

**Department of Nursing**  
**COLLEGE OF HEALTH AND HUMAN SERVICES**  
**CLINICAL NURSE SPECIALIST/NURSE EDUCATOR OPTION**  
**(Adult-Gero & Pediatric CNS Options)**

I. MISSION STATEMENT

The mission of the Department of Nursing at California State University, Fresno is to offer quality nursing education to undergraduate and graduate nursing students that prepares nurses with clinical decision-making skills based on theory and research. Additionally, the department seeks to establish an academic foundation for Advanced Practice Nursing and Doctoral preparation. As life-long learners, graduates are prepared for delivering quality health care to diverse populations across environments. Graduates will lead, supervise, delegate, manage, evaluate care outcomes, and demonstrate the ability to act as consumer advocates in promoting wellness and facilitating change.

II. GOALS & STUDENT LEARNING OUTCOMES

The following expected outcomes supplement the core competencies of all CNSs and are entry-level competencies for the Pediatric CNS. The Pediatric CNS Program Outcomes and curriculum are organized around the CNS Competencies developed by the National Association of Clinical Nurse Specialists. These competencies have been identified as necessary for safe and comprehensive practice as a CNS. The program objectives provide the guideline for the development of each set of course objectives

A. Competency I ~ Direct Care.

Upon completion of this program, the student will be able to:

1. Perform a comprehensive holistic assessment of patients with specific health conditions
2. Provide direct care to patients with specific health conditions.
3. Develop and Initiate plans to promote health and quality of life for these patients.

B. Competency II ~ Consultation **and** Collaboration

Upon completion of this program, the student will be able to:

4. Problem solve, plan, and interact with multi-disciplinary professionals.
5. Initiate collaborative strategies with other CNS's.

6. Utilize collaborative dynamics to configure the needs, preference, and recognized strengths of the patient and family into an integrated health care plan to optimize outcomes.
- C. Competency III ~ Systems Leadership:  
Upon completion of this program, the student will be able to:
7. Act as a change agent in influencing and empowering health care associates.
  8. Integrate new technology into the system of care.
  9. Monitor performance outcomes relating to acute conditions in conjunction with supervisory APRN's.
- D. Competency IV ~ Ethical decision making, moral agency and advocacy  
Upon completion of this program, the student will be able to:
10. Identify and discuss issues related to a CNS moral agency surrounding ethics and legal issues in health care in a holistic approach.
- E. Competency V ~ Coaching:  
Upon completion of this program, the student shall be able to:
11. Provide skilled guidance and teaching of issues related to the health and illness continuum of to patient, families, groups of families and the profession of nursing.
  12. Educate and advise patients' families, caregivers, and nursing on sensitive issues, such as end of life issues and complex physical and mental health treatments.
- F. Competency VI ~ Research:  
Upon completion of this program, the student shall be able to;
13. Analyze, monitor, and apply evidence-based research findings into the care of the adult/geriatric or pediatric populations.
  14. Analyze and incorporate conceptual models and theories of care of the population focus.
  15. Use advanced critical thinking and clinical decision making to analyze case studies within the continuum of the population focus.
  16. Demonstrate cultural competence in working with diverse patients and families.

### III. GOALS AND STUDENT LEARNING OUTCOMES FOR THE NURSE EDUCATOR

The following expected outcomes supplement the core competencies of and are entry-level competencies for all Nurse Educators. The Nurse Educator portion of the Clinical Nurse Specialist Option outcomes and curriculum are organized around the National League for Nursing core competencies for nurse educators. The program objectives provide the guideline for the development of each set of course objectives.

- A. Competency 1-Facilitate Learning;  
Upon completion of this certificate program, the student shall be able to:
  - 1. Implements a variety of teaching strategies appropriate to learner needs, desired learner outcomes, content, and context
  - 2. Grounds teaching strategies in educational theory and evidence-based teaching practices
  - 3. Recognizes multicultural, gender, and experiential influences on teaching and learning
  - 4. Uses information technologies skillfully to support the teaching-learning process
- B. Competency II-Facilitate Learner Development and Socialization  
Upon completion of this certificate program, the student shall be able to:
  - 5. Identifies individual learning styles and unique learning needs of international, adult, multicultural, educationally disadvantaged, physically challenged, at-risk, and second degree learners
  - 6. Fosters the cognitive, psychomotor, and affective development of learners
  - 7. Recognizes the influence of teaching styles and interpersonal interactions on learner outcomes
- C. Competency III-Use Assessment and Evaluation Strategies  
Upon completion of this certificate program, the student shall be able to:
  - 8. Uses a variety of strategies to assess and evaluate learning in the cognitive, psychomotor, and affective domains
  - 9. Implements evidence-based assessment and evaluation strategies that are appropriate to the learner and to learning goals
  - 10. Uses assessment and evaluation data to enhance the teaching-learning process
  - 11. Demonstrates skill in the design and use of tools for assessing clinical practice
- D. Competency IV-Participate in Curriculum Design and Evaluation of Program Outcomes  
Upon completion of this certificate program, the student shall be able to:
  - 12. Demonstrates knowledge of curriculum development including identifying program outcomes, developing competency statements, writing learning objectives, and selecting appropriate learning activities and evaluation strategies

13. Bases curriculum design and implementation decisions on sound educational principles, theory, and research
  14. Revises the curriculum based on assessment of program outcomes, learner needs, and societal and health care trends
- E. Competency V-Function as a Change Agent and Leader  
Upon completion of this certificate program, the student shall be able to:
15. Models cultural sensitivity when advocating for change
  16. Evaluates organizational effectiveness in nursing education
  17. Implements strategies for organizational change
  18. Promotes innovative practices in educational environments
- F. Competency VI-Pursue Continuous Quality Improvement in the Nurse Educator Role  
Upon completion of this certificate program, the student shall be able to:
19. Uses feedback gained from self, peer, student, and administrative evaluation to improve role effectiveness
  20. Uses knowledge of legal and ethical issues relevant to higher education and nursing education as a basis for influencing, designing, and implementing policies and procedures related to students, faculty, and the educational environment
- G. Competency VII-Engage in Scholarship  
Upon completion of this certificate program, the student shall be able to:
21. Designs and implements scholarly activities in an established area of expertise
  22. Disseminates nursing and teaching knowledge to a variety of audiences through various means
- H. Competency VIII-Function within the Educational Environment  
Upon completion of this certificate program, the student shall be able to:
23. Uses knowledge of history and current trends and issues in higher education as a basis for making recommendations and decisions on educational issues
  24. Develops networks, collaborations, and partnerships to enhance nursing's influence within the academic community
  25. Incorporates the goals of the nursing program and the mission of the parent institution when proposing change or managing issues

IV. CURRICULUM MAP ~ Pediatric Clinical Nurse Specialist Competencies

Course	Out-come 1	Out-come 2	Out-come 3	Out-come 4	Out-come 5	Out-come 6	Out-come 7	Out-come 8	Out-come 9	Out-come 10	Out-come 11	Out-come 12	Out-come 13	Out-come 14	Out-come 15	Out-come 16
NURS 210 – Health Assessment in Advanced Nursing Practice	I	I	I			I										I
NURS 211 Advanced Pharmacology	I	I	I			I										
NURS 212 – Advanced Pathophysiology	I	I	I			I										
NURS 221 - Theoretical Foundations of Nursing Practice							I			I	I			E		I
NURS 223 Advanced Research Methodology in Nursing													I			

I = Introduced

E = Emphasized

R = Reinforced

IV. CURRICULUM MAP ~ Pediatric Clinical Nurse Specialist Competencies (Continued)

Course	Out-come 1	Out-come 2	Out-come 3	Out-come 4	Out-come 5	Out-come 6	Out-come 7	Out-come 8	Out-come 9	Out-come 10	Out-come 11	Out-come 12	Out-come 13	Out-come 14	Out-come 15	Out-come 16
NURS 237 ~ Fundamental Topics for the Pediatric Clinical Nurse Specialist					E	E	R	E	E	E				E	E	E
NURS 238 ~ Practicum in Advanced Clinical Nursing for the Pediatric Clinical Nurse Specialist		I/E	I/E	I/E	R	E	R	E	E	E				E	E	E
NURS 255 ~ Advanced Topics for the Pediatric Clinical Nurse Specialist				R	R	R	R	R	R	R			R	R	R	R

NURS 256 – Pediatric Clinical Nurse Specialist Practicum	R	R	R	R	R	R	R	R	R	R			R	R	R	R
NURS 298 or 299 -Project or Thesis	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R

I = Introduced

E = Emphasized

R = Reinforced

V. CURRICULUM MAP ~ Adult-Gero Clinical Nurse Specialist Competencies

Course	Out-come 1	Out-come 2	Out-come 3	Out-come 4	Out-come 5	Out-come 6	Out-come 7	Out-come 8	Out-come 9	Out-come 10	Out-come 11	Out-come 12	Out-come 13	Out-come 14	Out-come 15	Out-come 16
NURS 210 – Health Assessment in Advanced Nursing Practice	I	I	I			I										I
NURS 211 Advanced Pharmacology	I	I	I			I										
NURS 212 – Advanced Pathophysiology	I	I	I			I										
NURS 221 - Theoretical Foundations of Nursing Practice							I			I	I			E		I
NURS 223 Advanced Research Methodology in Nursing													I			

I = Introduced

E = Emphasized

R = Reinforced



V. CURRICULUM MAP ~ Adult-Gero Clinical Nurse Specialist Competencies (Continued)

Course	Out- come 1	Out- come 2	Out- come 3	Out- come 4	Out- come 5	Out- come 6	Out- come 7	Out- come 8	Out- come 9	Out- come 10	Out- come 11	Out- come 12	Out- come 13	Out- come 14	Out- come 15	Out- come 16
NURS 235 – Adult-Gero Fundamental Topics for the Clinical Nurse					E	E	R	E	E	E				E	E	E
NURS 236 – Practicum in Advanced Clinical Nursing for the Adult- Gero Clinical Nurse Specialist	E	I/E	I/E	I/E	R	E	R	E	E	E				E	E	E

I = Introduced

E = Emphasized

R = Reinforced

IV. CURRICULUM MAP ~ Pediatric Clinical Nurse Specialist/Nurse Educator (Continued)

Course	Out-come 1	Out-come 2	Out-come 3	Out-come 4	Out-come 5	Out-come 6	Out-come 7	Out-come 8	Out-come 9	Out-come 10	Out-come 11	Out-come 12	Out-come 13	Out-come 14	Out-come 15	Out-come 16
NURS 253 Seminar in Clinical Specialization				R	R	R	R	R	R	R			R	R	R	R
NURS 254 Adult- Gerontology Clinical Nurse Specialist Practicum	R	R	R	R	R	R	R	R	R	R			R	R	R	R
NURS 298 or 299 -Project or Thesis	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R

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E = Emphasized

R = Reinforced

V. CURRICULUM MAP ~ Nurse Educator Competencies

Course	Out-come 1	Out-come 2	Out-come 3	Out-come 4	Out-come 5	Out-come 6	Out-come 7	Out-come 8	Out-come 9	Out-come 10	Out-come 11	Out-come 12
NURS 240- Curriculum Development for the Nurse Educator	I	I	I	I	I	I	I	I	I	I	I	I
NURS 241- Instructional Methods for the Nurse Educator	E	E	E	E	E	E					I/E	I/E
NURS 242- Evaluation and Testing for the Nurse Educator			E/R				E	E	E	E	I/E	E
NURS 233- Integrating Technology in Nursing Education	R	R	R	R	R	R	R	R	R	R	R	R

I = Introduced

E = Emphasized

R = Reinforced

V. CURRICULUM MAP ~ Nurse Educator Clinical Nurse Specialist/Nurse Educator (continued)

Course	Out- come 13	Out- come 14	Out- come 15	Out- come 16	Out- come 17	Out- come 18	Out- come 19	Out- come 20	Out- come 21	Out- come 22	Out- come 23	Out- come 24	Out- come 25
NURS 240- Curriculum Development for the Nurse Educator	I	I	I	I	I	I	I	I	I	I	I	I	I
NURS 241- Instructional Methods for the Nurse Educator	E	E		I/E		I/E	I		E	E			
NURS 242- Evaluation and Testing for the Nurse Educator		R	E	E	E	E	E	E			E/R	E	E
NURS 233- Integrating Technology in Nursing Education	R	R	R	R	R	R	R	R	R	R	R	R	R

I = Introduced

E = Emphasized

R = Reinforced

VI. CNS ASSESSMENT METHODS

A. DIRECT METHODS

1. Discussion Board participation
2. Student-directed clinical care topic discussions
3. Clinical Assessment Challenge/Opportunity Papers
4. Case Studies
5. Portfolio
6. National Certifying Examination
7. Final Practicum Evaluation
8. Final Preceptor Evaluation of Student
9. Thesis or Project

B. INDIRECT METHODS

10. Exit Evaluation
11. Alumni Survey
12. Employer Survey

VII. STUDENT LEARNING OUTCOMES X ASSESSMENT METHODS MATRIX

	Out- com e 1	Out- com e 2	Out- com e 3	Out- com e 4	Out- com e. 5	Out- com e. 6	Out- com e 7	Out- com e. 8	Out- com e 9	Out- com e. 10	Out- com e. 11	Out- com e. 12	Out- com e 13	Out- com e 14	Out- com e 15	Out- com e 16
Discussion Board participation	X							X	X	X	X	X	X	X	X	X
Student-directed clinical care topic discussions			X	X	X	X				X	X	X	X	X	X	X
Clinical Assessment Challenge/Oppor tunity Papers			X	X	X	X					X	X	X	X	X	X
Case Studies	X		X	X	X	X					X	X	X	X	X	X
Portfolio			X						X	X			X	X	X	X
National Certifying Examination	X	X	X	X	X	X			X	X	X	X	X	X	X	X
Final Practicum Evaluation	X	X	X	X	X	X			X	X	X	X	X	X	X	X
Final Preceptor Evaluation of Student	X	X	X	X	X	X			X	X	X	X			X	X
Thesis or Project	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Exit Evaluation	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Alumni Survey	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X

Employer Survey	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
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VIII. TIMELINE FOR THE IMPLEMENTATION OF ASSESSMENT METHODS & SUMMARY EVALUATIONS

Measure					
	2012-13	2013-14	2014-15	2015-16	2016-17
Discussion Board participation			X		
Student-directed clinical care topic discussions			X		
Clinical Assessment Challenge/Opportunity Papers			X		
Case Studies			X		
Portfolio	X			X	
National Certifying Examination		X			X
Final Practicum Evaluation	X			X	
Final Preceptor Evaluation of Student	X			X	
Thesis or Project		X			X
Exit Evaluation	X			X	
Alumni Survey		X			X

Employer Survey			X		

IX. Nurse Educator Assessment Methods

A. Direct Measures

<p>Nursing 240</p> <ol style="list-style-type: none"> <li>1. Educational needs analysis</li> <li>2. Discussion board participation</li> <li>3. Lesson plan design</li> <li>4. Case studies</li> <li>5. Podcast design</li> <li>6. Educational program design</li> <li>7. Portfolio</li> <li>8. Practicum- curriculum development</li> </ol>	<p>Nursing 242</p> <ol style="list-style-type: none"> <li>1. Social impact of testing analysis</li> <li>2. Blue print design</li> <li>3. Test item construct (objective/ subjective)</li> <li>4. Test instrument developed</li> <li>5. Test validity, reliability, practicality tested</li> <li>6. Test (pilot tested)</li> <li>7. Instrument item analysis</li> <li>8. Clinical competencies designed</li> <li>9. Curriculum program and outcome evaluation conducted</li> <li>10. Elluminate participation</li> <li>11. e-portfolio compiled</li> <li>12. Practicum (instrument designed and tested)</li> </ol>
<p>Nursing 241</p> <ol style="list-style-type: none"> <li>1. Blog participation</li> <li>2. Discussion board participation</li> <li>3. Elluminate participation</li> <li>4. Service learning WIKI</li> <li>5. Printed education materials Developed</li> <li>6. Vodcast developed</li> <li>7. Educational games developed</li> <li>8. Case studies</li> </ol>	<p>Nursing 233</p> <ol style="list-style-type: none"> <li>1. Blog, Wiki, Elluminate, discussion board participation</li> <li>2. Web 2.0 page and course development</li> <li>3. Cyberspace/ informatics case studies constructed</li> <li>4. Internet course designed</li> <li>5. Virtual world-second life participation</li> <li>6. Clinical scenario- high fidelity simulation designed</li> <li>7. Educational game in simulation developed</li> <li>8. Evidence-based/ computer designed case studies</li> <li>9. Constructional designed lesson plans</li> </ol>



9. e-portfolio construction 10. Practicum (student teaching)	10. e- portfolio 11. practicum- computer design curriculum
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B . Indirect measures –

1. Exit Evaluation
2. Alumni Survey
3. Employer Survey

	Out- come 1	Out- come 2	Out- come 3	Out- come 4	Out- come 5	Out- come 6	Out- come 7	Out- come 8	Out- come 9	Out- come 10	Out- come 11	Out- come 12
Research educational need, develop curriculum and design evaluation tools	X	X	X		X	X	X	X	X	X	X	X
Student classroom/clinical teaching	X	X	X		X	X	X	X	X	X	X	X
Student classroom/clinical evaluation	X	X	X					X	X	X	X	X
Integration of technology in curriculum design	X	X	X	X	X	X	X	X	X	X	X	X
Conduct and analyze results of curriculum, program and outcomes assessment			X	X	X	X	X	X	X	X	X	X
Evidence-based/educational classroom and clinical case studies	X	X	X	X		X		X	X	X	X	X
Teaching Electronic Portfolio	X	X	X	X	X	X	X	X	X	X	X	X
Create instruments to measure classroom and clinical learning outcomes				X			X		X	X	X	
Practicum collaboration, role development and service learning	X	X	X	X	X	X	X	X	X	X	X	X
Web 2.0 participation through blogs vod/podcasting, discussion boards, elluminate, virtual worlds, second life, simulation and gaming.	X	X	X	X	X	X	X	X	X	X	X	X
National Certifying Examination	X	X	X	X	X	X	X	X	X	X	X	X
Final Practicum Evaluation	X	X	X	X	X	X	X	X	X	X	X	X
Final Preceptor Evaluation of Student	X	X	X	X	X	X	X	X	X	X	X	X
Thesis or Project	X	X	X	X	X	X	X	X	X	X	X	X
Exit Evaluation	X	X	X	X	X	X	X	X	X	X	X	X
Alumni Survey	X	X	X	X	X	X	X	X	X	X	X	X

Employer Survey	X	X	X	X	X	X	X	X	X	X	X	X
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X. Nurse Educator Student Learning Outcomes X Assessment Methods Matrix

	Out- come 13	Out- come 14	Out- come 15	Out- come 16	Out- come 17	Out- come 18	Out- come 19	Out- come 20	Out- come 21	Out- come 22	Out- come 23	Out- come 24	Out- come 25
Research educational need, develop curriculum and design evaluation tools	X	X	X	X	X	X		X	X	X	X	X	X
Student classroom/clinical teaching	X	X	X	X			X	X	X	X	X	X	X
Student classroom/clinical evaluation	X	X	X	X			X	X	X	X	X	X	X
Integration of technology in curriculum design	X	X	X	X	X	X	X	X	X	X	X	X	X
Conduct and analyze results of curriculum, program and outcomes assessment	X	X		X	X			X	X	X	X	X	X
Evidence-based/educational classroom and clinical case studies	X	X	X	X	X		X	X	X	X	X	X	X
Teaching Electronic Portfolio	X	X	X	X	X	X	X	X	X	X	X	X	X
Create instruments to measure classroom and clinical learning outcomes	X	X											
Practicum collaboration, role development and service learning	X	X	X	X	X	X	X	X	X	X	X	X	X
Web 2.0 participation through blogs vod/podcasting, discussion boards, elluminate, virtual worlds, second life, simulation and gaming.			X	X		X	X	X	X	X	X	X	X
National Certifying Examination	X	X	X	X	X	X		X	X		X	X	X
Final Practicum Evaluation	X	X	X	X	X	X	X	X	X	X	X	X	X
Final Preceptor Evaluation of Student	X	X	X	X	X	X	X	X	X	X	X	X	X
Exit Evaluation	X	X	X	X	X	X	X	X	X	X	X	X	X
Alumni Survey	X	X	X	X	X	X	X	X	X	X	X	X	X

Employer Survey	X	X	X	X	X	X	X	X	X	X	X	X	X
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XI. Nurse Educator Student Learning Outcomes X Assessment Methods Matrix (Continued)

XII. TIMELINE FOR THE IMPLEMENTATION OF ASSESSMENT METHODS & SUMMARY EVALUATIONS

Measure					
	2012-13	2013-14	2014-15	2015-16	2016-17
Research educational need, develop curriculum and design evaluation tools			X		
Student classroom/clinical teaching		X			
Student classroom/clinical evaluation		X			
Integration of technology in curriculum design				X	
Conduct and analyze results of curriculum, program and outcomes assessment				X	
Evidence-based/educational classroom and clinical case studies			X		
Teaching Electronic Portfolio	X			X	
Create instruments to measure classroom and clinical learning outcomes				X	
Practicum collaboration, role development and service learning			X		
Web 2.0 participation through blogs vod/podcasting, discussion boards, elluminate, virtual worlds, second life, simulation and gaming.		X			
National Certifying Examination		X			X
Final Practicum Evaluation	X			X	
Final Preceptor Evaluation of Student	X			X	
Thesis or Project		X			X

Exit Evaluation	X			X	
Alumni Survey		X			X
Employer Survey			X		

XIII. CLOSING THE LOOP: SUMMARY EVALUATION, CURRICULUM ADJUSTMENT, & REPORTING

Data will be collected and analyzed according to the timeline above. The results of this analysis will be summarized during the summer and presented at the first meeting of the department faculty council in the fall. The findings will be discussed and an action plan decided upon, as appropriate. If it is decided that action needs to be taken or changes made, the department graduate curriculum committee will develop a strategy based on recommendations by the faculty council and present their findings to the faculty council for a vote.