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

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Disclosure

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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

NURSING SCOPE OF PRACTICE

- PRACTICE ANALYSIS
- NCLEX TEST PLAN
- ITEM WRITING
- ITEM REVIEW
- ADDITIONAL REVIEW PROCESSES
- PRE-TEST

EXAMINATION ADMINISTRATION

KNOWLEDGE, SKILLS AND ABILITIES (KSA)
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)
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.
Thank You