



2016-17 Job Task Analysis of the Certified Pediatric Nurse Executive Summary

The CPN examination validates knowledge and expertise of pediatric nurses beyond basic RN licensure. All certification boards conduct periodic Job Task Analyses (JTA) to ensure that the examination content accurately represents practice in the specialty area.

The Pediatric Nursing Certification Board (PNCB) conducted a job task analysis (JTA) of pediatric nurses from June 2016 through January 2017. Findings from this research will be used to update the test specifications and detailed content outline that is used to build the Certified Pediatric Nurse (CPN) examination.

A JTA is designed to obtain descriptive information about the tasks performed in practice. The purpose of this JTA was to:

- update and validate the inventory of tasks performed by pediatric nurses;
- update inventories of clinical problems commonly seen and procedures and interventions performed in specialty practice; and
- develop new test specifications and a detailed content outline for the CPN examination.

Conduct of the JTA

The JTA consisted of qualitative and quantitative data collection activities. The successful outcome of the JTA depended on the thoroughness of information provided by nurses who practice in pediatrics. The existing detailed content outline for the CPN examination, which describes the domains of practice and tasks performed by CPNs as well as the clinical problems seen and procedures and interventions performed, formed the starting point for the JTA.

The work of updating the current CPN content outline was mainly accomplished through the work of a JTA Task Force comprised of subject-matter experts (SMEs) in the specialty. The Task Force was selected to embody diversity in practice settings and geographic location to ensure representativeness in the description of practice.

Survey Development

After the Task Force performed its work in updating the existing examination content outline, ProExam gathered validation evidence. This was accomplished by incorporating the domains, tasks, clinical problems, and procedures and interventions into a web-based survey instrument, developing appropriate rating scales, and administering the survey to a random sample of 5,000 CPNs. The survey, administered from November 9 to December 4, 2016, consisted of 7 sections.

Survey Sections
1: Tasks
2: Domains
3: Clinical Problems
4: Procedures and Interventions
5: Evaluation of Survey Comprehensiveness
6: Demographic Questions
7: Evaluation of CPN Eligibility Criteria

Results

Survey Response

A total of 503 pediatric nurses completed the survey.

Survey Ratings

Participants were asked to rate how important each task was on a 4-point scale (1 = Not at all important to 4 = Highly important) and how frequently they performed it on a 5-point scale (1 = Never to 5 = Very Frequently).

Participants also rated the importance of each domain and the percentage of time spent in it. They ranked the five clinical problem types they saw most frequently and rated the percentage of their patients for whom they performed each procedure or intervention.

Content Coverage

Most survey participants indicated the role of the pediatric nurse was adequately to very well covered.

Test Specifications Development

The JTA Task Force convened to review the results of the JTA survey and create an updated content outline that will guide future versions of the CPN examination until the next JTA is performed.

Summary

This study used a mixed-methods approach to identifying tasks performed, clinical problems seen, and procedures and interventions performed by pediatric nurses. The study, conducted in alignment with best practice accreditation guidelines for certification programs, led to the creation of a new content outline for the CPN examination.

Results at a Glance

Who Completed the Survey? >>>

503 of the 5,000 CPNs invited to participate completed the survey. On average, respondents spent 66% of their time in direct care. Fifty nine percent worked in children's hospitals. Seventy two percent reported working in a subspecialty area of practice.

Task Ratings >>>

All but four of the 68 tasks achieved importance and frequency ratings above the thresholds for inclusion in the CPN detailed content outline (gender identity and sexual orientation, life choices, support of end of life decision making, managing care and needs throughout the dying process).

Subject matter expert judgment led to **retention** of the four lower-rated tasks based on emerging areas of practice or level of importance.

Clinical Problems >>>

The most-frequently seen clinical problems varied by practice setting. In children's hospitals, the most frequently seen clinical problem was respiratory. In outpatient settings, the most frequently seen clinical problem was gastrointestinal.

Procedures and Interventions >>>

Seventeen of the 18 interventions and procedures were judged suitable for testing, with phototherapy being eliminated.