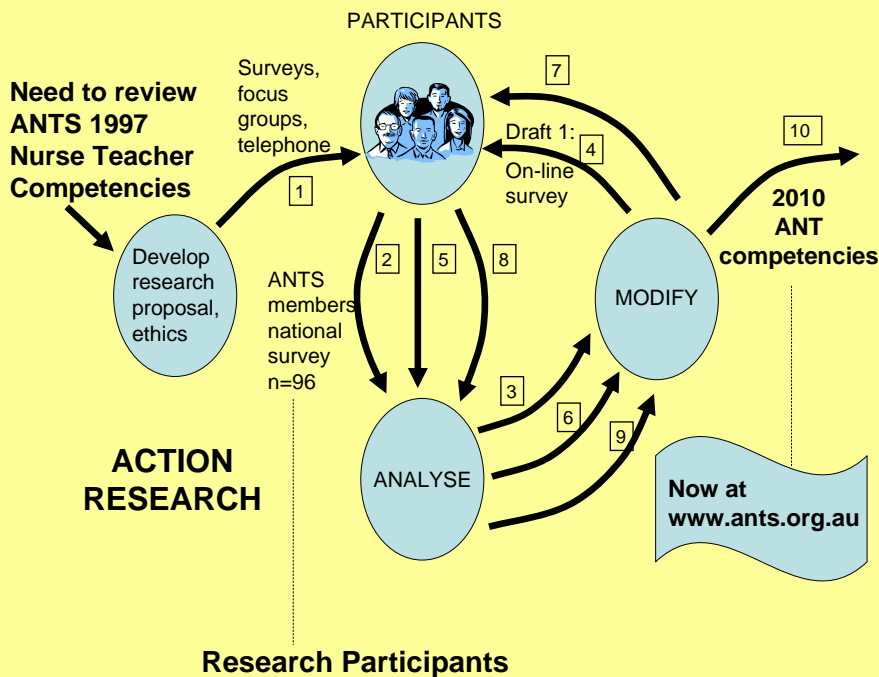


# Reframing Nurse Teacher Competencies

## Do they reflect the real world of nurse teacher practice?



**Results: Participant feedback**

The original competencies mostly reflected the real world of practice. Agreement to statements within the following main questions were:

- Your understanding of YOUR nurse teacher role - agreement 79.8-95.6%
- Your understanding of ANY nurse teacher role - agreement 85.1-97.9%

The competencies reflected practice but needed some modifications to better reflect current nurse educator practice.

*Comments for suggested improvements:*

- Language needed simplifying
- Focus on curriculum role needed to be changed
- Cultural considerations needed to be included
- Technology in education needed including
- Diversity of roles needed acknowledging
- Needed to align with the ANMC competencies

### Research Participants

- N=96 from across all states
- Teaching experience:  $M = 12.1$  yrs,  $SD 8.3$  yrs
- Nursing experience:  $M = 24.5$  yrs,  $SD 9.1$
- Gender: 95% female, 5% male
- Age:  $M = 25-34$  yrs 8%; 35-44 yrs 28%; 45 yrs plus 63%

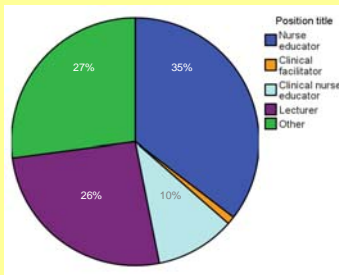


Figure 1: Pie chart of participants' role description (title).

### Issues raised from participants' feedback

- Many educators are taking on a greater diversity of roles, including teaching non-nurses
- There is a lack of clearly defined educator roles, and roles vary between health facilities
- Many participants stated that pressures in the clinical environment are eroding their educator roles
- Managing to work in an environment that lacks resources within current financial restraints is a challenge
- Many educators do not have educational qualifications so this may impact on their abilities to understand educational skills and competencies

### Perceived External Influences on Educator Roles

- Increasing complexity of care and dependence on emerging technologies
- Nursing shortage
- Fiscal restraint in health care spending
- Changing cultural mix and health trends

### Conclusion

The Australian Nurse Teacher Competencies reflect the principles of educator practice. However, the past 10 years have changed the environment and roles within which nurse educators practice leading to more diverse and challenging roles.



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