

## Translating the NCLEX®

Delivery of the NCLEX to the Canadian Francophone population with the established level of validity and reliability regulatory bodies have come to rely on requires implementation of an examination translation protocol. The NCLEX utilizes the International Test Commission (ITC) Guidelines as a framework for exam translation. The NCLEX translation process maintains a three-tiered approach, item translation, independent review, and in-field item analysis. This process is created using the highlighted Five Step Model below. Only approved items move forward in each next step.

- **Step 1:** To begin, only approved NCLEX items which have passed the rigorous NCLEX Item Development process are selected for translation.
- **Step 2:** A review panel of Canadian nurses is gathered to further review the selected items for accuracy, currency and entry-level appropriateness.
- **Step 3:** An approved vendor with reputable expertise in exam translation is selected. The vendor translates approved items from English to Canadian French. For the purpose of translation consistency, a Lexicon is used and is continually updated during the process. Efforts are placed to ensure items reflect the language and cultural understanding of the intended examinee.
- **Step 4:** A panel of three to six Canadian nurses with Canadian French-English proficiency is selected to perform further review. These practicing nurses in Francophone speaking organizations review the translated items using various methods. The focus of the NCLEX Translation Review Panel is assessment of the language and contextual principles to ensure the translation is equivalent to the original item.

### **The translation registered nurses shall meet the below qualifications:**

- Current, valid, unencumbered registered nurse registration in the Canadian jurisdiction where you practice and employed in the Regulatory Board jurisdictions in Canada using NCLEX;
  - A registered nurse (RN);
  - Bilingual; French as a primary language and fluent in English;
  - Employed as an RN for at least two years, practicing in a setting where they are required to speak both English and Canadian French;
  - Knowledgeable of the current scope and practice of nursing, including entrylevel practice; and
  - Currently employed in practice and working directly with nurses who have entered nursing practice during the past 12 months.
- **Step 5:** Translated items used during NCLEX administration are regularly monitored for changes in item analysis data. After receiving adequate data, the items are subjected to Differential Item Functioning (DIF) analysis. This analysis and subsequent review seeks to detect items with unintended bias to the candidate population.

While eliminating unintended bias, the exam measures one construct, the minimum knowledge, skills, and abilities required to practice safe, effective entry-level nursing.