions	9	4.56	0.18
297	Sterile Technique	9	4.44	0.38
298	Suction Equipment	9	4.22	0.22
299	Suctioning	9	4.33	0.24
300	Support Systems	9	4.00	0.17
301	Telemetry	9	3.56	0.41
302	Telemetry Lead Placement	9	3.56	0.38
303	Therapeutic Communication	9	4.00	0.17
304	Therapeutic Devices	9	3.89	0.20
305	Therapeutic Environment	9	3.78	0.15
306	Therapeutic Relationships	9	3.89	0.11
307	Thermoregulation Techniques	9	3.78	0.28
308	Time Management	9	4.33	0.17
309	Tissue Perfusion	9	4.22	0.22
310	Titrating Dosages	9	4.11	0.45
311	Toddler Care	9	3.00	0.37
312	Transfer Process	9	4.00	0.17
313	Treatments	9	4.22	0.15
314	Tube Feedings	9	3.78	0.28
315	Tube Placement Verification	9	4.11	0.35
316	Types of Drainage Systems	9	3.78	0.22
317	Types of Irrigation	9	3.44	0.41
318	Types of Nasal/Oral Gastrointestinal Tubes	9	3.67	0.33
319	Types of Ostomies	9	3.22	0.22
320	Universal Protocol	9	4.11	0.20

SME Knowledge Statement Ratings Rank Ordered by Average Importance

Survey Position #	Knowledge Statements	SME Ratings		
		N	Avg.	Std. Err.
321	Urinary Catheter Care	9	4.00	0.24
322	Use of Intravenous (IV) Equipment	9	4.11	0.20
323	Use of Intravenous (IV) Supplies	9	4.11	0.11
324	Use of Technology	9	3.67	0.17
325	Use of Telemetry Equipment	9	3.67	0.41
326	Use of Ventilator Equipment	9	3.56	0.44
327	Venous Access Assessment	9	3.89	0.20
328	Venous Access Devices	9	3.78	0.22
329	Venous Thromboembolism Prophylaxis	9	4.44	0.24
330	Ventilation/Oxygenation	9	4.44	0.24
331	Verifying Prescriptions/Orders	9	4.89	0.11
332	Visual, Auditory, and/or Cognitive Alterations	9	3.78	0.15
333	Vital Signs	9	4.78	0.15
334	Waste Management	9	3.44	0.34
335	Weight	9	3.56	0.24
336	Wound Assessment	9	4.44	0.18
337	Wound Care	9	4.22	0.15
338	Wound Healing Process	9	3.89	0.11

APPENDIX D: 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 Statements	Newly Licensed RNs			SME Ratings			Avg. Difference
		N	Avg.	Std. Err.	N	Avg.	Std. Err.	
10	Airway Management	338	4.79	0.03	9	5.00	0.00	-0.21
67	Client Safety	365	4.70	0.03	9	4.89	0.11	-0.19
24	Basic Life Support	334	4.62	0.04	9	4.89	0.11	-0.27
47	Client Assessment	367	4.60	0.03	9	4.67	0.17	-0.07
333	Vital Signs	201	4.55	0.04	9	4.78	0.15	-0.23
247	Prioritization	218	4.53	0.05	9	4.56	0.18	-0.03
277	Signs and Symptoms of Complications	217	4.53	0.04	9	4.78	0.15	-0.25
9	Adverse Reactions	368	4.52	0.04	9	4.78	0.15	-0.26
89	Complications of Blood Product Administration	364	4.52	0.04	9	4.44	0.38	0.08
160	High-risk Medications	245	4.52	0.05	9	4.44	0.24	0.08
2	Acute Conditions	337	4.51	0.03	9	4.56	0.18	-0.05
122	Emergency Equipment	246	4.50	0.05	9	4.33	0.24	0.17
19	Aspiration Precautions	366	4.49	0.04	9	4.56	0.24	-0.07
56	Client Identification	335	4.49	0.04	9	4.89	0.11	-0.40
264	Rights of Medication Administration	199	4.48	0.05	9	4.56	0.24	-0.08
330	Ventilation/Oxygenation	190	4.48	0.05	9	4.44	0.24	0.04
143	Fluid and Electrolyte Imbalance	277	4.46	0.04	9	4.67	0.17	-0.21
168	Infection Prevention	245	4.46	0.04	9	4.89	0.11	-0.43
181	Lab Values	275	4.44	0.04	9	4.67	0.17	-0.23
91	Complications of Intravenous (IV) Therapy	365	4.43	0.04	9	4.33	0.33	0.10
201	Neurological Assessment	218	4.43	0.05	9	4.33	0.17	0.10
278	Signs and Symptoms of Infection	197	4.42	0.05	9	4.89	0.11	-0.47
144	Focused Assessments	246	4.40	0.04	9	4.22	0.15	0.18
243	Pressure Injury Prevention	218	4.39	0.05	9	4.56	0.18	-0.17
270	Scope of Practice	199	4.39	0.05	9	4.56	0.18	-0.17
331	Verifying Prescriptions/Orders	201	4.39	0.06	9	4.89	0.11	-0.50
18	Aseptic Technique	336	4.37	0.05	9	4.67	0.17	-0.30
308	Time Management	190	4.36	0.05	9	4.33	0.17	0.03
193	Medication Interaction	277	4.35	0.05	9	4.56	0.18	-0.21
279	Signs of Abuse or Neglect	217	4.35	0.05	9	4.33	0.24	0.02
297	Sterile Technique	216	4.35	0.06	9	4.44	0.38	-0.09

Newly Licensed RN and SME Knowledge Statement Ratings Rank Ordered by Newly Licensed RN Average Importance

Survey Position #	Knowledge Statements	Newly Licensed RNs			SME Ratings			Avg. Difference
		N	Avg.	Std. Err.	N	Avg.	Std. Err.	
13	Allergy Assessment	367	4.34	0.04	9	4.33	0.24	0.01
231	Pharmacology	218	4.34	0.05	9	4.56	0.18	-0.22
283	Signs of Substance Withdrawal	217	4.34	0.05	9	4.00	0.37	0.34
118	Dosage Calculations	246	4.33	0.06	9	4.78	0.22	-0.45
125	Emergency Response	278	4.33	0.05	9	4.33	0.29	0.00
23	Basic Cardiac Monitoring	366	4.32	0.04	9	4.11	0.20	0.21
28	Blood Products Administration	336	4.31	0.05	9	3.78	0.43	0.53
121	Emergency Care Procedures	277	4.31	0.05	9	4.33	0.24	-0.02
169	Informed Client Consent	276	4.30	0.05	9	4.22	0.22	0.08
101	Contraindications	280	4.29	0.05	9	4.44	0.24	-0.15
315	Tube Placement Verification	202	4.29	0.06	9	4.11	0.35	0.18
230	Personal Protective Equipment (PPE)	199	4.28	0.06	9	4.67	0.24	-0.39
12	Allergies	337	4.27	0.05	9	4.78	0.15	-0.51
124	Emergency Preparedness	244	4.27	0.06	9	4.11	0.26	0.16
179	Lab Monitoring	275	4.27	0.05	9	4.67	0.17	-0.40
46	Client Advocacy	333	4.26	0.04	9	4.11	0.20	0.15
172	Intravenous (IV) Infusion	243	4.26	0.05	9	4.33	0.17	-0.07
180	Lab Results	246	4.26	0.05	9	4.67	0.17	-0.41
49	Client Confidentiality and Privacy	366	4.25	0.04	9	4.56	0.24	-0.31
219	Oxygen Therapy	218	4.25	0.06	9	4.44	0.24	-0.19
329	Venous Thromboembolism Prophylaxis	202	4.25	0.06	9	4.44	0.24	-0.19
178	Isolation Precautions	246	4.24	0.05	9	4.67	0.17	-0.43
282	Signs of Toxicity	199	4.24	0.06	9	4.44	0.18	-0.20
65	Client Response to Treatment	366	4.23	0.04	9	4.33	0.24	-0.10
175	Intravenous (IV) Site Maintenance	277	4.23	0.05	9	4.11	0.11	0.12
20	Assessment Tools	336	4.22	0.05	9	4.00	0.33	0.22
72	Client-centered Care	335	4.22	0.04	9	4.33	0.17	-0.11
75	Collaboration	364	4.22	0.04	9	4.33	0.44	-0.11
97	Comprehensive Health Assessment	360	4.22	0.05	9	4.22	0.22	0.00
285	Skin Integrity	218	4.21	0.05	9	4.22	0.15	-0.01
293	Staff Safety	215	4.20	0.06	9	4.44	0.18	-0.24
92	Complications of Invasive Procedures	335	4.19	0.05	9	4.44	0.34	-0.25
309	Tissue Perfusion	202	4.19	0.06	9	4.22	0.22	-0.03
156	Hemodynamic Monitoring	244	4.18	0.06	9	3.67	0.37	0.51
249	Professional Accountability	217	4.18	0.06	9	4.11	0.20	0.07
60	Client Outcome	335	4.17	0.04	9	4.11	0.20	0.06

Newly Licensed RN and SME Knowledge Statement Ratings Rank Ordered by Newly Licensed RN Average Importance

Survey Position #	Knowledge Statements	Newly Licensed RNs			SME Ratings			Avg. Difference
		N	Avg.	Std. Err.	N	Avg.	Std. Err.	
149	Handoff Report	277	4.17	0.05	9	4.67	0.17	-0.50
196	Medication Side Effects	244	4.17	0.05	9	5.00	0.00	-0.83
244	Pressure Injury Risk	198	4.16	0.05	9	4.44	0.18	-0.28
51	Client Diagnosis	365	4.14	0.04	9	4.67	0.17	-0.53
284	Skin Assessment	197	4.14	0.05	9	4.22	0.15	-0.08
173	Intravenous (IV) Insertion	276	4.13	0.05	9	4.00	0.17	0.13
281	Signs of Substance Abuse	215	4.13	0.06	9	4.00	0.33	0.13
267	Safe Client Handling	217	4.12	0.06	9	4.11	0.26	0.01
322	Use of Intravenous (IV) Equipment	190	4.12	0.06	9	4.11	0.20	0.01
310	Titrating Dosages	190	4.11	0.07	9	4.11	0.45	0.00
321	Urinary Catheter Care	200	4.11	0.06	9	4.00	0.24	0.11
6	Adult Care	337	4.10	0.04	9	4.11	0.11	-0.01
37	Central Venous Access Device Maintenance	365	4.10	0.05	9	3.67	0.47	0.43
66	Client Rights and Responsibilities	335	4.10	0.05	9	4.22	0.22	-0.12
74	Cognitive Status	334	4.10	0.04	9	4.33	0.17	-0.23
123	Emergency Plans	277	4.10	0.06	9	4.22	0.28	-0.12
58	Client Needs	336	4.09	0.04	9	4.11	0.20	-0.02
45	Client Acuity	361	4.08	0.05	9	4.44	0.24	-0.36
70	Client Wellbeing	334	4.08	0.04	9	4.11	0.20	-0.03
194	Medication Management	244	4.08	0.06	9	4.56	0.18	-0.48
52	Client Dignity	333	4.07	0.04	9	4.22	0.22	-0.15
187	Mandatory Reporting	277	4.07	0.06	9	4.22	0.28	-0.15
222	Pain Management	197	4.07	0.06	9	4.44	0.24	-0.37
296	Standard Precautions	199	4.07	0.06	9	4.56	0.18	-0.49
117	Disease Process	277	4.06	0.05	9	4.56	0.18	-0.50
221	Pain Assessment	217	4.06	0.05	9	4.67	0.17	-0.61
266	Risk Precautions	199	4.06	0.06	9	4.22	0.15	-0.16
272	Seizure Precautions	199	4.06	0.06	9	3.78	0.15	0.28
176	Invasive Procedures	246	4.04	0.06	9	3.67	0.41	0.37
88	Complications of Arterial Lines	334	4.03	0.06	9	4.11	0.45	-0.08
103	Controlled Substance Management	279	4.03	0.05	9	3.89	0.35	0.14
107	Culture of Safety	280	4.03	0.05	9	4.33	0.24	-0.30
157	Hemodynamics	272	4.03	0.05	9	3.78	0.28	0.25
158	Hemostasis	246	4.03	0.06	9	4.11	0.31	-0.08
90	Complications of Drainage Devices	335	4.02	0.05	9	4.11	0.35	-0.09
53	Client Education	363	4.01	0.05	9	4.44	0.24	-0.43

Newly Licensed RN and SME Knowledge Statement Ratings Rank Ordered by Newly Licensed RN Average Importance

Survey Position #	Knowledge Statements	Newly Licensed RNs			SME Ratings			Avg. Difference
		N	Avg.	Std. Err.	N	Avg.	Std. Err.	
55	Client History	365	4.01	0.04	9	4.44	0.18	-0.43
301	Telemetry	202	4.01	0.07	9	3.56	0.41	0.45
327	Venous Access Assessment	200	4.01	0.06	9	3.89	0.20	0.12
328	Venous Access Devices	189	4.01	0.06	9	3.78	0.22	0.23
38	Central Venous Access Devices	335	4.00	0.05	9	3.78	0.36	0.22
105	Crisis Intervention	278	3.99	0.06	9	3.89	0.31	0.10
132	Equipment Safety	246	3.99	0.06	9	4.11	0.31	-0.12
148	Handoff Procedures	245	3.99	0.06	9	4.56	0.18	-0.57
87	Complications of Anesthesia	364	3.98	0.06	9	4.33	0.37	-0.35
134	Ethics	244	3.98	0.06	9	3.89	0.31	0.09
195	Medication Reconciliation	275	3.98	0.06	9	4.44	0.24	-0.46
251	Provider Prescription/Order Components	218	3.98	0.07	9	3.89	0.39	0.09
299	Suctioning	216	3.98	0.06	9	4.33	0.24	-0.35
98	Confidentiality Laws and Social Media	333	3.97	0.05	9	4.22	0.36	-0.25
135	Evidence-based Practice	276	3.97	0.06	9	4.56	0.18	-0.59
298	Suction Equipment	199	3.97	0.07	9	4.22	0.22	-0.25
200	Near Misses	245	3.96	0.06	9	4.00	0.17	-0.04
273	Self-care	218	3.96	0.07	9	4.11	0.20	-0.15
77	Communication Barriers	365	3.95	0.05	9	4.11	0.20	-0.16
190	Medication Administration via Nasal/Oral Gastrointestinal Tubes	246	3.95	0.06	9	3.89	0.31	0.06
238	Postoperative Care	199	3.95	0.06	9	4.11	0.26	-0.16
313	Treatments	200	3.95	0.06	9	4.22	0.15	-0.27
336	Wound Assessment	188	3.95	0.06	9	4.44	0.18	-0.49
3	Acute Psychosocial Health Issues	368	3.94	0.04	9	4.22	0.36	-0.28
226	Pathophysiology	198	3.94	0.07	9	4.56	0.18	-0.62
246	Preventative Care	198	3.94	0.06	9	4.00	0.24	-0.06
303	Therapeutic Communication	205	3.94	0.06	9	4.00	0.17	-0.06
337	Wound Care	201	3.94	0.06	9	4.22	0.15	-0.28
96	Complications of Enteral Tube Feedings	336	3.93	0.05	9	4.11	0.42	-0.18
100	Continuity of Care	334	3.93	0.05	9	4.22	0.22	-0.29
208	Nursing Code of Ethics	199	3.93	0.07	9	4.22	0.22	-0.29
302	Telemetry Lead Placement	189	3.93	0.07	9	3.56	0.38	0.37
41	Chronic Conditions	362	3.92	0.04	9	3.78	0.28	0.14
63	Client Procedures	362	3.92	0.04	9	4.11	0.20	-0.19
320	Universal Protocol	190	3.92	0.07	9	4.11	0.20	-0.19

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Survey Position #	Knowledge Statements	Newly Licensed RNs			SME Ratings			Avg. Difference
		N	Avg.	Std. Err.	N	Avg.	Std. Err.	
268	Safety Reporting	199	3.91	0.06	9	4.22	0.22	-0.31
326	Use of Ventilator Equipment	188	3.91	0.08	9	3.56	0.44	0.35
163	Hygiene	278	3.90	0.05	9	4.00	0.17	-0.10
170	Intake and Output	245	3.90	0.06	9	3.78	0.36	0.12
191	Medication Administration via Percutaneous Feeding Tubes	277	3.90	0.06	9	3.89	0.31	0.01
213	Opioid Education	216	3.90	0.06	9	3.89	0.20	0.01
61	Client Positioning	364	3.89	0.04	9	4.22	0.22	-0.33
323	Use of Intravenous (IV) Supplies	201	3.89	0.06	9	4.11	0.11	-0.22
291	Staff Education	217	3.88	0.06	9	4.22	0.15	-0.34
224	Parenteral Access	198	3.87	0.06	9	3.67	0.24	0.20
73	Cluster Care	365	3.86	0.04	9	3.44	0.34	0.42
29	Blood Specimens	366	3.85	0.05	9	3.44	0.41	0.41
235	Policies and Procedures	218	3.85	0.06	9	4.44	0.24	-0.59
192	Medication Information Resources	245	3.84	0.06	9	4.11	0.20	-0.27
11	Alarm Management	367	3.83	0.05	9	3.78	0.32	0.05
263	Restraints	217	3.83	0.07	9	3.44	0.47	0.39
265	Risk Assessment	216	3.83	0.06	9	4.22	0.15	-0.39
324	Use of Technology	190	3.83	0.07	9	3.67	0.17	0.16
48	Client Compliance with Treatment Plan	336	3.82	0.05	9	4.11	0.20	-0.29
78	Communication Methods	332	3.82	0.05	9	4.22	0.15	-0.40
108	De-escalation	245	3.82	0.06	9	4.00	0.17	-0.18
109	Delegation	279	3.82	0.05	9	3.78	0.32	0.04
289	Staff Accountability	217	3.82	0.06	9	4.22	0.15	-0.40
114	Diagnostic Testing	246	3.81	0.06	9	3.56	0.38	0.25
166	Incident and Error Reporting	245	3.81	0.06	9	4.33	0.24	-0.52
43	Chronic Versus Acute Pain	366	3.80	0.04	9	4.00	0.17	-0.20
57	Client Mobility	365	3.80	0.04	9	4.11	0.20	-0.31
126	Empathic Communication	244	3.80	0.05	9	3.89	0.26	-0.09
199	Multi-disciplinary Teams	278	3.80	0.06	9	3.78	0.28	0.02
254	Pulmonary Hygiene	197	3.80	0.07	9	3.89	0.26	-0.09
275	Self-limitations	215	3.80	0.07	9	4.00	0.17	-0.20
280	Signs of Human Trafficking	197	3.80	0.08	9	4.00	0.37	-0.20
338	Wound Healing Process	189	3.80	0.06	9	3.89	0.11	-0.09
99	Conflict Resolution	362	3.79	0.05	9	3.78	0.28	0.01
17	Arterial Lines	367	3.78	0.06	9	3.44	0.47	0.34

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		N	Avg.	Std. Err.	N	Avg.	Std. Err.	
198	Modes of Transmission	243	3.78	0.06	9	4.33	0.17	-0.55
236	Polypharmacy	199	3.78	0.07	9	4.00	0.17	-0.22
27	Bladder Elimination	367	3.77	0.05	9	3.78	0.15	-0.01
153	Health Risks	276	3.77	0.05	9	4.00	0.29	-0.23
120	Early Ambulation	246	3.76	0.06	9	3.56	0.24	0.20
146	Goals of Care	246	3.76	0.06	9	3.67	0.24	0.09
211	Older Adult Care	219	3.76	0.06	9	3.78	0.15	-0.02
305	Therapeutic Environment	205	3.76	0.06	9	3.78	0.15	-0.02
1	Activities of Daily Living	368	3.75	0.05	9	4.22	0.28	-0.47
34	Caregiver Education	335	3.75	0.05	9	3.89	0.26	-0.14
127	End-of-life Care	277	3.75	0.06	9	3.67	0.24	0.08
150	Hazardous Materials	246	3.75	0.07	9	4.00	0.37	-0.25
94	Complications of Peritoneal Dialysis	333	3.74	0.06	9	3.89	0.42	-0.15
155	Hemodialysis	278	3.74	0.06	9	3.44	0.41	0.30
197	Moderate Sedation	269	3.74	0.06	9	3.78	0.32	-0.04
119	Dressing Management	279	3.73	0.05	9	3.67	0.24	0.06
314	Tube Feedings	188	3.73	0.07	9	3.78	0.28	-0.05
325	Use of Telemetry Equipment	202	3.73	0.07	9	3.67	0.41	0.06
245	Pressure Injury Staging	218	3.72	0.07	9	3.89	0.20	-0.17
159	High-risk Health Behaviors	277	3.71	0.06	9	3.78	0.28	-0.07
165	Incentive Spirometry	278	3.71	0.06	9	3.89	0.20	-0.18
287	Specimen Collection	217	3.71	0.07	9	3.44	0.29	0.27
220	Pacing Devices	198	3.70	0.07	9	3.44	0.29	0.26
253	Psychosocial Support	218	3.70	0.06	9	3.56	0.18	0.14
248	Procedure Preparation	198	3.69	0.07	9	3.67	0.37	0.02
250	Professional Boundaries	198	3.69	0.07	9	4.11	0.20	-0.42
332	Visual, Auditory, and/or Cognitive Alterations	190	3.69	0.07	9	3.78	0.15	-0.09
174	Intravenous (IV) Removal	244	3.68	0.07	9	3.89	0.11	-0.21
210	Nutrition	198	3.68	0.06	9	3.89	0.11	-0.21
261	Restraint Alternatives	217	3.67	0.07	9	3.44	0.44	0.23
15	Approved Abbreviations	368	3.66	0.06	9	3.89	0.35	-0.23
32	Care for Substance Withdrawal	334	3.66	0.05	9	4.11	0.20	-0.45
25	Behavioral Management Techniques	367	3.65	0.05	9	4.11	0.20	-0.46
31	Bowel Elimination	365	3.65	0.05	9	4.00	0.00	-0.35
207	Nonverbal Cues to Psychological Stressors	218	3.65	0.06	9	3.78	0.15	-0.13
252	Psychosocial Assessment	199	3.65	0.06	9	3.78	0.15	-0.13

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		N	Avg.	Std. Err.	N	Avg.	Std. Err.	
307	Thermoregulation Techniques	202	3.65	0.07	9	3.78	0.28	-0.13
71	Client-centered Bedside Report	366	3.64	0.06	9	4.00	0.24	-0.36
139	Family Education	276	3.64	0.05	9	3.78	0.22	-0.14
154	Health Screening	245	3.64	0.06	9	3.67	0.37	-0.03
225	Parenteral Nutrition	217	3.64	0.07	9	3.67	0.24	-0.03
26	Behavioral Safety Plan	333	3.63	0.05	9	3.78	0.28	-0.15
76	Communication Adaptive Devices	335	3.63	0.05	9	3.78	0.15	-0.15
106	Cultural Considerations	246	3.63	0.06	9	4.00	0.17	-0.37
152	Health Promotion	246	3.63	0.06	9	3.67	0.24	-0.04
223	Palliative Care	217	3.63	0.06	9	3.56	0.18	0.07
227	Percutaneous Feeding Tubes	217	3.63	0.06	9	3.67	0.24	-0.04
241	Preoperative Care	217	3.63	0.07	9	3.67	0.29	-0.04
205	Nonverbal Communication	218	3.62	0.06	9	3.89	0.20	-0.27
141	Family-centered Care	276	3.61	0.05	9	3.78	0.28	-0.17
203	Non-opioid Pain Medications	218	3.61	0.06	9	3.89	0.11	-0.28
229	Personal Bias	218	3.61	0.08	9	3.89	0.31	-0.28
335	Weight	202	3.61	0.07	9	3.56	0.24	0.05
21	Assistive Devices	364	3.60	0.05	9	3.67	0.24	-0.07
104	Coping Mechanisms	246	3.60	0.06	9	3.78	0.36	-0.18
115	Discharge Planning	279	3.60	0.06	9	4.11	0.31	-0.51
218	Ostomy Care	199	3.60	0.06	9	3.22	0.28	0.38
62	Client Preferences	334	3.59	0.05	9	4.00	0.17	-0.41
93	Complications of Irrigation	364	3.59	0.06	9	3.78	0.40	-0.19
113	Devices Used to Promote Venous Return	280	3.59	0.06	9	3.44	0.29	0.15
316	Types of Drainage Systems	190	3.59	0.07	9	3.78	0.22	-0.19
232	Phlebotomy	198	3.58	0.08	9	3.44	0.24	0.14
318	Types of Nasal/Oral Gastrointestinal Tubes	190	3.58	0.07	9	3.67	0.33	-0.09
39	Chain of Command	367	3.57	0.05	9	3.78	0.28	-0.21
64	Client Readiness to Learn	335	3.57	0.05	9	4.00	0.29	-0.43
128	Environmental Assessment	246	3.57	0.06	9	3.78	0.22	-0.21
161	Holistic Care	277	3.57	0.06	9	3.44	0.29	0.13
8	Advanced Directives	337	3.56	0.05	9	3.89	0.35	-0.33
54	Client Equipment	333	3.56	0.05	9	3.56	0.24	0.00
137	Facility Resources	275	3.56	0.05	9	3.56	0.24	0.00
206	Nonverbal Cues to Physical Stressors	198	3.56	0.07	9	3.78	0.15	-0.22
292	Staff Resources	197	3.56	0.07	9	4.00	0.17	-0.44

Newly Licensed RN and SME Knowledge Statement Ratings Rank Ordered by Newly Licensed RN Average Importance

Survey Position #	Knowledge Statements	Newly Licensed RNs			SME Ratings			Avg. Difference
		N	Avg.	Std. Err.	N	Avg.	Std. Err.	
86	Complications in Labor	335	3.55	0.07	9	4.22	0.43	-0.67
183	Learning Barriers	276	3.55	0.06	9	3.78	0.22	-0.23
151	Health Care Roles	278	3.54	0.06	9	3.67	0.24	-0.13
255	Quality Improvement	217	3.54	0.07	9	3.89	0.26	-0.35
189	Measurement Conversions	276	3.53	0.07	9	3.89	0.39	-0.36
36	Caregiver Support	333	3.52	0.05	9	3.56	0.34	-0.04
102	Controlled Substance Diversion	246	3.52	0.06	9	3.89	0.31	-0.37
140	Family Support	246	3.52	0.05	9	3.56	0.24	-0.04
234	Physical Impairment	198	3.51	0.07	9	3.67	0.17	-0.16
44	Client Access to Resources	334	3.50	0.05	9	3.78	0.28	-0.28
259	Regulatory Guidelines	216	3.49	0.07	9	3.11	0.35	0.38
271	Security Plan	217	3.49	0.07	9	3.78	0.28	-0.29
22	Barriers to Learning	335	3.48	0.05	9	4.00	0.17	-0.52
212	Operative Procedures	197	3.48	0.07	9	3.22	0.36	0.26
262	Restraint Types	196	3.48	0.07	9	3.33	0.44	0.15
182	Language Barriers	244	3.47	0.06	9	3.67	0.24	-0.20
204	Non-pharmacological Comfort Measures	200	3.47	0.06	9	3.89	0.11	-0.42
214	Oral Care	199	3.46	0.07	9	3.89	0.20	-0.43
300	Support Systems	199	3.46	0.07	9	4.00	0.17	-0.54
215	Order of Blood Draws	218	3.45	0.08	9	3.11	0.39	0.34
42	Chronic Psychosocial Health Issues	335	3.44	0.05	9	3.56	0.24	-0.12
145	Goal Setting	278	3.44	0.06	9	3.67	0.29	-0.23
171	Integrative Medicine	277	3.44	0.06	9	3.22	0.40	0.22
16	Approved Terminology	337	3.43	0.06	9	4.11	0.26	-0.68
131	Equipment Management	277	3.43	0.06	9	3.22	0.28	0.21
69	Client Supplies	363	3.41	0.05	9	3.44	0.24	-0.03
276	Sensory Impairment	198	3.41	0.07	9	3.89	0.20	-0.48
4	Admission Process	335	3.40	0.06	9	3.89	0.48	-0.49
257	Reality Orientation	217	3.40	0.07	9	3.67	0.17	-0.27
84	Compensatory Techniques	335	3.39	0.06	9	3.56	0.34	-0.17
304	Therapeutic Devices	190	3.39	0.07	9	3.89	0.20	-0.50
5	Adolescent Care	368	3.37	0.06	9	3.44	0.41	-0.07
133	Ergonomics	276	3.37	0.06	9	3.89	0.26	-0.52
167	Infant Care	278	3.37	0.07	9	3.44	0.41	-0.07
319	Types of Ostomies	202	3.37	0.07	9	3.22	0.22	0.15
162	Hospice Care	245	3.36	0.06	9	3.44	0.24	-0.08

Newly Licensed RN and SME Knowledge Statement Ratings Rank Ordered by Newly Licensed RN Average Importance

Survey Position #	Knowledge Statements	Newly Licensed RNs			SME Ratings			Avg. Difference
		N	Avg.	Std. Err.	N	Avg.	Std. Err.	
274	Self-directed Learning	198	3.36	0.08	9	3.89	0.20	-0.53
312	Transfer Process	190	3.36	0.07	9	4.00	0.17	-0.64
79	Community Health	365	3.35	0.05	9	3.67	0.37	-0.32
306	Therapeutic Relationships	190	3.35	0.07	9	3.89	0.11	-0.54
202	Newborn Care	199	3.34	0.09	9	3.33	0.37	0.01
240	Prenatal Care	198	3.33	0.09	9	3.33	0.29	0.00
290	Staff Debriefing	198	3.33	0.07	9	4.33	0.17	-1.00
317	Types of Irrigation	202	3.33	0.07	9	3.44	0.41	-0.11
116	Discharge Process	244	3.32	0.07	9	4.22	0.32	-0.90
177	Irrigation Equipment	277	3.31	0.06	9	3.44	0.38	-0.13
35	Caregiver Resources	365	3.30	0.06	9	3.44	0.29	-0.14
68	Client Spiritual Resources	336	3.30	0.05	9	3.89	0.20	-0.59
82	Community Resources	333	3.29	0.06	9	3.67	0.37	-0.38
80	Community Health Education	336	3.28	0.05	9	3.67	0.37	-0.39
228	Peritoneal Dialysis	198	3.28	0.08	9	3.44	0.34	-0.16
294	Stages of Grief	199	3.28	0.07	9	3.67	0.24	-0.39
184	Learning Preferences	245	3.27	0.06	9	3.56	0.24	-0.29
186	Limit Setting	244	3.27	0.07	9	3.56	0.29	-0.29
286	Sleep/Rest Patterns	199	3.27	0.07	9	3.56	0.29	-0.29
81	Community Health Needs Assessment	365	3.26	0.06	9	3.44	0.44	-0.18
239	Postpartum Care	218	3.26	0.08	9	3.56	0.38	-0.30
260	Reporting Structure	198	3.25	0.08	9	3.44	0.29	-0.19
33	Care Planning	362	3.24	0.06	9	4.11	0.26	-0.87
138	Family Dynamics	246	3.24	0.06	9	3.67	0.24	-0.43
288	Spiritual Considerations	199	3.23	0.07	9	3.67	0.24	-0.44
334	Waste Management	190	3.22	0.08	9	3.44	0.34	-0.22
83	Community Risk Assessment	363	3.20	0.06	9	3.67	0.44	-0.47
185	Life Transitions	276	3.20	0.06	9	3.44	0.24	-0.24
50	Client Cost Effective Care	336	3.19	0.06	9	3.78	0.40	-0.59
112	Developmental Stages	246	3.19	0.07	9	3.33	0.37	-0.14
7	Adult Learning Theory	368	3.18	0.06	9	3.44	0.29	-0.26
85	Complementary Therapies	365	3.17	0.05	9	3.44	0.41	-0.27
95	Complications of Phototherapy	364	3.17	0.07	9	3.78	0.40	-0.61
130	Environmental Services	246	3.16	0.07	9	3.33	0.24	-0.17
129	Environmental Resources	277	3.15	0.06	9	3.33	0.29	-0.18
111	Developmental Milestones	280	3.14	0.06	9	3.33	0.33	-0.19

Newly Licensed RN and SME Knowledge Statement Ratings Rank Ordered by Newly Licensed RN Average Importance

Survey Position #	Knowledge Statements	Newly Licensed RNs			SME Ratings			Avg. Difference
		N	Avg.	Std. Err.	N	Avg.	Std. Err.	
142	Financial Resources	245	3.13	0.06	9	3.44	0.24	-0.31
217	Orthopedic Devices	217	3.12	0.06	9	3.22	0.32	-0.10
295	Stages of Labor	216	3.12	0.08	9	3.22	0.43	-0.10
40	Chest Physiotherapy	333	3.11	0.06	9	3.00	0.44	0.11
59	Client Occupational Resources	366	3.11	0.05	9	3.22	0.32	-0.11
216	Organ Donation	198	3.11	0.08	9	3.11	0.42	0.00
237	Postmortem Care	218	3.11	0.07	9	3.11	0.31	0.00
256	Quality Metrics	199	3.11	0.08	9	3.56	0.24	-0.45
188	Material Safety Data Sheets	244	3.01	0.07	9	3.33	0.37	-0.32
136	Facility Cost Effective Care	246	3.00	0.07	9	3.00	0.37	0.00
164	Immunization Schedules	246	3.00	0.07	9	3.11	0.31	-0.11
269	School-age Care	216	3.00	0.07	9	2.89	0.35	0.11
209	Nursing Diagnoses	219	2.99	0.09	9	3.67	0.24	-0.68
311	Toddler Care	203	2.99	0.08	9	3.00	0.37	-0.01
14	Antepartum Testing	336	2.93	0.06	9	3.00	0.44	-0.07
258	Referral Processes	198	2.88	0.08	9	2.89	0.31	-0.01
30	Body Image	335	2.83	0.06	9	3.11	0.35	-0.28
147	Growth Charts	278	2.83	0.07	9	2.89	0.45	-0.06
242	Preschool Care	198	2.74	0.08	9	2.78	0.28	-0.04
233	Phototherapy	218	2.69	0.08	9	3.00	0.33	-0.31
110	Dental Services	245	2.65	0.07	9	3.00	0.37	-0.35

APPENDIX E: RN EDUCATOR 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 Educator and SME Knowledge Statement Ratings Rank Ordered by RN Educator Average Importance								
Survey Position #	Knowledge Statements	RN Educators			SME Ratings			Avg. Difference
		N	Avg.	Std. Err.	N	Avg.	Std. Err.	
67	Client Safety	168	4.83	0.03	9	4.89	0.11	-0.06
47	Client Assessment	170	4.81	0.03	9	4.67	0.17	0.14
264	Rights of Medication Administration	138	4.80	0.04	9	4.56	0.24	0.24
10	Airway Management	149	4.79	0.05	9	5.00	0.00	-0.21
333	Vital Signs	154	4.75	0.04	9	4.78	0.15	-0.03
9	Adverse Reactions	172	4.72	0.04	9	4.78	0.15	-0.06
56	Client Identification	147	4.72	0.05	9	4.89	0.11	-0.17
118	Dosage Calculations	141	4.72	0.05	9	4.78	0.22	-0.06
24	Basic Life Support	147	4.70	0.06	9	4.89	0.11	-0.19
247	Prioritization	160	4.67	0.04	9	4.56	0.18	0.11
18	Aseptic Technique	148	4.62	0.05	9	4.67	0.17	-0.05
160	High-risk Medications	141	4.62	0.06	9	4.44	0.24	0.18
231	Pharmacology	159	4.60	0.04	9	4.56	0.18	0.04
168	Infection Prevention	142	4.58	0.06	9	4.89	0.11	-0.31
331	Verifying Prescriptions/Orders	154	4.58	0.05	9	4.89	0.11	-0.31
2	Acute Conditions	149	4.56	0.05	9	4.56	0.18	0.00
12	Allergies	149	4.56	0.05	9	4.78	0.15	-0.22
277	Signs and Symptoms of Complications	160	4.56	0.05	9	4.78	0.15	-0.22
270	Scope of Practice	137	4.55	0.06	9	4.56	0.18	-0.01
249	Professional Accountability	160	4.54	0.05	9	4.11	0.20	0.43
97	Comprehensive Health Assessment	171	4.53	0.05	9	4.22	0.22	0.31
49	Client Confidentiality and Privacy	172	4.52	0.05	9	4.56	0.24	-0.04
230	Personal Protective Equipment (PPE)	138	4.52	0.06	9	4.67	0.24	-0.15
278	Signs and Symptoms of Infection	137	4.51	0.05	9	4.89	0.11	-0.38
330	Ventilation/Oxygenation	133	4.51	0.07	9	4.44	0.24	0.07
143	Fluid and Electrolyte Imbalance	164	4.49	0.05	9	4.67	0.17	-0.18
194	Medication Management	139	4.49	0.05	9	4.56	0.18	-0.07
296	Standard Precautions	136	4.49	0.06	9	4.56	0.18	-0.07
13	Allergy Assessment	170	4.48	0.06	9	4.33	0.24	0.15
144	Focused Assessments	141	4.48	0.05	9	4.22	0.15	0.26
222	Pain Management	138	4.48	0.06	9	4.44	0.24	0.04
19	Aspiration Precautions	172	4.46	0.06	9	4.56	0.24	-0.10

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

Survey Position #	Knowledge Statements	RN Educators			SME Ratings			Avg. Difference
		N	Avg.	Std. Err.	N	Avg.	Std. Err.	
101	Contraindications	164	4.46	0.05	9	4.44	0.24	0.02
196	Medication Side Effects	140	4.46	0.06	9	5.00	0.00	-0.54
279	Signs of Abuse or Neglect	160	4.46	0.05	9	4.33	0.24	0.13
89	Complications of Blood Product Administration	171	4.45	0.07	9	4.44	0.38	0.01
91	Complications of Intravenous (IV) Therapy	171	4.44	0.06	9	4.33	0.33	0.11
135	Evidence-based Practice	163	4.44	0.05	9	4.56	0.18	-0.12
267	Safe Client Handling	160	4.43	0.06	9	4.11	0.26	0.32
297	Sterile Technique	158	4.43	0.07	9	4.44	0.38	-0.01
107	Culture of Safety	164	4.42	0.06	9	4.33	0.24	0.09
282	Signs of Toxicity	137	4.42	0.06	9	4.44	0.18	-0.02
65	Client Response to Treatment	170	4.41	0.05	9	4.33	0.24	0.08
201	Neurological Assessment	160	4.41	0.05	9	4.33	0.17	0.08
219	Oxygen Therapy	160	4.41	0.06	9	4.44	0.24	-0.03
149	Handoff Report	164	4.39	0.06	9	4.67	0.17	-0.28
178	Isolation Precautions	140	4.39	0.06	9	4.67	0.17	-0.28
221	Pain Assessment	160	4.39	0.05	9	4.67	0.17	-0.28
134	Ethics	141	4.38	0.06	9	3.89	0.31	0.49
148	Handoff Procedures	141	4.38	0.06	9	4.56	0.18	-0.18
181	Lab Values	163	4.38	0.05	9	4.67	0.17	-0.29
52	Client Dignity	148	4.37	0.06	9	4.22	0.22	0.15
53	Client Education	171	4.37	0.05	9	4.44	0.24	-0.07
75	Collaboration	171	4.37	0.06	9	4.33	0.44	0.04
122	Emergency Equipment	142	4.37	0.07	9	4.33	0.24	0.04
193	Medication Interaction	164	4.37	0.05	9	4.56	0.18	-0.19
303	Therapeutic Communication	154	4.37	0.06	9	4.00	0.17	0.37
20	Assessment Tools	148	4.34	0.06	9	4.00	0.33	0.34
172	Intravenous (IV) Infusion	142	4.34	0.07	9	4.33	0.17	0.01
179	Lab Monitoring	164	4.34	0.05	9	4.67	0.17	-0.33
243	Pressure Injury Prevention	160	4.34	0.06	9	4.56	0.18	-0.22
283	Signs of Substance Withdrawal	160	4.34	0.05	9	4.00	0.37	0.34
308	Time Management	133	4.34	0.06	9	4.33	0.17	0.01
72	Client-centered Care	148	4.33	0.06	9	4.33	0.17	0.00
77	Communication Barriers	169	4.33	0.06	9	4.11	0.20	0.22
180	Lab Results	140	4.33	0.06	9	4.67	0.17	-0.34
58	Client Needs	148	4.32	0.06	9	4.11	0.20	0.21

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

Survey Position #	Knowledge Statements	RN Educators			SME Ratings			Avg. Difference
		N	Avg.	Std. Err.	N	Avg.	Std. Err.	
169	Informed Client Consent	163	4.32	0.06	9	4.22	0.22	0.10
208	Nursing Code of Ethics	139	4.32	0.06	9	4.22	0.22	0.10
309	Tissue Perfusion	153	4.31	0.06	9	4.22	0.22	0.09
3	Acute Psychosocial Health Issues	172	4.30	0.06	9	4.22	0.36	0.08
6	Adult Care	149	4.30	0.06	9	4.11	0.11	0.19
66	Client Rights and Responsibilities	148	4.30	0.06	9	4.22	0.22	0.08
226	Pathophysiology	137	4.30	0.06	9	4.56	0.18	-0.26
281	Signs of Substance Abuse	159	4.30	0.05	9	4.00	0.33	0.30
200	Near Misses	140	4.29	0.06	9	4.00	0.17	0.29
60	Client Outcome	148	4.28	0.06	9	4.11	0.20	0.17
98	Confidentiality Laws and Social Media	147	4.28	0.07	9	4.22	0.36	0.06
195	Medication Reconciliation	164	4.27	0.06	9	4.44	0.24	-0.17
320	Universal Protocol	132	4.27	0.07	9	4.11	0.20	0.16
74	Cognitive Status	148	4.26	0.06	9	4.33	0.17	-0.07
284	Skin Assessment	137	4.26	0.06	9	4.22	0.15	0.04
285	Skin Integrity	159	4.26	0.05	9	4.22	0.15	0.04
266	Risk Precautions	138	4.25	0.06	9	4.22	0.15	0.03
321	Urinary Catheter Care	154	4.25	0.07	9	4.00	0.24	0.25
46	Client Advocacy	146	4.24	0.06	9	4.11	0.20	0.13
117	Disease Process	164	4.24	0.05	9	4.56	0.18	-0.32
100	Continuity of Care	146	4.22	0.06	9	4.22	0.22	0.00
146	Goals of Care	141	4.22	0.06	9	3.67	0.24	0.55
55	Client History	172	4.21	0.05	9	4.44	0.18	-0.23
115	Discharge Planning	164	4.20	0.05	9	4.11	0.31	0.09
158	Hemostasis	140	4.20	0.07	9	4.11	0.31	0.09
322	Use of Intravenous (IV) Equipment	133	4.20	0.07	9	4.11	0.20	0.09
121	Emergency Care Procedures	164	4.18	0.07	9	4.33	0.24	-0.15
126	Empathic Communication	140	4.18	0.06	9	3.89	0.26	0.29
293	Staff Safety	159	4.18	0.07	9	4.44	0.18	-0.26
187	Mandatory Reporting	163	4.17	0.06	9	4.22	0.28	-0.05
124	Emergency Preparedness	141	4.16	0.07	9	4.11	0.26	0.05
192	Medication Information Resources	140	4.16	0.07	9	4.11	0.20	0.05
251	Provider Prescription/Order Components	159	4.16	0.07	9	3.89	0.39	0.27
41	Chronic Conditions	169	4.15	0.05	9	3.78	0.28	0.37
103	Controlled Substance Management	164	4.15	0.06	9	3.89	0.35	0.26
175	Intravenous (IV) Site Maintenance	164	4.15	0.06	9	4.11	0.11	0.04

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

Survey Position #	Knowledge Statements	RN Educators			SME Ratings			Avg. Difference
		N	Avg.	Std. Err.	N	Avg.	Std. Err.	
198	Modes of Transmission	140	4.15	0.07	9	4.33	0.17	-0.18
51	Client Diagnosis	172	4.14	0.05	9	4.67	0.17	-0.53
125	Emergency Response	164	4.14	0.07	9	4.33	0.29	-0.19
250	Professional Boundaries	137	4.14	0.07	9	4.11	0.20	0.03
329	Venous Thromboembolism Prophylaxis	153	4.14	0.07	9	4.44	0.24	-0.30
28	Blood Products Administration	148	4.13	0.08	9	3.78	0.43	0.35
39	Chain of Command	172	4.13	0.06	9	3.78	0.28	0.35
132	Equipment Safety	141	4.13	0.07	9	4.11	0.31	0.02
252	Psychosocial Assessment	137	4.13	0.07	9	3.78	0.15	0.35
43	Chronic Versus Acute Pain	172	4.12	0.06	9	4.00	0.17	0.12
70	Client Wellbeing	148	4.12	0.06	9	4.11	0.20	0.01
78	Communication Methods	146	4.12	0.06	9	4.22	0.15	-0.10
170	Intake and Output	142	4.11	0.07	9	3.78	0.36	0.33
265	Risk Assessment	160	4.11	0.06	9	4.22	0.15	-0.11
272	Seizure Precautions	137	4.11	0.07	9	3.78	0.15	0.33
92	Complications of Invasive Procedures	147	4.10	0.07	9	4.44	0.34	-0.34
109	Delegation	164	4.10	0.06	9	3.78	0.32	0.32
310	Titrating Dosages	133	4.10	0.08	9	4.11	0.45	-0.01
315	Tube Placement Verification	154	4.10	0.08	9	4.11	0.35	-0.01
1	Activities of Daily Living	173	4.09	0.05	9	4.22	0.28	-0.13
61	Client Positioning	169	4.09	0.06	9	4.22	0.22	-0.13
99	Conflict Resolution	170	4.09	0.06	9	3.78	0.28	0.31
268	Safety Reporting	137	4.09	0.07	9	4.22	0.22	-0.13
152	Health Promotion	140	4.08	0.07	9	3.67	0.24	0.41
203	Non-opioid Pain Medications	160	4.08	0.06	9	3.89	0.11	0.19
106	Cultural Considerations	141	4.07	0.07	9	4.00	0.17	0.07
157	Hemodynamics	161	4.06	0.07	9	3.78	0.28	0.28
166	Incident and Error Reporting	141	4.06	0.07	9	4.33	0.24	-0.27
190	Medication Administration via Nasal/Oral Gastrointestinal Tubes	140	4.06	0.08	9	3.89	0.31	0.17
205	Nonverbal Communication	160	4.06	0.06	9	3.89	0.20	0.17
213	Opioid Education	159	4.06	0.06	9	3.89	0.20	0.17
305	Therapeutic Environment	152	4.06	0.06	9	3.78	0.15	0.28
15	Approved Abbreviations	172	4.05	0.08	9	3.89	0.35	0.16
45	Client Acuity	171	4.05	0.07	9	4.44	0.24	-0.39
238	Postoperative Care	138	4.05	0.07	9	4.11	0.26	-0.06

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

Survey Position #	Knowledge Statements	RN Educators			SME Ratings			Avg. Difference
		N	Avg.	Std. Err.	N	Avg.	Std. Err.	
273	Self-care	160	4.05	0.06	9	4.11	0.20	-0.06
336	Wound Assessment	134	4.05	0.07	9	4.44	0.18	-0.39
87	Complications of Anesthesia	168	4.04	0.08	9	4.33	0.37	-0.29
235	Policies and Procedures	160	4.04	0.07	9	4.44	0.24	-0.40
211	Older Adult Care	160	4.03	0.07	9	3.78	0.15	0.25
253	Psychosocial Support	160	4.03	0.06	9	3.56	0.18	0.47
289	Staff Accountability	159	4.03	0.07	9	4.22	0.15	-0.19
11	Alarm Management	170	4.01	0.07	9	3.78	0.32	0.23
207	Nonverbal Cues to Psychological Stressors	160	4.01	0.06	9	3.78	0.15	0.23
299	Suctioning	160	4.01	0.07	9	4.33	0.24	-0.32
224	Parenteral Access	138	4.00	0.08	9	3.67	0.24	0.33
229	Personal Bias	160	4.00	0.07	9	3.89	0.31	0.11
263	Restraints	159	4.00	0.07	9	3.44	0.47	0.56
298	Suction Equipment	136	4.00	0.07	9	4.22	0.22	-0.22
23	Basic Cardiac Monitoring	172	3.99	0.07	9	4.11	0.20	-0.12
27	Bladder Elimination	172	3.99	0.06	9	3.78	0.15	0.21
57	Client Mobility	170	3.99	0.05	9	4.11	0.20	-0.12
108	De-escalation	141	3.99	0.07	9	4.00	0.17	-0.01
105	Crisis Intervention	164	3.98	0.07	9	3.89	0.31	0.09
120	Early Ambulation	141	3.98	0.07	9	3.56	0.24	0.42
261	Restraint Alternatives	160	3.98	0.07	9	3.44	0.44	0.54
16	Approved Terminology	148	3.97	0.07	9	4.11	0.26	-0.14
176	Invasive Procedures	140	3.97	0.07	9	3.67	0.41	0.30
327	Venous Access Assessment	154	3.97	0.07	9	3.89	0.20	0.08
71	Client-centered Bedside Report	171	3.96	0.07	9	4.00	0.24	-0.04
163	Hygiene	164	3.96	0.06	9	4.00	0.17	-0.04
189	Measurement Conversions	161	3.96	0.07	9	3.89	0.39	0.07
246	Preventative Care	137	3.96	0.07	9	4.00	0.24	-0.04
275	Self-limitations	159	3.96	0.07	9	4.00	0.17	-0.04
324	Use of Technology	133	3.96	0.07	9	3.67	0.17	0.29
25	Behavioral Management Techniques	172	3.94	0.06	9	4.11	0.20	-0.17
31	Bowel Elimination	172	3.94	0.06	9	4.00	0.00	-0.06
63	Client Procedures	168	3.94	0.06	9	4.11	0.20	-0.17
104	Coping Mechanisms	141	3.94	0.07	9	3.78	0.36	0.16
141	Family-centered Care	163	3.94	0.06	9	3.78	0.28	0.16
26	Behavioral Safety Plan	146	3.91	0.07	9	3.78	0.28	0.13

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

Survey Position #	Knowledge Statements	RN Educators			SME Ratings			Avg. Difference
		N	Avg.	Std. Err.	N	Avg.	Std. Err.	
48	Client Compliance with Treatment Plan	148	3.91	0.07	9	4.11	0.20	-0.20
123	Emergency Plans	163	3.91	0.07	9	4.22	0.28	-0.31
139	Family Education	164	3.91	0.05	9	3.78	0.22	0.13
236	Polypharmacy	137	3.91	0.07	9	4.00	0.17	-0.09
244	Pressure Injury Risk	137	3.91	0.09	9	4.44	0.18	-0.53
313	Treatments	153	3.91	0.07	9	4.22	0.15	-0.31
323	Use of Intravenous (IV) Supplies	154	3.91	0.07	9	4.11	0.11	-0.20
34	Caregiver Education	147	3.90	0.07	9	3.89	0.26	0.01
90	Complications of Drainage Devices	147	3.90	0.08	9	4.11	0.35	-0.21
156	Hemodynamic Monitoring	141	3.90	0.09	9	3.67	0.37	0.23
335	Weight	153	3.90	0.07	9	3.56	0.24	0.34
337	Wound Care	153	3.90	0.07	9	4.22	0.15	-0.32
338	Wound Healing Process	134	3.90	0.07	9	3.89	0.11	0.01
114	Diagnostic Testing	141	3.89	0.07	9	3.56	0.38	0.33
241	Preoperative Care	157	3.89	0.07	9	3.67	0.29	0.22
62	Client Preferences	148	3.87	0.07	9	4.00	0.17	-0.13
127	End-of-life Care	163	3.87	0.06	9	3.67	0.24	0.20
140	Family Support	141	3.87	0.06	9	3.56	0.24	0.31
154	Health Screening	141	3.87	0.07	9	3.67	0.37	0.20
328	Venous Access Devices	134	3.87	0.08	9	3.78	0.22	0.09
86	Complications in Labor	147	3.86	0.10	9	4.22	0.43	-0.36
159	High-risk Health Behaviors	163	3.86	0.06	9	3.78	0.28	0.08
174	Intravenous (IV) Removal	140	3.86	0.08	9	3.89	0.11	-0.03
210	Nutrition	139	3.86	0.06	9	3.89	0.11	-0.03
182	Language Barriers	140	3.85	0.07	9	3.67	0.24	0.18
291	Staff Education	160	3.85	0.08	9	4.22	0.15	-0.37
153	Health Risks	164	3.84	0.06	9	4.00	0.29	-0.16
199	Multi-disciplinary Teams	164	3.84	0.07	9	3.78	0.28	0.06
33	Care Planning	172	3.83	0.07	9	4.11	0.26	-0.28
96	Complications of Enteral Tube Feedings	147	3.83	0.09	9	4.11	0.42	-0.28
165	Incentive Spirometry	163	3.83	0.07	9	3.89	0.20	-0.06
128	Environmental Assessment	141	3.82	0.07	9	3.78	0.22	0.04
161	Holistic Care	164	3.82	0.07	9	3.44	0.29	0.38
32	Care for Substance Withdrawal	148	3.81	0.08	9	4.11	0.20	-0.30
204	Non-pharmacological Comfort Measures	139	3.81	0.06	9	3.89	0.11	-0.08
206	Nonverbal Cues to Physical Stressors	139	3.81	0.07	9	3.78	0.15	0.03

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

Survey Position #	Knowledge Statements	RN Educators			SME Ratings			Avg. Difference
		N	Avg.	Std. Err.	N	Avg.	Std. Err.	
64	Client Readiness to Learn	147	3.80	0.06	9	4.00	0.29	-0.20
254	Pulmonary Hygiene	137	3.80	0.08	9	3.89	0.26	-0.09
37	Central Venous Access Device Maintenance	172	3.79	0.08	9	3.67	0.47	0.12
332	Visual, Auditory, and/or Cognitive Alterations	134	3.78	0.08	9	3.78	0.15	0.00
29	Blood Specimens	171	3.77	0.07	9	3.44	0.41	0.33
44	Client Access to Resources	147	3.77	0.07	9	3.78	0.28	-0.01
306	Therapeutic Relationships	133	3.77	0.08	9	3.89	0.11	-0.12
68	Client Spiritual Resources	148	3.76	0.07	9	3.89	0.20	-0.13
173	Intravenous (IV) Insertion	163	3.76	0.08	9	4.00	0.17	-0.24
255	Quality Improvement	160	3.76	0.07	9	3.89	0.26	-0.13
38	Central Venous Access Devices	148	3.75	0.08	9	3.78	0.36	-0.03
88	Complications of Arterial Lines	147	3.75	0.10	9	4.11	0.45	-0.36
150	Hazardous Materials	140	3.75	0.08	9	4.00	0.37	-0.25
102	Controlled Substance Diversion	143	3.74	0.09	9	3.89	0.31	-0.15
259	Regulatory Guidelines	160	3.74	0.07	9	3.11	0.35	0.63
133	Ergonomics	164	3.73	0.07	9	3.89	0.26	-0.16
145	Goal Setting	164	3.73	0.06	9	3.67	0.29	0.06
280	Signs of Human Trafficking	137	3.73	0.08	9	4.00	0.37	-0.27
8	Advanced Directives	149	3.72	0.08	9	3.89	0.35	-0.17
42	Chronic Psychosocial Health Issues	148	3.71	0.07	9	3.56	0.24	0.15
116	Discharge Process	141	3.71	0.08	9	4.22	0.32	-0.51
191	Medication Administration via Percutaneous Feeding Tubes	164	3.71	0.08	9	3.89	0.31	-0.18
214	Oral Care	138	3.71	0.08	9	3.89	0.20	-0.18
223	Palliative Care	160	3.71	0.06	9	3.56	0.18	0.15
225	Parenteral Nutrition	160	3.71	0.07	9	3.67	0.24	0.04
36	Caregiver Support	148	3.70	0.07	9	3.56	0.34	0.14
22	Barriers to Learning	146	3.69	0.07	9	4.00	0.17	-0.31
138	Family Dynamics	141	3.69	0.07	9	3.67	0.24	0.02
245	Pressure Injury Staging	160	3.68	0.07	9	3.89	0.20	-0.21
54	Client Equipment	148	3.67	0.07	9	3.56	0.24	0.11
113	Devices Used to Promote Venous Return	164	3.67	0.07	9	3.44	0.29	0.23
314	Tube Feedings	133	3.67	0.08	9	3.78	0.28	-0.11
76	Communication Adaptive Devices	147	3.66	0.07	9	3.78	0.15	-0.12
82	Community Resources	146	3.66	0.08	9	3.67	0.37	-0.01
248	Procedure Preparation	137	3.66	0.07	9	3.67	0.37	-0.01

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

Survey Position #	Knowledge Statements	RN Educators			SME Ratings			Avg. Difference
		N	Avg.	Std. Err.	N	Avg.	Std. Err.	
80	Community Health Education	147	3.65	0.07	9	3.67	0.37	-0.02
290	Staff Debriefing	137	3.65	0.07	9	4.33	0.17	-0.68
300	Support Systems	136	3.65	0.07	9	4.00	0.17	-0.35
21	Assistive Devices	169	3.64	0.07	9	3.67	0.24	-0.03
287	Specimen Collection	159	3.64	0.07	9	3.44	0.29	0.20
183	Learning Barriers	163	3.62	0.07	9	3.78	0.22	-0.16
35	Caregiver Resources	170	3.61	0.06	9	3.44	0.29	0.17
79	Community Health	171	3.61	0.07	9	3.67	0.37	-0.06
93	Complications of Irrigation	171	3.61	0.09	9	3.78	0.40	-0.17
151	Health Care Roles	163	3.61	0.06	9	3.67	0.24	-0.06
202	Newborn Care	139	3.61	0.09	9	3.33	0.37	0.28
288	Spiritual Considerations	137	3.61	0.07	9	3.67	0.24	-0.06
5	Adolescent Care	171	3.60	0.06	9	3.44	0.41	0.16
73	Cluster Care	171	3.60	0.07	9	3.44	0.34	0.16
119	Dressing Management	164	3.60	0.07	9	3.67	0.24	-0.07
286	Sleep/Rest Patterns	138	3.60	0.07	9	3.56	0.29	0.04
307	Thermoregulation Techniques	153	3.60	0.07	9	3.78	0.28	-0.18
262	Restraint Types	138	3.59	0.09	9	3.33	0.44	0.26
271	Security Plan	159	3.59	0.08	9	3.78	0.28	-0.19
276	Sensory Impairment	137	3.59	0.07	9	3.89	0.20	-0.30
84	Compensatory Techniques	146	3.58	0.07	9	3.56	0.34	0.02
197	Moderate Sedation	163	3.58	0.08	9	3.78	0.32	-0.20
227	Percutaneous Feeding Tubes	159	3.58	0.07	9	3.67	0.24	-0.09
240	Prenatal Care	137	3.58	0.09	9	3.33	0.29	0.25
294	Stages of Grief	137	3.58	0.07	9	3.67	0.24	-0.09
316	Types of Drainage Systems	133	3.58	0.08	9	3.78	0.22	-0.20
112	Developmental Stages	141	3.57	0.08	9	3.33	0.37	0.24
184	Learning Preferences	140	3.56	0.08	9	3.56	0.24	0.00
239	Postpartum Care	159	3.56	0.07	9	3.56	0.38	0.00
111	Developmental Milestones	164	3.54	0.07	9	3.33	0.33	0.21
167	Infant Care	164	3.54	0.08	9	3.44	0.41	0.10
234	Physical Impairment	136	3.54	0.07	9	3.67	0.17	-0.13
318	Types of Nasal/Oral Gastrointestinal Tubes	133	3.53	0.08	9	3.67	0.33	-0.14
292	Staff Resources	137	3.52	0.07	9	4.00	0.17	-0.48
301	Telemetry	154	3.52	0.08	9	3.56	0.41	-0.04
50	Client Cost Effective Care	147	3.51	0.08	9	3.78	0.40	-0.27

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

Survey Position #	Knowledge Statements	RN Educators			SME Ratings			Avg. Difference
		N	Avg.	Std. Err.	N	Avg.	Std. Err.	
83	Community Risk Assessment	171	3.49	0.07	9	3.67	0.44	-0.18
137	Facility Resources	164	3.49	0.07	9	3.56	0.24	-0.07
260	Reporting Structure	137	3.49	0.08	9	3.44	0.29	0.05
94	Complications of Peritoneal Dialysis	147	3.47	0.10	9	3.89	0.42	-0.42
186	Limit Setting	140	3.47	0.08	9	3.56	0.29	-0.09
257	Reality Orientation	159	3.47	0.07	9	3.67	0.17	-0.20
325	Use of Telemetry Equipment	152	3.47	0.08	9	3.67	0.41	-0.20
131	Equipment Management	162	3.46	0.07	9	3.22	0.28	0.24
81	Community Health Needs Assessment	171	3.45	0.07	9	3.44	0.44	0.01
7	Adult Learning Theory	172	3.43	0.08	9	3.44	0.29	-0.01
142	Financial Resources	141	3.43	0.08	9	3.44	0.24	-0.01
302	Telemetry Lead Placement	133	3.42	0.09	9	3.56	0.38	-0.14
212	Operative Procedures	138	3.41	0.08	9	3.22	0.36	0.19
218	Ostomy Care	138	3.41	0.08	9	3.22	0.28	0.19
4	Admission Process	149	3.40	0.08	9	3.89	0.48	-0.49
136	Facility Cost Effective Care	141	3.40	0.08	9	3.00	0.37	0.40
319	Types of Ostomies	153	3.38	0.07	9	3.22	0.22	0.16
274	Self-directed Learning	136	3.37	0.08	9	3.89	0.20	-0.52
312	Transfer Process	133	3.37	0.09	9	4.00	0.17	-0.63
185	Life Transitions	164	3.36	0.06	9	3.44	0.24	-0.08
317	Types of Irrigation	152	3.36	0.08	9	3.44	0.41	-0.08
304	Therapeutic Devices	133	3.35	0.07	9	3.89	0.20	-0.54
155	Hemodialysis	164	3.34	0.08	9	3.44	0.41	-0.10
295	Stages of Labor	159	3.34	0.08	9	3.22	0.43	0.12
269	School-age Care	160	3.33	0.07	9	2.89	0.35	0.44
129	Environmental Resources	163	3.32	0.07	9	3.33	0.29	-0.01
171	Integrative Medicine	164	3.32	0.07	9	3.22	0.40	0.10
164	Immunization Schedules	141	3.31	0.08	9	3.11	0.31	0.20
69	Client Supplies	169	3.30	0.07	9	3.44	0.24	-0.14
220	Pacing Devices	138	3.30	0.09	9	3.44	0.29	-0.14
85	Complementary Therapies	171	3.29	0.07	9	3.44	0.41	-0.15
95	Complications of Phototherapy	169	3.29	0.09	9	3.78	0.40	-0.49
162	Hospice Care	140	3.29	0.08	9	3.44	0.24	-0.15
14	Antepartum Testing	147	3.28	0.09	9	3.00	0.44	0.28
17	Arterial Lines	171	3.26	0.09	9	3.44	0.47	-0.18
130	Environmental Services	141	3.26	0.09	9	3.33	0.24	-0.07

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

Survey Position #	Knowledge Statements	RN Educators			SME Ratings			Avg. Difference
		N	Avg.	Std. Err.	N	Avg.	Std. Err.	
232	Phlebotomy	138	3.25	0.09	9	3.44	0.24	-0.19
177	Irrigation Equipment	164	3.24	0.08	9	3.44	0.38	-0.20
326	Use of Ventilator Equipment	133	3.24	0.10	9	3.56	0.44	-0.32
215	Order of Blood Draws	160	3.23	0.08	9	3.11	0.39	0.12
334	Waste Management	134	3.22	0.09	9	3.44	0.34	-0.22
256	Quality Metrics	137	3.21	0.08	9	3.56	0.24	-0.35
30	Body Image	148	3.20	0.07	9	3.11	0.35	0.09
188	Material Safety Data Sheets	140	3.19	0.10	9	3.33	0.37	-0.14
209	Nursing Diagnoses	160	3.19	0.09	9	3.67	0.24	-0.48
40	Chest Physiotherapy	148	3.18	0.09	9	3.00	0.44	0.18
59	Client Occupational Resources	170	3.18	0.07	9	3.22	0.32	-0.04
217	Orthopedic Devices	159	3.14	0.07	9	3.22	0.32	-0.08
311	Toddler Care	153	3.14	0.08	9	3.00	0.37	0.14
237	Postmortem Care	159	3.09	0.07	9	3.11	0.31	-0.02
147	Growth Charts	164	3.07	0.08	9	2.89	0.45	0.18
228	Peritoneal Dialysis	138	3.07	0.08	9	3.44	0.34	-0.37
258	Referral Processes	137	3.07	0.08	9	2.89	0.31	0.18
216	Organ Donation	138	3.01	0.09	9	3.11	0.42	-0.10
242	Preschool Care	136	2.98	0.09	9	2.78	0.28	0.20
233	Phototherapy	159	2.96	0.09	9	3.00	0.33	-0.04
110	Dental Services	141	2.79	0.09	9	3.00	0.37	-0.21

APPENDIX F: RN SUPERVISOR 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 Supervisor and SME Knowledge Statement Ratings Rank Ordered by RN Supervisor Average Importance								
Survey Position #	Knowledge Statements	RN Supervisors			SME Ratings			Avg. Difference
		N	Avg.	Std. Err.	N	Avg.	Std. Err.	
9	Adverse Reactions	89	4.69	0.06	9	4.78	0.15	-0.09
67	Client Safety	89	4.69	0.06	9	4.89	0.11	-0.20
24	Basic Life Support	95	4.68	0.07	9	4.89	0.11	-0.21
278	Signs and Symptoms of Infection	67	4.58	0.07	9	4.89	0.11	-0.31
2	Acute Conditions	98	4.57	0.06	9	4.56	0.18	0.01
10	Airway Management	97	4.57	0.09	9	5.00	0.00	-0.43
333	Vital Signs	65	4.57	0.07	9	4.78	0.15	-0.21
118	Dosage Calculations	79	4.56	0.09	9	4.78	0.22	-0.22
47	Client Assessment	89	4.55	0.07	9	4.67	0.17	-0.12
264	Rights of Medication Administration	67	4.55	0.08	9	4.56	0.24	-0.01
18	Aseptic Technique	98	4.54	0.08	9	4.67	0.17	-0.13
168	Infection Prevention	79	4.53	0.07	9	4.89	0.11	-0.36
279	Signs of Abuse or Neglect	68	4.53	0.07	9	4.33	0.24	0.20
230	Personal Protective Equipment (PPE)	67	4.52	0.08	9	4.67	0.24	-0.15
270	Scope of Practice	67	4.52	0.08	9	4.56	0.18	-0.04
247	Prioritization	68	4.50	0.08	9	4.56	0.18	-0.06
249	Professional Accountability	67	4.48	0.09	9	4.11	0.20	0.37
56	Client Identification	97	4.47	0.09	9	4.89	0.11	-0.42
331	Verifying Prescriptions/Orders	65	4.45	0.09	9	4.89	0.11	-0.44
277	Signs and Symptoms of Complications	68	4.44	0.08	9	4.78	0.15	-0.34
19	Aspiration Precautions	89	4.42	0.08	9	4.56	0.24	-0.14
330	Ventilation/Oxygenation	64	4.42	0.09	9	4.44	0.24	-0.02
160	High-risk Medications	78	4.41	0.08	9	4.44	0.24	-0.03
297	Sterile Technique	68	4.41	0.09	9	4.44	0.38	-0.03
49	Client Confidentiality and Privacy	88	4.40	0.08	9	4.56	0.24	-0.16
20	Assessment Tools	98	4.39	0.07	9	4.00	0.33	0.39
121	Emergency Care Procedures	75	4.39	0.08	9	4.33	0.24	0.06
231	Pharmacology	68	4.37	0.09	9	4.56	0.18	-0.19
13	Allergy Assessment	88	4.34	0.09	9	4.33	0.24	0.01
194	Medication Management	79	4.34	0.08	9	4.56	0.18	-0.22
208	Nursing Code of Ethics	67	4.34	0.09	9	4.22	0.22	0.12
296	Standard Precautions	67	4.34	0.08	9	4.56	0.18	-0.22

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

Survey Position #	Knowledge Statements	RN Supervisors			SME Ratings			Avg. Difference
		N	Avg.	Std. Err.	N	Avg.	Std. Err.	
52	Client Dignity	97	4.33	0.07	9	4.22	0.22	0.11
308	Time Management	64	4.33	0.09	9	4.33	0.17	0.00
193	Medication Interaction	74	4.32	0.09	9	4.56	0.18	-0.24
101	Contraindications	74	4.31	0.09	9	4.44	0.24	-0.13
222	Pain Management	67	4.31	0.08	9	4.44	0.24	-0.13
178	Isolation Precautions	79	4.30	0.09	9	4.67	0.17	-0.37
122	Emergency Equipment	79	4.29	0.10	9	4.33	0.24	-0.04
125	Emergency Response	75	4.29	0.09	9	4.33	0.29	-0.04
97	Comprehensive Health Assessment	88	4.28	0.08	9	4.22	0.22	0.06
12	Allergies	98	4.27	0.08	9	4.78	0.15	-0.51
284	Skin Assessment	67	4.27	0.08	9	4.22	0.15	0.05
91	Complications of Intravenous (IV) Therapy	88	4.24	0.10	9	4.33	0.33	-0.09
281	Signs of Substance Abuse	68	4.24	0.10	9	4.00	0.33	0.24
195	Medication Reconciliation	74	4.23	0.09	9	4.44	0.24	-0.21
320	Universal Protocol	64	4.23	0.09	9	4.11	0.20	0.12
181	Lab Values	75	4.21	0.08	9	4.67	0.17	-0.46
134	Ethics	79	4.20	0.08	9	3.89	0.31	0.31
143	Fluid and Electrolyte Imbalance	75	4.20	0.09	9	4.67	0.17	-0.47
124	Emergency Preparedness	79	4.19	0.09	9	4.11	0.26	0.08
148	Handoff Procedures	79	4.19	0.09	9	4.56	0.18	-0.37
149	Handoff Report	75	4.19	0.10	9	4.67	0.17	-0.48
283	Signs of Substance Withdrawal	68	4.19	0.09	9	4.00	0.37	0.19
285	Skin Integrity	68	4.19	0.10	9	4.22	0.15	-0.03
55	Client History	88	4.18	0.09	9	4.44	0.18	-0.26
169	Informed Client Consent	73	4.18	0.09	9	4.22	0.22	-0.04
196	Medication Side Effects	79	4.18	0.08	9	5.00	0.00	-0.82
3	Acute Psychosocial Health Issues	88	4.17	0.07	9	4.22	0.36	-0.05
51	Client Diagnosis	89	4.16	0.08	9	4.67	0.17	-0.51
187	Mandatory Reporting	75	4.16	0.09	9	4.22	0.28	-0.06
221	Pain Assessment	68	4.16	0.09	9	4.67	0.17	-0.51
293	Staff Safety	68	4.16	0.09	9	4.44	0.18	-0.28
144	Focused Assessments	79	4.15	0.08	9	4.22	0.15	-0.07
201	Neurological Assessment	68	4.15	0.08	9	4.33	0.17	-0.18
243	Pressure Injury Prevention	68	4.15	0.11	9	4.56	0.18	-0.41
107	Culture of Safety	74	4.14	0.10	9	4.33	0.24	-0.19
310	Titrating Dosages	64	4.14	0.12	9	4.11	0.45	0.03

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Survey Position #	Knowledge Statements	RN Supervisors			SME Ratings			Avg. Difference
		N	Avg.	Std. Err.	N	Avg.	Std. Err.	
65	Client Response to Treatment	89	4.13	0.08	9	4.33	0.24	-0.20
244	Pressure Injury Risk	67	4.13	0.09	9	4.44	0.18	-0.31
100	Continuity of Care	97	4.12	0.09	9	4.22	0.22	-0.10
117	Disease Process	74	4.12	0.10	9	4.56	0.18	-0.44
66	Client Rights and Responsibilities	97	4.11	0.08	9	4.22	0.22	-0.11
89	Complications of Blood Product Administration	88	4.11	0.12	9	4.44	0.38	-0.33
172	Intravenous (IV) Infusion	79	4.10	0.09	9	4.33	0.17	-0.23
72	Client-centered Care	97	4.09	0.08	9	4.33	0.17	-0.24
75	Collaboration	88	4.09	0.09	9	4.33	0.44	-0.24
77	Communication Barriers	88	4.09	0.09	9	4.11	0.20	-0.02
74	Cognitive Status	97	4.08	0.09	9	4.33	0.17	-0.25
179	Lab Monitoring	74	4.08	0.10	9	4.67	0.17	-0.59
105	Crisis Intervention	75	4.07	0.10	9	3.89	0.31	0.18
123	Emergency Plans	75	4.07	0.10	9	4.22	0.28	-0.15
175	Intravenous (IV) Site Maintenance	74	4.07	0.10	9	4.11	0.11	-0.04
267	Safe Client Handling	68	4.07	0.09	9	4.11	0.26	-0.04
1	Activities of Daily Living	88	4.06	0.08	9	4.22	0.28	-0.16
43	Chronic Versus Acute Pain	89	4.06	0.08	9	4.00	0.17	0.06
60	Client Outcome	96	4.06	0.08	9	4.11	0.20	-0.05
200	Near Misses	78	4.05	0.10	9	4.00	0.17	0.05
322	Use of Intravenous (IV) Equipment	64	4.05	0.11	9	4.11	0.20	-0.06
58	Client Needs	97	4.04	0.08	9	4.11	0.20	-0.07
103	Controlled Substance Management	75	4.04	0.10	9	3.89	0.35	0.15
180	Lab Results	79	4.04	0.09	9	4.67	0.17	-0.63
219	Oxygen Therapy	68	4.04	0.11	9	4.44	0.24	-0.40
282	Signs of Toxicity	67	4.04	0.11	9	4.44	0.18	-0.40
289	Staff Accountability	68	4.04	0.10	9	4.22	0.15	-0.18
53	Client Education	89	4.03	0.06	9	4.44	0.24	-0.41
198	Modes of Transmission	79	4.03	0.10	9	4.33	0.17	-0.30
226	Pathophysiology	66	4.03	0.11	9	4.56	0.18	-0.53
336	Wound Assessment	64	4.03	0.09	9	4.44	0.18	-0.41
329	Venous Thromboembolism Prophylaxis	65	4.02	0.12	9	4.44	0.24	-0.42
6	Adult Care	98	4.01	0.08	9	4.11	0.11	-0.10
98	Confidentiality Laws and Social Media	97	4.00	0.09	9	4.22	0.36	-0.22
132	Equipment Safety	78	4.00	0.09	9	4.11	0.31	-0.11
15	Approved Abbreviations	89	3.99	0.10	9	3.89	0.35	0.10

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		N	Avg.	Std. Err.	N	Avg.	Std. Err.	
135	Evidence-based Practice	73	3.99	0.10	9	4.56	0.18	-0.57
251	Provider Prescription/Order Components	68	3.99	0.11	9	3.89	0.39	0.10
266	Risk Precautions	67	3.99	0.10	9	4.22	0.15	-0.23
268	Safety Reporting	67	3.99	0.11	9	4.22	0.22	-0.23
70	Client Wellbeing	97	3.98	0.08	9	4.11	0.20	-0.13
25	Behavioral Management Techniques	89	3.97	0.09	9	4.11	0.20	-0.14
250	Professional Boundaries	67	3.97	0.11	9	4.11	0.20	-0.14
337	Wound Care	65	3.97	0.11	9	4.22	0.15	-0.25
41	Chronic Conditions	88	3.95	0.07	9	3.78	0.28	0.17
45	Client Acuity	89	3.94	0.09	9	4.44	0.24	-0.50
261	Restraint Alternatives	68	3.94	0.10	9	3.44	0.44	0.50
309	Tissue Perfusion	65	3.94	0.12	9	4.22	0.22	-0.28
315	Tube Placement Verification	65	3.94	0.13	9	4.11	0.35	-0.17
338	Wound Healing Process	64	3.94	0.10	9	3.89	0.11	0.05
238	Postoperative Care	67	3.93	0.11	9	4.11	0.26	-0.18
108	De-escalation	79	3.92	0.09	9	4.00	0.17	-0.08
146	Goals of Care	79	3.92	0.09	9	3.67	0.24	0.25
157	Hemodynamics	74	3.92	0.11	9	3.78	0.28	0.14
166	Incident and Error Reporting	79	3.92	0.12	9	4.33	0.24	-0.41
190	Medication Administration via Nasal/Oral Gastrointestinal Tubes	79	3.92	0.11	9	3.89	0.31	0.03
23	Basic Cardiac Monitoring	89	3.91	0.11	9	4.11	0.20	-0.20
99	Conflict Resolution	87	3.91	0.09	9	3.78	0.28	0.13
163	Hygiene	74	3.89	0.10	9	4.00	0.17	-0.11
321	Urinary Catheter Care	65	3.89	0.11	9	4.00	0.24	-0.11
39	Chain of Command	89	3.88	0.08	9	3.78	0.28	0.10
87	Complications of Anesthesia	88	3.88	0.12	9	4.33	0.37	-0.45
213	Opioid Education	68	3.88	0.09	9	3.89	0.20	-0.01
176	Invasive Procedures	79	3.87	0.11	9	3.67	0.41	0.20
236	Polypharmacy	67	3.87	0.10	9	4.00	0.17	-0.13
57	Client Mobility	88	3.86	0.08	9	4.11	0.20	-0.25
78	Communication Methods	96	3.86	0.09	9	4.22	0.15	-0.36
92	Complications of Invasive Procedures	97	3.86	0.11	9	4.44	0.34	-0.58
173	Intravenous (IV) Insertion	74	3.86	0.12	9	4.00	0.17	-0.14
324	Use of Technology	64	3.86	0.12	9	3.67	0.17	0.19
62	Client Preferences	97	3.85	0.09	9	4.00	0.17	-0.15
211	Older Adult Care	68	3.85	0.10	9	3.78	0.15	0.07

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		N	Avg.	Std. Err.	N	Avg.	Std. Err.	
246	Preventative Care	67	3.85	0.09	9	4.00	0.24	-0.15
291	Staff Education	68	3.85	0.10	9	4.22	0.15	-0.37
61	Client Positioning	88	3.84	0.09	9	4.22	0.22	-0.38
141	Family-centered Care	74	3.84	0.09	9	3.78	0.28	0.06
259	Regulatory Guidelines	68	3.84	0.10	9	3.11	0.35	0.73
273	Self-care	68	3.84	0.11	9	4.11	0.20	-0.27
115	Discharge Planning	74	3.82	0.10	9	4.11	0.31	-0.29
127	End-of-life Care	74	3.82	0.10	9	3.67	0.24	0.15
252	Psychosocial Assessment	67	3.82	0.09	9	3.78	0.15	0.04
327	Venous Access Assessment	65	3.82	0.13	9	3.89	0.20	-0.07
16	Approved Terminology	98	3.81	0.09	9	4.11	0.26	-0.30
48	Client Compliance with Treatment Plan	96	3.81	0.09	9	4.11	0.20	-0.30
139	Family Education	74	3.81	0.10	9	3.78	0.22	0.03
158	Hemostasis	78	3.81	0.11	9	4.11	0.31	-0.30
192	Medication Information Resources	78	3.81	0.09	9	4.11	0.20	-0.30
298	Suction Equipment	67	3.81	0.12	9	4.22	0.22	-0.41
126	Empathic Communication	79	3.80	0.09	9	3.89	0.26	-0.09
207	Nonverbal Cues to Psychological Stressors	68	3.79	0.09	9	3.78	0.15	0.01
235	Policies and Procedures	68	3.79	0.12	9	4.44	0.24	-0.65
263	Restraints	68	3.79	0.13	9	3.44	0.47	0.35
265	Risk Assessment	68	3.79	0.10	9	4.22	0.15	-0.43
46	Client Advocacy	97	3.78	0.09	9	4.11	0.20	-0.33
102	Controlled Substance Diversion	79	3.78	0.11	9	3.89	0.31	-0.11
159	High-risk Health Behaviors	74	3.78	0.10	9	3.78	0.28	0.00
245	Pressure Injury Staging	68	3.78	0.11	9	3.89	0.20	-0.11
323	Use of Intravenous (IV) Supplies	65	3.78	0.11	9	4.11	0.11	-0.33
328	Venous Access Devices	64	3.78	0.12	9	3.78	0.22	0.00
335	Weight	65	3.78	0.11	9	3.56	0.24	0.22
63	Client Procedures	88	3.77	0.09	9	4.11	0.20	-0.34
37	Central Venous Access Device Maintenance	89	3.76	0.12	9	3.67	0.47	0.09
204	Non-pharmacological Comfort Measures	67	3.76	0.09	9	3.89	0.11	-0.13
229	Personal Bias	68	3.76	0.12	9	3.89	0.31	-0.13
203	Non-opioid Pain Medications	68	3.75	0.09	9	3.89	0.11	-0.14
299	Suctioning	68	3.75	0.12	9	4.33	0.24	-0.58
332	Visual, Auditory, and/or Cognitive Alterations	64	3.75	0.10	9	3.78	0.15	-0.03
26	Behavioral Safety Plan	97	3.74	0.10	9	3.78	0.28	-0.04

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		N	Avg.	Std. Err.	N	Avg.	Std. Err.	
156	Hemodynamic Monitoring	77	3.74	0.13	9	3.67	0.37	0.07
189	Measurement Conversions	74	3.74	0.13	9	3.89	0.39	-0.15
205	Nonverbal Communication	68	3.74	0.09	9	3.89	0.20	-0.15
275	Self-limitations	68	3.74	0.11	9	4.00	0.17	-0.26
71	Client-centered Bedside Report	88	3.73	0.11	9	4.00	0.24	-0.27
170	Intake and Output	79	3.73	0.10	9	3.78	0.36	-0.05
272	Seizure Precautions	67	3.73	0.11	9	3.78	0.15	-0.05
28	Blood Products Administration	96	3.72	0.15	9	3.78	0.43	-0.06
303	Therapeutic Communication	65	3.72	0.10	9	4.00	0.17	-0.28
313	Treatments	65	3.72	0.11	9	4.22	0.15	-0.50
191	Medication Administration via Percutaneous Feeding Tubes	73	3.71	0.12	9	3.89	0.31	-0.18
34	Caregiver Education	97	3.70	0.09	9	3.89	0.26	-0.19
90	Complications of Drainage Devices	97	3.70	0.10	9	4.11	0.35	-0.41
106	Cultural Considerations	79	3.70	0.09	9	4.00	0.17	-0.30
133	Ergonomics	74	3.69	0.10	9	3.89	0.26	-0.20
210	Nutrition	67	3.69	0.11	9	3.89	0.11	-0.20
326	Use of Ventilator Equipment	64	3.69	0.15	9	3.56	0.44	0.13
11	Alarm Management	88	3.68	0.11	9	3.78	0.32	-0.10
150	Hazardous Materials	79	3.68	0.11	9	4.00	0.37	-0.32
199	Multi-disciplinary Teams	74	3.68	0.10	9	3.78	0.28	-0.10
31	Bowel Elimination	88	3.67	0.08	9	4.00	0.00	-0.33
290	Staff Debriefing	67	3.67	0.12	9	4.33	0.17	-0.66
8	Advanced Directives	98	3.66	0.11	9	3.89	0.35	-0.23
27	Bladder Elimination	89	3.66	0.09	9	3.78	0.15	-0.12
104	Coping Mechanisms	79	3.66	0.09	9	3.78	0.36	-0.12
174	Intravenous (IV) Removal	79	3.66	0.11	9	3.89	0.11	-0.23
254	Pulmonary Hygiene	67	3.66	0.11	9	3.89	0.26	-0.23
280	Signs of Human Trafficking	67	3.66	0.13	9	4.00	0.37	-0.34
93	Complications of Irrigation	88	3.65	0.12	9	3.78	0.40	-0.13
314	Tube Feedings	64	3.63	0.13	9	3.78	0.28	-0.15
96	Complications of Enteral Tube Feedings	97	3.62	0.12	9	4.11	0.42	-0.49
153	Health Risks	74	3.62	0.10	9	4.00	0.29	-0.38
287	Specimen Collection	68	3.62	0.11	9	3.44	0.29	0.18
29	Blood Specimens	88	3.61	0.10	9	3.44	0.41	0.17
109	Delegation	74	3.61	0.10	9	3.78	0.32	-0.17
206	Nonverbal Cues to Physical Stressors	67	3.61	0.11	9	3.78	0.15	-0.17

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		N	Avg.	Std. Err.	N	Avg.	Std. Err.	
36	Caregiver Support	97	3.60	0.08	9	3.56	0.34	0.04
253	Psychosocial Support	68	3.60	0.09	9	3.56	0.18	0.04
114	Diagnostic Testing	79	3.59	0.10	9	3.56	0.38	0.03
255	Quality Improvement	68	3.59	0.09	9	3.89	0.26	-0.30
33	Care Planning	88	3.58	0.10	9	4.11	0.26	-0.53
140	Family Support	79	3.58	0.09	9	3.56	0.24	0.02
248	Procedure Preparation	67	3.58	0.10	9	3.67	0.37	-0.09
262	Restraint Types	66	3.58	0.13	9	3.33	0.44	0.25
38	Central Venous Access Devices	97	3.57	0.13	9	3.78	0.36	-0.21
209	Nursing Diagnoses	67	3.57	0.12	9	3.67	0.24	-0.10
214	Oral Care	67	3.57	0.11	9	3.89	0.20	-0.32
64	Client Readiness to Learn	97	3.56	0.08	9	4.00	0.29	-0.44
119	Dressing Management	73	3.56	0.10	9	3.67	0.24	-0.11
145	Goal Setting	75	3.56	0.10	9	3.67	0.29	-0.11
271	Security Plan	68	3.56	0.11	9	3.78	0.28	-0.22
161	Holistic Care	74	3.55	0.10	9	3.44	0.29	0.11
224	Parenteral Access	67	3.55	0.12	9	3.67	0.24	-0.12
316	Types of Drainage Systems	64	3.55	0.12	9	3.78	0.22	-0.23
7	Adult Learning Theory	87	3.54	0.10	9	3.44	0.29	0.10
223	Palliative Care	68	3.54	0.12	9	3.56	0.18	-0.02
183	Learning Barriers	74	3.53	0.10	9	3.78	0.22	-0.25
318	Types of Nasal/Oral Gastrointestinal Tubes	64	3.53	0.13	9	3.67	0.33	-0.14
88	Complications of Arterial Lines	97	3.52	0.13	9	4.11	0.45	-0.59
116	Discharge Process	79	3.52	0.12	9	4.22	0.32	-0.70
120	Early Ambulation	79	3.52	0.12	9	3.56	0.24	-0.04
292	Staff Resources	67	3.52	0.10	9	4.00	0.17	-0.48
294	Stages of Grief	67	3.52	0.10	9	3.67	0.24	-0.15
54	Client Equipment	96	3.51	0.09	9	3.56	0.24	-0.05
197	Moderate Sedation	73	3.51	0.13	9	3.78	0.32	-0.27
154	Health Screening	78	3.50	0.10	9	3.67	0.37	-0.17
5	Adolescent Care	88	3.49	0.10	9	3.44	0.41	0.05
68	Client Spiritual Resources	97	3.49	0.09	9	3.89	0.20	-0.40
152	Health Promotion	78	3.49	0.10	9	3.67	0.24	-0.18
76	Communication Adaptive Devices	97	3.48	0.10	9	3.78	0.15	-0.30
182	Language Barriers	79	3.48	0.09	9	3.67	0.24	-0.19
276	Sensory Impairment	67	3.48	0.11	9	3.89	0.20	-0.41

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

Survey Position #	Knowledge Statements	RN Supervisors			SME Ratings			Avg. Difference
		N	Avg.	Std. Err.	N	Avg.	Std. Err.	
22	Barriers to Learning	97	3.47	0.09	9	4.00	0.17	-0.53
138	Family Dynamics	79	3.47	0.09	9	3.67	0.24	-0.20
241	Preoperative Care	68	3.47	0.12	9	3.67	0.29	-0.20
225	Parenteral Nutrition	68	3.46	0.13	9	3.67	0.24	-0.21
42	Chronic Psychosocial Health Issues	96	3.44	0.08	9	3.56	0.24	-0.12
302	Telemetry Lead Placement	63	3.44	0.14	9	3.56	0.38	-0.12
136	Facility Cost Effective Care	79	3.43	0.11	9	3.00	0.37	0.43
218	Ostomy Care	67	3.43	0.12	9	3.22	0.28	0.21
220	Pacing Devices	67	3.43	0.13	9	3.44	0.29	-0.01
305	Therapeutic Environment	65	3.43	0.10	9	3.78	0.15	-0.35
202	Newborn Care	67	3.42	0.15	9	3.33	0.37	0.09
82	Community Resources	97	3.41	0.09	9	3.67	0.37	-0.26
257	Reality Orientation	68	3.41	0.10	9	3.67	0.17	-0.26
300	Support Systems	66	3.41	0.10	9	4.00	0.17	-0.59
312	Transfer Process	64	3.41	0.12	9	4.00	0.17	-0.59
256	Quality Metrics	67	3.40	0.11	9	3.56	0.24	-0.16
288	Spiritual Considerations	67	3.40	0.11	9	3.67	0.24	-0.27
21	Assistive Devices	87	3.39	0.10	9	3.67	0.24	-0.28
137	Facility Resources	74	3.39	0.09	9	3.56	0.24	-0.17
151	Health Care Roles	74	3.39	0.11	9	3.67	0.24	-0.28
227	Percutaneous Feeding Tubes	68	3.38	0.12	9	3.67	0.24	-0.29
32	Care for Substance Withdrawal	97	3.37	0.11	9	4.11	0.20	-0.74
128	Environmental Assessment	78	3.37	0.10	9	3.78	0.22	-0.41
234	Physical Impairment	67	3.37	0.11	9	3.67	0.17	-0.30
317	Types of Irrigation	65	3.37	0.11	9	3.44	0.41	-0.07
50	Client Cost Effective Care	94	3.36	0.10	9	3.78	0.40	-0.42
94	Complications of Peritoneal Dialysis	97	3.36	0.14	9	3.89	0.42	-0.53
113	Devices Used to Promote Venous Return	75	3.36	0.12	9	3.44	0.29	-0.08
162	Hospice Care	78	3.36	0.10	9	3.44	0.24	-0.08
212	Operative Procedures	67	3.36	0.14	9	3.22	0.36	0.14
286	Sleep/Rest Patterns	67	3.36	0.11	9	3.56	0.29	-0.20
306	Therapeutic Relationships	64	3.36	0.12	9	3.89	0.11	-0.53
44	Client Access to Resources	97	3.35	0.09	9	3.78	0.28	-0.43
86	Complications in Labor	97	3.34	0.14	9	4.22	0.43	-0.88
301	Telemetry	65	3.34	0.14	9	3.56	0.41	-0.22
325	Use of Telemetry Equipment	65	3.34	0.14	9	3.67	0.41	-0.33

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

Survey Position #	Knowledge Statements	RN Supervisors			SME Ratings			Avg. Difference
		N	Avg.	Std. Err.	N	Avg.	Std. Err.	
112	Developmental Stages	79	3.33	0.11	9	3.33	0.37	0.00
184	Learning Preferences	79	3.33	0.10	9	3.56	0.24	-0.23
17	Arterial Lines	88	3.32	0.13	9	3.44	0.47	-0.12
35	Caregiver Resources	88	3.32	0.09	9	3.44	0.29	-0.12
80	Community Health Education	97	3.32	0.09	9	3.67	0.37	-0.35
131	Equipment Management	75	3.32	0.11	9	3.22	0.28	0.10
228	Peritoneal Dialysis	67	3.31	0.15	9	3.44	0.34	-0.13
319	Types of Ostomies	65	3.31	0.11	9	3.22	0.22	0.09
4	Admission Process	98	3.28	0.11	9	3.89	0.48	-0.61
239	Postpartum Care	67	3.28	0.13	9	3.56	0.38	-0.28
177	Irrigation Equipment	74	3.26	0.11	9	3.44	0.38	-0.18
165	Incentive Spirometry	75	3.25	0.11	9	3.89	0.20	-0.64
215	Order of Blood Draws	68	3.25	0.13	9	3.11	0.39	0.14
237	Postmortem Care	68	3.24	0.10	9	3.11	0.31	0.13
167	Infant Care	74	3.23	0.13	9	3.44	0.41	-0.21
304	Therapeutic Devices	64	3.23	0.12	9	3.89	0.20	-0.66
79	Community Health	88	3.22	0.09	9	3.67	0.37	-0.45
260	Reporting Structure	67	3.22	0.13	9	3.44	0.29	-0.22
84	Compensatory Techniques	97	3.20	0.11	9	3.56	0.34	-0.36
171	Integrative Medicine	74	3.19	0.10	9	3.22	0.40	-0.03
185	Life Transitions	73	3.18	0.11	9	3.44	0.24	-0.26
73	Cluster Care	88	3.17	0.11	9	3.44	0.34	-0.27
69	Client Supplies	88	3.16	0.11	9	3.44	0.24	-0.28
155	Hemodialysis	74	3.16	0.12	9	3.44	0.41	-0.28
240	Prenatal Care	67	3.16	0.14	9	3.33	0.29	-0.17
274	Self-directed Learning	67	3.15	0.13	9	3.89	0.20	-0.74
142	Financial Resources	79	3.14	0.11	9	3.44	0.24	-0.30
334	Waste Management	64	3.14	0.13	9	3.44	0.34	-0.30
83	Community Risk Assessment	88	3.13	0.10	9	3.67	0.44	-0.54
130	Environmental Services	79	3.13	0.10	9	3.33	0.24	-0.20
232	Phlebotomy	67	3.13	0.13	9	3.44	0.24	-0.31
111	Developmental Milestones	74	3.12	0.10	9	3.33	0.33	-0.21
269	School-age Care	68	3.12	0.11	9	2.89	0.35	0.23
81	Community Health Needs Assessment	88	3.11	0.09	9	3.44	0.44	-0.33
307	Thermoregulation Techniques	65	3.11	0.13	9	3.78	0.28	-0.67
164	Immunization Schedules	78	3.10	0.12	9	3.11	0.31	-0.01

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

Survey Position #	Knowledge Statements	RN Supervisors			SME Ratings			Avg. Difference
		N	Avg.	Std. Err.	N	Avg.	Std. Err.	
188	Material Safety Data Sheets	79	3.10	0.13	9	3.33	0.37	-0.23
295	Stages of Labor	68	3.10	0.14	9	3.22	0.43	-0.12
85	Complementary Therapies	88	3.09	0.09	9	3.44	0.41	-0.35
186	Limit Setting	79	3.03	0.12	9	3.56	0.29	-0.53
216	Organ Donation	67	3.03	0.15	9	3.11	0.42	-0.08
217	Orthopedic Devices	68	3.03	0.12	9	3.22	0.32	-0.19
40	Chest Physiotherapy	97	3.02	0.11	9	3.00	0.44	0.02
129	Environmental Resources	73	3.00	0.09	9	3.33	0.29	-0.33
95	Complications of Phototherapy	88	2.97	0.13	9	3.78	0.40	-0.81
311	Toddler Care	65	2.94	0.13	9	3.00	0.37	-0.06
258	Referral Processes	67	2.91	0.13	9	2.89	0.31	0.02
59	Client Occupational Resources	88	2.88	0.09	9	3.22	0.32	-0.34
30	Body Image	97	2.81	0.10	9	3.11	0.35	-0.30
14	Antepartum Testing	98	2.74	0.12	9	3.00	0.44	-0.26
147	Growth Charts	74	2.74	0.11	9	2.89	0.45	-0.15
233	Phototherapy	68	2.74	0.14	9	3.00	0.33	-0.26
110	Dental Services	79	2.73	0.12	9	3.00	0.37	-0.27
242	Preschool Care	67	2.73	0.14	9	2.78	0.28	-0.05

APPENDIX G: KNOWLEDGE STATEMENT SUBGROUP ANALYSIS: PRIMARY JOB TITLE

Knowledge Statement Subgroup Analysis: Primary Job Title													
Survey Position #	Knowledge Statements	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	Activities of Daily Living	368	3.75	0.05	173	4.09	0.05	88	4.06	0.08	-0.34	-0.31	0.03
2	Acute Conditions	337	4.51	0.03	149	4.56	0.05	98	4.57	0.06	-0.05	-0.06	-0.01
3	Acute Psychosocial Health Issues	368	3.94	0.04	172	4.30	0.06	88	4.17	0.07	-0.36	-0.23	0.13
4	Admission Process	335	3.40	0.06	149	3.40	0.08	98	3.28	0.11	0.00	0.12	0.12
5	Adolescent Care	368	3.37	0.06	171	3.60	0.06	88	3.49	0.10	-0.23	-0.12	0.11
6	Adult Care	337	4.10	0.04	149	4.30	0.06	98	4.01	0.08	-0.20	0.09	0.29
7	Adult Learning Theory	368	3.18	0.06	172	3.43	0.08	87	3.54	0.10	-0.25	-0.36	-0.11
8	Advanced Directives	337	3.56	0.05	149	3.72	0.08	98	3.66	0.11	-0.16	-0.10	0.06
9	Adverse Reactions	368	4.52	0.04	172	4.72	0.04	89	4.69	0.06	-0.20	-0.17	0.03
10	Airway Management	338	4.79	0.03	149	4.79	0.05	97	4.57	0.09	0.00	0.22	0.22
11	Alarm Management	367	3.83	0.05	170	4.01	0.07	88	3.68	0.11	-0.18	0.15	0.33
12	Allergies	337	4.27	0.05	149	4.56	0.05	98	4.27	0.08	-0.29	0.00	0.29
13	Allergy Assessment	367	4.34	0.04	170	4.48	0.06	88	4.34	0.09	-0.14	0.00	0.14
14	Antepartum Testing	336	2.93	0.06	147	3.28	0.09	98	2.74	0.12	-0.35	0.19	0.54
15	Approved Abbreviations	368	3.66	0.06	172	4.05	0.08	89	3.99	0.10	-0.39	-0.33	0.06
16	Approved Terminology	337	3.43	0.06	148	3.97	0.07	98	3.81	0.09	-0.54	-0.38	0.16
17	Arterial Lines	367	3.78	0.06	171	3.26	0.09	88	3.32	0.13	0.52	0.46	-0.06
18	Aseptic Technique	336	4.37	0.05	148	4.62	0.05	98	4.54	0.08	-0.25	-0.17	0.08
19	Aspiration Precautions	366	4.49	0.04	172	4.46	0.06	89	4.42	0.08	0.03	0.07	0.04
20	Assessment Tools	336	4.22	0.05	148	4.34	0.06	98	4.39	0.07	-0.12	-0.17	-0.05
21	Assistive Devices	364	3.60	0.05	169	3.64	0.07	87	3.39	0.10	-0.04	0.21	0.25
22	Barriers to Learning	335	3.48	0.05	146	3.69	0.07	97	3.47	0.09	-0.21	0.01	0.22
23	Basic Cardiac Monitoring	366	4.32	0.04	172	3.99	0.07	89	3.91	0.11	0.33	0.41	0.08
24	Basic Life Support	334	4.62	0.04	147	4.70	0.06	95	4.68	0.07	-0.08	-0.06	0.02

Knowledge Statement Subgroup Analysis: Primary Job Title													
Survey Position #	Knowledge Statements	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
25	Behavioral Management Techniques	367	3.65	0.05	172	3.94	0.06	89	3.97	0.09	-0.29	-0.32	-0.03
26	Behavioral Safety Plan	333	3.63	0.05	146	3.91	0.07	97	3.74	0.10	-0.28	-0.11	0.17
27	Bladder Elimination	367	3.77	0.05	172	3.99	0.06	89	3.66	0.09	-0.22	0.11	0.33
28	Blood Products Administration	336	4.31	0.05	148	4.13	0.08	96	3.72	0.15	0.18	0.59	0.41
29	Blood Specimens	366	3.85	0.05	171	3.77	0.07	88	3.61	0.10	0.08	0.24	0.16
30	Body Image	335	2.83	0.06	148	3.20	0.07	97	2.81	0.10	-0.37	0.02	0.39
31	Bowel Elimination	365	3.65	0.05	172	3.94	0.06	88	3.67	0.08	-0.29	-0.02	0.27
32	Care for Substance Withdrawal	334	3.66	0.05	148	3.81	0.08	97	3.37	0.11	-0.15	0.29	0.44
33	Care Planning	362	3.24	0.06	172	3.83	0.07	88	3.58	0.10	-0.59	-0.34	0.25
34	Caregiver Education	335	3.75	0.05	147	3.90	0.07	97	3.70	0.09	-0.15	0.05	0.20
35	Caregiver Resources	365	3.30	0.06	170	3.61	0.06	88	3.32	0.09	-0.31	-0.02	0.29
36	Caregiver Support	333	3.52	0.05	148	3.70	0.07	97	3.60	0.08	-0.18	-0.08	0.10
37	Central Venous Access Device Maintenance	365	4.10	0.05	172	3.79	0.08	89	3.76	0.12	0.31	0.34	0.03
38	Central Venous Access Devices	335	4.00	0.05	148	3.75	0.08	97	3.57	0.13	0.25	0.43	0.18
39	Chain of Command	367	3.57	0.05	172	4.13	0.06	89	3.88	0.08	-0.56	-0.31	0.25
40	Chest Physiotherapy	333	3.11	0.06	148	3.18	0.09	97	3.02	0.11	-0.07	0.09	0.16
41	Chronic Conditions	362	3.92	0.04	169	4.15	0.05	88	3.95	0.07	-0.23	-0.03	0.20
42	Chronic Psychosocial Health Issues	335	3.44	0.05	148	3.71	0.07	96	3.44	0.08	-0.27	0.00	0.27
43	Chronic Versus Acute Pain	366	3.80	0.04	172	4.12	0.06	89	4.06	0.08	-0.32	-0.26	0.06
44	Client Access to Resources	334	3.50	0.05	147	3.77	0.07	97	3.35	0.09	-0.27	0.15	0.42
45	Client Acuity	361	4.08	0.05	171	4.05	0.07	89	3.94	0.09	0.03	0.14	0.11
46	Client Advocacy	333	4.26	0.04	146	4.24	0.06	97	3.78	0.09	0.02	0.48	0.46
47	Client Assessment	367	4.60	0.03	170	4.81	0.03	89	4.55	0.07	-0.21	0.05	0.26
48	Client Compliance with Treatment Plan	336	3.82	0.05	148	3.91	0.07	96	3.81	0.09	-0.09	0.01	0.10
49	Client Confidentiality and Privacy	366	4.25	0.04	172	4.52	0.05	88	4.40	0.08	-0.27	-0.15	0.12

Knowledge Statement Subgroup Analysis: Primary Job Title													
Survey Position #	Knowledge Statements	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
50	Client Cost Effective Care	336	3.19	0.06	147	3.51	0.08	94	3.36	0.10	-0.32	-0.17	0.15
51	Client Diagnosis	365	4.14	0.04	172	4.14	0.05	89	4.16	0.08	0.00	-0.02	-0.02
52	Client Dignity	333	4.07	0.04	148	4.37	0.06	97	4.33	0.07	-0.30	-0.26	0.04
53	Client Education	363	4.01	0.05	171	4.37	0.05	89	4.03	0.06	-0.36	-0.02	0.34
54	Client Equipment	333	3.56	0.05	148	3.67	0.07	96	3.51	0.09	-0.11	0.05	0.16
55	Client History	365	4.01	0.04	172	4.21	0.05	88	4.18	0.09	-0.20	-0.17	0.03
56	Client Identification	335	4.49	0.04	147	4.72	0.05	97	4.47	0.09	-0.23	0.02	0.25
57	Client Mobility	365	3.80	0.04	170	3.99	0.05	88	3.86	0.08	-0.19	-0.06	0.13
58	Client Needs	336	4.09	0.04	148	4.32	0.06	97	4.04	0.08	-0.23	0.05	0.28
59	Client Occupational Resources	366	3.11	0.05	170	3.18	0.07	88	2.88	0.09	-0.07	0.23	0.30
60	Client Outcome	335	4.17	0.04	148	4.28	0.06	96	4.06	0.08	-0.11	0.11	0.22
61	Client Positioning	364	3.89	0.04	169	4.09	0.06	88	3.84	0.09	-0.20	0.05	0.25
62	Client Preferences	334	3.59	0.05	148	3.87	0.07	97	3.85	0.09	-0.28	-0.26	0.02
63	Client Procedures	362	3.92	0.04	168	3.94	0.06	88	3.77	0.09	-0.02	0.15	0.17
64	Client Readiness to Learn	335	3.57	0.05	147	3.80	0.06	97	3.56	0.08	-0.23	0.01	0.24
65	Client Response to Treatment	366	4.23	0.04	170	4.41	0.05	89	4.13	0.08	-0.18	0.10	0.28
66	Client Rights and Responsibilities	335	4.10	0.05	148	4.30	0.06	97	4.11	0.08	-0.20	-0.01	0.19
67	Client Safety	365	4.70	0.03	168	4.83	0.03	89	4.69	0.06	-0.13	0.01	0.14
68	Client Spiritual Resources	336	3.30	0.05	148	3.76	0.07	97	3.49	0.09	-0.46	-0.19	0.27
69	Client Supplies	363	3.41	0.05	169	3.30	0.07	88	3.16	0.11	0.11	0.25	0.14
70	Client Wellbeing	334	4.08	0.04	148	4.12	0.06	97	3.98	0.08	-0.04	0.10	0.14
71	Client-centered Bedside Report	366	3.64	0.06	171	3.96	0.07	88	3.73	0.11	-0.32	-0.09	0.23
72	Client-centered Care	335	4.22	0.04	148	4.33	0.06	97	4.09	0.08	-0.11	0.13	0.24
73	Cluster Care	365	3.86	0.04	171	3.60	0.07	88	3.17	0.11	0.26	0.69	0.43
74	Cognitive Status	334	4.10	0.04	148	4.26	0.06	97	4.08	0.09	-0.16	0.02	0.18

Knowledge Statement Subgroup Analysis: Primary Job Title													
Survey Position #	Knowledge Statements	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
75	Collaboration	364	4.22	0.04	171	4.37	0.06	88	4.09	0.09	-0.15	0.13	0.28
76	Communication Adaptive Devices	335	3.63	0.05	147	3.66	0.07	97	3.48	0.10	-0.03	0.15	0.18
77	Communication Barriers	365	3.95	0.05	169	4.33	0.06	88	4.09	0.09	-0.38	-0.14	0.24
78	Communication Methods	332	3.82	0.05	146	4.12	0.06	96	3.86	0.09	-0.30	-0.04	0.26
79	Community Health	365	3.35	0.05	171	3.61	0.07	88	3.22	0.09	-0.26	0.13	0.39
80	Community Health Education	336	3.28	0.05	147	3.65	0.07	97	3.32	0.09	-0.37	-0.04	0.33
81	Community Health Needs Assessment	365	3.26	0.06	171	3.45	0.07	88	3.11	0.09	-0.19	0.15	0.34
82	Community Resources	333	3.29	0.06	146	3.66	0.08	97	3.41	0.09	-0.37	-0.12	0.25
83	Community Risk Assessment	363	3.20	0.06	171	3.49	0.07	88	3.13	0.10	-0.29	0.07	0.36
84	Compensatory Techniques	335	3.39	0.06	146	3.58	0.07	97	3.20	0.11	-0.19	0.19	0.38
85	Complementary Therapies	365	3.17	0.05	171	3.29	0.07	88	3.09	0.09	-0.12	0.08	0.20
86	Complications in Labor	335	3.55	0.07	147	3.86	0.10	97	3.34	0.14	-0.31	0.21	0.52
87	Complications of Anesthesia	364	3.98	0.06	168	4.04	0.08	88	3.88	0.12	-0.06	0.10	0.16
88	Complications of Arterial Lines	334	4.03	0.06	147	3.75	0.10	97	3.52	0.13	0.28	0.51	0.23
89	Complications of Blood Product Administration	364	4.52	0.04	171	4.45	0.07	88	4.11	0.12	0.07	0.41	0.34
90	Complications of Drainage Devices	335	4.02	0.05	147	3.90	0.08	97	3.70	0.10	0.12	0.32	0.20
91	Complications of Intravenous (IV) Therapy	365	4.43	0.04	171	4.44	0.06	88	4.24	0.10	-0.01	0.19	0.20
92	Complications of Invasive Procedures	335	4.19	0.05	147	4.10	0.07	97	3.86	0.11	0.09	0.33	0.24
93	Complications of Irrigation	364	3.59	0.06	171	3.61	0.09	88	3.65	0.12	-0.02	-0.06	-0.04
94	Complications of Peritoneal Dialysis	333	3.74	0.06	147	3.47	0.10	97	3.36	0.14	0.27	0.38	0.11
95	Complications of Phototherapy	364	3.17	0.07	169	3.29	0.09	88	2.97	0.13	-0.12	0.20	0.32
96	Complications of Enteral Tube Feedings	336	3.93	0.05	147	3.83	0.09	97	3.62	0.12	0.10	0.31	0.21
97	Comprehensive Health Assessment	360	4.22	0.05	171	4.53	0.05	88	4.28	0.08	-0.31	-0.06	0.25
98	Confidentiality Laws and Social Media	333	3.97	0.05	147	4.28	0.07	97	4.00	0.09	-0.31	-0.03	0.28
99	Conflict Resolution	362	3.79	0.05	170	4.09	0.06	87	3.91	0.09	-0.30	-0.12	0.18

Knowledge Statement Subgroup Analysis: Primary Job Title													
Survey Position #	Knowledge Statements	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
100	Continuity of Care	334	3.93	0.05	146	4.22	0.06	97	4.12	0.09	-0.29	-0.19	0.10
101	Contraindications	280	4.29	0.05	164	4.46	0.05	74	4.31	0.09	-0.17	-0.02	0.15
102	Controlled Substance Diversion	246	3.52	0.06	143	3.74	0.09	79	3.78	0.11	-0.22	-0.26	-0.04
103	Controlled Substance Management	279	4.03	0.05	164	4.15	0.06	75	4.04	0.10	-0.12	-0.01	0.11
104	Coping Mechanisms	246	3.60	0.06	141	3.94	0.07	79	3.66	0.09	-0.34	-0.06	0.28
105	Crisis Intervention	278	3.99	0.06	164	3.98	0.07	75	4.07	0.10	0.01	-0.08	-0.09
106	Cultural Considerations	246	3.63	0.06	141	4.07	0.07	79	3.70	0.09	-0.44	-0.07	0.37
107	Culture of Safety	280	4.03	0.05	164	4.42	0.06	74	4.14	0.10	-0.39	-0.11	0.28
108	De-escalation	245	3.82	0.06	141	3.99	0.07	79	3.92	0.09	-0.17	-0.10	0.07
109	Delegation	279	3.82	0.05	164	4.10	0.06	74	3.61	0.10	-0.28	0.21	0.49
110	Dental Services	245	2.65	0.07	141	2.79	0.09	79	2.73	0.12	-0.14	-0.08	0.06
111	Developmental Milestones	280	3.14	0.06	164	3.54	0.07	74	3.12	0.10	-0.40	0.02	0.42
112	Developmental Stages	246	3.19	0.07	141	3.57	0.08	79	3.33	0.11	-0.38	-0.14	0.24
113	Devices Used to Promote Venous Return	280	3.59	0.06	164	3.67	0.07	75	3.36	0.12	-0.08	0.23	0.31
114	Diagnostic Testing	246	3.81	0.06	141	3.89	0.07	79	3.59	0.10	-0.08	0.22	0.30
115	Discharge Planning	279	3.60	0.06	164	4.20	0.05	74	3.82	0.10	-0.60	-0.22	0.38
116	Discharge Process	244	3.32	0.07	141	3.71	0.08	79	3.52	0.12	-0.39	-0.20	0.19
117	Disease Process	277	4.06	0.05	164	4.24	0.05	74	4.12	0.10	-0.18	-0.06	0.12
118	Dosage Calculations	246	4.33	0.06	141	4.72	0.05	79	4.56	0.09	-0.39	-0.23	0.16
119	Dressing Management	279	3.73	0.05	164	3.60	0.07	73	3.56	0.10	0.13	0.17	0.04
120	Early Ambulation	246	3.76	0.06	141	3.98	0.07	79	3.52	0.12	-0.22	0.24	0.46
121	Emergency Care Procedures	277	4.31	0.05	164	4.18	0.07	75	4.39	0.08	0.13	-0.08	-0.21
122	Emergency Equipment	246	4.50	0.05	142	4.37	0.07	79	4.29	0.10	0.13	0.21	0.08
123	Emergency Plans	277	4.10	0.06	163	3.91	0.07	75	4.07	0.10	0.19	0.03	-0.16
124	Emergency Preparedness	244	4.27	0.06	141	4.16	0.07	79	4.19	0.09	0.11	0.08	-0.03

Knowledge Statement Subgroup Analysis: Primary Job Title													
Survey Position #	Knowledge Statements	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
125	Emergency Response	278	4.33	0.05	164	4.14	0.07	75	4.29	0.09	0.19	0.04	-0.15
126	Empathic Communication	244	3.80	0.05	140	4.18	0.06	79	3.80	0.09	-0.38	0.00	0.38
127	End-of-life Care	277	3.75	0.06	163	3.87	0.06	74	3.82	0.10	-0.12	-0.07	0.05
128	Environmental Assessment	246	3.57	0.06	141	3.82	0.07	78	3.37	0.10	-0.25	0.20	0.45
129	Environmental Resources	277	3.15	0.06	163	3.32	0.07	73	3.00	0.09	-0.17	0.15	0.32
130	Environmental Services	246	3.16	0.07	141	3.26	0.09	79	3.13	0.10	-0.10	0.03	0.13
131	Equipment Management	277	3.43	0.06	162	3.46	0.07	75	3.32	0.11	-0.03	0.11	0.14
132	Equipment Safety	246	3.99	0.06	141	4.13	0.07	78	4.00	0.09	-0.14	-0.01	0.13
133	Ergonomics	276	3.37	0.06	164	3.73	0.07	74	3.69	0.10	-0.36	-0.32	0.04
134	Ethics	244	3.98	0.06	141	4.38	0.06	79	4.20	0.08	-0.40	-0.22	0.18
135	Evidence-based Practice	276	3.97	0.06	163	4.44	0.05	73	3.99	0.10	-0.47	-0.02	0.45
136	Facility Cost Effective Care	246	3.00	0.07	141	3.40	0.08	79	3.43	0.11	-0.40	-0.43	-0.03
137	Facility Resources	275	3.56	0.05	164	3.49	0.07	74	3.39	0.09	0.07	0.17	0.10
138	Family Dynamics	246	3.24	0.06	141	3.69	0.07	79	3.47	0.09	-0.45	-0.23	0.22
139	Family Education	276	3.64	0.05	164	3.91	0.05	74	3.81	0.10	-0.27	-0.17	0.10
140	Family Support	246	3.52	0.05	141	3.87	0.06	79	3.58	0.09	-0.35	-0.06	0.29
141	Family-centered Care	276	3.61	0.05	163	3.94	0.06	74	3.84	0.09	-0.33	-0.23	0.10
142	Financial Resources	245	3.13	0.06	141	3.43	0.08	79	3.14	0.11	-0.30	-0.01	0.29
143	Fluid and Electrolyte Imbalance	277	4.46	0.04	164	4.49	0.05	75	4.20	0.09	-0.03	0.26	0.29
144	Focused Assessments	246	4.40	0.04	141	4.48	0.05	79	4.15	0.08	-0.08	0.25	0.33
145	Goal Setting	278	3.44	0.06	164	3.73	0.06	75	3.56	0.10	-0.29	-0.12	0.17
146	Goals of Care	246	3.76	0.06	141	4.22	0.06	79	3.92	0.09	-0.46	-0.16	0.30
147	Growth Charts	278	2.83	0.07	164	3.07	0.08	74	2.74	0.11	-0.24	0.09	0.33
148	Handoff Procedures	245	3.99	0.06	141	4.38	0.06	79	4.19	0.09	-0.39	-0.20	0.19
149	Handoff Report	277	4.17	0.05	164	4.39	0.06	75	4.19	0.10	-0.22	-0.02	0.20

Knowledge Statement Subgroup Analysis: Primary Job Title													
Survey Position #	Knowledge Statements	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
150	Hazardous Materials	246	3.75	0.07	140	3.75	0.08	79	3.68	0.11	0.00	0.07	0.07
151	Health Care Roles	278	3.54	0.06	163	3.61	0.06	74	3.39	0.11	-0.07	0.15	0.22
152	Health Promotion	246	3.63	0.06	140	4.08	0.07	78	3.49	0.10	-0.45	0.14	0.59
153	Health Risks	276	3.77	0.05	164	3.84	0.06	74	3.62	0.10	-0.07	0.15	0.22
154	Health Screening	245	3.64	0.06	141	3.87	0.07	78	3.50	0.10	-0.23	0.14	0.37
155	Hemodialysis	278	3.74	0.06	164	3.34	0.08	74	3.16	0.12	0.40	0.58	0.18
156	Hemodynamic Monitoring	244	4.18	0.06	141	3.90	0.09	77	3.74	0.13	0.28	0.44	0.16
157	Hemodynamics	272	4.03	0.05	161	4.06	0.07	74	3.92	0.11	-0.03	0.11	0.14
158	Hemostasis	246	4.03	0.06	140	4.20	0.07	78	3.81	0.11	-0.17	0.22	0.39
159	High-risk Health Behaviors	277	3.71	0.06	163	3.86	0.06	74	3.78	0.10	-0.15	-0.07	0.08
160	High-risk Medications	245	4.52	0.05	141	4.62	0.06	78	4.41	0.08	-0.10	0.11	0.21
161	Holistic Care	277	3.57	0.06	164	3.82	0.07	74	3.55	0.10	-0.25	0.02	0.27
162	Hospice Care	245	3.36	0.06	140	3.29	0.08	78	3.36	0.10	0.07	0.00	-0.07
163	Hygiene	278	3.90	0.05	164	3.96	0.06	74	3.89	0.10	-0.06	0.01	0.07
164	Immunization Schedules	246	3.00	0.07	141	3.31	0.08	78	3.10	0.12	-0.31	-0.10	0.21
165	Incentive Spirometry	278	3.71	0.06	163	3.83	0.07	75	3.25	0.11	-0.12	0.46	0.58
166	Incident and Error Reporting	245	3.81	0.06	141	4.06	0.07	79	3.92	0.12	-0.25	-0.11	0.14
167	Infant Care	278	3.37	0.07	164	3.54	0.08	74	3.23	0.13	-0.17	0.14	0.31
168	Infection Prevention	245	4.46	0.04	142	4.58	0.06	79	4.53	0.07	-0.12	-0.07	0.05
169	Informed Client Consent	276	4.30	0.05	163	4.32	0.06	73	4.18	0.09	-0.02	0.12	0.14
170	Intake and Output	245	3.90	0.06	142	4.11	0.07	79	3.73	0.10	-0.21	0.17	0.38
171	Integrative Medicine	277	3.44	0.06	164	3.32	0.07	74	3.19	0.10	0.12	0.25	0.13
172	Intravenous (IV) Infusion	243	4.26	0.05	142	4.34	0.07	79	4.10	0.09	-0.08	0.16	0.24
173	Intravenous (IV) Insertion	276	4.13	0.05	163	3.76	0.08	74	3.86	0.12	0.37	0.27	-0.10
174	Intravenous (IV) Removal	244	3.68	0.07	140	3.86	0.08	79	3.66	0.11	-0.18	0.02	0.20

Knowledge Statement Subgroup Analysis: Primary Job Title													
Survey Position #	Knowledge Statements	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	Intravenous (IV) Site Maintenance	277	4.23	0.05	164	4.15	0.06	74	4.07	0.10	0.08	0.16	0.08
176	Invasive Procedures	246	4.04	0.06	140	3.97	0.07	79	3.87	0.11	0.07	0.17	0.10
177	Irrigation Equipment	277	3.31	0.06	164	3.24	0.08	74	3.26	0.11	0.07	0.05	-0.02
178	Isolation Precautions	246	4.24	0.05	140	4.39	0.06	79	4.30	0.09	-0.15	-0.06	0.09
179	Lab Monitoring	275	4.27	0.05	164	4.34	0.05	74	4.08	0.10	-0.07	0.19	0.26
180	Lab Results	246	4.26	0.05	140	4.33	0.06	79	4.04	0.09	-0.07	0.22	0.29
181	Lab Values	275	4.44	0.04	163	4.38	0.05	75	4.21	0.08	0.06	0.23	0.17
182	Language Barriers	244	3.47	0.06	140	3.85	0.07	79	3.48	0.09	-0.38	-0.01	0.37
183	Learning Barriers	276	3.55	0.06	163	3.62	0.07	74	3.53	0.10	-0.07	0.02	0.09
184	Learning Preferences	245	3.27	0.06	140	3.56	0.08	79	3.33	0.10	-0.29	-0.06	0.23
185	Life Transitions	276	3.20	0.06	164	3.36	0.06	73	3.18	0.11	-0.16	0.02	0.18
186	Limit Setting	244	3.27	0.07	140	3.47	0.08	79	3.03	0.12	-0.20	0.24	0.44
187	Mandatory Reporting	277	4.07	0.06	163	4.17	0.06	75	4.16	0.09	-0.10	-0.09	0.01
188	Material Safety Data Sheets	244	3.01	0.07	140	3.19	0.10	79	3.10	0.13	-0.18	-0.09	0.09
189	Measurement Conversions	276	3.53	0.07	161	3.96	0.07	74	3.74	0.13	-0.43	-0.21	0.22
190	Medication Administration via Nasal/Oral Gastrointestinal Tubes	246	3.95	0.06	140	4.06	0.08	79	3.92	0.11	-0.11	0.03	0.14
191	Medication Administration via Percutaneous Feeding Tubes	277	3.90	0.06	164	3.71	0.08	73	3.71	0.12	0.19	0.19	0.00
192	Medication Information Resources	245	3.84	0.06	140	4.16	0.07	78	3.81	0.09	-0.32	0.03	0.35
193	Medication Interaction	277	4.35	0.05	164	4.37	0.05	74	4.32	0.09	-0.02	0.03	0.05
194	Medication Management	244	4.08	0.06	139	4.49	0.05	79	4.34	0.08	-0.41	-0.26	0.15
195	Medication Reconciliation	275	3.98	0.06	164	4.27	0.06	74	4.23	0.09	-0.29	-0.25	0.04
196	Medication Side Effects	244	4.17	0.05	140	4.46	0.06	79	4.18	0.08	-0.29	-0.01	0.28
197	Moderate Sedation	269	3.74	0.06	163	3.58	0.08	73	3.51	0.13	0.16	0.23	0.07
198	Modes of Transmission	243	3.78	0.06	140	4.15	0.07	79	4.03	0.10	-0.37	-0.25	0.12

Knowledge Statement Subgroup Analysis: Primary Job Title													
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		N	Avg.	Std. Err.	N	Avg.	Std. Err.	N	Avg.	Std. Err.	Difference	Difference	Difference
199	Multi-disciplinary Teams	278	3.80	0.06	164	3.84	0.07	74	3.68	0.10	-0.04	0.12	0.16
200	Near Misses	245	3.96	0.06	140	4.29	0.06	78	4.05	0.10	-0.33	-0.09	0.24
201	Neurological Assessment	218	4.43	0.05	160	4.41	0.05	68	4.15	0.08	0.02	0.28	0.26
202	Newborn Care	199	3.34	0.09	139	3.61	0.09	67	3.42	0.15	-0.27	-0.08	0.19
203	Non-opioid Pain Medications	218	3.61	0.06	160	4.08	0.06	68	3.75	0.09	-0.47	-0.14	0.33
204	Non-pharmacological Comfort Measures	200	3.47	0.06	139	3.81	0.06	67	3.76	0.09	-0.34	-0.29	0.05
205	Nonverbal Communication	218	3.62	0.06	160	4.06	0.06	68	3.74	0.09	-0.44	-0.12	0.32
206	Nonverbal Cues to Physical Stressors	198	3.56	0.07	139	3.81	0.07	67	3.61	0.11	-0.25	-0.05	0.20
207	Nonverbal Cues to Psychological Stressors	218	3.65	0.06	160	4.01	0.06	68	3.79	0.09	-0.36	-0.14	0.22
208	Nursing Code of Ethics	199	3.93	0.07	139	4.32	0.06	67	4.34	0.09	-0.39	-0.41	-0.02
209	Nursing Diagnoses	219	2.99	0.09	160	3.19	0.09	67	3.57	0.12	-0.20	-0.58	-0.38
210	Nutrition	198	3.68	0.06	139	3.86	0.06	67	3.69	0.11	-0.18	-0.01	0.17
211	Older Adult Care	219	3.76	0.06	160	4.03	0.07	68	3.85	0.10	-0.27	-0.09	0.18
212	Operative Procedures	197	3.48	0.07	138	3.41	0.08	67	3.36	0.14	0.07	0.12	0.05
213	Opioid Education	216	3.90	0.06	159	4.06	0.06	68	3.88	0.09	-0.16	0.02	0.18
214	Oral Care	199	3.46	0.07	138	3.71	0.08	67	3.57	0.11	-0.25	-0.11	0.14
215	Order of Blood Draws	218	3.45	0.08	160	3.23	0.08	68	3.25	0.13	0.22	0.20	-0.02
216	Organ Donation	198	3.11	0.08	138	3.01	0.09	67	3.03	0.15	0.10	0.08	-0.02
217	Orthopedic Devices	217	3.12	0.06	159	3.14	0.07	68	3.03	0.12	-0.02	0.09	0.11
218	Ostomy Care	199	3.60	0.06	138	3.41	0.08	67	3.43	0.12	0.19	0.17	-0.02
219	Oxygen Therapy	218	4.25	0.06	160	4.41	0.06	68	4.04	0.11	-0.16	0.21	0.37
220	Pacing Devices	198	3.70	0.07	138	3.30	0.09	67	3.43	0.13	0.40	0.27	-0.13
221	Pain Assessment	217	4.06	0.05	160	4.39	0.05	68	4.16	0.09	-0.33	-0.10	0.23
222	Pain Management	197	4.07	0.06	138	4.48	0.06	67	4.31	0.08	-0.41	-0.24	0.17

Knowledge Statement Subgroup Analysis: Primary Job Title													
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		N	Avg.	Std. Err.	N	Avg.	Std. Err.	N	Avg.	Std. Err.	Difference	Difference	Difference
223	Palliative Care	217	3.63	0.06	160	3.71	0.06	68	3.54	0.12	-0.08	0.09	0.17
224	Parenteral Access	198	3.87	0.06	138	4.00	0.08	67	3.55	0.12	-0.13	0.32	0.45
225	Parenteral Nutrition	217	3.64	0.07	160	3.71	0.07	68	3.46	0.13	-0.07	0.18	0.25
226	Pathophysiology	198	3.94	0.07	137	4.30	0.06	66	4.03	0.11	-0.36	-0.09	0.27
227	Percutaneous Feeding Tubes	217	3.63	0.06	159	3.58	0.07	68	3.38	0.12	0.05	0.25	0.20
228	Peritoneal Dialysis	198	3.28	0.08	138	3.07	0.08	67	3.31	0.15	0.21	-0.03	-0.24
229	Personal Bias	218	3.61	0.08	160	4.00	0.07	68	3.76	0.12	-0.39	-0.15	0.24
230	Personal Protective Equipment (PPE)	199	4.28	0.06	138	4.52	0.06	67	4.52	0.08	-0.24	-0.24	0.00
231	Pharmacology	218	4.34	0.05	159	4.60	0.04	68	4.37	0.09	-0.26	-0.03	0.23
232	Phlebotomy	198	3.58	0.08	138	3.25	0.09	67	3.13	0.13	0.33	0.45	0.12
233	Phototherapy	218	2.69	0.08	159	2.96	0.09	68	2.74	0.14	-0.27	-0.05	0.22
234	Physical Impairment	198	3.51	0.07	136	3.54	0.07	67	3.37	0.11	-0.03	0.14	0.17
235	Policies and Procedures	218	3.85	0.06	160	4.04	0.07	68	3.79	0.12	-0.19	0.06	0.25
236	Polypharmacy	199	3.78	0.07	137	3.91	0.07	67	3.87	0.10	-0.13	-0.09	0.04
237	Postmortem Care	218	3.11	0.07	159	3.09	0.07	68	3.24	0.10	0.02	-0.13	-0.15
238	Postoperative Care	199	3.95	0.06	138	4.05	0.07	67	3.93	0.11	-0.10	0.02	0.12
239	Postpartum Care	218	3.26	0.08	159	3.56	0.07	67	3.28	0.13	-0.30	-0.02	0.28
240	Prenatal Care	198	3.33	0.09	137	3.58	0.09	67	3.16	0.14	-0.25	0.17	0.42
241	Preoperative Care	217	3.63	0.07	157	3.89	0.07	68	3.47	0.12	-0.26	0.16	0.42
242	Preschool Care	198	2.74	0.08	136	2.98	0.09	67	2.73	0.14	-0.24	0.01	0.25
243	Pressure Injury Prevention	218	4.39	0.05	160	4.34	0.06	68	4.15	0.11	0.05	0.24	0.19
244	Pressure Injury Risk	198	4.16	0.05	137	3.91	0.09	67	4.13	0.09	0.25	0.03	-0.22
245	Pressure Injury Staging	218	3.72	0.07	160	3.68	0.07	68	3.78	0.11	0.04	-0.06	-0.10
246	Preventative Care	198	3.94	0.06	137	3.96	0.07	67	3.85	0.09	-0.02	0.09	0.11

Knowledge Statement Subgroup Analysis: Primary Job Title													
Survey Position #	Knowledge Statements	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
247	Prioritization	218	4.53	0.05	160	4.67	0.04	68	4.50	0.08	-0.14	0.03	0.17
248	Procedure Preparation	198	3.69	0.07	137	3.66	0.07	67	3.58	0.10	0.03	0.11	0.08
249	Professional Accountability	217	4.18	0.06	160	4.54	0.05	67	4.48	0.09	-0.36	-0.30	0.06
250	Professional Boundaries	198	3.69	0.07	137	4.14	0.07	67	3.97	0.11	-0.45	-0.28	0.17
251	Provider Prescription/Order Components	218	3.98	0.07	159	4.16	0.07	68	3.99	0.11	-0.18	-0.01	0.17
252	Psychosocial Assessment	199	3.65	0.06	137	4.13	0.07	67	3.82	0.09	-0.48	-0.17	0.31
253	Psychosocial Support	218	3.70	0.06	160	4.03	0.06	68	3.60	0.09	-0.33	0.10	0.43
254	Pulmonary Hygiene	197	3.80	0.07	137	3.80	0.08	67	3.66	0.11	0.00	0.14	0.14
255	Quality Improvement	217	3.54	0.07	160	3.76	0.07	68	3.59	0.09	-0.22	-0.05	0.17
256	Quality Metrics	199	3.11	0.08	137	3.21	0.08	67	3.40	0.11	-0.10	-0.29	-0.19
257	Reality Orientation	217	3.40	0.07	159	3.47	0.07	68	3.41	0.10	-0.07	-0.01	0.06
258	Referral Processes	198	2.88	0.08	137	3.07	0.08	67	2.91	0.13	-0.19	-0.03	0.16
259	Regulatory Guidelines	216	3.49	0.07	160	3.74	0.07	68	3.84	0.10	-0.25	-0.35	-0.10
260	Reporting Structure	198	3.25	0.08	137	3.49	0.08	67	3.22	0.13	-0.24	0.03	0.27
261	Restraint Alternatives	217	3.67	0.07	160	3.98	0.07	68	3.94	0.10	-0.31	-0.27	0.04
262	Restraint Types	196	3.48	0.07	138	3.59	0.09	66	3.58	0.13	-0.11	-0.10	0.01
263	Restraints	217	3.83	0.07	159	4.00	0.07	68	3.79	0.13	-0.17	0.04	0.21
264	Rights of Medication Administration	199	4.48	0.05	138	4.80	0.04	67	4.55	0.08	-0.32	-0.07	0.25
265	Risk Assessment	216	3.83	0.06	160	4.11	0.06	68	3.79	0.10	-0.28	0.04	0.32
266	Risk Precautions	199	4.06	0.06	138	4.25	0.06	67	3.99	0.10	-0.19	0.07	0.26
267	Safe Client Handling	217	4.12	0.06	160	4.43	0.06	68	4.07	0.09	-0.31	0.05	0.36
268	Safety Reporting	199	3.91	0.06	137	4.09	0.07	67	3.99	0.11	-0.18	-0.08	0.10
269	School-age Care	216	3.00	0.07	160	3.33	0.07	68	3.12	0.11	-0.33	-0.12	0.21
270	Scope of Practice	199	4.39	0.05	137	4.55	0.06	67	4.52	0.08	-0.16	-0.13	0.03

Knowledge Statement Subgroup Analysis: Primary Job Title													
Survey Position #	Knowledge Statements	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
271	Security Plan	217	3.49	0.07	159	3.59	0.08	68	3.56	0.11	-0.10	-0.07	0.03
272	Seizure Precautions	199	4.06	0.06	137	4.11	0.07	67	3.73	0.11	-0.05	0.33	0.38
273	Self-care	218	3.96	0.07	160	4.05	0.06	68	3.84	0.11	-0.09	0.12	0.21
274	Self-directed Learning	198	3.36	0.08	136	3.37	0.08	67	3.15	0.13	-0.01	0.21	0.22
275	Self-limitations	215	3.80	0.07	159	3.96	0.07	68	3.74	0.11	-0.16	0.06	0.22
276	Sensory Impairment	198	3.41	0.07	137	3.59	0.07	67	3.48	0.11	-0.18	-0.07	0.11
277	Signs and Symptoms of Complications	217	4.53	0.04	160	4.56	0.05	68	4.44	0.08	-0.03	0.09	0.12
278	Signs and Symptoms of Infection	197	4.42	0.05	137	4.51	0.05	67	4.58	0.07	-0.09	-0.16	-0.07
279	Signs of Abuse or Neglect	217	4.35	0.05	160	4.46	0.05	68	4.53	0.07	-0.11	-0.18	-0.07
280	Signs of Human Trafficking	197	3.80	0.08	137	3.73	0.08	67	3.66	0.13	0.07	0.14	0.07
281	Signs of Substance Abuse	215	4.13	0.06	159	4.30	0.05	68	4.24	0.10	-0.17	-0.11	0.06
282	Signs of Toxicity	199	4.24	0.06	137	4.42	0.06	67	4.04	0.11	-0.18	0.20	0.38
283	Signs of Substance Withdrawal	217	4.34	0.05	160	4.34	0.05	68	4.19	0.09	0.00	0.15	0.15
284	Skin Assessment	197	4.14	0.05	137	4.26	0.06	67	4.27	0.08	-0.12	-0.13	-0.01
285	Skin Integrity	218	4.21	0.05	159	4.26	0.05	68	4.19	0.10	-0.05	0.02	0.07
286	Sleep/Rest Patterns	199	3.27	0.07	138	3.60	0.07	67	3.36	0.11	-0.33	-0.09	0.24
287	Specimen Collection	217	3.71	0.07	159	3.64	0.07	68	3.62	0.11	0.07	0.09	0.02
288	Spiritual Considerations	199	3.23	0.07	137	3.61	0.07	67	3.40	0.11	-0.38	-0.17	0.21
289	Staff Accountability	217	3.82	0.06	159	4.03	0.07	68	4.04	0.10	-0.21	-0.22	-0.01
290	Staff Debriefing	198	3.33	0.07	137	3.65	0.07	67	3.67	0.12	-0.32	-0.34	-0.02
291	Staff Education	217	3.88	0.06	160	3.85	0.08	68	3.85	0.10	0.03	0.03	0.00
292	Staff Resources	197	3.56	0.07	137	3.52	0.07	67	3.52	0.10	0.04	0.04	0.00
293	Staff Safety	215	4.20	0.06	159	4.18	0.07	68	4.16	0.09	0.02	0.04	0.02
294	Stages of Grief	199	3.28	0.07	137	3.58	0.07	67	3.52	0.10	-0.30	-0.24	0.06

Knowledge Statement Subgroup Analysis: Primary Job Title													
Survey Position #	Knowledge Statements	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
295	Stages of Labor	216	3.12	0.08	159	3.34	0.08	68	3.10	0.14	-0.22	0.02	0.24
296	Standard Precautions	199	4.07	0.06	136	4.49	0.06	67	4.34	0.08	-0.42	-0.27	0.15
297	Sterile Technique	216	4.35	0.06	158	4.43	0.07	68	4.41	0.09	-0.08	-0.06	0.02
298	Suction Equipment	199	3.97	0.07	136	4.00	0.07	67	3.81	0.12	-0.03	0.16	0.19
299	Suctioning	216	3.98	0.06	160	4.01	0.07	68	3.75	0.12	-0.03	0.23	0.26
300	Support Systems	199	3.46	0.07	136	3.65	0.07	66	3.41	0.10	-0.19	0.05	0.24
301	Telemetry	202	4.01	0.07	154	3.52	0.08	65	3.34	0.14	0.49	0.67	0.18
302	Telemetry Lead Placement	189	3.93	0.07	133	3.42	0.09	63	3.44	0.14	0.51	0.49	-0.02
303	Therapeutic Communication	205	3.94	0.06	154	4.37	0.06	65	3.72	0.10	-0.43	0.22	0.65
304	Therapeutic Devices	190	3.39	0.07	133	3.35	0.07	64	3.23	0.12	0.04	0.16	0.12
305	Therapeutic Environment	205	3.76	0.06	152	4.06	0.06	65	3.43	0.10	-0.30	0.33	0.63
306	Therapeutic Relationships	190	3.35	0.07	133	3.77	0.08	64	3.36	0.12	-0.42	-0.01	0.41
307	Thermoregulation Techniques	202	3.65	0.07	153	3.60	0.07	65	3.11	0.13	0.05	0.54	0.49
308	Time Management	190	4.36	0.05	133	4.34	0.06	64	4.33	0.09	0.02	0.03	0.01
309	Tissue Perfusion	202	4.19	0.06	153	4.31	0.06	65	3.94	0.12	-0.12	0.25	0.37
310	Titrating Dosages	190	4.11	0.07	133	4.10	0.08	64	4.14	0.12	0.01	-0.03	-0.04
311	Toddler Care	203	2.99	0.08	153	3.14	0.08	65	2.94	0.13	-0.15	0.05	0.20
312	Transfer Process	190	3.36	0.07	133	3.37	0.09	64	3.41	0.12	-0.01	-0.05	-0.04
313	Treatments	200	3.95	0.06	153	3.91	0.07	65	3.72	0.11	0.04	0.23	0.19
314	Tube Feedings	188	3.73	0.07	133	3.67	0.08	64	3.63	0.13	0.06	0.10	0.04
315	Tube Placement Verification	202	4.29	0.06	154	4.10	0.08	65	3.94	0.13	0.19	0.35	0.16
316	Types of Drainage Systems	190	3.59	0.07	133	3.58	0.08	64	3.55	0.12	0.01	0.04	0.03
317	Types of Irrigation	202	3.33	0.07	152	3.36	0.08	65	3.37	0.11	-0.03	-0.04	-0.01
318	Types of Nasal/Oral Gastrointestinal Tubes	190	3.58	0.07	133	3.53	0.08	64	3.53	0.13	0.05	0.05	0.00

Knowledge Statement Subgroup Analysis: Primary Job Title													
Survey Position #	Knowledge Statements	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
319	Types of Ostomies	202	3.37	0.07	153	3.38	0.07	65	3.31	0.11	-0.01	0.06	0.07
320	Universal Protocol	190	3.92	0.07	132	4.27	0.07	64	4.23	0.09	-0.35	-0.31	0.04
321	Urinary Catheter Care	200	4.11	0.06	154	4.25	0.07	65	3.89	0.11	-0.14	0.22	0.36
322	Use of Intravenous (IV) Equipment	190	4.12	0.06	133	4.20	0.07	64	4.05	0.11	-0.08	0.07	0.15
323	Use of Intravenous (IV) Supplies	201	3.89	0.06	154	3.91	0.07	65	3.78	0.11	-0.02	0.11	0.13
324	Use of Technology	190	3.83	0.07	133	3.96	0.07	64	3.86	0.12	-0.13	-0.03	0.10
325	Use of Telemetry Equipment	202	3.73	0.07	152	3.47	0.08	65	3.34	0.14	0.26	0.39	0.13
326	Use of Ventilator Equipment	188	3.91	0.08	133	3.24	0.10	64	3.69	0.15	0.67	0.22	-0.45
327	Venous Access Assessment	200	4.01	0.06	154	3.97	0.07	65	3.82	0.13	0.04	0.19	0.15
328	Venous Access Devices	189	4.01	0.06	134	3.87	0.08	64	3.78	0.12	0.14	0.23	0.09
329	Venous Thromboembolism Prophylaxis	202	4.25	0.06	153	4.14	0.07	65	4.02	0.12	0.11	0.23	0.12
330	Ventilation/Oxygenation	190	4.48	0.05	133	4.51	0.07	64	4.42	0.09	-0.03	0.06	0.09
331	Verifying Prescriptions/Orders	201	4.39	0.06	154	4.58	0.05	65	4.45	0.09	-0.19	-0.06	0.13
332	Visual, Auditory, and/or Cognitive Alterations	190	3.69	0.07	134	3.78	0.08	64	3.75	0.10	-0.09	-0.06	0.03
333	Vital Signs	201	4.55	0.04	154	4.75	0.04	65	4.57	0.07	-0.20	-0.02	0.18
334	Waste Management	190	3.22	0.08	134	3.22	0.09	64	3.14	0.13	0.00	0.08	0.08
335	Weight	202	3.61	0.07	153	3.90	0.07	65	3.78	0.11	-0.29	-0.17	0.12
336	Wound Assessment	188	3.95	0.06	134	4.05	0.07	64	4.03	0.09	-0.10	-0.08	0.02
337	Wound Care	201	3.94	0.06	153	3.90	0.07	65	3.97	0.11	0.04	-0.03	-0.07
338	Wound Healing Process	189	3.80	0.06	134	3.90	0.07	64	3.94	0.10	-0.10	-0.14	-0.04

APPENDIX H: KNOWLEDGE STATEMENT SUBGROUP ANALYSIS: FACILITY

Knowledge Statement Subgroup Analysis: Facility													
Survey Position #	Knowledge Statements	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	Activities of Daily Living	284	3.86	0.05	45	4.04	0.13	55	3.89	0.12	45	4.04	0.12
2	Acute Conditions	256	4.55	0.04	33	4.73	0.09	59	4.44	0.08	35	4.46	0.10
3	Acute Psychosocial Health Issues	283	4.03	0.05	45	4.11	0.12	55	4.20	0.10	45	4.33	0.11
4	Admission Process	255	3.36	0.07	33	3.70	0.18	59	3.29	0.13	35	3.60	0.14
5	Adolescent Care	283	3.32	0.06	45	3.27	0.16	55	3.76	0.15	45	3.89	0.14
6	Adult Care	257	4.18	0.05	32	4.22	0.12	59	4.14	0.07	35	4.09	0.10
7	Adult Learning Theory	284	3.23	0.06	45	3.53	0.14	55	3.45	0.13	45	3.76	0.16
8	Advanced Directives	257	3.55	0.06	33	4.27	0.13	59	3.66	0.11	35	3.80	0.13
9	Adverse Reactions	284	4.61	0.04	45	4.64	0.10	55	4.58	0.10	45	4.80	0.06
10	Airway Management	257	4.76	0.04	33	4.79	0.11	58	4.71	0.10	35	4.83	0.09
11	Alarm Management	281	3.88	0.06	45	3.44	0.15	55	3.87	0.14	45	4.00	0.15
12	Allergies	257	4.32	0.05	33	4.64	0.10	59	4.47	0.09	35	4.40	0.12
13	Allergy Assessment	282	4.39	0.05	45	4.11	0.13	55	4.44	0.11	45	4.58	0.11
14	Antepartum Testing	257	3.10	0.07	32	3.03	0.22	58	3.12	0.13	35	3.40	0.17
15	Approved Abbreviations	284	3.69	0.07	45	4.02	0.16	55	4.02	0.11	45	4.38	0.12
16	Approved Terminology	257	3.62	0.06	33	3.76	0.18	59	3.68	0.13	35	3.80	0.13
17	Arterial Lines	283	3.38	0.07	45	3.84	0.17	55	3.58	0.18	45	3.78	0.19
18	Aseptic Technique	256	4.50	0.05	33	4.73	0.10	59	4.54	0.09	35	4.54	0.12
19	Aspiration Precautions	283	4.46	0.04	45	4.49	0.09	55	4.16	0.15	45	4.62	0.11
20	Assessment Tools	257	4.32	0.05	33	4.30	0.13	59	4.31	0.11	35	4.17	0.13
21	Assistive Devices	282	3.52	0.05	45	3.71	0.12	54	3.67	0.14	45	3.82	0.16
22	Barriers to Learning	256	3.54	0.06	33	3.58	0.16	59	3.66	0.11	33	3.70	0.15
23	Basic Cardiac Monitoring	284	4.14	0.05	45	4.07	0.12	55	3.98	0.15	45	4.18	0.16
24	Basic Life Support	254	4.66	0.04	33	4.73	0.11	57	4.61	0.10	34	4.85	0.07

Knowledge Statement Subgroup Analysis: Facility													
Survey Position #	Knowledge Statements	Hospital			Long-term Care			Community-based Facility			Other		
		N	Avg.	Std. Err.	N	Avg.	Std. Err.	N	Avg.	Std. Err.	N	Avg.	Std. Err.
25	Behavioral Management Techniques	284	3.71	0.05	45	4.09	0.11	55	4.00	0.12	45	4.20	0.11
26	Behavioral Safety Plan	254	3.76	0.06	33	3.94	0.17	59	3.83	0.11	34	3.74	0.15
27	Bladder Elimination	284	3.80	0.05	45	3.80	0.14	55	3.85	0.13	45	4.09	0.16
28	Blood Products Administration	257	4.25	0.06	32	3.94	0.22	59	3.98	0.15	35	4.46	0.14
29	Blood Specimens	283	3.74	0.05	45	3.80	0.13	55	3.78	0.13	45	3.93	0.15
30	Body Image	257	2.90	0.06	33	3.00	0.19	59	3.14	0.12	35	3.20	0.16
31	Bowel Elimination	283	3.71	0.05	45	3.71	0.12	55	3.80	0.13	44	4.05	0.15
32	Care for Substance Withdrawal	257	3.71	0.06	33	3.45	0.16	59	3.71	0.12	35	3.63	0.15
33	Care Planning	282	3.35	0.07	44	3.64	0.15	55	3.82	0.12	45	3.91	0.16
34	Caregiver Education	257	3.75	0.06	33	3.64	0.19	58	3.95	0.11	35	3.97	0.12
35	Caregiver Resources	282	3.33	0.06	45	3.27	0.12	55	3.71	0.12	45	3.80	0.13
36	Caregiver Support	256	3.50	0.06	33	3.64	0.16	59	3.86	0.10	35	3.77	0.12
37	Central Venous Access Device Maintenance	283	3.92	0.06	45	3.96	0.15	55	3.89	0.18	45	4.11	0.19
38	Central Venous Access Devices	257	3.86	0.06	33	3.97	0.19	59	3.76	0.13	35	4.09	0.17
39	Chain of Command	284	3.77	0.05	45	3.71	0.11	55	3.89	0.14	45	4.24	0.12
40	Chest Physiotherapy	256	3.03	0.07	33	3.67	0.20	59	3.25	0.14	35	3.43	0.18
41	Chronic Conditions	282	3.92	0.04	44	3.95	0.12	54	4.02	0.10	45	4.33	0.11
42	Chronic Psychosocial Health Issues	256	3.46	0.06	33	3.79	0.15	59	3.68	0.09	35	3.57	0.13
43	Chronic Versus Acute Pain	283	3.83	0.05	45	3.98	0.12	55	4.02	0.11	45	4.33	0.11
44	Client Access to Resources	257	3.50	0.06	33	3.36	0.17	59	3.76	0.11	35	3.63	0.14
45	Client Acuity	281	4.06	0.05	45	3.69	0.13	54	4.06	0.12	45	4.24	0.12
46	Client Advocacy	254	4.11	0.05	33	4.06	0.17	59	4.25	0.08	35	4.17	0.14
47	Client Assessment	283	4.69	0.03	45	4.56	0.10	55	4.60	0.08	45	4.78	0.07
48	Client Compliance with Treatment Plan	257	3.83	0.05	33	3.82	0.17	59	3.97	0.11	35	3.91	0.16

Knowledge Statement Subgroup Analysis: Facility													
Survey Position #	Knowledge Statements	Hospital			Long-term Care			Community-based Facility			Other		
		N	Avg.	Std. Err.	N	Avg.	Std. Err.	N	Avg.	Std. Err.	N	Avg.	Std. Err.
49	Client Confidentiality and Privacy	284	4.34	0.05	45	4.24	0.11	55	4.64	0.08	45	4.58	0.09
50	Client Cost Effective Care	255	3.26	0.06	33	3.45	0.17	58	3.48	0.13	35	3.51	0.15
51	Client Diagnosis	284	4.09	0.04	45	3.93	0.12	55	4.25	0.10	45	4.49	0.10
52	Client Dignity	256	4.15	0.05	33	4.27	0.13	59	4.31	0.08	35	4.43	0.10
53	Client Education	282	4.06	0.05	45	4.02	0.11	55	4.44	0.09	44	4.50	0.09
54	Client Equipment	257	3.56	0.06	33	3.64	0.17	59	3.66	0.11	35	3.63	0.15
55	Client History	284	4.05	0.04	45	3.87	0.15	55	4.33	0.08	45	4.51	0.09
56	Client Identification	256	4.55	0.05	33	4.64	0.11	58	4.69	0.07	35	4.69	0.09
57	Client Mobility	284	3.83	0.05	45	3.76	0.11	54	3.96	0.11	45	4.16	0.11
58	Client Needs	257	4.13	0.05	33	4.24	0.12	59	4.24	0.08	35	4.37	0.10
59	Client Occupational Resources	284	2.97	0.06	45	3.04	0.15	55	3.27	0.14	44	3.36	0.16
60	Client Outcome	256	4.16	0.05	33	4.12	0.11	59	4.25	0.09	34	4.38	0.12
61	Client Positioning	283	3.96	0.05	45	3.84	0.11	53	3.94	0.15	44	4.16	0.16
62	Client Preferences	256	3.69	0.05	33	3.94	0.14	59	3.90	0.09	35	3.91	0.13
63	Client Procedures	283	3.83	0.05	44	3.80	0.12	55	3.89	0.13	45	4.11	0.15
64	Client Readiness to Learn	255	3.60	0.06	33	3.52	0.17	59	3.90	0.09	35	3.83	0.13
65	Client Response to Treatment	284	4.26	0.04	45	4.13	0.10	55	4.31	0.09	44	4.59	0.09
66	Client Rights and Responsibilities	257	4.12	0.05	33	4.24	0.14	59	4.31	0.09	35	4.26	0.10
67	Client Safety	282	4.78	0.03	44	4.66	0.09	55	4.85	0.05	45	4.84	0.05
68	Client Spiritual Resources	257	3.40	0.06	33	3.58	0.16	59	3.68	0.09	35	3.86	0.12
69	Client Supplies	284	3.24	0.05	44	3.30	0.15	54	3.41	0.14	45	3.60	0.16
70	Client Wellbeing	257	4.02	0.05	32	4.31	0.10	59	4.10	0.09	35	4.11	0.13
71	Client-centered Bedside Report	284	3.73	0.06	45	3.56	0.14	55	3.82	0.14	45	4.18	0.14
72	Client-centered Care	257	4.24	0.05	33	4.30	0.10	59	4.36	0.08	34	4.18	0.12

Knowledge Statement Subgroup Analysis: Facility													
Survey Position #	Knowledge Statements	Hospital			Long-term Care			Community-based Facility			Other		
		N	Avg.	Std. Err.	N	Avg.	Std. Err.	N	Avg.	Std. Err.	N	Avg.	Std. Err.
73	Cluster Care	283	3.71	0.05	45	3.44	0.16	55	3.62	0.13	45	3.71	0.17
74	Cognitive Status	256	4.13	0.05	32	4.34	0.12	59	4.39	0.09	35	4.14	0.12
75	Collaboration	284	4.28	0.04	45	4.00	0.14	55	4.38	0.11	45	4.40	0.11
76	Communication Adaptive Devices	257	3.53	0.06	33	3.76	0.13	59	3.85	0.10	35	3.69	0.15
77	Communication Barriers	282	4.07	0.05	45	3.91	0.16	55	4.27	0.10	45	4.36	0.11
78	Communication Methods	255	3.84	0.06	32	3.88	0.13	58	4.19	0.09	35	4.03	0.13
79	Community Health	284	3.27	0.06	45	3.36	0.16	55	3.93	0.12	45	3.96	0.14
80	Community Health Education	257	3.32	0.06	33	3.64	0.14	59	3.68	0.10	35	3.74	0.15
81	Community Health Needs Assessment	284	3.14	0.06	45	3.18	0.15	55	3.73	0.14	45	3.93	0.15
82	Community Resources	257	3.36	0.06	33	3.55	0.13	58	3.76	0.11	34	3.53	0.15
83	Community Risk Assessment	283	3.15	0.06	44	3.14	0.16	55	3.73	0.13	45	4.02	0.14
84	Compensatory Techniques	256	3.37	0.06	32	3.53	0.16	59	3.63	0.11	35	3.46	0.16
85	Complementary Therapies	284	3.06	0.05	45	3.27	0.14	55	3.38	0.12	45	3.82	0.14
86	Complications in Labor	257	3.61	0.08	32	3.81	0.20	59	3.80	0.16	35	4.00	0.19
87	Complications of Anesthesia	282	3.95	0.06	45	3.69	0.15	55	3.82	0.20	44	4.23	0.17
88	Complications of Arterial Lines	257	3.86	0.07	31	4.13	0.18	59	3.98	0.14	35	3.83	0.19
89	Complications of Blood Product Administration	283	4.54	0.04	45	3.93	0.17	55	4.15	0.18	45	4.56	0.15
90	Complications of Drainage Devices	257	3.95	0.06	33	3.88	0.19	58	3.98	0.12	35	4.00	0.15
91	Complications of Intravenous (IV) Therapy	284	4.45	0.04	45	4.09	0.13	55	4.15	0.17	45	4.44	0.15
92	Complications of Invasive Procedures	257	4.14	0.06	32	4.19	0.15	59	4.05	0.12	35	4.14	0.16
93	Complications of Irrigation	284	3.48	0.06	45	3.56	0.16	55	3.62	0.19	44	3.93	0.19
94	Complications of Peritoneal Dialysis	256	3.53	0.08	32	3.94	0.19	59	3.76	0.14	34	3.71	0.20
95	Complications of Phototherapy	283	3.03	0.07	44	3.07	0.16	55	3.29	0.18	44	3.64	0.19
96	Complications of Enteral Tube Feedings	257	3.87	0.07	33	4.03	0.15	59	4.02	0.13	35	3.83	0.18

Knowledge Statement Subgroup Analysis: Facility													
Survey Position #	Knowledge Statements	Hospital			Long-term Care			Community-based Facility			Other		
		N	Avg.	Std. Err.	N	Avg.	Std. Err.	N	Avg.	Std. Err.	N	Avg.	Std. Err.
97	Comprehensive Health Assessment	280	4.27	0.05	45	4.29	0.12	55	4.36	0.09	45	4.64	0.08
98	Confidentiality Laws and Social Media	255	4.07	0.06	33	3.91	0.18	59	4.31	0.12	35	3.91	0.14
99	Conflict Resolution	283	3.83	0.05	44	3.93	0.14	54	4.02	0.11	44	4.20	0.12
100	Continuity of Care	256	4.02	0.05	33	4.18	0.14	59	4.12	0.09	34	4.09	0.13
101	Contraindications	284	4.31	0.05	42	4.02	0.13	53	4.40	0.10	45	4.73	0.07
102	Controlled Substance Diversion	254	3.59	0.06	32	3.94	0.19	59	3.59	0.12	35	3.51	0.19
103	Controlled Substance Management	283	4.01	0.05	42	3.95	0.14	53	4.13	0.13	45	4.44	0.09
104	Coping Mechanisms	254	3.67	0.06	32	3.75	0.16	58	3.83	0.10	35	3.63	0.12
105	Crisis Intervention	282	3.87	0.06	42	4.10	0.16	53	4.32	0.12	45	4.31	0.12
106	Cultural Considerations	254	3.78	0.06	32	3.75	0.15	58	3.95	0.11	35	3.69	0.15
107	Culture of Safety	284	4.16	0.05	42	3.93	0.14	53	4.26	0.12	45	4.60	0.08
108	De-escalation	253	3.90	0.06	32	3.97	0.16	58	3.83	0.11	35	3.80	0.14
109	Delegation	284	3.92	0.05	42	3.74	0.15	53	3.74	0.15	45	4.00	0.15
110	Dental Services	254	2.56	0.07	32	3.16	0.20	58	2.98	0.14	35	2.91	0.18
111	Developmental Milestones	284	3.09	0.06	42	3.24	0.14	53	3.49	0.13	45	3.82	0.14
112	Developmental Stages	254	3.22	0.07	32	3.56	0.20	58	3.52	0.12	35	3.80	0.12
113	Devices Used to Promote Venous Return	284	3.47	0.06	42	3.67	0.14	53	3.58	0.15	45	3.93	0.15
114	Diagnostic Testing	254	3.78	0.06	32	3.81	0.16	58	3.64	0.11	35	3.89	0.15
115	Discharge Planning	284	3.76	0.05	42	3.79	0.15	53	3.91	0.14	45	4.24	0.12
116	Discharge Process	253	3.42	0.07	31	3.55	0.20	58	3.62	0.12	35	3.57	0.14
117	Disease Process	283	4.04	0.04	41	4.02	0.15	53	4.06	0.11	45	4.49	0.10
118	Dosage Calculations	254	4.49	0.06	32	4.47	0.17	58	4.67	0.08	35	4.71	0.09
119	Dressing Management	284	3.58	0.05	42	3.67	0.12	53	3.72	0.15	45	3.69	0.13
120	Early Ambulation	254	3.80	0.06	32	3.81	0.17	58	3.90	0.10	35	3.86	0.14

Knowledge Statement Subgroup Analysis: Facility													
Survey Position #	Knowledge Statements	Hospital			Long-term Care			Community-based Facility			Other		
		N	Avg.	Std. Err.	N	Avg.	Std. Err.	N	Avg.	Std. Err.	N	Avg.	Std. Err.
121	Emergency Care Procedures	284	4.22	0.05	41	4.22	0.15	53	4.32	0.12	45	4.53	0.10
122	Emergency Equipment	254	4.40	0.05	32	4.56	0.13	58	4.48	0.10	35	4.40	0.12
123	Emergency Plans	284	3.88	0.06	41	4.15	0.15	53	4.17	0.12	45	4.38	0.12
124	Emergency Preparedness	253	4.17	0.06	32	4.34	0.14	57	4.23	0.11	35	4.37	0.11
125	Emergency Response	284	4.17	0.05	41	4.27	0.14	53	4.36	0.11	45	4.38	0.12
126	Empathic Communication	253	3.93	0.05	31	3.84	0.17	58	4.03	0.09	34	3.97	0.13
127	End-of-life Care	283	3.75	0.05	41	3.98	0.13	52	3.52	0.16	45	4.11	0.16
128	Environmental Assessment	254	3.61	0.06	32	3.59	0.16	57	3.75	0.11	35	3.57	0.15
129	Environmental Resources	284	3.09	0.06	41	3.12	0.13	51	3.27	0.14	45	3.62	0.15
130	Environmental Services	254	3.10	0.06	32	3.34	0.18	58	3.38	0.11	35	3.37	0.18
131	Equipment Management	284	3.32	0.05	41	3.44	0.15	50	3.48	0.14	45	3.67	0.15
132	Equipment Safety	253	3.97	0.06	32	4.06	0.13	58	4.16	0.11	35	4.31	0.10
133	Ergonomics	284	3.47	0.06	41	3.66	0.13	52	3.69	0.14	45	3.84	0.13
134	Ethics	252	4.07	0.06	32	4.06	0.15	58	4.38	0.09	35	4.37	0.12
135	Evidence-based Practice	281	4.12	0.05	41	3.88	0.14	52	4.23	0.10	45	4.47	0.09
136	Facility Cost Effective Care	254	3.14	0.06	32	3.38	0.21	58	3.40	0.14	35	3.29	0.17
137	Facility Resources	283	3.44	0.05	41	3.44	0.13	51	3.55	0.12	45	3.82	0.13
138	Family Dynamics	254	3.33	0.06	32	3.47	0.19	58	3.50	0.11	35	3.63	0.14
139	Family Education	283	3.68	0.05	41	3.66	0.13	52	4.00	0.11	45	4.16	0.11
140	Family Support	254	3.56	0.05	32	3.72	0.16	58	3.84	0.09	35	3.89	0.11
141	Family-centered Care	283	3.69	0.05	41	3.54	0.13	52	3.96	0.11	45	4.13	0.13
142	Financial Resources	254	3.15	0.06	31	3.00	0.20	58	3.53	0.10	35	3.63	0.14
143	Fluid and Electrolyte Imbalance	284	4.44	0.04	41	4.12	0.14	52	4.38	0.13	45	4.51	0.12
144	Focused Assessments	254	4.44	0.04	32	4.22	0.13	58	4.45	0.07	35	4.26	0.12

Knowledge Statement Subgroup Analysis: Facility													
Survey Position #	Knowledge Statements	Hospital			Long-term Care			Community-based Facility			Other		
		N	Avg.	Std. Err.	N	Avg.	Std. Err.	N	Avg.	Std. Err.	N	Avg.	Std. Err.
145	Goal Setting	284	3.45	0.05	42	3.52	0.13	52	3.71	0.14	45	3.93	0.12
146	Goals of Care	254	3.87	0.06	32	4.16	0.16	58	4.17	0.09	35	4.09	0.13
147	Growth Charts	284	2.68	0.06	42	2.86	0.17	52	3.21	0.14	45	3.51	0.16
148	Handoff Procedures	254	4.16	0.06	31	4.16	0.13	58	4.10	0.12	35	4.29	0.12
149	Handoff Report	284	4.27	0.05	42	4.05	0.14	52	3.90	0.16	45	4.53	0.09
150	Hazardous Materials	254	3.61	0.07	32	4.00	0.17	58	3.91	0.12	34	3.88	0.15
151	Health Care Roles	284	3.47	0.05	42	3.31	0.14	52	3.63	0.13	45	3.84	0.14
152	Health Promotion	254	3.71	0.06	32	3.78	0.15	58	3.88	0.11	33	4.12	0.16
153	Health Risks	282	3.69	0.05	42	3.69	0.14	52	3.92	0.11	45	4.07	0.13
154	Health Screening	253	3.58	0.06	32	3.78	0.14	58	3.90	0.09	35	3.94	0.14
155	Hemodialysis	284	3.41	0.06	42	3.76	0.17	52	3.40	0.16	45	3.82	0.16
156	Hemodynamic Monitoring	252	4.04	0.07	32	4.00	0.16	58	3.95	0.11	35	3.91	0.17
157	Hemodynamics	280	4.03	0.05	42	3.74	0.14	51	3.92	0.14	45	4.36	0.13
158	Hemostasis	254	4.08	0.06	32	4.13	0.13	57	3.98	0.12	35	4.03	0.13
159	High-risk Health Behaviors	284	3.60	0.05	41	3.88	0.13	52	3.96	0.13	45	4.27	0.12
160	High-risk Medications	254	4.53	0.05	32	4.47	0.12	58	4.66	0.07	35	4.46	0.12
161	Holistic Care	284	3.59	0.06	42	3.64	0.15	52	3.73	0.13	45	4.04	0.12
162	Hospice Care	254	3.22	0.06	31	3.58	0.17	58	3.59	0.12	34	3.59	0.14
163	Hygiene	284	3.85	0.05	42	3.90	0.14	52	4.08	0.12	45	3.96	0.14
164	Immunization Schedules	254	2.98	0.07	32	3.38	0.22	58	3.24	0.14	35	3.49	0.16
165	Incentive Spirometry	283	3.67	0.06	42	3.45	0.14	52	3.42	0.17	45	3.96	0.15
166	Incident and Error Reporting	253	3.82	0.06	32	4.22	0.14	58	4.02	0.12	35	4.11	0.13
167	Infant Care	284	3.26	0.07	42	3.33	0.17	52	3.58	0.16	45	3.93	0.15
168	Infection Prevention	254	4.50	0.05	32	4.66	0.10	58	4.52	0.08	35	4.63	0.10

Knowledge Statement Subgroup Analysis: Facility													
Survey Position #	Knowledge Statements	Hospital			Long-term Care			Community-based Facility			Other		
		N	Avg.	Std. Err.	N	Avg.	Std. Err.	N	Avg.	Std. Err.	N	Avg.	Std. Err.
169	Informed Client Consent	282	4.29	0.05	41	4.02	0.11	52	4.25	0.11	45	4.64	0.08
170	Intake and Output	254	3.96	0.06	31	4.03	0.16	58	4.05	0.10	35	4.03	0.13
171	Integrative Medicine	284	3.18	0.05	41	3.37	0.13	52	3.50	0.13	45	3.82	0.12
172	Intravenous (IV) Infusion	252	4.30	0.05	32	4.41	0.13	58	4.19	0.10	35	4.23	0.12
173	Intravenous (IV) Insertion	284	3.94	0.06	41	3.98	0.16	52	3.81	0.16	45	4.11	0.14
174	Intravenous (IV) Removal	252	3.67	0.07	31	4.03	0.18	58	3.84	0.11	35	4.00	0.11
175	Intravenous (IV) Site Maintenance	284	4.15	0.05	41	4.17	0.12	52	4.06	0.15	45	4.29	0.13
176	Invasive Procedures	253	3.96	0.06	32	4.09	0.17	58	4.07	0.12	35	4.14	0.14
177	Irrigation Equipment	284	3.10	0.06	41	3.56	0.14	52	3.25	0.16	45	3.69	0.16
178	Isolation Precautions	253	4.31	0.05	32	4.47	0.13	58	4.28	0.11	35	4.29	0.11
179	Lab Monitoring	284	4.22	0.05	41	4.02	0.13	52	4.23	0.10	44	4.52	0.09
180	Lab Results	253	4.27	0.05	32	4.34	0.15	58	4.14	0.11	35	4.20	0.11
181	Lab Values	283	4.38	0.04	41	4.17	0.13	52	4.33	0.10	45	4.56	0.09
182	Language Barriers	253	3.51	0.06	32	3.75	0.14	58	3.76	0.11	35	3.77	0.14
183	Learning Barriers	283	3.46	0.05	41	3.59	0.14	52	3.67	0.14	45	3.87	0.14
184	Learning Preferences	252	3.27	0.06	32	3.41	0.19	58	3.67	0.10	35	3.57	0.15
185	Life Transitions	283	3.10	0.06	41	3.32	0.13	52	3.52	0.13	45	3.76	0.16
186	Limit Setting	253	3.19	0.06	31	3.42	0.21	58	3.52	0.12	35	3.29	0.16
187	Mandatory Reporting	284	4.04	0.06	41	4.10	0.14	52	4.29	0.11	45	4.40	0.10
188	Material Safety Data Sheets	252	2.92	0.07	32	3.34	0.20	57	3.37	0.16	35	3.43	0.17
189	Measurement Conversions	280	3.53	0.07	41	3.73	0.17	52	3.90	0.16	45	4.11	0.15
190	Medication Administration via Nasal/Oral Gastrointestinal Tubes	253	3.92	0.06	32	4.00	0.18	58	4.19	0.11	35	4.29	0.11
191	Medication Administration via Percutaneous Feeding Tubes	283	3.77	0.06	41	3.90	0.15	52	3.44	0.17	45	4.09	0.16
192	Medication Information Resources	251	3.93	0.06	32	3.94	0.17	58	4.00	0.10	35	4.09	0.13

Knowledge Statement Subgroup Analysis: Facility													
Survey Position #	Knowledge Statements	Hospital			Long-term Care			Community-based Facility			Other		
		N	Avg.	Std. Err.	N	Avg.	Std. Err.	N	Avg.	Std. Err.	N	Avg.	Std. Err.
193	Medication Interaction	284	4.27	0.05	41	4.22	0.11	52	4.35	0.11	45	4.73	0.07
194	Medication Management	253	4.19	0.05	32	4.19	0.15	57	4.49	0.08	34	4.35	0.12
195	Medication Reconciliation	282	4.02	0.05	41	4.10	0.13	52	4.15	0.12	45	4.40	0.10
196	Medication Side Effects	252	4.25	0.05	31	4.35	0.16	58	4.28	0.09	35	4.40	0.10
197	Moderate Sedation	279	3.60	0.06	41	3.44	0.17	52	3.50	0.17	42	4.02	0.13
198	Modes of Transmission	252	3.88	0.06	31	4.39	0.14	57	4.02	0.11	35	4.09	0.13
199	Multi-disciplinary Teams	284	3.74	0.06	41	3.59	0.13	52	3.87	0.12	45	4.02	0.13
200	Near Misses	252	4.06	0.06	31	3.97	0.17	58	4.12	0.11	35	4.23	0.12
201	Neurological Assessment	281	4.40	0.04	41	4.24	0.10	51	4.22	0.12	44	4.66	0.09
202	Newborn Care	253	3.36	0.08	31	3.81	0.22	59	3.53	0.13	35	3.80	0.17
203	Non-opioid Pain Medications	281	3.79	0.05	41	3.76	0.12	51	3.67	0.12	44	4.16	0.13
204	Non-pharmacological Comfort Measures	253	3.56	0.06	32	3.91	0.14	59	3.78	0.09	35	3.66	0.13
205	Nonverbal Communication	281	3.73	0.05	41	3.68	0.15	51	3.82	0.11	44	4.25	0.11
206	Nonverbal Cues to Physical Stressors	252	3.58	0.05	31	3.77	0.20	59	3.85	0.10	35	3.77	0.13
207	Nonverbal Cues to Psychological Stressors	281	3.72	0.05	41	3.78	0.13	51	3.84	0.12	44	4.20	0.10
208	Nursing Code of Ethics	252	4.02	0.06	32	4.31	0.15	59	4.31	0.10	35	4.51	0.10
209	Nursing Diagnoses	282	2.90	0.07	41	3.54	0.19	51	3.41	0.15	44	3.93	0.15
210	Nutrition	251	3.71	0.05	32	4.03	0.13	59	3.78	0.08	35	3.83	0.14
211	Older Adult Care	282	3.83	0.05	41	3.85	0.13	51	3.80	0.14	44	4.14	0.14
212	Operative Procedures	251	3.39	0.07	31	3.68	0.21	59	3.47	0.11	34	3.62	0.17
213	Opioid Education	280	3.93	0.05	41	3.83	0.12	51	3.96	0.13	44	4.30	0.11
214	Oral Care	251	3.51	0.07	32	3.56	0.20	59	3.66	0.11	35	3.74	0.12
215	Order of Blood Draws	282	3.24	0.07	41	3.51	0.14	51	3.43	0.15	44	3.68	0.16
216	Organ Donation	251	3.02	0.07	31	3.06	0.24	59	3.14	0.12	35	3.37	0.19

Knowledge Statement Subgroup Analysis: Facility													
Survey Position #	Knowledge Statements	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	Orthopedic Devices	281	3.04	0.05	41	3.20	0.14	51	3.10	0.16	43	3.56	0.15
218	Ostomy Care	251	3.43	0.06	32	3.78	0.17	59	3.66	0.12	35	3.54	0.14
219	Oxygen Therapy	282	4.29	0.05	41	4.17	0.12	51	4.16	0.15	44	4.43	0.13
220	Pacing Devices	251	3.43	0.07	31	3.84	0.19	59	3.53	0.12	35	3.66	0.15
221	Pain Assessment	282	4.14	0.04	40	4.20	0.13	51	4.12	0.11	44	4.57	0.08
222	Pain Management	250	4.22	0.05	31	4.35	0.15	59	4.31	0.09	35	4.37	0.12
223	Palliative Care	281	3.60	0.05	41	3.83	0.15	51	3.49	0.14	44	3.93	0.15
224	Parenteral Access	251	3.86	0.06	31	3.81	0.20	59	3.92	0.11	35	3.91	0.13
225	Parenteral Nutrition	282	3.62	0.05	41	3.63	0.17	50	3.42	0.15	44	4.11	0.16
226	Pathophysiology	250	4.05	0.06	32	4.06	0.18	58	4.24	0.09	34	4.18	0.12
227	Percutaneous Feeding Tubes	280	3.54	0.05	41	3.59	0.15	51	3.47	0.16	44	3.95	0.16
228	Peritoneal Dialysis	251	3.14	0.07	31	3.55	0.21	59	3.20	0.13	35	3.49	0.18
229	Personal Bias	282	3.72	0.07	41	3.66	0.15	51	3.90	0.14	44	4.02	0.14
230	Personal Protective Equipment (PPE)	251	4.32	0.05	32	4.56	0.12	59	4.46	0.08	35	4.66	0.09
231	Pharmacology	281	4.42	0.04	41	4.24	0.11	51	4.47	0.09	44	4.68	0.08
232	Phlebotomy	251	3.33	0.07	31	3.61	0.21	59	3.53	0.13	35	3.51	0.18
233	Phototherapy	281	2.67	0.06	41	2.90	0.15	51	2.86	0.16	44	3.55	0.18
234	Physical Impairment	251	3.39	0.06	31	3.81	0.15	59	3.61	0.10	34	3.59	0.15
235	Policies and Procedures	282	3.84	0.06	41	3.98	0.13	51	3.90	0.12	44	4.32	0.12
236	Polypharmacy	250	3.74	0.06	32	3.94	0.17	59	4.02	0.11	35	3.97	0.14
237	Postmortem Care	281	3.05	0.05	41	3.27	0.14	51	3.04	0.18	44	3.68	0.14
238	Postoperative Care	251	3.94	0.06	32	4.19	0.15	59	4.02	0.10	35	4.00	0.14
239	Postpartum Care	280	3.29	0.06	41	3.32	0.18	51	3.41	0.17	44	4.05	0.14
240	Prenatal Care	251	3.31	0.08	31	3.68	0.20	59	3.58	0.14	35	3.66	0.16

Knowledge Statement Subgroup Analysis: Facility													
Survey Position #	Knowledge Statements	Hospital			Long-term Care			Community-based Facility			Other		
		N	Avg.	Std. Err.	N	Avg.	Std. Err.	N	Avg.	Std. Err.	N	Avg.	Std. Err.
241	Preoperative Care	279	3.68	0.05	40	3.80	0.15	51	3.51	0.18	44	4.09	0.16
242	Preschool Care	251	2.71	0.07	31	3.00	0.24	59	3.03	0.13	34	3.15	0.16
243	Pressure Injury Prevention	282	4.35	0.04	41	4.37	0.11	51	4.10	0.15	44	4.45	0.13
244	Pressure Injury Risk	250	4.05	0.06	32	4.28	0.13	59	4.02	0.10	35	4.09	0.13
245	Pressure Injury Staging	282	3.62	0.06	41	4.05	0.13	51	3.65	0.16	44	4.00	0.14
246	Preventative Care	251	3.88	0.05	31	4.13	0.14	59	4.08	0.10	35	3.89	0.13
247	Prioritization	282	4.58	0.04	41	4.44	0.10	51	4.47	0.09	44	4.80	0.06
248	Procedure Preparation	251	3.59	0.06	32	3.91	0.15	58	3.76	0.11	35	3.71	0.13
249	Professional Accountability	281	4.28	0.05	41	4.22	0.14	50	4.54	0.09	44	4.73	0.08
250	Professional Boundaries	250	3.84	0.06	32	3.97	0.17	59	4.07	0.12	35	3.83	0.13
251	Provider Prescription/Order Components	281	3.94	0.06	41	4.10	0.13	51	4.16	0.13	44	4.39	0.11
252	Psychosocial Assessment	251	3.79	0.05	32	4.06	0.14	59	3.95	0.09	35	3.89	0.14
253	Psychosocial Support	282	3.74	0.05	41	3.66	0.13	51	3.90	0.11	44	4.16	0.13
254	Pulmonary Hygiene	250	3.72	0.06	31	3.94	0.17	59	3.83	0.10	35	3.86	0.15
255	Quality Improvement	281	3.53	0.06	41	3.56	0.12	51	3.78	0.12	44	4.05	0.14
256	Quality Metrics	251	3.11	0.06	32	3.47	0.19	59	3.37	0.12	35	3.23	0.15
257	Reality Orientation	280	3.37	0.05	41	3.44	0.14	51	3.33	0.16	44	3.86	0.14
258	Referral Processes	250	2.87	0.07	32	3.22	0.21	59	3.10	0.12	35	3.00	0.15
259	Regulatory Guidelines	281	3.49	0.06	40	3.88	0.13	51	3.86	0.11	44	4.20	0.13
260	Reporting Structure	250	3.24	0.07	32	3.63	0.17	59	3.44	0.14	35	3.40	0.17
261	Restraint Alternatives	282	3.79	0.06	41	3.85	0.13	51	3.69	0.16	43	4.28	0.11
262	Restraint Types	251	3.55	0.06	32	3.59	0.21	56	3.38	0.14	35	3.51	0.18
263	Restraints	280	3.94	0.06	41	3.80	0.17	51	3.53	0.17	44	4.18	0.11
264	Rights of Medication Administration	252	4.59	0.04	32	4.63	0.13	59	4.61	0.08	35	4.63	0.10

Knowledge Statement Subgroup Analysis: Facility													
Survey Position #	Knowledge Statements	Hospital			Long-term Care			Community-based Facility			Other		
		N	Avg.	Std. Err.	N	Avg.	Std. Err.	N	Avg.	Std. Err.	N	Avg.	Std. Err.
265	Risk Assessment	280	3.86	0.05	41	3.88	0.12	51	4.06	0.10	44	4.27	0.11
266	Risk Precautions	252	4.07	0.06	32	4.34	0.12	59	4.17	0.09	35	4.20	0.14
267	Safe Client Handling	281	4.21	0.05	41	4.05	0.10	51	4.20	0.11	44	4.45	0.11
268	Safety Reporting	251	3.93	0.06	32	4.16	0.15	59	4.00	0.11	35	4.14	0.11
269	School-age Care	280	3.05	0.06	41	3.00	0.17	51	3.31	0.15	44	3.77	0.13
270	Scope of Practice	251	4.43	0.05	32	4.59	0.12	59	4.47	0.10	35	4.51	0.10
271	Security Plan	280	3.50	0.06	41	3.46	0.16	51	3.71	0.13	44	3.93	0.12
272	Seizure Precautions	251	4.01	0.06	32	4.09	0.16	59	4.02	0.11	35	4.03	0.14
273	Self-care	282	3.99	0.06	41	3.68	0.14	51	4.02	0.12	44	4.16	0.10
274	Self-directed Learning	249	3.24	0.06	32	3.28	0.22	59	3.41	0.13	35	3.66	0.14
275	Self-limitations	278	3.86	0.06	41	3.66	0.14	51	3.86	0.13	44	4.11	0.11
276	Sensory Impairment	251	3.41	0.06	31	3.71	0.15	59	3.58	0.11	35	3.57	0.14
277	Signs and Symptoms of Complications	281	4.52	0.04	41	4.39	0.12	51	4.49	0.09	44	4.75	0.09
278	Signs and Symptoms of Infection	249	4.45	0.05	32	4.53	0.10	59	4.63	0.08	35	4.43	0.10
279	Signs of Abuse or Neglect	282	4.38	0.04	40	4.45	0.09	51	4.43	0.10	44	4.64	0.08
280	Signs of Human Trafficking	250	3.75	0.07	31	3.90	0.19	59	3.71	0.13	35	3.77	0.14
281	Signs of Substance Abuse	279	4.16	0.05	41	4.07	0.13	50	4.22	0.11	44	4.57	0.08
282	Signs of Toxicity	251	4.26	0.05	32	4.38	0.15	59	4.22	0.10	35	4.31	0.13
283	Signs of Substance Withdrawal	282	4.33	0.04	41	4.07	0.14	50	4.18	0.11	44	4.52	0.09
284	Skin Assessment	250	4.14	0.05	32	4.53	0.11	59	4.20	0.07	34	4.21	0.08
285	Skin Integrity	281	4.22	0.04	41	4.27	0.10	51	4.06	0.13	44	4.36	0.12
286	Sleep/Rest Patterns	252	3.33	0.06	32	3.59	0.17	59	3.47	0.12	35	3.54	0.13
287	Specimen Collection	280	3.59	0.06	41	3.71	0.13	51	3.67	0.13	44	4.14	0.12
288	Spiritual Considerations	251	3.31	0.06	32	3.53	0.19	59	3.51	0.11	35	3.49	0.13

Knowledge Statement Subgroup Analysis: Facility													
Survey Position #	Knowledge Statements	Hospital			Long-term Care			Community-based Facility			Other		
		N	Avg.	Std. Err.	N	Avg.	Std. Err.	N	Avg.	Std. Err.	N	Avg.	Std. Err.
289	Staff Accountability	281	3.88	0.06	41	4.00	0.14	50	3.90	0.12	44	4.25	0.12
290	Staff Debriefing	250	3.45	0.06	32	3.69	0.16	59	3.47	0.12	35	3.60	0.14
291	Staff Education	281	3.82	0.06	41	3.93	0.13	51	3.75	0.13	44	4.20	0.12
292	Staff Resources	250	3.53	0.06	31	3.58	0.17	59	3.47	0.11	35	3.71	0.12
293	Staff Safety	278	4.20	0.05	41	4.02	0.12	51	4.14	0.12	44	4.39	0.10
294	Stages of Grief	251	3.34	0.06	32	3.75	0.16	59	3.51	0.10	35	3.54	0.11
295	Stages of Labor	279	3.09	0.06	41	3.15	0.20	51	3.29	0.16	44	3.82	0.16
296	Standard Precautions	251	4.20	0.05	32	4.50	0.13	59	4.24	0.10	34	4.47	0.11
297	Sterile Technique	278	4.33	0.05	41	4.49	0.10	51	4.37	0.14	44	4.59	0.13
298	Suction Equipment	251	3.96	0.06	32	4.13	0.18	59	3.81	0.11	34	3.97	0.15
299	Suctioning	280	3.96	0.05	41	3.93	0.14	51	3.75	0.16	44	4.27	0.14
300	Support Systems	251	3.47	0.06	32	3.66	0.17	59	3.68	0.10	34	3.38	0.14
301	Telemetry	279	3.80	0.06	40	3.55	0.19	50	3.30	0.17	44	3.98	0.15
302	Telemetry Lead Placement	249	3.72	0.07	31	3.55	0.20	59	3.69	0.12	35	3.51	0.17
303	Therapeutic Communication	282	4.04	0.05	40	3.80	0.10	50	4.10	0.12	44	4.34	0.11
304	Therapeutic Devices	250	3.32	0.06	32	3.44	0.18	59	3.46	0.10	35	3.37	0.12
305	Therapeutic Environment	280	3.76	0.05	40	3.50	0.13	50	3.98	0.10	44	4.23	0.11
306	Therapeutic Relationships	250	3.46	0.06	32	3.41	0.19	59	3.66	0.12	35	3.57	0.12
307	Thermoregulation Techniques	279	3.51	0.06	40	3.15	0.17	50	3.70	0.15	44	4.00	0.15
308	Time Management	250	4.40	0.04	32	4.31	0.13	59	4.34	0.08	35	4.00	0.12
309	Tissue Perfusion	279	4.22	0.05	40	3.93	0.16	50	4.04	0.13	44	4.43	0.13
310	Titrating Dosages	250	4.10	0.06	32	4.09	0.18	59	4.15	0.12	35	4.26	0.14
311	Toddler Care	280	2.89	0.06	40	2.98	0.19	50	3.20	0.16	44	3.82	0.13
312	Transfer Process	250	3.30	0.06	32	3.75	0.16	59	3.46	0.14	35	3.31	0.15
313	Treatments	278	3.84	0.05	40	3.80	0.13	50	3.90	0.13	43	4.28	0.11

Knowledge Statement Subgroup Analysis: Facility													
Survey Position #	Knowledge Statements	Hospital			Long-term Care			Community-based Facility			Other		
		N	Avg.	Std. Err.	N	Avg.	Std. Err.	N	Avg.	Std. Err.	N	Avg.	Std. Err.
314	Tube Feedings	249	3.67	0.06	31	3.84	0.17	59	3.76	0.12	35	3.66	0.15
315	Tube Placement Verification	280	4.20	0.06	40	4.05	0.16	50	3.82	0.17	44	4.45	0.11
316	Types of Drainage Systems	250	3.58	0.06	32	3.81	0.18	59	3.59	0.11	35	3.43	0.15
317	Types of Irrigation	278	3.24	0.06	40	3.60	0.16	50	3.38	0.14	44	3.77	0.14
318	Types of Nasal/Oral Gastrointestinal Tubes	250	3.54	0.06	32	3.81	0.18	59	3.56	0.11	35	3.54	0.16
319	Types of Ostomies	279	3.29	0.06	40	3.53	0.15	50	3.26	0.15	44	3.77	0.14
320	Universal Protocol	249	4.06	0.06	32	4.19	0.18	59	4.32	0.09	35	3.91	0.13
321	Urinary Catheter Care	279	4.17	0.05	40	4.03	0.11	50	3.76	0.16	43	4.33	0.13
322	Use of Intravenous (IV) Equipment	250	4.14	0.06	32	4.22	0.17	59	4.12	0.09	35	4.20	0.11
323	Use of Intravenous (IV) Supplies	279	3.89	0.05	40	3.78	0.14	50	3.66	0.15	44	4.14	0.13
324	Use of Technology	250	3.85	0.06	32	3.91	0.16	59	4.10	0.09	35	3.71	0.15
325	Use of Telemetry Equipment	278	3.60	0.06	40	3.43	0.17	50	3.18	0.16	44	4.00	0.15
326	Use of Ventilator Equipment	249	3.58	0.08	31	4.06	0.19	59	3.68	0.13	35	3.83	0.18
327	Venous Access Assessment	278	3.97	0.05	40	3.75	0.17	50	3.78	0.15	44	4.34	0.12
328	Venous Access Devices	251	3.94	0.06	31	4.03	0.16	59	3.92	0.09	35	3.86	0.13
329	Venous Thromboembolism Prophylaxis	279	4.18	0.05	40	4.03	0.15	50	4.08	0.12	44	4.39	0.14
330	Ventilation/Oxygenation	251	4.51	0.04	32	4.44	0.13	59	4.41	0.09	34	4.62	0.10
331	Verifying Prescriptions/Orders	279	4.41	0.05	40	4.43	0.12	50	4.52	0.10	44	4.77	0.06
332	Visual, Auditory, and/or Cognitive Alterations	251	3.68	0.06	32	3.88	0.15	59	3.92	0.10	35	3.69	0.13
333	Vital Signs	279	4.65	0.03	40	4.45	0.09	50	4.56	0.11	44	4.73	0.08
334	Waste Management	251	3.12	0.07	32	3.59	0.19	59	3.32	0.13	35	3.20	0.15
335	Weight	279	3.63	0.06	40	3.73	0.16	50	3.90	0.14	44	4.18	0.10
336	Wound Assessment	249	3.94	0.05	32	4.13	0.13	59	4.24	0.07	35	3.94	0.12
337	Wound Care	279	3.82	0.05	40	4.25	0.11	49	3.92	0.13	44	4.25	0.13
338	Wound Healing Process	251	3.76	0.05	32	4.03	0.15	58	4.10	0.09	35	3.94	0.12

APPENDIX I. 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 2021 Knowledge of Newly Licensed Registered Nurse (RN) Survey was 12.7%. Of the 11,868 newly licensed RNs, RN educators and RN supervisors that were delivered a survey, 1,507 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 2021 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 2021 RN Nursing Knowledge Survey were contacted via email or telephone. The sample was derived from the 21,647 invitees of the 2021 RN Nursing Knowledge Survey. A total of 76 RNs from this sample completed the email or telephone survey.

Interview Process

Nonresponders were contacted via email and telephone, using contact information provided by NCSBN. First, an email of the nonresponder survey was initially sent out to the nonresponders. Nonresponders were also

contacted via telephone. If the nonresponders were instead reached using the telephone, they were given the option to complete the nonresponder survey by email or over the telephone. Regardless of email or telephone, the nonresponders were first asked about their reasons for not completing the survey. In order to facilitate the gathering of data from nonresponders, NCSBN developed a list of possible reasons why invitees may not have responded to the survey based on prior research. Possible reasons included the following: “too busy,” “did not care,” “do not like/trust surveys,” “did not receive,” or “other.” Second, individuals were asked demographic information in order to provide background on nonresponders, including employment setting/specialty. Finally, nonresponders were asked to rate 10 knowledge statements that were listed in the 2021 RN Nursing Knowledge Survey. Nonresponders were thanked for their time and the data collected was recorded.

Return Rates

Of the nonresponders who were potential contacts, 76 individuals participated in the study: 37 newly licensed RNs, 14 RN educators and 25 RN supervisors.

Nonresponder Results

Reasons for Not Responding

In general, reasons for not responding were listed as “too busy” (33 responses or 43.4%), “did not receive it” (21 responses or 27.6%) or “other” (19 responses or 25.0%). See [Figure I.1](#).

Employment Setting/Specialty

Nonresponders were asked to provide their employment setting/specialty area. The different specialties were represented in this sample. The largest percentage of newly licensed RN nonresponders listed their field as critical care (35.1% for nonresponders and 11.9% for responders) and medical-surgical unit (27.0%

for nonresponders and 17.8% for responders). RN educator nonresponders reported other (78.6%) as the most common employment setting. Critical care, medical-surgical unit and ambulatory care were the next most common employment setting for RN educator nonresponders (7.1% each). Nonresponders and responders for RN supervisors reported long-term care as their most common employment settings (44.0% and 25.1%, respectively). See [Table I.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 I.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 2021 RN Nursing Knowledge Survey. Additionally, the findings suggest that individuals did not complete the study because they were in general either “too busy,” “did not receive it” or other. Overall, these results provide important information on the validity of the 2021 RN Nursing Knowledge Survey and why individuals do not complete surveys.

Figure I.1. Reason for Not Responding

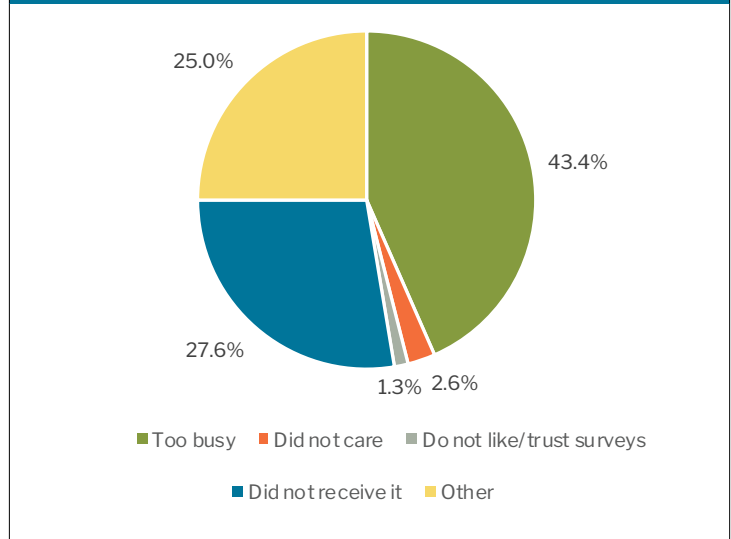


Table I.1. Employment Setting/Specialty for Responders and Nonresponders

Job Title	Responders						Nonresponders					
	Newly Licensed RN		RN Educator		RN Supervisor		Newly Licensed RN		RN Educator		RN Supervisor	
	N	%	N	%	N	%	N	%	N	%	N	%
Critical care (e.g., ICU, CCU, step-down units, pediatric/neonatal intensive care, emergency department, postanesthesia recovery unit)	110	11.9	48	13.7	19	8.2	13	35.1	1	7.1	1	4.0
Medical-surgical unit or any of its subspecialties (e.g., oncology, orthopedics, neurology)	165	17.8	114	32.5	33	14.3	10	27.0	1	7.1	0	0.0
Pediatrics (including nursery)	18	1.9	29	8.3	1	0.4	0	0.0	0	0.0	0	0.0
Labor and delivery (including postpartum unit)	9	1.0	55	15.7	1	0.4	1	2.7	0	0.0	0	0.0
Psychiatry or any of its subspecialties (e.g., detox inpatient, outpatient)	20	2.2	39	11.1	4	1.7	1	2.7	0	0.0	3	12.0
Assisted living	N/A	N/A	N/A	N/A	N/A	N/A	0	0.0	0	0.0	0	0.0
Operating room, including outpatient surgery and surgical centers	17	1.8	6	1.7	3	1.3	1	2.7	0	0.0	1	4.0
Long-term care (e.g., nursing home, skilled or intermediate care)	39	4.2	19	5.4	58	25.1	0	0.0	0	0.0	11	44.0
Residential (e.g., development disability)	3	0.3	2	0.6	3	1.3	0	0.0	0	0.0	0	0.0
Rehabilitation (e.g., subacute or transitional care unit)	21	2.3	3	0.9	16	6.9	1	2.7	0	0.0	0	0.0
Ambulatory care, physician office or clinics (e.g., physician/APRN/dentist office, occupational health, outpatient clinic)	26	2.8	15	4.3	20	8.7	1	2.7	1	7.1	0	0.0
Home health, including visiting nurses associations	14	1.5	2	0.6	8	3.5	1	2.7	0	0.0	0	0.0
Public health (e.g., public health/occupational health, student/school health, prison/correctional facility/jail)	15	1.6	10	2.8	1	0.4	0	0.0	0	0.0	0	0.0
Hospice care	13	1.4	1	0.3	3	1.3	0	0.0	0	0.0	3	12.0
Palliative care	5	0.5	3	0.9	2	0.9	N/A	N/A	N/A	N/A	N/A	N/A
Short stay	N/A	N/A	N/A	N/A	N/A	N/A	1	2.7	0	0.0	0	0.0
Step-down care	N/A	N/A	N/A	N/A	N/A	N/A	1	2.7	0	0.0	0	0.0
Other*	62	6.7	53	15.1	19	8.2	6	16.2	11	78.6	6	24.0

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

Table I.2. Knowledge Statement Importance Ratings for Responders and Nonresponders

Knowledge Statement	Responder Rating	Nonresponder Rating
10. Airway management	4.75 (n=584)	4.63 (n=76)
99. Conflict resolution	3.89 (n=619)	3.86 (n=76)
135. Evidence-based practice	4.12 (n=512)	4.13 (n=76)
156. Hemodynamic monitoring	4.02 (n=462)	4.22 (n=76)
166. Incident and error reporting	3.91 (n=465)	4.04 (n=76)
178. Isolation precautions	4.29 (n=465)	4.43 (n=76)
204. Non-pharmacological comfort measures	3.63 (n=406)	3.75 (n=76)
304. Therapeutic communication	3.35 (n=387)	4.22 (n=76)
308. Thermoregulation techniques	4.35 (n=387)	3.71 (n=76)
338. Wound care	3.86 (n=387)	3.91 (n=76)

APPENDIX J: LINKING OF KNOWLEDGE STATEMENTS AND ACTIVITY STATEMENTS

*Appendix J was developed by the Subject Matter Expert (SME) panelists and does not reflect the final knowledge statements and categorization.

Linking of Knowledge Statements and Activity Statements	
1. Management of Care	
<p>Perform procedures necessary to safely admit, transfer and/or discharge a client</p>	<ul style="list-style-type: none"> Handoff procedures Medication reconciliation Client education Client assessment Environmental assessment Medical history/diagnosis Continuity of care Continuum of care Time management/prioritization Community resources Facility resources Admission process Transfer process Discharge process Client safety Therapeutic environment
<p>Provide and receive hand off of care (report) on assigned clients</p>	<ul style="list-style-type: none"> Transfer checklist Communication methods Handoff procedures Client-centered bedside report Client assessment Delegation Continuity of care Client safety Client advocacy
<p>Delegate and supervise care of client provided by others (e.g., LPN/VN, assistive personnel, other RNs)</p>	<ul style="list-style-type: none"> Delegation Scopes of practice Roles and responsibilities Conflict resolution Chain of command Client safety Communication methods

Linking of Knowledge Statements and Activity Statements	
Advocate for client rights and needs	<ul style="list-style-type: none"> Client rights Client needs Cultural considerations Client assessment Language barriers Informed client consent Client advocacy Client resources Facility resources Community resources
Prioritize the delivery of client care based on acuity	<ul style="list-style-type: none"> Delegation Time management/prioritization Client assessment Lab results Client care resources Acuity Scopes of practice
Participate in performance improvement projects and quality improvement processes	<ul style="list-style-type: none"> Quality metrics Quality improvement Evidence-based practices
Collaborate with multi-disciplinary team members when providing client care (e.g., physical therapist, nutritionist, social worker)	<ul style="list-style-type: none"> Collaboration Facility resources Scopes of practice Multi-disciplinary teams Health care roles Teamwork Client-centered care Community resources
Receive, verify and implement health care provider orders	<ul style="list-style-type: none"> Receiving orders Verifying orders Policies and procedures Client assessment Client identification Multi-disciplinary teams Rights of medication administration Provider order components Scopes of practice Client advocacy Medication reconciliation Contraindications Collaboration

Linking of Knowledge Statements and Activity Statements	
Integrate advance directives into client plan of care	<ul style="list-style-type: none"> Advance directives Multi-disciplinary teams Client advocacy Ethics Client education Collaboration Client-centered care Family dynamics
Verify the client receives education and client consents for care and procedures	<ul style="list-style-type: none"> Informed client consent Client education resources Client education Community resources Learning preferences Client care Client procedures Procedure preparation
Provide education to clients and staff about client rights and responsibilities	<ul style="list-style-type: none"> Client rights and responsibilities Client education resources Client education Client advocacy Learning preferences
Assess the need for referrals and obtain necessary orders	<ul style="list-style-type: none"> Community resources Facility resources Client advocacy Referral processes Collaboration Multi-disciplinary teams Client assessment Disease process Client-centered care Support systems
Initiate, evaluate and update client plan of care	<ul style="list-style-type: none"> Care planning Nursing diagnoses Goal setting Multi-disciplinary teams Client-centered care Client assessment Client education Client preferences

Linking of Knowledge Statements and Activity Statements	
Maintain client confidentiality and privacy	<ul style="list-style-type: none"> Client confidentiality and privacy Professionalism Confidentiality laws and social media Staff education Mandatory reporting Client education
Recognize limitations of self and others and utilize resources	<ul style="list-style-type: none"> Scopes of practice Delegation Self-care Self-limitations Facility resources Teamwork Self-directed learning Roles and responsibilities Staff education Evidence-based practices Policies and procedures
Report client conditions as required by law (e.g., abuse/neglect and communicable diseases)	<ul style="list-style-type: none"> Mandatory reporting Community resources Multi-disciplinary teams Family dynamics Facility resources Client assessment Client advocacy Staff education Client education Signs and symptoms of abuse Signs and symptoms of neglect Infection prevention
Manage conflict among clients and health care staff	<ul style="list-style-type: none"> Conflict resolution De-escalation Chain of command Facility resources Community resources Client advocacy Client safety Staff education Multi-disciplinary teams Staff safety Policies and procedures Professionalism

Linking of Knowledge Statements and Activity Statements	
<p>Utilize resources to promote quality client care (e.g., evidence-based research, information technology, policies and procedures)</p>	<ul style="list-style-type: none"> Facility resources Community resources Quality improvement Evidence-based practices Multi-disciplinary teams Staff access to resources Client education Staff education Professionalism Credible resources Client-centered care Client access to resources Policies and procedures
<p>Recognize and report ethical dilemmas</p>	<ul style="list-style-type: none"> Ethics Chain of command Facility resources Client advocacy Reporting structure Client-centered care Multi-disciplinary team Staff education Personal bias Client education
<p>Use approved terminology when documenting care</p>	<ul style="list-style-type: none"> Approved terminology Approved abbreviations Client advocacy Client safety Facility resources Staff education Policies and procedures
<p>Organize workload to manage time effectively</p>	<ul style="list-style-type: none"> Time management Prioritization Chain of command Delegation Scopes of practice Self-limitations Team resources Client assessment Roles and responsibilities Client safety Multi-disciplinary teams Client acuity

Linking of Knowledge Statements and Activity Statements	
Practice in a manner consistent with the nurses' code of ethics	<ul style="list-style-type: none"> Nursing code of ethics Professionalism Scopes of practice Staff education Professional boundaries Culture of safety Staff accountability
Provide care within the legal scope of practice	<ul style="list-style-type: none"> Scopes of practice Delegation Nursing code of ethics Chain of command Roles and responsibilities Professionalism
Practice and advocate for cost effective care	<ul style="list-style-type: none"> Client resources Client advocacy Staff education Client cost effective care Facility cost effective care Policies and procedures Facility resources
2. Safety and Infection Control	
Apply principles of infection prevention (e.g., hand hygiene, aseptic technique, isolation, sterile technique, universal/standard, enhanced barrier precautions)	<ul style="list-style-type: none"> Infection prevention Standard precautions Client safety Isolation precautions Modes of transmission PPE Client education Policies and procedures Facility resources Staff safety

Linking of Knowledge Statements and Activity Statements	
Protect client from injury	<ul style="list-style-type: none"> Risk assessment Client education Client safety Environmental assessment Client assessment Facility resources Safe use of equipment Client advocacy Staff education Mandatory reporting Safety precautions
Verify appropriateness and accuracy of a treatment order	<ul style="list-style-type: none"> Treatment order Client advocacy Multi-disciplinary teams Contraindications Client assessment Client history Disease process Client education Rights of medication administration Client identification Client response to treatment
Follow procedures for handling biohazardous and hazardous materials	<ul style="list-style-type: none"> Waste management PPE Environmental services Material safety data sheets Hazardous materials Staff safety Staff education Facility resources Client safety Policies and procedures Infection prevention

Linking of Knowledge Statements and Activity Statements	
Follow security plan and procedures (e.g., newborn security, violence, controlled access)	<ul style="list-style-type: none"> Security plan Policies and procedures Risk assessment Client safety Staff safety Staff education Client advocacy Client education Emergency response Facility resources De-escalation
Use ergonomic principles when providing care	<ul style="list-style-type: none"> Client handling equipment Staff safety Ergonomics Staff education Policies and procedures Self-limitations
Acknowledge and document practice errors and near misses	<ul style="list-style-type: none"> Safety reporting Practice errors Near misses Professional accountability Culture of safety Professionalism Staff education Chain of command Cultural considerations Quality improvement
Properly identify client when providing care	<ul style="list-style-type: none"> Client identification Client safety Client confidentiality Staff education
Facilitate appropriate and safe use of equipment	<ul style="list-style-type: none"> Ergonomics Staff safety Client safety Client-care equipment Equipment maintenance Use of equipment

Linking of Knowledge Statements and Activity Statements	
Educate client on safety issues	<ul style="list-style-type: none"> Client education Client safety Risk assessment Client safety goals Staff education Emergency response Policies and procedures Language barriers Cultural considerations
Participate in emergency planning and response	<ul style="list-style-type: none"> Emergency plans Emergency response Facility resources Teamwork Roles and responsibilities Chain of command Basic life support Policies and procedures Emergency equipment Delegation Client safety Staff safety
Follow requirements when using restraints	<ul style="list-style-type: none"> Restraint types Client safety Client assessment Restraint alternatives Policies and procedures Multi-disciplinary teams Client education Skin integrity
Educate client and staff regarding infection prevention measures	<ul style="list-style-type: none"> Staff education Client education Policies and procedures Professional accountability Infection prevention PPE Waste management Hazardous materials

Linking of Knowledge Statements and Activity Statements	
Assess client for allergies and intervene as needed	<ul style="list-style-type: none"> Client assessment Allergy assessment Emergency response Contraindications Client identification Adverse reactions Airway management
Report, intervene and/or escalate unsafe practice of health care personnel (e.g., substance abuse, improper care, staffing practices)	<ul style="list-style-type: none"> Mandatory reporting Professional accountability Chain of command Client safety Regulatory requirements Facility resources Controlled substance diversion Staff safety Substance abuse Culture of safety Staff resources Community resources Staff confidentiality
Assess client care environment	<ul style="list-style-type: none"> Environmental assessment Client safety Client assessment Emergency preparedness Staff education Delegation
Promote staff safety	<ul style="list-style-type: none"> Staff safety Staff education Ergonomics Facility resources Scopes of practice Professionalism Policies and procedures Chain of command Environmental assessment

Linking of Knowledge Statements and Activity Statements

3. Health Promotion and Maintenance

<p>Provide prenatal care and education</p>	<ul style="list-style-type: none"> Prenatal care Client education Community resources Cultural considerations Learning preferences Client assessment Caregiver support Facility resources Multi-disciplinary teams
<p>Plan and/or participate in community health education</p>	<ul style="list-style-type: none"> Community resources Community health education Community risk assessment Community health needs assessment Community relationships Health promotion behavior Cultural considerations
<p>Perform targeted screening assessments (e.g., vision, nutrition, depression)</p>	<ul style="list-style-type: none"> Health screening Client assessment Facility resources Community resources Client education Assessment tools Cultural considerations Developmental stages
<p>Educate client about prevention and treatment of high risk health behaviors</p>	<ul style="list-style-type: none"> High risk health behaviors Community resources Client education Disease process Compliance Client safety Staff education Developmental stages Client advocacy Client confidentiality Preventative care Client-centered care

Linking of Knowledge Statements and Activity Statements	
Educate client about preventative care and health maintenance recommendations	<ul style="list-style-type: none"> Client education Preventative care Immunization schedules Client safety Evidence-based practice Community resources Client assessment Staff education Health promotion
Provide post-partum care and education	<ul style="list-style-type: none"> Client assessment Client education Facility resources Community resources Client resources Post-partum care Health promotion Cultural considerations Family-centered care Continuum of care Psychosocial assessment Caregiver support
Perform comprehensive health assessments	<ul style="list-style-type: none"> Client assessment Comprehensive health assessment Cultural considerations Assessment tools
Assess client's readiness to learn, learning preferences and barriers to learning	<ul style="list-style-type: none"> Readiness to learn Learning preferences Barriers to learning Client education Community resources Facility resources Cultural considerations Language barriers

Linking of Knowledge Statements and Activity Statements

<p>Provide care and education for the newborn, infant and toddler client from birth through 2 years</p>	<ul style="list-style-type: none"> Client assessment Community resources Developmental milestones Newborn care Infant care Toddler care Client safety Environmental assessment Nutrition Preventative care Health promotion Caregiver support Caregiver education Mandatory reporting Family-centered care Cultural considerations
<p>Provide care and education for the preschool, school age and adolescent client ages 3 through 17 years</p>	<ul style="list-style-type: none"> Client assessment Client education Community resources Developmental milestones Developmental stages Preschool care School-age care Adolescent care Client safety Environmental assessment Nutrition Preventative care Health promotion Caregiver education Caregiver support Mandatory reporting Family-centered care High risk behavior assessment Cultural considerations Body image

Linking of Knowledge Statements and Activity Statements

<p>Provide care and education for the adult client ages 18 through 64 years</p>	<ul style="list-style-type: none"> Client assessment Client education Community resources Adult care Client safety Environmental assessment Nutrition Preventative care Health promotion Mandatory reporting High risk behavior assessment Cultural considerations Adult learning theory Life transitions
<p>Provide care and education for the adult client ages 65 years and over</p>	<ul style="list-style-type: none"> Client assessment Client education Community resources Older adult care Caregiver education Client safety Environmental assessment Nutrition Preventative care Health promotion Mandatory reporting High risk behavior assessment Cultural considerations End-of-life care Advance directives Life transitions Family dynamics

Linking of Knowledge Statements and Activity Statements

<p>Assess client ability to manage care in home environment and plan care accordingly</p>	<ul style="list-style-type: none"> Community resources Environmental assessment Client safety Client assessment Family-centered care Client resources Care plans Equipment safety Advance directives Continuum of care Cultural considerations Psychosocial assessment Caregiver support Client education
<p>Assess and educate clients about health risks based on family, population and community</p>	<ul style="list-style-type: none"> Client education Client safety Community resources Client assessment Environmental assessment Cultural considerations Community health Health promotion Health risks Assessment tools High risk behavior assessment Learning preferences
<p>Provide care and education to an antepartum client or a client in labor</p>	<ul style="list-style-type: none"> Client assessment Client education Prenatal care Community resources Cultural considerations Antepartum testing Stages of labor Pain management Client safety Family-centered care Multi-disciplinary teams Nutrition Staff education Complications in labor Infection prevention

Linking of Knowledge Statements and Activity Statements	
Provide resources to minimize communication barriers	<ul style="list-style-type: none"> Facility resources Communication barriers Client assessment Client safety Client education Community resources Communication adaptive devices Cultural considerations
4. Psychosocial Integrity	
Assess psychosocial factors influencing care and plan interventions (e.g., occupational, spiritual, environmental, financial)	<ul style="list-style-type: none"> Psychosocial assessment Cultural considerations Community resources Client occupational resources Client spiritual resources Client-centered care Financial resources Environmental resources
Assess client for abuse or neglect and report, intervene and/or escalate	<ul style="list-style-type: none"> Mandatory reporting Client safety Community resources Client assessment Client education Chain of command Facility resources Signs of abuse or neglect Signs of human trafficking Risk assessment Client confidentiality Staff education Psychosocial assessment Caregiver support Family dynamics Coping techniques

Linking of Knowledge Statements and Activity Statements

<p>Assess client for substance abuse and/or toxicities and intervene as appropriate (e.g., dependency, withdrawal)</p>	<ul style="list-style-type: none"> Signs of substance abuse Signs of toxicity Client safety Client assessment Community resources Client education Chain of command Facility resources Signs of withdrawal Care for withdrawal Ethics Cultural considerations Client confidentiality Client privacy Personal bias Crisis intervention Staff education Types of substances Psychosocial assessment Controlled substance diversion
<p>Provide care and education for acute and chronic psychosocial health issues (e.g., addictions/dependencies, depression, dementia, eating disorders)</p>	<ul style="list-style-type: none"> Acute psychosocial health issues Chronic psychosocial health issues Community resources Client assessment Client confidentiality Client-centered care Continuum of care Client wellbeing Client safety Client education Crisis intervention Personal bias Coping techniques Cultural considerations Psychosocial assessment Staff safety Assessment tools Body image Caregiver support

Linking of Knowledge Statements and Activity Statements

<p>Promote a therapeutic environment</p>	<ul style="list-style-type: none"> Client-centered care Empathic communication Environmental assessment Therapeutic environments Therapeutic relationships Professional boundaries Cultural considerations Professionalism Conflict resolution Client plan of care Multi-disciplinary teams
<p>Incorporate client cultural practices and beliefs when planning and providing care</p>	<ul style="list-style-type: none"> Cultural considerations Client-centered care Personal bias Client advocacy Holistic care Client rights Client dignity Information resources Community resources Facility resources Multi-disciplinary teams

Linking of Knowledge Statements and Activity Statements

<p>Provide end-of-life care and education to clients</p>	<ul style="list-style-type: none"> Client education End-of-life care Cultural considerations Advance directives Spiritual considerations Ethics Family-centered care Client advocacy Personal bias Therapeutic environment Therapeutic relationships Stages of grief Client dignity Client rights Organ donation Palliative care Community resources Continuum of care Psychosocial assessment Family dynamics Hospice care
<p>Assess the potential for violence and use safety precautions</p>	<ul style="list-style-type: none"> Environmental assessment Mandatory reporting Client assessment De-escalation Staff safety Safety precautions Facility resources Community resources Client safety Risk assessment Chain of command Safety plan Client education Crisis intervention Policies and procedures

Linking of Knowledge Statements and Activity Statements	
Assess client support system to aid in plan of care	<ul style="list-style-type: none"> Client assessment Family-centered care Caregiver resources Community resources Care planning Therapeutic environment Cultural considerations Client education Family dynamics
Assess client's ability to cope with life changes and provide support	<ul style="list-style-type: none"> Client assessment Coping techniques Life transitions Family-centered care Community resources Facility resources Client education Multi-disciplinary teams Body image Learning barriers Cultural considerations Psychosocial assessment Support systems Family dynamics
Use therapeutic communication techniques	<ul style="list-style-type: none"> Therapeutic communication Empathy Client-centered care Therapeutic environment Professional boundaries De-escalation

Linking of Knowledge Statements and Activity Statements

<p>Incorporate behavioral management techniques when caring for a client</p>	<ul style="list-style-type: none"> Behavioral management techniques De-escalation Crisis intervention Cultural considerations Nonverbal communication Therapeutic communication Staff safety Risk assessment Developmental stages Client safety Restraints Limit setting Behavioral safety plan Self-awareness Client assessment Client education Client-centered care
<p>Recognize nonverbal cues to physical and/or psychological stressors</p>	<ul style="list-style-type: none"> Nonverbal cues to physical stressors Nonverbal cues to psychological stressors Coping techniques Staff safety Cultural considerations De-escalation Empathic communication Family dynamics Self-awareness Client safety

Linking of Knowledge Statements and Activity Statements

<p>Provide appropriate care for a client experiencing visual, auditory and/or cognitive alterations</p>	<ul style="list-style-type: none"> Client assessment Client education Client safety Staff safety Environmental assessment Therapeutic communication Reality orientation Visual, auditory and/or cognitive alterations De-escalation Psychosocial assessment Disease process Coping techniques Medication side effects and interactions Facility resources Community resources Crisis intervention Neurological assessment
<p>Provide care for a client experiencing grief or loss</p>	<ul style="list-style-type: none"> Stages of grief Family-centered care Coping techniques Community resources Cultural considerations Support systems End-of-life care Therapeutic communication Spiritual considerations Psychosocial assessment Client assessment Empathy Advance directives Professional boundaries Self-care Client dignity

Linking of Knowledge Statements and Activity Statements

5. Basic Care and Comfort

<p>Assess client performance of activities of daily living and assist when needed</p>	<ul style="list-style-type: none"> Client assessment Client safety Activities of daily living Caregiver resources Assistive devices Community resources Environmental assessment Client education Disease process Continuum of care Client dignity
<p>Provide client nutrition through tube feedings</p>	<ul style="list-style-type: none"> Tube feedings Nutrition Lab monitoring Client education Client assessment Client equipment Body image Aspiration precautions Intake and output Infection prevention Policies and procedures Weight Complications of tube feedings Skin integrity
<p>Perform post-mortem care</p>	<ul style="list-style-type: none"> Post-mortem care Cultural considerations Stages of grief Policies and procedures Client dignity Client privacy Family education Family support Community resources Organ donation Spiritual considerations Family dynamics

Linking of Knowledge Statements and Activity Statements	
Perform irrigations (e.g., of bladder, ear, eye)	<ul style="list-style-type: none"> Types of irrigation Policies and procedures Client education Client assessment Medication reconciliation Scope of practice Infection prevention Staff safety Hazardous materials Waste management Complications of irrigation PPE Irrigation equipment
Assist client to compensate for a physical or sensory impairment (e.g., assistive devices, positioning)	<ul style="list-style-type: none"> Assistive devices Client assessment Client education Environmental assessment Physical impairment Sensory impairment Client safety Compensatory techniques Client positioning Client dignity
Perform skin assessment and implement measures to maintain skin integrity	<ul style="list-style-type: none"> Skin assessment Skin integrity Nutrition Pressure injury prevention Mobility Hygiene Cognitive status Pain management Risk factors Environmental assessment Multi-disciplinary team Pressure injury staging Tissue perfusion Wound care

Linking of Knowledge Statements and Activity Statements	
<p>Assess and manage client with an alteration in bowel and bladder elimination</p>	<ul style="list-style-type: none"> Client assessment Skin integrity Nutrition Ostomy care Pressure injury risk Intake and output Hygiene Foley care Bowel elimination Bladder elimination Equipment management Infection prevention Body image Pain management Client education Client dignity
<p>Apply, maintain or remove orthopedic devices</p>	<ul style="list-style-type: none"> Orthopedic devices Client assessment Body image Client education Pain management Skin integrity Environmental assessment Pressure injury prevention Adaptive devices Client positioning Use of equipment Client safety
<p>Provide non-pharmacological comfort measures</p>	<ul style="list-style-type: none"> Non-pharmacological comfort measures Cultural considerations Integrative medicine Complementary care Therapeutic environment Client assessment Client education Client advocacy Palliative care Hospice care Multi-disciplinary teams

Linking of Knowledge Statements and Activity Statements

<p>Evaluate the client's nutritional status and intervene as needed</p>	<ul style="list-style-type: none"> Nutrition Client assessment Lab monitoring Personal bias Client education Cultural considerations Psychosocial assessment Evidence-based practice Facility resources Multi-disciplinary teams Growth charts Community resources Dental services Weight Body image Intake and output Family dynamics
<p>Assess client sleep/rest pattern and intervene as needed</p>	<ul style="list-style-type: none"> Client assessment Psychosocial assessment Environmental assessment Cultural considerations Pharmacology Family dynamics Non-pharmacological measures Client equipment Coping techniques Therapeutic environment Pain management Health promotion Sleep/rest patterns Client education Cluster care

Linking of Knowledge Statements and Activity Statements

<p>Evaluate client intake and output and intervene as needed</p>	<ul style="list-style-type: none"> Intake measurement Output measurement Weight Lab results Client assessment Delegation Measurement conversions Cultural considerations Medication management Skin integrity Client privacy Client education Nutrition Psychosocial assessment Isolation precautions PPE
<p>Implement measures to promote circulation (e.g., active or passive range of motion, positioning and mobilization)</p>	<ul style="list-style-type: none"> Client mobility Skin integrity Client safety Community resources Adaptive devices Therapeutic devices Multi-disciplinary teams Client assessment Client education Medication management Tissue perfusion Wound assessment

Linking of Knowledge Statements and Activity Statements

<p>Assess client for pain and intervene as appropriate</p>	<ul style="list-style-type: none"> Client assessment Pain management Nonverbal communication Pharmacology Non-pharmacological interventions Cultural considerations Chronic vs. acute pain Policies and procedures Opioid education Personal bias Client education Palliative care Psychosocial assessment Mobility Care plan Rights of medication administration Client identification Client response to treatment
<p>Recognize complementary therapies and identify potential benefits and contraindications (e.g., aromatherapy, acupressure, supplements)</p>	<ul style="list-style-type: none"> Contraindications Complementary therapies Facility resources Community resources Cultural considerations Personal bias Client education Evidence-based practice Multi-disciplinary teams Client assessment Client advocacy Policies and procedures Adverse reactions

Linking of Knowledge Statements and Activity Statements

6. Pharmacological and Parenteral Therapies

<p>Evaluate appropriateness and accuracy of medication order for client</p>	<ul style="list-style-type: none"> Client safety Medication reconciliation Rights of medication administration Client diagnosis Disease processes Client assessment Allergies Medication interaction Contraindications Pharmacology Multi-disciplinary teams Dosage calculations Client education Waste management Controlled substances Client identification Client advocacy
<p>Prepare and administer medications using rights of medication administration</p>	<ul style="list-style-type: none"> Rights of medication administration Client advocacy Client assessment Client safety Side effects Client identification Multi-disciplinary teams Client education Dosage calculation Polypharmacy Medication administration techniques Sterile technique
<p>Perform calculations needed for medication administration</p>	<ul style="list-style-type: none"> Dosage calculation Rights of medication administration Use of technology Policies and procedures

Linking of Knowledge Statements and Activity Statements

<p>Monitor intravenous infusion and maintain site</p>	<ul style="list-style-type: none"> Client assessment Client safety Use of IV equipment Use of IV supplies Client education IV infusion Complications of IV therapy IV site maintenance Disease process Infection prevention Contraindications Types of venous access Quality improvement Medication information resources Policies and procedures
<p>Handle and administer controlled substances within regulatory guidelines</p>	<ul style="list-style-type: none"> Regulatory guidelines Controlled substances Client safety Client assessment Waste management Controlled substance diversion Rights of medication administration Client education Medication information resources Polypharmacy Staff education
<p>Review pertinent data prior to medication administration (e.g., contraindications, lab results, allergies, potential interactions)</p>	<ul style="list-style-type: none"> Contraindications Lab results Allergies Potential interactions Multi-disciplinary teams Client safety Client assessment Pharmacology Policies and procedures Medication information resources

Linking of Knowledge Statements and Activity Statements

<p>Titrate dosage of medication based on assessment and ordered parameters</p>	<ul style="list-style-type: none"> Client safety Client assessment Rights of medication administration Multi-disciplinary teams Pharmacology Medication information resources Lab results Policies and procedures Titrating dosages Use of equipment Facility resources Disease process
<p>Administer blood products and evaluate client response</p>	<ul style="list-style-type: none"> Client assessment Client safety Blood products administration Ethics Cultural considerations Lab results Use of equipment Rights of medication administration Policies and procedures Contraindications Complications of blood product administration Venous access assessment Client identification Waste management Hazardous materials

Linking of Knowledge Statements and Activity Statements	
Access and/or maintain central venous access devices	<ul style="list-style-type: none"> Policies and procedures Infection prevention Sterile techniques Central venous access devices Multi-disciplinary teams Client assessment Client safety Quality improvement Client education Community resources Use of IV supplies Diagnostic testing Central venous access device maintenance Skin integrity Dressing management
Educate client about medications	<ul style="list-style-type: none"> Client education Pharmacology Learning preferences Facility resources Community resources Medication information resources Disease process Client assessment Client safety Multi-disciplinary teams Cultural considerations Language barriers Psychosocial assessment Personal bias
Evaluate client response to medication	<ul style="list-style-type: none"> Client assessment Lab results Pharmacology Medication side effects Medication information resources Disease process Personal bias Client education Client response to treatment Pain assessment

Linking of Knowledge Statements and Activity Statements

<p>Administer parenteral nutrition and evaluate client response</p>	<ul style="list-style-type: none"> Parenteral nutrition Infection prevention Client assessment Client safety Lab results Weight Intake and output Policies and procedures Site maintenance Use of IV equipment Use of IV supplies Community resources Client response to treatment Care planning
<p>Administer medications for pain management</p>	<ul style="list-style-type: none"> Pain management Rights of medication administration Client assessment Client safety Controlled substances Contraindications Pharmacology Client education Non-opioid pain medications Personal bias Cultural considerations Disease process Multi-disciplinary teams Palliative care Medication information resources Client response to treatment

Linking of Knowledge Statements and Activity Statements	
Participate in medication reconciliation process	<ul style="list-style-type: none"> Medication reconciliation Multi-disciplinary teams Community resources Learning preferences Continuum of care Client education Client advocacy Client safety Polypharmacy Client identification Cultural considerations Policies and procedures
Handle and maintain medication in a safe and controlled environment	<ul style="list-style-type: none"> Client safety Environmental assessment Infection prevention Waste management Safe handling PPE Policies and procedures Hazardous materials
Handle and administer high-risk medications safely	<ul style="list-style-type: none"> Client safety Environmental assessment Infection prevention Waste management Safe handling PPE Policies and procedures Hazardous materials Medication information resources High-risk medications Client education Client assessment Staff education Disease process Pharmacology Contraindications Rights of medication administration Controlled substance diversion Side effects Lab results

Linking of Knowledge Statements and Activity Statements

<p>Dispose of medications safely</p>	<ul style="list-style-type: none"> Safe handling PPE Policies and procedures Hazardous materials Medication information resources Waste management Staff safety Community health Controlled substance diversion Client education Staff education Facility resources Community resources
7. Reduction of Risk Potential	
<p>Assess and respond to changes and trends in client vital signs</p>	<ul style="list-style-type: none"> Client assessment Client safety Vital signs Developmental stages Disease process Pharmacology Multi-disciplinary teams Emergency response Chain of command Hemodynamics Policies and procedures
<p>Perform focused assessments</p>	<ul style="list-style-type: none"> Focused assessments Cultural considerations Disease process Assessment tools
<p>Recognize trends and changes in client condition and intervene as needed</p>	<ul style="list-style-type: none"> Disease process Client assessment Vital signs Cultural considerations Lab results Multi-disciplinary teams Client education Chain of command Facility resources Emergency response Assessment tools Policies and procedures

Linking of Knowledge Statements and Activity Statements

<p>Monitor the results of diagnostic testing and intervene as needed</p>	<ul style="list-style-type: none"> Client assessment Diagnostic testing Client safety Lab results Client education Multi-disciplinary teams Policies and procedures Emergency response
<p>Perform testing within scope of practice (e.g., electrocardiogram, glucose monitoring)</p>	<ul style="list-style-type: none"> Scopes of practice Equipment safety Policies and procedures Facility resources Client education Diagnostic testing Staff education Client response to plan of care Delegation Use of equipment Multi-disciplinary teams
<p>Evaluate client responses to procedures and treatments</p>	<ul style="list-style-type: none"> Client response to plan of care Client assessment Client education Disease process Infection prevention Emergency response Multi-disciplinary teams
<p>Provide preoperative and postoperative education</p>	<ul style="list-style-type: none"> Client education Client assessment Operative procedures Infection prevention Cultural considerations Pain management Disease process Family dynamics Multi-disciplinary team Community resources Client safety Language barriers Continuum of care Client plan of care Health promotion

Linking of Knowledge Statements and Activity Statements

<p>Provide preoperative care</p>	<ul style="list-style-type: none"> Client identification Client education Staff education Client assessment Preoperative care Coping techniques Pain management Developmental stages Continuum of care Lab results Policies and procedures Multi-disciplinary teams Diagnostic testing Collaboration Infection prevention
<p>Manage client during a procedure with moderate sedation</p>	<ul style="list-style-type: none"> Client safety Client assessment Policies and procedures Client education Controlled substance management Vital signs Multi-disciplinary teams Hemodynamic monitoring Basic cardiac monitoring Airway management Moderate sedation Pharmacology Contraindications Emergency response Chain of command

Linking of Knowledge Statements and Activity Statements

<p>Obtain blood specimens</p>	<ul style="list-style-type: none"> Blood specimens Phlebotomy Infection prevention Policies and procedures Client identification Specimen labeling Venous access devices Developmental stages PPE Disease process Client consent Client education Client assessment Client safety Order of blood draws Delegation Staff safety Waste management Hazardous materials Sterile technique Use of equipment
<p>Use precautions to prevent injury and/or complications associated with a procedure or diagnosis</p>	<ul style="list-style-type: none"> Ergonomics PPE Client safety Staff safety Client equipment Infection prevention Risk assessment Client advocacy Environmental assessment Multi-disciplinary teams Risk precautions Client assessment Quality improvement Disease process Informed client consent Safe client handling Restraints Incident reporting Complications of procedures Client education

Linking of Knowledge Statements and Activity Statements

<p>Educate client about treatments and procedures</p>	<ul style="list-style-type: none"> Client education Treatments Procedures Learning preferences Disease process Client safety Cultural considerations Informed client consent Contraindications Multi-disciplinary teams Community resources Facility resources Family dynamics Developmental stages Body image Personal bias Pharmacology
<p>Obtain specimens other than blood for diagnostic testing</p>	<ul style="list-style-type: none"> Specimen collection Policies and procedures Infection prevention Specimen labeling PPE Client identification Client education Staff education Lab results Diagnostic testing Intake and output

Linking of Knowledge Statements and Activity Statements

<p>Insert, maintain or remove a nasal/oral gastrointestinal tube</p>	<ul style="list-style-type: none"> Policies and procedures Types of nasal/oral gastrointestinal tubes Client assessment Client safety Infection prevention Intake and output Client education Nutrition Weight Client equipment Wound assessment Body image Dressing management Community resources Pressure injury prevention Developmental stages Family support Cultural considerations Skin integrity Lab results Continuum of care Multi-disciplinary teams Medication administration via nasal/oral gastrointestinal tubes Tube placement verification
<p>Insert, maintain or remove a urinary catheter</p>	<ul style="list-style-type: none"> Urinary catheters Infection prevention Policies and procedures Intake and output Client identification Sterile techniques Cultural considerations Body image Client privacy Client education Client assessment Quality improvement Staff education Scopes of practice Multi-disciplinary teams Developmental stages Client advocacy

Linking of Knowledge Statements and Activity Statements

<p>Insert, maintain or remove a peripheral intravenous line</p>	<ul style="list-style-type: none"> Disease process IV lines Client assessment Complications of IV lines Client education Staff education Aseptic techniques Scopes of practice IV insertion IV removal Policies and procedures Multi-disciplinary teams Client identification Informed client consent Infection prevention Delegation
<p>Apply and/or maintain devices used to promote venous return (e.g., anti-embolic stockings, sequential compression devices)</p>	<ul style="list-style-type: none"> Client education Disease process Risk factors Skin integrity Regulatory requirements Quality improvement Client assessment Client safety Devices used to promote venous return Use of equipment Tissue perfusion Venous thromboembolism prophylaxis

Linking of Knowledge Statements and Activity Statements

<p>Manage client following a procedure with moderate sedation</p>	<ul style="list-style-type: none"> Client safety Client assessment Policies and procedures Client education Controlled substance management Vital signs Multi-disciplinary teams Basic cardiac monitoring Airway management Moderate sedation Pharmacology Contraindications Emergency response Chain of command Handoff report Skin integrity Fluid and electrolyte imbalance
<p>Maintain percutaneous feeding tube</p>	<ul style="list-style-type: none"> Client assessment Body image Nutrition Multi-disciplinary team Skin assessment Skin integrity Percutaneous feeding tubes Weight Family support Community resources Client education Continuum of care Medication administration via percutaneous feeding tubes Policies and procedures Intake and output Tube placement verification

Linking of Knowledge Statements and Activity Statements

8. Physiological Adaptation

Monitor and maintain devices and equipment used for drainage (e.g., surgical wound drains, chest tube suction, negative pressure wound therapy)

Drainage devices
 Intake and output
 Skin integrity
 Client assessment
 Disease process
 Client safety
 Types of drainage systems
 Multi-disciplinary teams
 Wound care
 Use of equipment
 Client education
 Policies and procedures
 Complications of drainage devices
 Suction equipment
 Infection prevention
 PPE
 Sterile technique
 Irrigation
 Dressing management
 Continuum of care
 Pain management
 Community resources
 Waste management

Linking of Knowledge Statements and Activity Statements**Perform emergency care procedures**

Emergency response
Emergency care procedures
Emergency equipment
Multi-disciplinary teams
Client assessment
Client safety
Advance directives
Policies and procedures
Pharmacology
Medication management
Scopes of practice
Staff safety
Basic life support
Chain of command
Roles and responsibilities
Hemodynamics
Airway management
Parenteral access
Staff debriefing

Linking of Knowledge Statements and Activity Statements

<p>Monitor and care for clients on a ventilator</p>	<ul style="list-style-type: none"> Quality improvement Client assessment Client safety Use of ventilator equipment Policies and procedures Vital signs Airway management Suctioning Pressure injury prevention Skin integrity Mobility Continuum of care Community resources Cultural considerations Lab results Multi-disciplinary teams Family support Client education Family-centered care Oxygen therapy Hemodynamics Emergency response Staff education Infection prevention
<p>Perform wound care and dressing change</p>	<ul style="list-style-type: none"> Wound care Dressing management Infection prevention Client assessment Client education Community resources Suctioning Pain management Client supplies Pressure injury staging Wound assessment Sterile technique Repositioning Signs and symptoms of infection Multi-disciplinary teams Wound healing process Skin integrity

Linking of Knowledge Statements and Activity Statements

<p>Assist with invasive procedures (e.g., central line, thoracentesis, bronchoscopy)</p>	<ul style="list-style-type: none"> Invasive procedures Client assessment Disease process Infection prevention Sterile technique Policies and procedures Client education Scopes of practice Dressing management Skin integrity Universal protocol Complications of invasive procedures Moderate sedation Pharmacology Medication administration Emergency response Client identification
<p>Provide ostomy care and education (e.g., tracheal, enteral)</p>	<ul style="list-style-type: none"> Client education Ostomy care Body image Types of ostomies Community resources Multi-disciplinary teams Client resources Caregiver support Infection prevention Skin integrity Client supplies Client equipment Client assessment Airway management Disease process Continuum of care Oral care Dressing management Site management Suctioning Irrigation Intake and output Client dignity

Linking of Knowledge Statements and Activity Statements

Provide postoperative care

Client identification
 Client education
 Staff education
 Client assessment
 Postoperative care
 Coping techniques
 Pain management
 Developmental stages
 Continuum of care
 Lab results
 Policies and procedures
 Multi-disciplinary teams
 Diagnostic testing
 Infection prevention
 Airway management
 Complications of anesthesia
 Community resources
 Discharge planning
 Handoff report
 Wound care
 Client mobility
 Operative procedures
 Chain of command
 Emergency response
 Hemodynamics

Linking of Knowledge Statements and Activity Statements

<p>Perform and manage care of client receiving peritoneal dialysis</p>	<ul style="list-style-type: none"> Peritoneal dialysis Intake and output Lab values Client assessment Client safety Client education Catheter care Positioning Use of equipment Community resources Weight Aseptic technique Developmental stages Body image Cultural considerations Skin integrity Disease process Psychosocial support Complications of peritoneal dialysis Infection prevention Multi-disciplinary teams Nutrition
<p>Perform suctioning</p>	<ul style="list-style-type: none"> PPE Policies and procedures Suctioning Client assessment Airway management Emergency response Client outcome Waste management Sterile technique Suctioning supplies Specimen collection Scopes of practice Multi-disciplinary teams Infection prevention Client education Caregiver support

Linking of Knowledge Statements and Activity Statements

<p>Provide pulmonary hygiene (e.g., chest physiotherapy, incentive spirometry)</p>	<ul style="list-style-type: none"> Client education Client assessment Pulmonary hygiene Chest physiotherapy Incentive spirometry Early ambulation Multi-disciplinary team Pain management Use of equipment Disease process Infection prevention Delegation Scopes of practice
<p>Manage the care of a client on telemetry</p>	<ul style="list-style-type: none"> Telemetry Vital signs Basic cardiac monitoring Staff education Multi-disciplinary teams Client education Client assessment Client safety Chain of command Telemetry lead placement Telemetry lead management Emergency response Skin integrity Alarm fatigue Alarm management Policies and procedures Disease process Use of telemetry equipment Pharmacology

Linking of Knowledge Statements and Activity Statements

<p>Manage the care of a client with impaired ventilation/oxygenation</p>	<ul style="list-style-type: none"> Airway management Client assessment Emergency response Multi-disciplinary teams Client equipment Client safety Ventilation/oxygenation Disease process Repositioning Advance directives Pulmonary hygiene Vital signs Suctioning Chain of command Developmental stages Lab results Tissue perfusion
<p>Maintain optimal temperature of client</p>	<ul style="list-style-type: none"> Vital signs Disease process Client assessment Client education Use of equipment Thermoregulation techniques Policies and procedures Pharmacology Therapeutic environment Chain of command

Linking of Knowledge Statements and Activity Statements

<p>Implement and monitor phototherapy</p>	<ul style="list-style-type: none"> Client assessment Use of equipment Phototherapy Lab results Client education Family-centered care Disease process Nutrition Intake and output Skin assessment Community resources Thermoregulation techniques Chain of command Continuum of care Client response to plan of care Complications of phototherapy Caregiver support Vital signs Weight
<p>Manage the care of a client with a pacing device</p>	<ul style="list-style-type: none"> Pacing devices Emergency responses Client education Multi-disciplinary teams Pain management Basic cardiac monitoring Telemetry lead placement Telemetry lead management Staff education Vital signs Hemodynamics Medications Scopes of practice Diagnostic testing Skin integrity Client safety Client assessment Use of equipment Policies and procedures Psychosocial assessment

Linking of Knowledge Statements and Activity Statements

<p>Monitor and maintain arterial lines</p>	<ul style="list-style-type: none"> Hemodynamics Client assessment Client safety Arterial lines Use of equipment Complications with arterial lines Infection prevention Policies and procedures Dressing management Emergency response Chain of command Sterile technique Diagnostic testing Lab results Client education Vital signs
<p>Manage the care of the client with a fluid and electrolyte imbalance</p>	<ul style="list-style-type: none"> Lab results Nutrition Fluid and electrolyte imbalance Client assessment Client education Intake and output Vital signs Developmental stages Pharmacology Skin integrity Basic cardiac monitoring Seizure precautions Weight

Linking of Knowledge Statements and Activity Statements

<p>Manage the care of a client with alteration in hemodynamics, tissue perfusion and hemostasis</p>	<ul style="list-style-type: none"> Hemodynamics Emergency response Chain of command Tissue perfusion Hemostasis Client assessment Lab results Vital signs Multi-disciplinary teams Client education Disease process Client safety Medications Pharmacology Thermoregulation techniques Skin integrity
<p>Evaluate the effectiveness of the treatment plan for a client with an acute or chronic diagnosis</p>	<ul style="list-style-type: none"> Client assessment Client education Disease process Psychosocial assessment Palliative care Family-centered care Cultural considerations Coping mechanisms Hospice care Advance directives Goals of care Multi-disciplinary teams Medications Developmental stages Community resources Family dynamics Client response to plan of care Client safety Diagnostic testing Lab results

Linking of Knowledge Statements and Activity Statements

<p>Identify pathophysiology related to an acute or chronic condition</p>	<ul style="list-style-type: none"> Pathophysiology Client education Staff education Client assessment Client safety Information resources Multi-disciplinary team Lab results Diagnostic testing
<p>Manage the care of a client receiving hemodialysis or continuous renal replacement therapy</p>	<ul style="list-style-type: none"> Fluid and electrolyte imbalance Hemodialysis Client assessment Renal replacement therapy Hemodynamics Intake and output Client education Nutrition Family-centered care Access device care Lab results Psychosocial assessment Advance directives Community resources Cultural considerations Weight Disease process Infection prevention

Linking of Knowledge Statements and Activity Statements

Recognize signs and symptoms of client complications and intervene

Signs and symptoms of complications
Client assessment
Client education
Emergency response
Multi-disciplinary teams
Chain of command
Client safety
Basic life support
Advance directives
Diagnostic testing
Disease process
Lab results
Policies and procedures
Vital signs
Incident and error reporting
Client advocacy

Educate client regarding an acute or chronic condition

Client education
Acute conditions
Chronic conditions
Disease process
Plan of care
Psychosocial assessment
Developmental stages
Learning preferences
Community resources
Facility resources
Palliative care
Pain management
Advance directives
Continuum of care
Client rights
Ethics
Cultural considerations
Therapeutic environment
Pharmacology
Non-pharmacological management
Caregiver support



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