

NELNE Nurse Educator Award Rubric

Nominee Name:

Total Points:

	0 pts	1 pt	2 pts	3 pts	4 pts	5 pt	Notes
1. Total years as a nurse educator (full or part-time)		Less than 5 years	5-10 years	>10 years			
2. Exhibits Leadership in Nursing Education through holding formal leadership role(s) in nursing education programs or departments.	Novice: Rarely demonstrates leadership initiative or professional growth activities.	Developing: Needs Occasional Guidance. Beginning to show leadership behaviors; requires support in setting or achieving learning goals.	Competent: Meets Expectations. Demonstrates sound leadership skills and engages in ongoing learning.	Expert: Leads with Excellence. Consistently demonstrates leadership and models lifelong learning; mentors others and drives innovation.			
3.Participation in Professional Organizations (Nursing, Education and Healthcare organizations)	No	Limited/ Occasional Participation: Membership is maintained but engagement is minimal or irregular.	Participating Member/ Consistent Involvement: Maintains active membership and participates in some organizational events.	Active/ Significant Engagement: Actively participates beyond basic membership; contributes to organizational goals (for	Exemplary/ Leadership Level Demonstrates sustained, high-level engagement and leadership within professional organizations		

				example, committee membership).	(for example, chairing a committee).		
4. Current Professional Certification (in education or other specialty nursing practice)	No		Yes, in a non-education specialty only	Yes, in an education specialty			
5. Nurse Educator Competency in Facilitating Learning OR Facilitating Learner Development /Socialization*			Novice: Uses basic, familiar teaching strategies with guidance. Follows established lesson plans and relies heavily on existing materials.	Developing: Begins to adapt teaching strategies based on learner feedback and situational needs. Attempts to link strategies to learning outcomes and content.	Competent: Selects and integrates multiple teaching methods to engage diverse learners. Creates opportunities for learners to develop critical thinking and clinical reasoning. Uses reflection and feedback to refine and individualize teaching strategies. Grounds teaching strategies in	Expert: Innovates and leads others in designing and evaluating complex, learner-centered teaching approaches. Models enthusiasm and passion for lifelong learning.	

					educational theory and evidence-based teaching practices.		
6. Additional Competency Area(s) For each additional competency area, score 0 (no evidence) or 1 (evidence) + see below for list of additional areas.	No competency areas evident.	1 competency area evident.	2 competency areas evident.	3 competency areas evident.	4 competency areas evident.	All 5 competency areas evident.	
7.Evidence of dedication to NLN Core Values** See below for list of core values.	No	1 value evident	2 values evident	3 values evident	All 4 values evident		

* Examples of Nurse Educator Competency in Facilitating Learning OR Facilitating Learner Development /Socialization include:

- Implements a variety of teaching strategies appropriate to learner needs, desired learner outcomes, content, and context
- Grounds teaching strategies in educational theory and evidence-based teaching practices
- Recognizes multicultural, gender, and experiential influences on teaching and learning
- Creates opportunities for learners to develop their critical thinking and critical reasoning skills
- Shows enthusiasm for teaching, learning, and nursing that inspires and motivates learners
- Demonstrates interest in and respect for learners
- Uses personal attributes (e.g., caring, confidence, patience, integrity and flexibility) that facilitate learning

- Identifies individual learning styles and unique learning needs of international, adult, multicultural, educationally disadvantaged, physically challenged, at-risk learners
- Provides resources to diverse learners that help meet their individual learning needs
- Engages in effective advisement and counseling strategies that help learners meet their professional goals
- Creates learning environments that are focused on socialization to the role of the nurse and facilitate learners' self-reflection and personal goal setting

+ Additional competency areas:

Faculty professional development

Scholarship engagement or research in nursing education

Curriculum Design

Public Policy related to nursing education

Collaborative Partnerships (education/practice/community)

****NLN Core Values:** Caring; Integrity; Diversity & Inclusion; Excellence