

**CORE PERFORMANCE STANDARDS FOR ADMISSION, PROGRESSION, RETENTION, AND GRADUATION
AMERICAN DISABILITIES ACT GUIDELINES**

| ISSUE | STANDARD | |
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| 1.1 CRITICAL THINKING | It is mandatory that each student demonstrate sufficient ability in the area of critical thinking which involves judgment and the sufficient powers of intellect to acquire, assess, learn, analyze, assimilate, synthesize, integrate, apply, and evaluate information in order to solve problems. | <p data-bbox="1335 513 1898 574">Some examples of nursing activities (not all inclusive)</p> <p data-bbox="1335 623 1986 688">The student must demonstrate <u>but not be limited to</u> the following critical thinking areas:</p> <ol data-bbox="1335 737 2001 1274" style="list-style-type: none"><li data-bbox="1335 737 2001 834">1. Identify cause and effect relationships and correlational situations in the clinical practice area<li data-bbox="1335 883 2001 980">2. Develop nursing diagnoses and implement a nursing plan of care consistent with the nursing process<li data-bbox="1335 1029 2001 1127">3. Demonstrate ability to judiciously, prudently, and without delay respond to emergency situations<li data-bbox="1335 1175 2001 1274">4. Prioritize and adapt care according to client need and agency policy in relation to level of practice |

1.2
INTERPERSONAL

Each student must possess and demonstrate interpersonal abilities sufficient to interact with individuals, families, groups, and communities from diverse emotional, religious, sociocultural/ethnic, and intellectual backgrounds

The student is expected to demonstrate but not be limited to the following interpersonal interactions with clients/client families, faculty, agency staff, and peers:

1. Establish rapport with client/client families
2. Develop collaborative relationships with peers while in the clinical environment
3. Demonstrate courteous/attentive behavior towards patients, families, faculty, agency staff, and peers.

1.3
COMMUNICATION

The student must possess communication abilities sufficient for interaction with others in verbal and written form. Oral and writing ability must be clear, efficient, and accurate. The student must utilize effective communication skills to interact with patients/clients, peers, and other health care personnel of various ages, cultural, economic, and intellectual backgrounds in a variety of settings.

The student must demonstrate sufficient communication skills for, but not be limited to performance of the following:

1. Explain treatments, procedures, and initiate health teaching
2. Document and interpret health status, past medical and nursing history, nursing actions and client and family responses
3. Communicate information effectively (in a variety of modalities) with other departments and health care workers
4. Evaluate verbal and written orders, care plans, and requisitions for procedures and treatment requests

1.4
MOBILITY

Students must be physically capable of, and have sufficient health and stamina to successfully perform activities in both the practice laboratory and clinical practice area. Each student should determine their physical capabilities and report to the DON any physical limitations which would restrict or interfere with satisfactory clinical performance.

The student must have the physical abilities and mobility sufficient to perform all but not limited to the following activities:

1. Move around in a client's room and treatment areas
2. Lift, move, position, and transport clients without causing injury, undue pain, or discomfort to the client or oneself
3. Transport and manipulate into a proper position all fixed and mobile equipment in a timely and cautious manner
4. Respond without delay and in an independent fashion to emergency situations that may otherwise jeopardize a client's physical state if care is not administered immediately.

1.5
MOTOR SKILLS

Each student must demonstrate gross and fine motor abilities sufficient to provide safe and effective nursing care. The student must have sufficient stamina to sit, stand, move, and tolerate physically challenging workloads in the learning lab and in the health care environments for periods up to 9-12 hours at a time.

The student must demonstrate required proficiency in, but not limited to the following areas:

1. Use, manipulate, and calibrate all equipment utilized in client care
2. Apply properly any appliances, protective devices, or therapeutic adjuncts during client care
3. Perform all required invasive or non-invasive procedures involving the use of supplies or equipment in providing nursing care
4. Perform CPR, apply pressure to stop bleeding, and manipulate life support devices.
5. Maintain safe and effective dexterity in performance of technical skills (as administering intravenous, intramuscular, subcutaneous, and oral medications).

1.6
SENSORY

Each student must possess sufficient use of senses of vision, including distinguishing colors, hearing, touch, and smell to observe, assess, and evaluate effectively (near and at a distance) in the classroom, laboratory, and clinical setting.

The student must possess acuity in the following senses:

1. Vision sufficient for inspection and assessment of clients and for monitoring client activities/responses in relation to safety needs and for distinguishing color of skin and body fluids
2. Vision sufficient for reading all documentation and monitoring devices
3. Hearing sufficient for monitoring alarms and emergency signals and for detecting clients' requests for assistance or cries for help. Hearing must also be sufficient for assessment of auscultatory sounds and communication over the telephone
4. Touch sufficient for conducting and performing a physical assessment on a client and interpreting the results. Assessment includes but is not limited to the following areas. The student must be able to:
 - a. Perform the functions of a physical examination (ex. palpation and percussion)
 - b. Perform functions related to therapeutic interventions (ex. insertion of catheters)
 - c. Detect the presence of abnormal or pathological phenomena or detecting any physical changes/deviancy from normal client health status
5. Utilize the sense of smell sufficient for detection of any unusual odor emanating from client or client's body fluids.

1.7
BEHAVIORAL

Each student is expected to possess and exhibit sufficient emotional stability, self-motivation, integrity, compassion, interpersonal skill and flexibility to allow successful functioning in new, ever-changing and stressful environments. Each student must be able to accept responsibility and demonstrate accountability.

The student must demonstrate appropriate behavioral responses including but not limited to the following:

1. Adapt to possible changes in client behavior/response or health status and ability to demonstrate caring/empathetic responses to client behavior
2. Accept and complete all assignment/schedule changes in the classroom, practice laboratory, and clinical setting
3. Be accountable for all DON and agency policies
4. Respond appropriately to constructive criticism and direction from faculty/agency staff during the learning experience
5. Accept a progressive increase in classroom/clinical workload, nursing responsibilities, and client assignments
6. Establish/maintain appropriate professional relationships (included in this expectation is the ability to act ethically, use sound judgment, be compassionate, demonstrate maturity and sensitivity)
7. Function in stressful situations
8. Prioritize competent demands
9. Separate own needs and experiences in order to maintain objectivity and client centered care.