

Creating Innovation in an Operational Testing Program: Next Generation NCLEX

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Overview

- Timeline
- Rationale for prototype development
- Classification framework for prototype items
- Roadmap for further development
- Take-Home Message

Note: A more in depth version of this presentation was made in the 2014 ATP Innovations in Testing Conference by Philip Dickison, Lauren Wood and Ashok Sarathy.

Timeline

NCSBN worked with its test vendor, Pearson VUE, to accomplish the following:

- 2011
 - Developed two animated scenarios
- 2012
 - NCLEX Joint Research Committee (technical advisory group) commissioned literature review of clinical decision making in nursing and allied health
 - “Lightning Lab” brainstorming session focused on critical thinking and clinical judgment

Timeline (cont.)

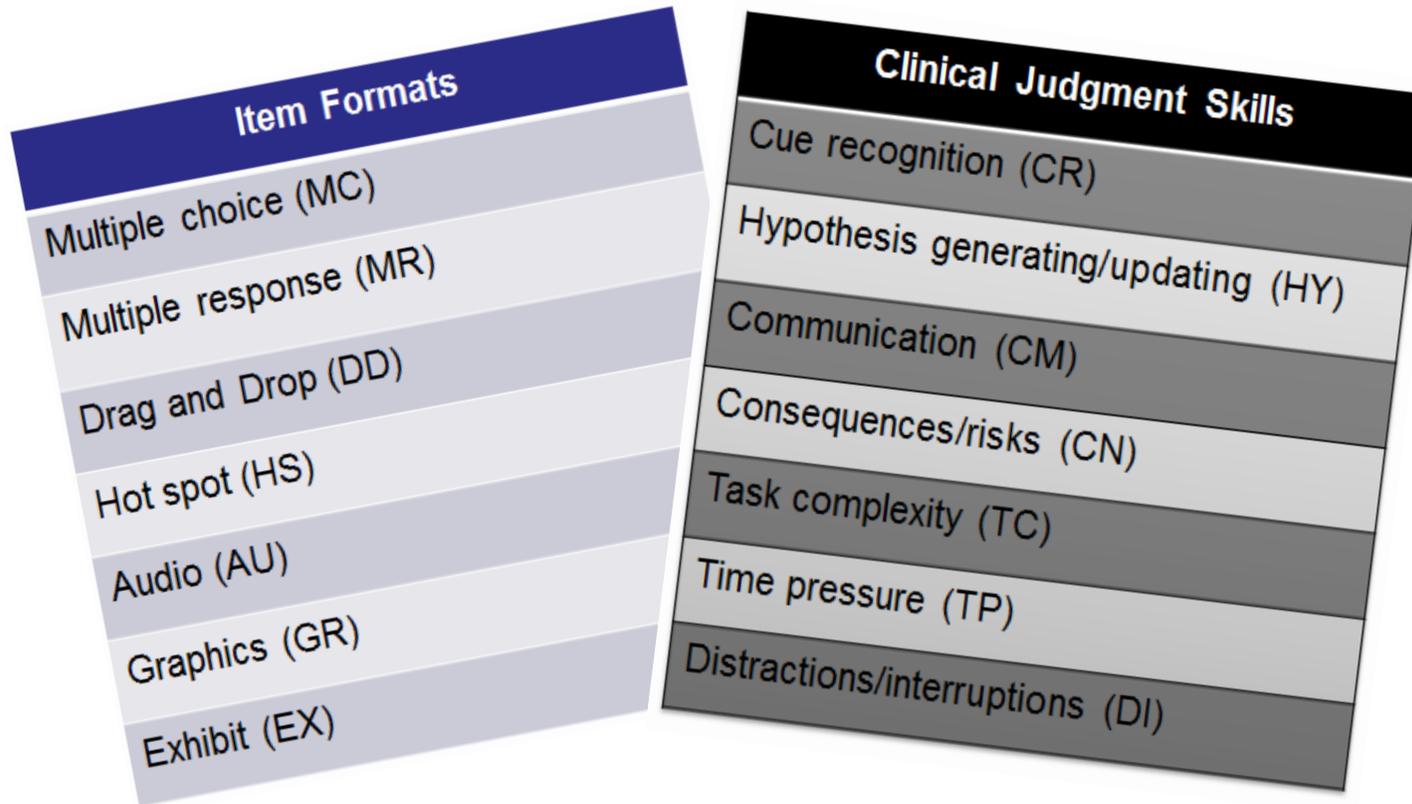
- 2013
 - Clinical decision-making framework and early item prototypes were presented to the NCLEX policy oversight group
 - Conducted functional task analysis
- 2014
 - Draft prototypes were presented to the JRC for additional research
 - Conducted strategic job analysis

Rationale for Prototype Development

- Clinical judgment skills may necessary in being a competent entry-level nurse.
- Critical thinking and clinical judgment are standard parts of nursing education.
- Clinical judgment is indirectly tested in the NCLEX today.
- New job analyses may reveal that more explicit coverage of clinical judgment is needed.
- Advances in technology makes developing new item types possible.
- Implementing innovations requires extensive lead time.

Items Classification Framework

Mapping clinical judgment skills to current item formats....



Framework (cont.)

	CR	HY	CM	CN	TC	TP	DI
MC	Yellow	Yellow	Yellow	Yellow	Yellow	Red	Red
MR	Yellow	Yellow	Yellow	Green	Yellow	Red	Red
DD	Yellow	Yellow	Red	Yellow	Yellow	Red	Red
HS	Yellow	Yellow	Red	Yellow	Red	Red	Red
AU	Green	Yellow	Yellow	Red	Red	Yellow	Red
GR	Yellow	Yellow	Red	Red	Yellow	Red	Yellow
EX	Green	Red	Red	Red	Red	Red	Red

Identifying New Item Formats

- Staff identified several new item formats that specifically target clinical judgment
 - Expanded hot spot (HS+)
 - Expanded drag and drop (DD+)
 - Expanded multiple response (MR+)
 - Timed response (TR)
 - Dynamic exhibit (DE)
 - SBAR (SB)
 - Constructed response (CR)
 - Cloze drop down (CL)
 - Rich media scenario (RMS)
- Many of these are based upon but go beyond the current NCLEX item formats

Key Considerations in Selecting Item Formats

1. Navigation/Usability

- How will the candidate navigate through the item?
- What choices will they have to make?
- What directions will they need to navigate successfully?

2. Pre-testing

- Can the item type be pre-tested within the current examination structure (e.g., item-level CAT)?

3. Results

- What data elements need to be collected in order for an item analysis to be performed?

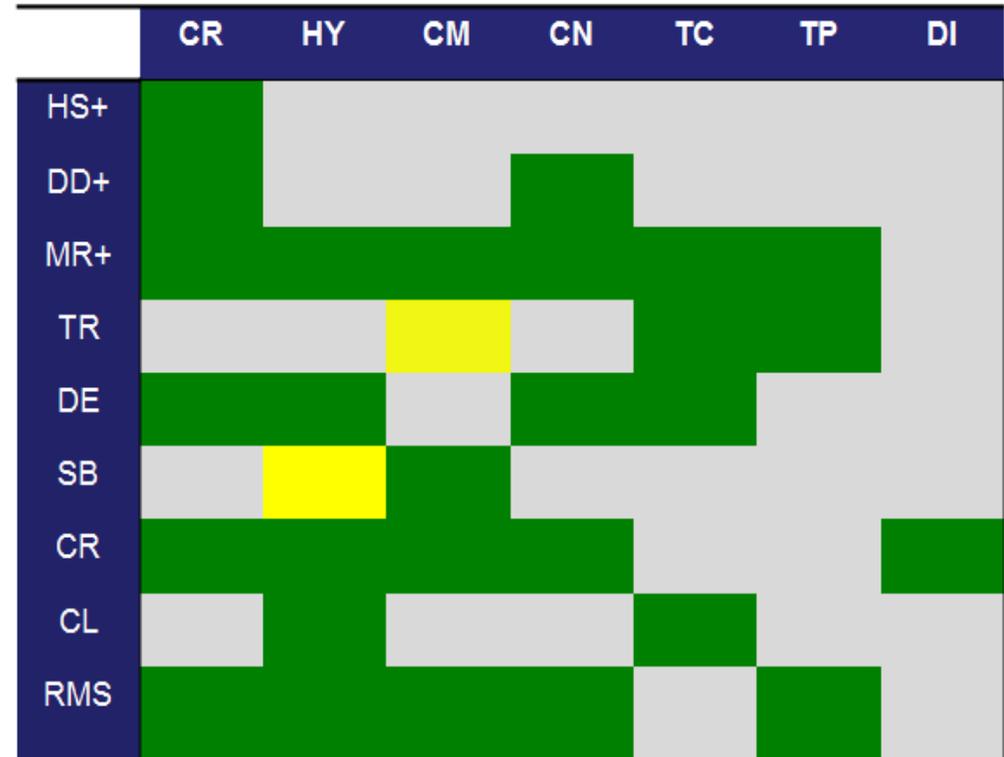
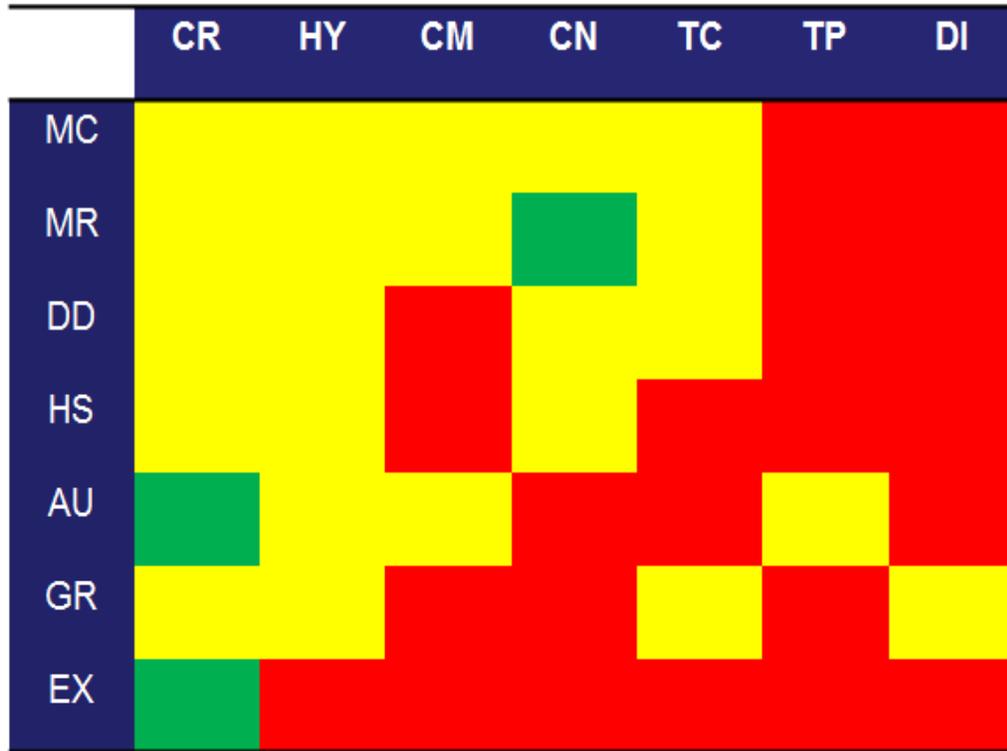
4. Scoring

- What are the possible scoring options for the item type?

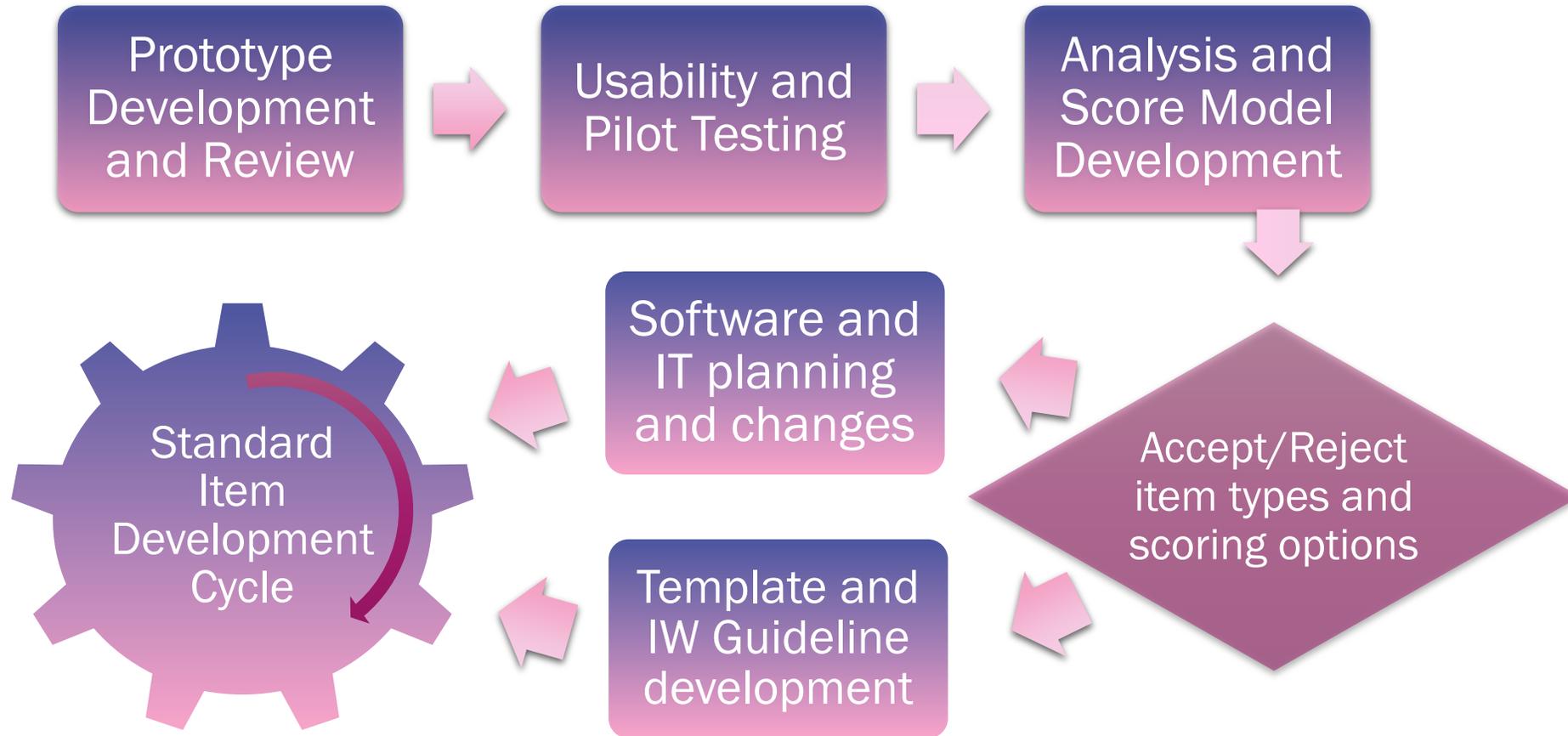
5. Accessibility

- What are the ADA implications of the new formats relative to the candidate population?

A Better Assessment of Clinical Judgment



Item Format Development Flowchart



Take-Home Message

- Support decisions with research
- Evaluate staff resource and recruit additional talents if necessary
- Collaborate with test vendor
- Involve policy-makers early in the process
- Disseminate information to stakeholders when possible
- Plan ahead and start early!



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