



*National Council of State Boards of Nursing*

# Aligning Cross-Border Nursing Practice: Development of a Legally-Defensible International Regulatory Examination for Entry-Level Registered Nurses

Philip Dickison, PhD, RN - Chief Officer, Examinations

Ada Woo, PhD - Director of Measurement and Testing



# Disclosure

- Dr. Dickison and Dr. Woo are staff members of the National Council of State Boards of Nursing (NCSBN®).
- The authors declared no potential conflicts of interest with respect to the research, authorship, and/or publication of this study.
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# Outline

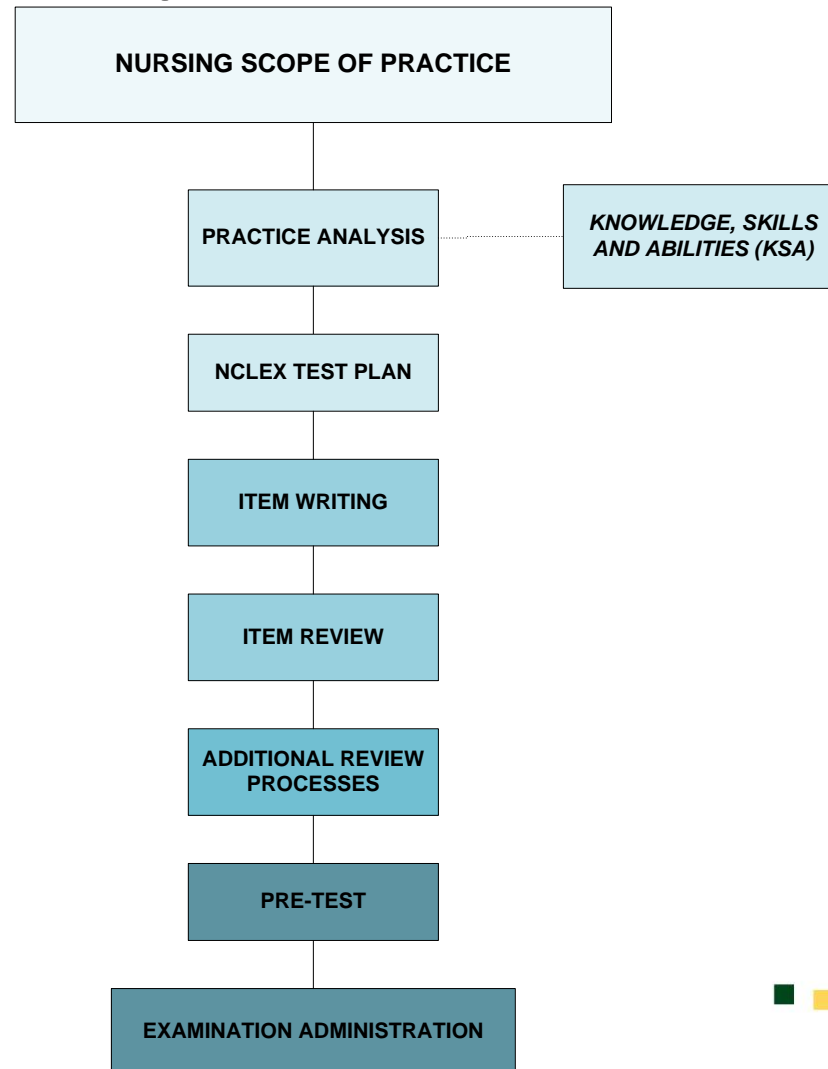
- Background
- Practice Analyses
- Subject Matter Experts Participation
- Examination Translation Process
- Conclusions

# BACKGROUND

# History of the NCLEX-RN® in Canada

- Beginning in January, 2015, the NCLEX-RN® has been administered in Canada as a RN entry-to-practice examination.
- Ten Canadian provinces and territories accept the NCLEX-RN.
- The exam is available in English and French.
- The content, test specification and passing standard of the NCLEX-RN is identical regardless of region of administration.

# Item Development Process Overview



# PRACTICE ANALYSES

# Practice Analyses

- Large scale surveys of entry-level incumbents on activities that are performed on the job.
- Newly licensed nurses are surveyed on the current practice of entry-level nurses.
- Respondents provide criticality and frequency ratings for each job activity.
- The results are used to guide content distribution of the client needs categories.

# Surveying Canadian Entry-Level Nurses

- *Report of Findings from the Comparison of Entry-Level Registered Nurses in the U.S. and Ontario, Canada (2010)*
- *Report of Findings from the Comparison of Entry-Level Registered Nurses in the U.S. and British Columbia, Canada (2010)*
- *2013 Canadian RN Practice Analysis: Applicability of the 2013 NCLEX-RN Test Plan to the Canadian Testing Population (2014)*
- *2014 RN Practice Analysis: Linking the NCLEX-RN Examination to Practice – U.S. and Canada (2015)*

# SUBJECT MATTER EXPERTS PARTICIPATION

# Canadian Nurses in the NCLEX-RN® Development Process

- Twelve item writing panels (24 nurses)
- Fifteen item review panels (14 nurses)
- Nursing regulatory body reviews (9 regulatory bodies)
- Three Canadian-French translation panels (14 nurses)
- 2014 RN practice analysis panel (3 nurses)
- 2014 RN knowledge, skills and ability study panel (2 nurses)
- Canadian nurses participation in the practice analyses and related surveys (493 nurses in the most recent practice analysis)

# Stakeholders Education

- Regional NCLEX seminars in nine Canadian provinces and territories (2013)
- Canadian Nursing Students' Association National Conference (2014)
- NCLEX Conference for Canadian Educators (2014)
- NCLEX Conference (2014 and 2015)
- Four NCLEX regional workshops (2014 and 2015)
- Canadian Council of Registered Nurse Regulators meetings (2014 and 2015)

# EXAMINATION TRANSLATION PROCESS

# NCLEX-RN® Translation Process

- The process begins with NCLEX-RN operational items.
- Professional translation vendor conducts forward translation.
- Translation panels consist of bilingual Canadian nurses review and verify the translated items.
- Special attention is paid to the equivalence of language and cultural context.
- Items not approved by the translation panels are removed from the French version of NCLEX-RN exam.

# Psychometric Analyses

- Differential item analyses (DIF) will be performed to provide additional source of validity evidence for the translation process.
- Items with sufficient sample size will be subjected to DIF analyses comparing responses from Canadian-Anglophone and Francophone candidates.
- Items flagged for statistical DIF will be reviewed by the NCLEX DIF panel for potential biases.
- All items deemed biased will be removed from the NCLEX-RN exam.

# CONCLUSIONS

# Take-Home Message

- Understand scope of practice and practice characteristics in the target countries.
- Engage nursing regulators early in the process.
- Keep constituents informed and provide ample education opportunities.
- Be prepared to modify processes while maintaining the integrity of the exam.
- Involve nursing experts from the target countries in the test development process.
- Be open to communication and feedback.



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