



New Mexico BOARD OF BARBERS and COSMETOLOGISTS

Instructor

Candidate Handbook

Examination Content/CIBs Developed and Owned© by: National-Interstate Council of State Boards of Cosmetology ("NIC")

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Quick Reference

STEP ONE: READ CANDIDATE HANDBOOK

- Create account and start application process
- Submit required documents to PCS as directed

STEP TWO: TAKE EXAMINATIONS

Upon approval from PCS, schedule and take Theory Examination with PSI

CONTACT INFORMATION

Professional Credential Services (PCS)

Regular Mailing Address

Attn: New Mexico Coordinator

P.O. Box 198768

Nashville, Tennessee 37219-8768

Customer Service: (888\$22-3272 Email:

cosandbar@pcshq.com

Website: http://www.pcshq.com

PSI Exams

Scheduling: (855) 746-8173

Fax: (702)932-2666

Website: candidate.psiexams.com

New Mexico Regulation and Licensing Department of Barbers and Cosmetologists

2550 Cerrillos Road, Second Floor

P.O. Box 25101

Santa Fe, New Mexico 87504

Telephone: (505) 476-4622

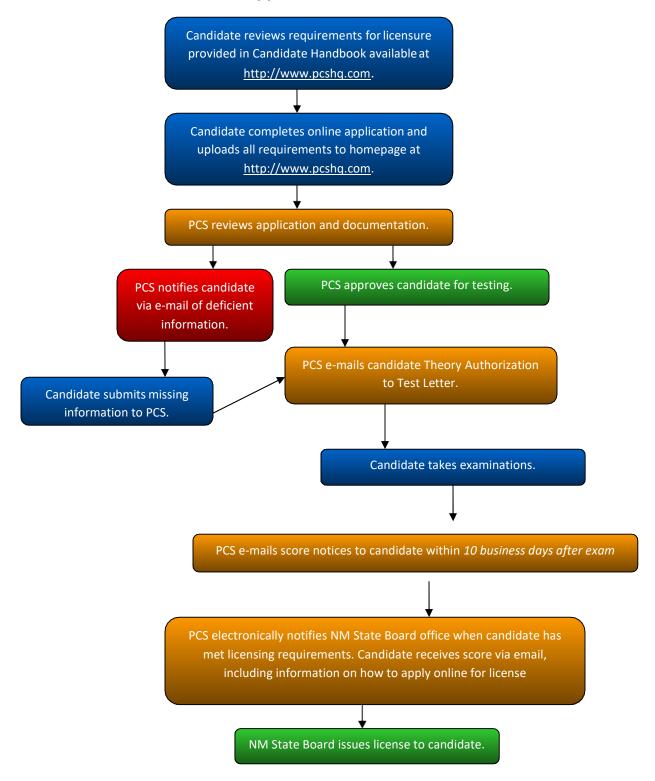
Fax: (505) 476-4646

Website:

http://www.rld.state.nm.us/boards/Barbers-

and Cosmetolgists.aspx

Application Process



Introduction

The *Candidate Handbook* is intended to help you to prepare and to understand the processes and procedures for applying for licensure and for scheduling your examination(s). The New Mexico Board of Barbers and Cosmetologists (the "Board") is responsible for licensing and regulating the profession of Instructor in the State of New Mexico. The Board has contracted with Professional Credential Services ("PCS") to provide administrative examination services. The Board, through PCS, will exclusively use the National-Interstate Council of State Boards of Cosmetology ("NIC") examinations. PCS first requires that candidates submit an on-line Examination and License Application ("Application"). This is required to determine your eligibility for testing. Any questions regarding your application or eligibility should be directed to PCS. The State Board will have the final authority to approve the issuance of a license.

State Licensure Requirements

In order to receive an Instructor license in the State of New Mexico, you must meet the following requirements:

- 1. Be at least 17 years of age.
- 2. Have completed at least the 10th grade or equivalent.
- 3. Hold a current license in New Mexico as a practitioner in the field in which you seek license as an instructor.
- 4. Successfully complete a minimum of 1,000-hour course of instruction in a licensed school or have two years of current working experience.
- 5. Successfully pass the NIC theory and State Law examinations.

Exam Attempt Limit

Pursuant to New Mexico law, if you are applying to take the Instructor Exam based on two years of current work experience or a Provisional License, and fail any portion of the exam, you <u>cannot</u> take the exam again until completing a 1,000 hour Instructor Course at a Board Approved School. Upon completion, you must submit a new application to PCS along with proof of completing these additional hours. Failing any portion of the instructor examination automatically voids the provisional instructor license.

Training Expiration Limit

Candidates will have 1 year (12 months from the date of completion to pass all required examinations and obtain license. *Examination scores are only valid within 12 months of your training completion date.*

Examination Fees

| Examination Type | First Time Fees | Re-Exam Fees |
|------------------|-----------------|--------------|
| Theory only | \$ 130.00 | \$ 130.00 |

Fees may be paid online with a credit card (Master Card, Visa or Discover) or call 1-888-822-3272 in order to submit your fees via money order or certified check by requesting an invoice. Your application will not be reviewed or processed until payment has been received. Incomplete applications will be processed once all required information has been received by PCS.

Refund Policy

Please carefully review this handbook and the New Mexico state laws, rules and regulations prior to making payment.

All fees are non-refundable.

Candidates are especially encouraged to carefully review licensing requirements for testing PRIOR to completing an online application with PCS. If testing is not required, fees are non-refundable.

Special Accommodations

If you require special accommodations under the Americans with Disabilities Act, you must submit an ADA Request Form along with supporting medical documentation. You may download a copy of this form by going to the Forms section of the New Mexico Barbering page at http://www.pcshq.com.

First Time Candidates

Application Requirements

Once an online application has been completed with PCS, the following items must be submitted to PCS via mail, fax, email, or uploaded to your PCS Homepage.

- 1. A current 2" x 2" passport type <u>color</u> photo (selfies are not accepted).
- Copy of Photo Identification Card must be non-expired Driver's License, State ID Card or U.S. Passport.
- 3. A New Mexico Transcript of Training*. (must be notarized or have official school seal) **This needs to be up-loaded to your PCS homepage** <u>and</u> **sent via mail directly to the New Mexico Board Office.** (If unable to up-load please mail, fax, or email a copy to PCS and send the original via mail to the Board Office.)
 - Out of State candidates may submit an official transcript if the transcript provides a breakdown of hours by subject.
 - 4. Instructor applicants may also apply with proof of 2 years' current work experience.

Should any document listed above be under a different name than the name provided on your application, legal documentation of name change (i.e. marriage certificate, divorce decree, petition for name change) must be either mailed, e-mailed to the New Mexico Coordinator, or up-loaded on your Homepage.

Expired License

How to Reinstate an Expired License

- If you hold a license that has been expired for less than one year, please contact the Board Office at (505) 476 4622 or visit_ http://www.rld.state.nm.us/boards/Barbers and Cosmetologists.aspx for further information.
- 2. If you hold a license that has been expired for more than one year but less than five years, please contact the New Mexico Board Office at 505-476-4622 for more information.
- 3. If you hold a license that has been expired for more than five years, you must apply to a Board approved school; submit to a scholastic evaluation to determine your training needs; and complete a minimum of 150 hours of remedial education. Upon completion of the remediation, you must apply online with PCS. You are required to take and pass the theory examination.

Application Requirements

- 1. A current 2" x 2" passport type photo. (must be in color)
- Copy of Photo Identification Card must be non-expired Driver's License, State ID Card or U.S. Passport.
- 3. Copy of Expired License.
- 4. If expired for more than 5 years, Transcript of Training showing 150 Hours Remedial Education is required.

Reciprocity

How to Reciprocate an Out of State License

If you hold a license in another state and would like to obtain a license in New Mexico, please contact the Board Office at (505) 476 4622 or visit

http://www.rld.state.nm.us/boards/Barbers and Cosmetologists.aspx for further information.

Foreign Trained Candidates

Foreign candidates who meet the requirements set forth by the New Mexico Board may apply for a license by examination.

Application Requirements

- 1. A current 2" x 2" passport type photo. (must be in color)
- Copy of Photo Identification Card must be non-expired Driver's License, State ID Card or U.S. Passport.
- 3. Proof of High School Education
- 4. Notarized translation of a valid license or certificate from another nation.
- 5. Notarized translation of certified transcript of training from school or nation.
- 6. Notarized translation of any other documents that may be required by the Board.

Translation is only required for documents not written in English.

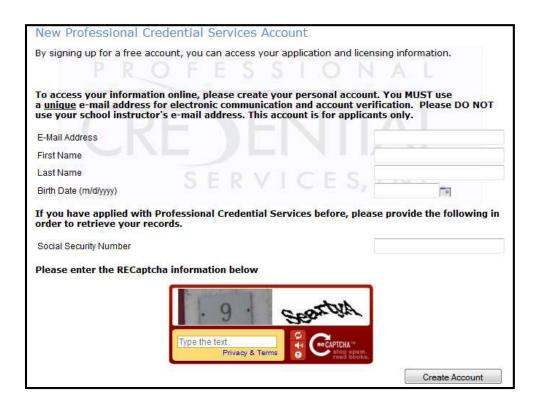
Note: The board requires examination applicants with foreign training who fail any part for the examination to register at a NM Board approved licensed school, submit to a scholastic evaluation to determine their training needs, and complete a minimum of 150 hours of remedial education. Upon completion and proof of the remediation, the applicant will be allowed to re-apply and examine on the failed areas

PCS Account Set-Up

Before you can complete an online application with PCS, you must first become a registered user within the website. To do so, please follow the steps below.

- 1. Go to http://www.pcshq.com
- 2. Click Applicants & Candidates
- 3. Click Cosmetology & Barbering
- 4. Click New Mexico
- 5. Click **Instructor**
- 6. Click **Create an Account** (if this is your first time)
- 7. *Creating a PCS Account (first time users only)*; enter valid, unique e-mail address, your first and last name, date of birth, and Social Security number.
- 8. Enter RECaptcha information as prompted; click Create Account
- 9. Check your e-mail account for a PCS system generated e-mail.
- 10. Click the link in the e-mail to verify account information and create PCS password.
- 11. Click Enable Account

A unique e-mail address must be provided to create a PCS Account (i.e. more than one user cannot provide the same e-mail address).



PCS Application

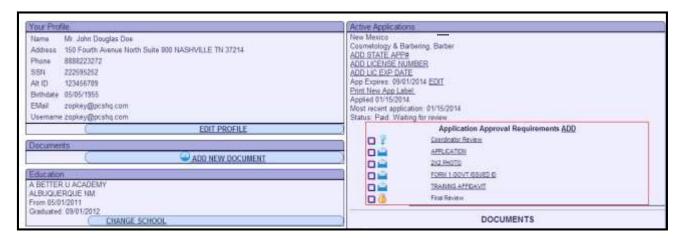
Once you have created your PCS account, you are then ready to complete the online application. To do so, please follow the steps below.

- 1. Complete steps 1-5 listed above.
- 2. Click **LOGIN HERE** (if you have already created an account)
- 3. Enter e-mail address and password provided during account set-up.
- 4. You are now in the online application; select appropriate license type (i.e. Cosmetology).
- 5. Continue with online application until all required fields have been completed.
- 6. Choose the examinations you wish to take.
- 7. Select Payment Option.
- 8. You may up-load your 2x2 photo and required documents that can be a "copy." Original required documents must be mailed.
- * You can provide a credit card in order to pay your fees online or call 1-888-822-3272 in order to submit your fees via money order or certified check by requesting an invoice. Your application will not be considered complete until all required documents, payment, and final approval is received.

 Incomplete applications will be processed for the next available practical exam date once all required information and final approval is received by PCS.

You must complete the online application using your legal name – the name which appears on your current government issued photo identification (i.e. Driver's License).

A unique e-mail address must be provided to create a PCS Account (i.e. more than one user cannot provide the same e-mail address).



PCS Candidate Homepage

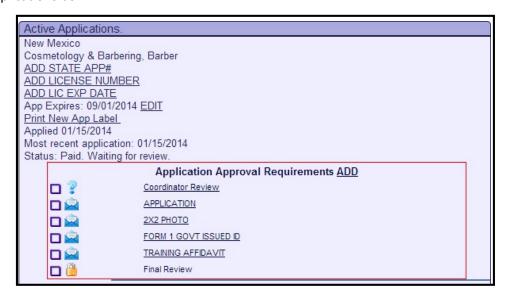
Logging into your Homepage

- 1. Go to http://www.pcshq.com
- 2. Click Client Portal
- 3. Enter e-mail address and password
- 4. Click Log In



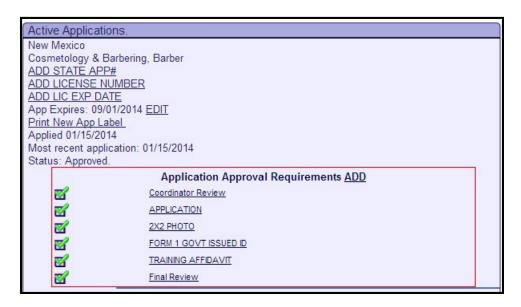
Application Status

You may check the status of your online application 24/7 by logging into your PCS account. As items are received, green check boxes will appear under the Application Approval Requirements section of the Active Applications box.



How do I know if my application is approved?

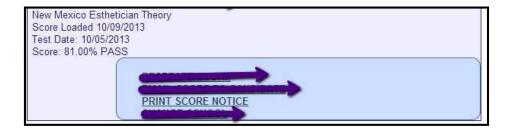
If an application has been approved, a green check will appear in the Final Review Box under Active Applications.



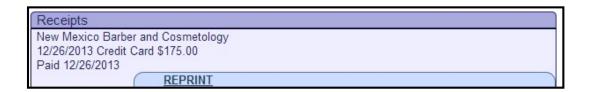
Reprinting Documents

You may reprint information concerning your examinations, payment receipts, and/or scores by logging into your Homepage.

Click Print Score Notice option next to item you wish to reprint.



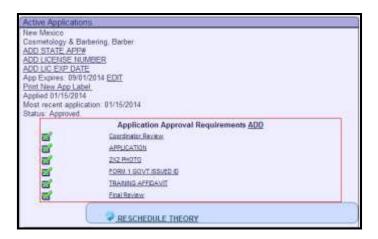
Click Reprint option next to item you wish to print.



Examination Rescheduling

If you have missed or failed an examination, you may reschedule online with a credit card by logging into your Homepage.

 To reschedule theory examination, click Reschedule Theory under the Active Applications box.



Application Approval Process

Once an online application has been completed (payment has been made), the coordinator will receive notification. PCS will review your application and enter any requirements which may be pending (i.e. High School Transcript or Training Transcript). If documents are submitted after the online application has been completed, PCS will enter those as received no later than three business days of receipt. Application or documents will not be reviewed /processed until payment is received by PCS.

If PCS receives an application or a required document which is incomplete or completed
incorrectly, PCS will notify you via e-mail and your file will remain pending until all necessary
information has been received.

Examination Notification

Once your application has been approved, PCS will forward the following notifications via e-mail.

A Theory Authorization to Test (ATT) letter will be sent via e-mail within one business day.

If you do not receive any e-mails within the time frame listed above, it is your **responsibility** to check your PCS account and reprint this information. If you are unable to access your account, it is your responsibility to contact PCS at (888) 822-3272.

Examination Scheduling

Theory Examination Scheduling

Once you have received your ATT letter, you must contact PSI to schedule your theory appointment.

- Schedule online http://www.psiexams.com
- Schedule with PSI representative at (855) 746-8173 (Monday Friday 7:30 AM to 8:00 PM EST, Saturday 11:00 AM to 5:00 PM EST)
- Schedule with PSIs Interactive Voice Response System during non-business hours at (855) 746-8173.

Theory Rescheduling Policy

You may reschedule your theory examination without forfeiting your fee by contacting PSI at least 2 to 3 business days prior to your scheduled date. You may call (855) 746-8173 or fax (702) 932-2666. You may also use the automated system using a touch-tone phone (24 hours a day) to cancel or reschedule your examination.

If you fail your theory exam and wish to reschedule, please wait until you have received your Official Score Notice by email before paying the rescheduling fee. Please allow at least 10 business days.

PCS will not send an email notification regarding No Shows to theory exam dates. You will receive an ATT Letter with instructions to contact PSI to schedule your theory exam.

If you do not receive your ATT Letter, contact PCS immediately at cosandbar@pcshq.com.

If you have paid to reschedule your exam and have not received an email notification from PCS within 5 business days of submission, please contact PCS immediately at cosandbar@pcshq.com.

Inclement Weather Policy

In the event of inclement weather or similar emergency, a scheduled examination may be canceled or delayed. However, this decision is made only in rare instances and at the discretion of PCS and/or PSI. If a test center is open for testing, and you choose not to appear for your scheduled examination, your fee will be forfeited.

Examination Day Requirements

What do I need to take with me to the examination?

- ATT Letter (theory)
- A current 2" x 2" passport type <u>color</u> photo (selfies are not accepted)
- Two (2) forms of identification one form must be a government issued photo ID (see below)

If you fail to bring these items, you will not be permitted to test, and a rescheduling fee will be required. **NO EXCEPTIONS**.

Acceptable Forms of Identification

Both forms of Identification must be listed under the name which you applied.

Primary ID (current, non-expired Governments Issued ID) Photocopies will not be accepted

- State issued Driver's License
- State issued Identification Card
- US Government issued Passport
- US Government issued Military Identification Card
- US Government issued Alien Registration Card

Secondary ID (signature, non-expired) Photocopies will not be accepted

- Credit Card or Debit (ATM) Card
- Social Security Card
- US issued Birth Certificate
- An alternate form of Primary ID (i.e. if you have a Driver's License, you can bring your US Passport as a Secondary ID)

Student ID and employment ID are NOT acceptable forms of Identification.

If you fail to bring proper identification or your names do not match, you will not be permitted to test, and a rescheduling fee will be required. **NO EXCEPTIONS**.

Arrival

You must arrive at the test center at least thirty (30) minutes prior to your examination for registration. If you arrive past your examination time, you will not be permitted to test, and a rescheduling fee will be required.

General Examination Policies

Security Policy

Suspected security breaches during the theory test administrations, such as an act of impersonation, creating a disturbance, giving or receiving unauthorized information or aiding other candidates, attempting to remove test information by any means, possessing prohibited materials or sharing supplies may be sufficient cause to dismiss you from the examination site or to invalidate or cancel your scores. Suspected breaches may be identified by observation or suspicion by the test center staff or may be evidenced by subsequent statistical analysis of examination materials. PCS reserves the right to investigate each incident of misconduct and will report such incidents directly to the Board. The Board will make all final decisions on examination score invalidations or cancellations. No visitors, guests or children are allowed in the test center.

Copyrighted Examination Questions

All test questions are the express copyrighted property of NIC. It is forbidden under federal copyright law to copy, reproduce, record, distribute or display these test questions by any means, in whole or in part. Doing so may subject you to severe civil and criminal penalties, including prison incarceration and/or fined up to \$250,000 for criminal violations.

Prohibited Items

No food, beverages, purses, notebooks, magazines, backpacks, briefcases, hats, caps, reference books or electronic devices such as cameras, computers or computerized devices, iPods, radios, recording devices, portable fax machines, cellular telephones, calculator watches, reproduction equipment, smoking or the use of tobacco are strictly prohibited in the examination room. Failure to comply with any of these conditions will result in you being dismissed immediately, and your actions reported to the proper authorities. PCS is not responsible for <u>any</u> personal items brought to the examination site.

Environmental Distracters

Although every attempt is made to provide a quiet and comfortable test environment, noise and room temperature may be an unforeseen and unavoidable distracter. It is suggested that you wear the type of clothing that would allow you to adapt to a cooler or warmer climate at the testing site.

Examination Results

Score Notices

An official score notice will be e-mailed to you at least 10 business days after your examination date. *An unofficial pass or fail notice will be provided to you by PSI after you take the theory examination.* If you do not receive an e-mail within this time frame, you may print a score notice by logging into your PCS account.

State Score Requirements

The minimum score required to pass the theory examination is 75. If you fail an examination, PCS will provide a strengths and weakness report (located at bottom of score notice) and information on how to re-apply online.

Once you pass the theory examination, you will receive a *Notice of Completion which will include information regarding how to apply online for your license*. It is not necessary to notify the Board Office once you pass an examination; they are provided score information daily.

Change of Information

Directions

Complete the following form – all applicable areas of this form should be completed for PCS to properly locate and update your account.

If you need to update your name, you must provide a copy of your marriage certificate, divorce decree or other court documentation that confirms your name change.

Please upload this document and any other documentation to your account or you can mail to PCS at the address on page 2.

Print your name as it appears on your Application below.

| Name: | | | |
|---|-------------|------|--|
| Street: | | | |
| City: | State: | Zip: | |
| Print your updated name or address below. | | | |
| Name: | | | |
| Street: | | | |
| City: | State: | Zip: | |
| Reason for Name Change:DivorcedMa | arriedOther | | |
| Print Social Security Number: | | | |
| Sign and Date your Request: | | | |
| Signatura | | Data | |

Formal Complaints

Directions

If you have a complaint regarding any aspect of the application and examination process, you must submit a formal written complaint. Complaints regarding examinations must be mailed or emailed to PCS within 48 hours of incident. Written complaint must include the following information.

- First and Last Name
- Last four digits of Social Security Number
- State in which you are applying for a license
- Examination Date & Location if applicable

Send Complaint to:

cosandbar@pcshq.com

Complaint Review Process

Upon receipt of your complaint, PCS will thoroughly review all necessary information. A reply will be sent to you in a timely manner.

Examination Guidelines

Please see the attached NIC *Candidate Information Bulletin* for details on what you will be tested on for your theory examination and references used for the theory examination.

Best wishes on passing your examination and a successful career in your chosen profession!



NATIONAL INSTRUCTOR THEORY EXAMINATION

CANDIDATE INFORMATION BULLETIN (CIB)

EXAMINATION CONTENT AND IMPORTANT INSTRUCTIONS

Please visit your examination provider's website for the most current bulletin prior to testing.

The National Instructor Theory Examination is the licensure examination for Instructors, which is developed by the National-Interstate Council of State Boards of Cosmetology (NIC). This bulletin contains IMPORTANT INFORMATION regarding the examination, including content outline covered by the theory examination, sample questions and answers. The time allowed for the Instructor Theory Examination is 90 minutes.

For each NIC National Theory Examination, there are TWO (2) parts to every Candidate Information Bulletin (CIB) stored as separate documents:

- *Examination Content* and *Important Instructions* This document provides information about the scope of content covered in the Theory examination and information and guidelines related to administration of the Theory examination.
- **References** This document provides a list of references used to develop and support the content covered in the examination. The references are always the same for the Theory and Practical examinations.

BE CERTAIN TO DOWNLOAD AND/OR PRINT, AND REVIEW BOTH DOCUMENTS THAT MAKE UP THE NIC EXAMINATION CIB.

PLEASE REVIEW ALL INFORMATION CAREFULLY!

IMPORTANT INSTRUCTIONS

- Do not leave the examination area without permission. Permission must be obtained to leave the examination area for any reason, including restroom usage or at the completion of the examination. <u>Picture ID is required for re-entry into the examination</u>.
- With the exception of verbal instructions, the proctors and examination administration personnel are not allowed to communicate with candidates.
- If you have an emergency situation please notify the proctor.
- The following provides examples of materials and actions that are prohibited during the examination administration:
 - o Possession of cellular phones, watches (of any kind), pagers, tablets, computers, projectors, cameras, or any other electronic or recording devices, printed materials, or handwritten notes.
 - o Communicating to other candidates.
 - o Exhibiting disruptive behavior.
 - The above referenced items or actions are not an exhaustive list. Failure to comply with any of these conditions or exhibiting ANY behavior that suggests an effort to cheat will result in your immediate dismissal from the examination and your actions reported to the proper authorities.

INSTRUCTOR THEORY EXAMINATION CONTENT OUTLINE

The following outlines the scope of content covered by the NIC National Instructor Theory Examination. The percentages represent the percentage if items from each domain. The examination is comprised of 85 items of which 75 items are weighted and contribute to the candidate's final score.

DOMAIN 1: INSTRUCTIONAL PLANNING (31%)

- A. Understand the curriculum delivery process
 - 1. Understand syllabus
 - 2. Understand course outline
 - 3. Understand components of a lesson plan (e.g., subject matter, time allotment for subjects, student activities, etc.)
 - 4. Develop lesson plans
 - 5. Deliver course content
 - 6. Identify/define instructional outcomes (e.g., course goals, instructional objectives)
 - 7. Assess performance using goals and objectives (e.g., theoretical, lab/clinic)
- B. Understand student learning styles and needs
 - 1. Understand types of learners (e.g., kinesthetic, visual, audio)
 - 2. Adapt instruction based on learning styles (e.g., theoretical, lab/clinical application)
 - 3. Identify the learning needs of students (e.g., international, at-risk, physically-challenged, adult and educationally disadvantaged learners)
- C. Understand the advantage and purpose of instructional materials (e.g., technology, tools, products, and equipment)
 - 1. Understand types of instructional materials and develop guidelines for appropriate use:
 - a. Printed (e.g., textbooks, handouts)
 - b. Audiovisual (e.g., flip charts, CDs, DVDs, transparencies)
 - c. Demonstration
 - d. Technology
 - 2. Select instructional materials (e.g., based on creating interest, increasing retention, lesson objectives, learning styles)
- D. Understand assessment methods of student learning
 - 1. Written
 - 2. Practical
 - 3. Oral

Domain 2: INSTRUCTIONAL METHODS (37%)

- A. Demonstrate appropriate use and knowledge of methods of instruction
 - 1. Lecture
 - 2. Demonstration (e.g., role play, hands-on assignment)
 - 3. Group learning (e.g., projects, peer teaching, presentations)
- B. Recognize obstacles to learning
 - 1. Identify obstacles (e.g., ability level, behavior)
 - 2. Adapt instructional practices
- C. Demonstrate appropriate use and knowledge of communication
 - 1. Verbal skills:
 - a. Language skills (e.g., pronunciation, grammar, vocabulary)
 - b. Voice control (e.g., modulation, projection, tone)
 - 2. Non-verbal skills (e.g., body mechanics, facial expression)
 - 3. Listening skills (e.g., active listening)

- D. Utilize time management techniques
- E. Assess student learning
 - 1. Determine method of assessment
 - 2. Implement steps in assessment
 - 3. Evaluate assessment results
 - 4. Understand reliability and validity of assessment results

Domain 3: THEORY AND PRACTICAL CLASSROOM MANAGEMENT (32%)

- A. Learning environment
 - 1. Organize physical learning environment (e.g., seating arrangement, instructional space)
 - 2. Recognize the conditions of the physical environment (e.g., temperature, lighting, sound)
 - 3. Adapt instructional practices to accommodate obstacles to learning
- B. Understand Instructor responsibilities as related to:
 - 1. Professional conduct (e.g., image, ethics, leadership)
 - 2. Academic advising and counseling to help learners:
 - a. Identify areas in need of improvement (e.g., assessments, progress reports)
 - b. Identify obstacles to learning (e.g., lack of attendance, classroom behavior)
 - c. Identify causes of obstacles (e.g., financial, personal issues)
 - Administrative responsibilities (e.g., attendance, grades, inventory)
- C. Maintain a safe learning environment
 - 1. Identify characteristics of a safe learning environment
 - 2. Identify safety hazards in the learning environment
 - 3. Maintain environment in a safe manner (e.g., enforce rules and routines)
 - 4. Practice infection control procedures

INSTRUCTOR THEORY EXAMINATION SAMPLE QUESTIONS

The following sample questions are similar to those presented in the NIC Instructor Theory Examination. Each item has four answer options. Only one option is correct or the answer. An answer key is provided following the sample questions. Performance on the sample questions may not represent performance on the NIC examination.

- 1. Which of the following should be recorded in an educator's time utilization log?
 - a. Planned work
 - b. Clocked hours
 - c. Students' grades
 - d. Disciplinary actions
- 2. To ensure educational content is kept current, the educator would utilize which of the following materials?
 - a. Workbook
 - b. Dictionary
 - c. Reference book
 - d. Social network
- 3. Which of the following should be considered with visual integrity?
 - a. Vocabulary
 - b. Introduction
 - c. Gestures
 - d. Emphasis

NIC NATIONAL INSTRUCTOR THEORY EXAMINATION CIB

- 4. When a large group of students is divided for group discussions, an effective arrangement is the
 - a. cluster.
 - b. chevron.
 - c. theatre.
 - d. boardroom.
- 5. An educator informs a student that the electrical cord is sitting in water and needs to be moved. Whose responsibility is it to correct the situation?
 - a. Maintenance
 - b. Instructor
 - c. Administrator
 - d. Student
- 6. Students who benefit the MOST from processing tactile information and movement are
 - a. kinesthetic learners.
 - b. auditory learners.
 - c. visual learners.
 - d. disruptive learners.
- 7. When teaching theory before presenting related practical skills, which of the following can benefit certain learners?
 - a. Theory concepts are always more interesting.
 - b. Practical skills cannot be learned without theory concepts.
 - c. Theory provides the basic concepts.
 - d. Practical skills always take longer to present than theory.
- 8. Which of the following grading methods is used for organizing and interpreting data gathered by observing students' performance?
 - a. Cut score
 - b. Rubric
 - c. Rating scale
 - d. Point grading

KEY: 1: A, 2: D, 3: C, 4: A, 5: B, 6: A, 7: C, 8: B

NATIONAL-INTERSTATE COUNCIL OF STATE BOARDS OF COSMETOLOGY (NIC) REFERENCES

This list provides the references used to develop and support the content covered in the NIC Theory and Practical examinations.

The references are always the same for the Theory and Practical examinations.

INSTRUCTOR

REFERENCES

McKeachie's Teaching Tips: Strategies, Research, and Theory for College and University Teachers 2014, 14th Edition
Milady

www.miladypro.com

Customer Service: info@milady.com

800.998.7498 ext. 2700

Milady's Master Educator Student Course Book 2014, 3rd Edition Milady

www.miladypro.com

Customer Service: info@milady.com

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SUPPLEMENTAL REFERENCES

McKeachie's Teaching Tips: Strategies, Research, and Theory for College and University Teachers 2011, 13th Edition

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