2022 State of Nursing Education

Leading the nursing profession into a new era

With rapid changes impacting nursing education, you may wonder which issues to prioritize and where to start. Fortunately, ATI's 300+ nurse educators are ready to help. They've been listening, reading, and researching information from every major nursing organization: the "Future of Nursing 2020-2030," the Tri-Council for Nursing, the new **AACN Essentials**, and updates from the National Council of State Boards of Nursing (NCSBN) on the **Next Generation NCLEX**, to name a few.*

With this knowledge, we're scrutinizing every way we can support your program — from enhancing existing solutions and innovating new ones to continuously developing resources such as guidebooks, templates, lesson plans, online offerings, and webinars.

We're proud of the outstanding results our solutions create. For example, research shows that ATI clients who purchase our bundled products pass the NCLEX at significantly higher rates — +9 percent — than their non-ATI counterparts.** But we're striving for even more ways we can help. With that end in mind, we've gathered facts and ideas here about four key issues we believe you must address to maintain your success.

Facing these challenges will be demanding. But your efforts will be significant in transforming nursing. We look forward to working alongside you in leading this proud profession into a new era.

With grateful thanks for your partnership,

Sean Burke, President

ATI + Healthcare, Ascend Learning

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* More value. New prices.

Look to pages 16-17 for new, exciting solutions and enhancements coming this year. To continue bringing you these types of innovations — ones that positively drive program outcomes — note that we will increase prices on July 1, 2022. I encourage you to contact your Client Executive for details.

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Assessments & student success

Assessments — and standardized testing — are key to tracking and remediating students' learning to ensure their success in becoming practice-ready nurses.

With the advent of the **Next Generation NCLEX (NGN)**, many educators believe that if they understand the new item types and give students plenty of practice with them, then their job is done. The task, however, is not quite so easy.

For students to be prepared for the **NGN**, they must develop the clinical judgment skills to be safe, competent nurses. Ada Woo, PhD, ATI V.P. of Innovative Learning Sciences, says success in developing those skills is tied more closely to assessments than how to answer, say, a "multiple-response — select 'N.'"

But before you can connect the dots between assessments and clinical judgment, it's helpful to understand *why* clinical judgment is important. (See page 4 for those facts.) Founded in that knowledge, you can more easily trace the connections: assessing ➜ remediating ➜ learning clinical judgment ➜ assessing ➜ remediating, etc.

ATI has offered standardized assessments for nursing education for more than a decade. Now, with NCLEX changes coming, we are updating our assessments to align with the new exam and underscore the importance of delivering safe care. Similarly, we've amped up resources to help teach clinical judgment.
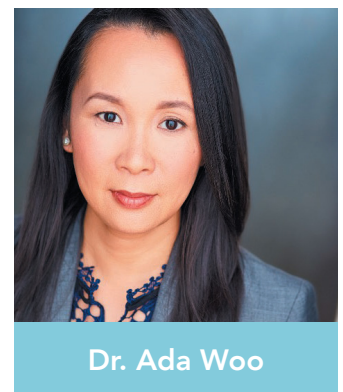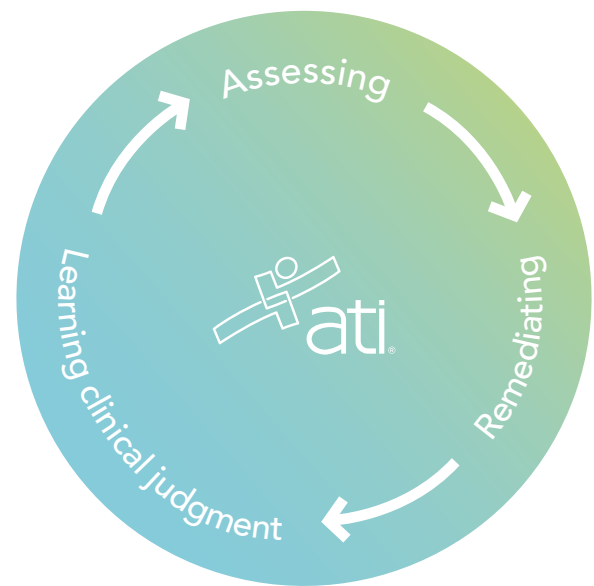
Read on to see a list of some of these evidence-based resources (page 4). You can also gain a better understanding of the importance of standardized assessments in nursing education and ATI's stance on high-stakes testing (page 5).

Assessing
Remediating
Learning clinical judgment
ati

Dr. Ada Woo

Why clinical judgment is crucial

46% of tasks performed by entry-level nurses are linked to clinical judgment.[1]

50% of novice nurses are involved in patient safety events and critical incidents.[2]

Only 23% of new nurses can safely:

- recognize urgent changes in a client's condition
- ID appropriate responses to manage critical changes in a client's condition.[3]

What you can do: Rely on evidence-based assessment tools

Not all assessments are created equal. Look for research-based tests such as:

- **Test of Essential Academic Skills (TEAS).**
  Proven to predict early nursing school performance.[4]
  The most widely used standardized test for nursing program eligibility.

- **Comprehensive Predictor (CP).**
  A research-based tool with objective details about NCLEX preparedness.[5]
  Helps predict a student's probability of passing the NCLEX.

- **Custom Assessment Builder (CAB).**
  An expansive item bank for quick, easy assessment creation plus the option to create custom items. Helps prep for **NGN**:

  - o Add **NGN** item types to assessments

  - o Create standalone (bow-tie and trend) or case study items

  - o Access instructions for creating **NGN** items directly in the tool

  - o Apply enhanced scoring options (0/1, +/-, rationale) per NCSBN guidance.

- **Content Mastery Series (CMS).**
  Provides test data showing students' mastery of NCLEX-specific concepts.
  Updates include RN/PN **NGN** item types.[6]

The importance of standardized assessments in nursing education

Standardized assessments aid in:

- **Developing practice-ready nurses.**
  To graduate competent, safe-practicing professionals, "Standardized exit exams … should be embraced as evidence-based, academically rigorous evaluation tools."[7]

- **Remediating to develop crucial knowledge and skills.**
  "These tests can identify weak areas."[17] Research shows remediating — practicing "active retrieval of knowledge" — improves students' "long-term meaningful learning."[8]

- **Ensuring use of the highest-quality test items.**
  Experts with "the necessary resources to develop high-quality, rigorous test items similar to the NCLEX-RN" are responsible for today's standardized tests.[7]

- **Preparing for the Next Generation NCLEX.**
  The **NGN** will be more cognitively complex. Its multiple interacting elements will require "a great deal of computational power in working memory. If test-takers have not encoded that information for easy retrieval and use, their ability to answer … will be severely diminished."[7]

Standardized tests & high-stakes testing

The Accreditation Commission for Education in Nursing (ACEN) says the use of standardized tests for high-stakes testing is "not a best educational practice and is strongly discouraged."[9] (Many state boards suggest limiting high-stakes tests to 10 percent or less of a student's grade.) Similarly, ATI does not design — nor recommend — its tests for high-stakes purposes. Instead, use ATI assessments to:

- Better understand student comprehension of key concepts

- Predict students' probability of success in high-stakes situations

- Follow up with focused remediation to strengthen knowledge.

NEXT STEPS →

- Visit atitesting.com/data-science to read the research behind ATI's standardized tests.
- See **NGN's** impact on ATI assessments and solutions (pages 14-15) for details.

AACN *Essentials* & competency-based curriculum

The newly released *AACN Essentials* isn't a change for nursing education.
It is a transformation.

Dr. Beth Phillips

Dr. Kelly Simmons

Beth Phillips, PhD, RN, CNE, CHSE, Strategic Nursing Advisor, and **Kelly Simmons**, DNP, RN, ATI Nursing Education Consultant, closely follow the guidance and research that the American Association of Colleges of Nursing (AACN) delivers. So, when the new *AACN Essentials* was released, the pair spent hours reviewing the document.

Their research led to a decisive conclusion: The *AACN Essentials* was pointing toward a transformation of nursing.

Why is transformation needed? Four key reasons:

1. A rapidly evolving healthcare system
2. Different workforce expectations
3. A move from care in hospitals to the community
4. An explicitly defined need for professional nursing-practice readiness — an obvious nod to the need for stronger clinical judgment skills.

To address these reasons, the new *Essentials* advocates for nursing education to implement a competency-based framework.

What you can do: Crosswalk your curriculum

ATI's crosswalk document maps your curriculum with the new domains, competencies, and subcompetencies. (Download at: atitesting.com/essentials-crosswalk.) Use it to:

- Identify gaps.

- Determine if your curriculum fully integrates the competencies.

- Identify activities to assess achievement of competencies.

- Brainstorm how to include/assess all competencies.

Why ADN programs should care about *AACN Essentials*

The AACN created the *Essentials* for baccalaureate and higher nursing programs but recognizes many students move from ADN programs in community colleges to BSN programs. As a result, AACN endorses articulation agreements with BSN programs to prepare students for this academic progression.[10]

NEXT STEPS →

- Discover how ATI's Program Manager has been updated to align with the new *Essentials*. Visit atitesting.com/pm-accreditation.
- See how Real Life is incorporating the *Essentials* (page 17).

Staffing concerns & the nursing shortage

The pandemic is expected to accelerate the number of nurses and nurse educators leaving the profession or retiring early.
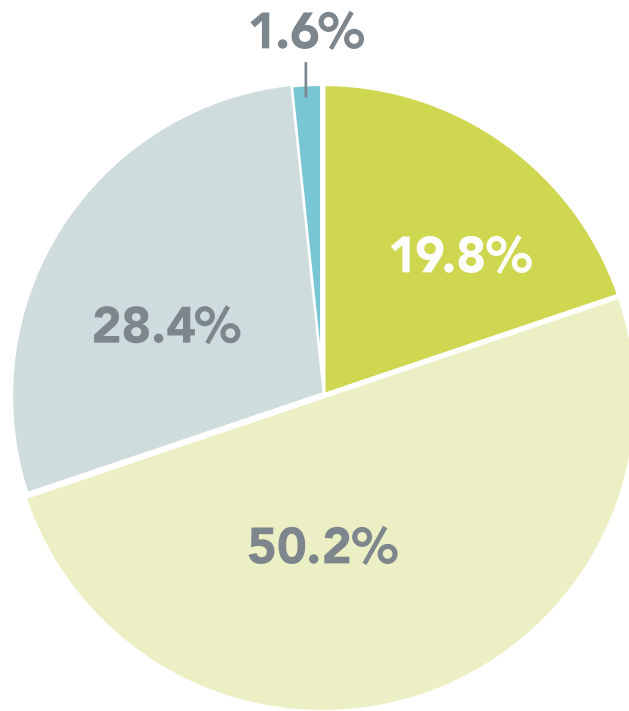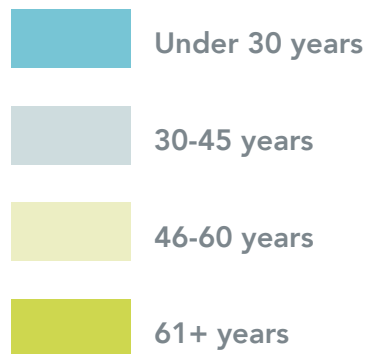

Dr. Debbie Lyles

It's not news within nursing: The pandemic has intensified burnout causing many nurses and educators to leave the profession. Now, though, the world has started to take notice. National media sources — from NPR and *USA Today* to the *New York Times* — have repeatedly reported on the shortage of nurses and nurse educators.

While suggestions have been offered to solve the problem — such as having the government step in and help — the need is too great to wait for such efforts to come to fruition.[11]

ATI Director of Consulting **Debbie Lyles,** PhD, MN, RN, CNE, suggests, "As a profession, we must work closely with policy makers, nursing organizations, and the media to bring attention to this crisis. We must leverage our resources, identify strategies, and find creative and targeted approaches."

Average age of full-time nurse educators[19]

- Under 30 years
- 30-45 years
- 46-60 years
- 61+ years

1.6%

19.8%

28.4%

50.2%

The scope of the nursing & nurse faculty shortage

149,000+	Nursing applicants turned away from ADN (2016) and undergrad/grad programs (2018)[14, 15]
500,000	RNs expected to retire by 2022[16]
1.1 million	New RNs needed for expansion and replacement of retirees[16]
1,637	Existing faculty vacancies at 892 nursing schools[17]
	Plus, one-third of current faculty are expected to retire by 2025. Clearly, additional faculty are needed.[18]

What you can do: 4 ways to create more nurse educators

1. Suggest academia as a career.

Research by ATI's Dr. Beth Phillips (see below in "Next steps"), backed up by a National Advisory Council on Nursing Education and Practice (NACNEP) report, shows students simply don't think about becoming educators.[6] Make a point to describe the professional satisfaction, rich relationships, and professional autonomy of being an educator.[12, 13]

2. Channel students toward graduate programs.

Offer electives such as those by Vanderbilt School of Nursing on "Curriculum strategies for health professional education" and "Online methodologies for nursing education."

3. Develop financial incentives.

The University of Wisconsin offers fellowships and loan forgiveness, while Duke gives full scholarships to PhD students.[11]

4. Support faculty tech expertise.

Encourage nurse educators to network and improve the integration and use of online tools for teaching, learning, and assessment.[1]

NEXT STEPS →

- Read Dr. Beth Phillips' article, "It is up to faculty: An exploration of RN-BSN students' intent for faculty role," in *Nursing Education Perspectives* (coming in September 2022).
- Request consulting support to address your program's faculty shortages at atitesting.com/consulting-help.

Mental health & civility

Nurses' mental health is on a precipice. Steps are needed now to change the future.

In 2019, **Sandra Annesi**, DNP, MSN, RN, CNE, ATI V.P., Integration/NCLEX Services, and **Susan Yowler**, MSN, RN, CNE, Manager, NCLEX Services, surveyed ~300 nurse educators about incivility. 81 percent said it was a problem. Working with civility expert Cynthia Clark, PhD, RN, ANEF, FAAN, they created a civility action plan, which included civility norms and a code of conduct for their team (see graphic below). The results? 92 percent who implemented the plan said they felt better equipped to handle incivility.[20]

Incivility is just one issue impacting healthcare workers' mental health, though. Stress and overwork have led to increased medical errors, hospital-acquired infections, and costly job turnover ($4M-$7M per year).[21]

Luckily, educators can impact students' mental health. Consider:

1. Negative stigmas typically begin during school.[21]
2. The pandemic is affecting young nurses the hardest. 81 percent of nurses age <34 report feeling exhausted; 71 percent are overwhelmed; and 65 percent are anxious/unable to relax.[20]

Finding guidance is easy. (Googling "self-care" yields 15.5 billion results.) But whatever you suggest — exercise, support groups, mindfulness, or meditation — remember to heed your own advice. *You* need self-care too.[22, 23, 24]

Dr. Sandra Annesi

Susan Yowler

ATI NURSING EDUCATION, NCLEX SERVICES TEAM
2021 Civility Initiative - Organizational Civility

CODE OF CONDUCT	Purpose-- Promote a Healthy Workplace	Individual and company success
The standard of behavior for all team interactions		Effective communication, teamwork, and trust
		Employee satisfaction and retention
	Goals	Model civility to our own team members and others within the company
		Treat others with respect, professionalism, and kindness
		Individual accountability to civil behavior within the team and the company
	Accountability-- We agree to:	hold ourselves & each other to the Code of Conduct.
		praise others for upholding the Code of Conduct.
		support members with coaching and redirection as needed.
		use defined processes to improve and address unacceptable behaviors

Code of Conduct Behaviors
These are exemplars; not an inclusive list of all acceptable and unacceptable behaviors.

ACCEPTABLE BEHAVIORS	UNACCEPTABLE BEHAVIORS
Live the Ascend Values. Do the right thing. Assume positive intent. Follow the Golden Rule	Acting outside the Ascend Values
Encourage, respect, support, appreciate, mentor, praise, and forgive others	Gossiping, putdowns, condescending remarks
Resolve conflicts using evidence-based resources in Civility Playbook	Vague communication, not fully addressing others' questions
Keep confidences; respect privacy of others	Abuse position or authority; Taking credit for others' work
Open, honest, respectful communication	Resist or create friction to prevent changes from occurring in the workplace
Meeting etiquette: punctual, prepared, participate. Meeting organizer guides the discussion. Be present, think before you speak, focus on one topic at a time, clarify by asking questions	Aggressive or passive-aggressive communication and behaviors. Consistently interrupt co-worker. Be inattentive or cause distractions during meetings; interrupting; using foul language

ACCEPTABLE BEHAVIORS
Live the Ascend Values. Do the right thing. Assume positive intent. Follow the Golden Rule
Encourage, respect, support, appreciate, mentor, praise, and forgive others
Resolve conflicts using evidence-based resources in Civility Playbook
Keep confidences; respect privacy of others
Open, honest, respectful communication
Meeting etiquette: punctual, prepared, participate. Meeting organizer guides the discussion. Be present, think before you speak, focus on one topic at a time, clarify by asking questions

What you can do: Foster civility with an action plan

Civility expert Dr. Cynthia Clark, suggests:

1. Develop civility norms — a framework for working and collaborating with and learning from one another.

2. Share norms with learners and stakeholders.

3. Identify strategies to address incivility.

4. Create a civility toolbox for effective communication skills, such as:

   • Engage in meaningful conversations.

   • Actively listen.

   • Show genuine interest in others.

   • Negotiate conflict successfully.[20]

Build resilience to improve well-being

Resilience expert Teresa (Tese) Stephens, PhD, MSN, RN, CNE, reminds us that:

• While adversity can be painful, it builds resilience.

• Change is inevitable, but you decide whether to become bitter or better.

• Only you can control your future response to challenges.[25]

Why are nurses leaving current positions?

22 percent of nurses polled said they would quit due to:

47% Work negatively affecting health and well-being

50% Insufficient staffing[26]

NEXT STEPS →

• Find simulations to teach students about civility at atitesting.com/civility-mentor.
• Discover new ATI resources addressing mental health (page 17).

Ongoing support for Next Generation NCLEX

Dr. Patty Knecht

The **Next Generation NCLEX** — planned to launch in April 2023 — will better assess students' clinical judgment. ATI's suite of solutions assists in students' development of this critical skill. **Patty Knecht**, PhD, MSN, RN, ANEF, ATI V.P. of Client Success/Chief Nursing Officer, explains that ATI is comprehensive in its approach to **NGN**. "Not only is it critical to provide regular additions of **NGN**-style questions in our assessments," she explains, "but, just as importantly, ATI focuses on offering *all* needed resources." As a result, you have access to both workshops and other tools to improve faculty's integration of clinical judgment in the classroom, lab, and clinical areas while continually assessing/evaluating the students' outcomes.

What's available now?

- **Resources for developing clinical judgment**

  o Real Life Clinical Reasoning Scenarios

  o Nurse's Touch

  o Video Case Studies

  o HealthAssess

  o Engage Fundamentals.

- **Tools for assessing clinical judgment**

  o Custom Assessment Builder (CAB) with the ability to write your own **NGN** items for in-house assessments or pull from ATI's question bank

  o Content Mastery Series (CMS) with **NGN** item types for practice and proctored assessments in sections specifically addressing clinical judgment functions, such as Fundamentals, Adult Med-Surg, Mental Health, Maternal Newborn, Nursing Care of Children, and Comprehensive Predictor.

- **Practice opportunities with new NGN item types.** Enhanced versions of The NCLEX Experience include **NGN**-style items in tutorials, videos, and quizzes so students can become familiar and practice with them.

- **Item-writing workshops.** Free sessions deliver step-by-step guidance.

- **Robust references.** Examples include:

  o *Research:* "Relationships between decision making in developing clinical judgment skills" in *Nurse Educator*. This paper by Dr. Sheryl Sommer describes the similarities between the NCSBN's Clinical Judgment Measurement Model and existing nursing education models. Read it at: atitesting.com/sommer-ncjmm-models.

  o *Publications: The Next Generation NCLEX guidebook.* Nursing's definitive guidebook about the **NGN**, how to prepare, new item types, and much more. Read it at: atitesting.com/ngn-guidebook.

  o *Quick references:* "The **NGN** item scoring guide." This detailed chart provides new item types, descriptions, and the scoring rules for each. Download it at: atitesting .com/ngn-scoring-guide.

  o *Interviews:* "Building clinical judgment with Real Life." Dr. Brenda Williams of Chamberlain describes her success using Real Life to help students develop clinical reasoning on a deeper level. Read about it at: atitesting.com/cj-with-real-life.

Your most recent and upcoming NGN solutions for RN & PN

NEWLY AVAILABLE

Custom Assessment Builder + **NGN**
NGN questions overview
Content Mastery Series: Fundamentals
Content Mastery Series: Mental Health
The NCLEX Experience

Q1 2022

Content Mastery Series: Adult Med-Surg
Content Mastery Series: Maternal Newborn
Content Mastery Series: Nursing Care of Child

Q2-Q3 2022

Comprehensive Predictor
Capstone Pre/Post
Virtual ATI: Comprehensive Predictor
Concept-Based Curriculum

Proctored pretest is planned to release a few weeks after practice assessments. Dates subject to change.

o *Solutions:* Significant integration of clinical judgment in our Engage series. Discover how engaging activities focused on this crucial skill are threaded throughout lessons to help students identify and develop early clinical judgment skills. Discover more at: atitesting.com/engage-cj.

Previewing ATI's new 2022 solutions

What's coming? Engage Fundamentals

Natasha McIntyre, ATI Director of Product Management, says you can expect two new Engage solutions — Engage Mental Health and Engage Community & Public Health — plus enhancements to Engage Fundamentals.

Natasha McIntyre

Available when? Fall 2022

Details:

- A test bank with **NGN** items
- New lesson plans and PowerPoints
- Annotation options such as highlighting and note-taking
- On-the-go listening with text-to-speech
- Conversational learning through podcasts
- Documentation activities with EHR Tutor
- Realistic scenario practice with new application simulations.

How students benefit:

- Easier, more engaging class prep without long texts
- Segmented tutorial content broken into easy-to-digest portions
- Rich multi-media graphics, videos, and activities, and interwoven application activities.

How faculty benefit:

- No more lesson-planning roulette
- Deeply engaging activities that prepare students before class
- Maximum use of class time for active-learning strategies such as classroom "flipping."

Deana M. Nunes, EdD (c), MSN, RN, CWCN, Elms College (Chicopee, Mass.)

"I believe my students will learn at a deeper level with Engage Fundamentals than they currently are with their textbook thanks to the interactive content. I also believe, because the content really allows them to apply the information, they'll be more prepared for clinicals too."

What's coming? Real Life Clinical Reasoning Scenarios

Look for a new user experience with simplified navigation plus five new scenarios.

Available when? Summer 2022

Details:

- More scenarios to build clinical decision-making and five new cases:
  - o Major depressive disorder (RN mental health)
  - o Chronic kidney disease (RN med-surg)
  - o Infectious disease (RN med-surg)
  - o Total hip arthroplasty (RN med-surg)
  - o Infectious disease (PN med-surg).
- Measurement and tracking outcomes of foundational thinking, clinical application, and clinical judgment
- A greater influence on developing clinical judgment skills
  - o New lesson plans
  - o Activities aligned with the NCSBN's Clinical Judgment Measurement Model.

How students benefit:

- Develop emotional connections with realistic clients
- Practice making decisions — and mistakes — that directly impact client outcomes in safe, simulated environments
- Increased decision-making skills and confidence.

How faculty benefit:

- Realistic live-actor cases with a wide variety of unfolding scenarios
- Screen-based simulations for clinical replacement, homework, in-class or lab activities, and clinical prep
- Ready-to-use lesson plans to measure and track learning/decision-making skills.

Lauryn Norton, BSN, RN, Western Iowa Tech Community College (Sioux City, Iowa)

"We utilized lesson plans for Real Life Scenarios during COVID-19 clinical replacement. These worked great and helped us organize [quickly] … It was an excellent alternative in a time when we were desperate."

What's coming? Swift River Virtual Clinicals

Students develop into practice-ready nurses with Virtual Clinicals' realistic screen-based simulations reflective of actual nursing practice.

"Swift River Virtual Clinicals strongly augment students' clinical experiences … when clinical space is scarce and students may not be able to work with some patient populations."

Sandy Brannan, PhD, RN, Amarillo College (Texas)

Available when? Now

VIRTUALCLINICALS
by ati

Details:

- More than 600 screen-based unfolding scenarios offering:
  - o 12 content areas
  - o Hundreds of diverse clients
  - o 130+ clinical activity hours
- More prep for **Next Gen NCLEX**
  - o Sims supporting clinical judgment skills
  - o Focus on prioritization and delegation
- Development of confident nurses entering clinicals and practice.

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Reference list:

*Learn more about these important reports:

The National Academy of Medicine's report: "The future of nursing 2020-2030," https://nam.edu/publications/the-future-of-nursing-2020-2030

The Tri-Council for Nursing report: "Transforming together: Implications and opportunities from the COVID-19 pandemic for nursing education, practice, and regulation," https://www.aonl.org/news/tricouncil-for-nursing-report-offers-framework-for-transformation

The American Association of Colleges of Nursing's "The essentials: Core competencies for professional nursing education," https://www.aacnnursing.org/Portals/42/AcademicNursing/pdf/Essentials-2021.pdf

**Study of publicly available data for 45 states, independently validated by an external psychometrics firm. This data represents a likely outcome but is not a warranty of success on the NCLEX.

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