

## LICENSED PRACTICAL NURSING PROGRAM CORE PERFORMANCE STANDARDS

The following performance standards and activities have been identified as essential for successful progression and completion of this program. Students with a diagnosed disability who are unable to meet the standards are advised to contact the ADA counselor at the Nursing/Allied Health Center prior to program admission.

PERFORMANCE	STANDARD	ESSENTIAL ACTIVITIES/TASKS (not all inclusive)
CRITICAL THINKING	Critical thinking ability sufficient for clinical decision making.	<ul style="list-style-type: none"> <li>• Identify cause-effect relationships.</li> <li>• Synthesize information.</li> <li>• Read and interpret data from patient's chart or computer monitor.</li> <li>• Analyze data.</li> <li>• Draw conclusions from data.</li> <li>• Assess patients using sight, hearing, and touch.</li> <li>• Recognize changes in patients' conditions.</li> <li>• Prioritize nursing interventions with multiple tasks are assigned.</li> <li>• Evaluate effect of nursing interventions.</li> </ul>
INTERPERSONAL SKILLS	Interpersonal abilities sufficient to interact with individuals, families, and groups from a variety of social, emotional, cultural, and intellectual backgrounds.	<ul style="list-style-type: none"> <li>• Establish rapport (relationship) with patients and colleagues through speech, touch, and hearing.</li> <li>• Practice therapeutic (non-harmful) communication using speech, hearing, and judgment of appropriate responses.</li> <li>• Recognize crises (times or events that disrupt normal lives) and institute appropriate interventions (actions to bring situation back to normal).</li> <li>• Participate in the referral process to health and social agencies.</li> <li>• Evaluate own communication techniques.</li> <li>• Work effectively in small groups as team members and as a team leader.</li> </ul>
COMMUNICATION SKILLS	Communication abilities sufficient for interaction with others in verbal, nonverbal, and written form.	<ul style="list-style-type: none"> <li>• Explain treatment procedures.</li> <li>• Initiate (start) health teaching.</li> <li>• Document (writing or typing) nursing actions and patient responses.</li> <li>• Speak English in such manner to be understood by general public.</li> <li>• Communicate verbally changes in patient condition.</li> <li>• Hear communications other than face-to-face (intercom systems, cries for help, answer telephones).</li> <li>• Give report (summary of patient condition) to staff and receive report from staff.</li> <li>• Count medicine (narcotic count).</li> <li>• Recognize and interpret other forms of communication such as medical abbreviations, foreign language flip charts, and readings from patient care monitors (i.e. EKG monitor).</li> <li>• Read, interpret, and respond to computerized data.</li> <li>• Function in a noisy, chaotic environment.</li> </ul>
MOTOR SKILLS	Gross and fine motor skills sufficient to provide nursing care in a safe, responsible, and cost effective manner.	<ul style="list-style-type: none"> <li>• Calibrate and use equipment such as reading numbers on measuring cups, syringes, and adjusting flow rates with stopcocks and other small devices.</li> <li>• Position patients.</li> <li>• Maintain immobilization devices such as traction equipment (ropes and pulleys) and casts (support limb while cast is being applied, feel for heat or wetness).</li> <li>• Hold skin taut with one hand while inserting needle in skin or vein with the other hand and perform other procedures requiring the use of two hands.</li> <li>• Maintain sterile technique (open containers and wrappers without touching certain areas).</li> <li>• Develop technological/computer skills (i.e., keyboarding, inputting data, scanning, retrieving data).</li> </ul>

HEARING	Hearing ability sufficient to monitor, assess, and provide safe nursing care.	<ul style="list-style-type: none"> <li>• Be able to hear without communicating face-to-face such as hearing alarms, emergency signals, cries for help, answering telephones.</li> <li>• Distinguish changes in tone and pitch such as in listening to patient's breathing characteristics.</li> <li>• Able to recognize the manner in which a patient speaks does not correspond to what the patient is saying such as when a patient sounding very depressed states he feels great.</li> <li>• Able to hear and interpret communication in stressful situations such as when more than one person is talking at a time, when patients and/or families and/or physicians are excited and talking in a loud voice.</li> <li>• Ability to accurately hear using a stethoscope.</li> </ul>
MOBILITY	Physical abilities sufficient to move from room to room, maneuver in small spaces, and to accommodate stairwell when necessary.	<ul style="list-style-type: none"> <li>• Move around in patient's rooms, workspaces, and treatment areas.</li> <li>• Administer CPR.</li> <li>• Perform physical activities necessary to do basic nursing skills such as hold thermometer in one hand, put on sterile gloves, attach blood pressure cuff on patient's arm, hold one part of a patient's body steady while performing an action on another part of the body.</li> <li>• Perform physical activities necessary to do health assessments such as bending over patient, kneeling, lifting an extremity while tapping with small hammer.</li> <li>• Provide or assist with activities of daily living such as bed bath, oral hygiene (brushing teeth).</li> <li>• Transport and transfer patients from various areas to other areas using such equipment as stretchers, wheelchairs, walkers, and commode chairs.</li> <li>• Direct and assist in ambulation. (Support patient with your arms as you walk).</li> <li>• Move to patient's presence in order to view patient directly. (If patient is on floor, can you get down to the level of the patient to determine condition of patient? If patient is in a small bathroom, can you get in the room with the patient to check on him/her?)</li> <li>• Lift at least 15 lbs. of weight.</li> <li>• Respond quickly in an emergency.</li> <li>• Gather equipment (3-4 pieces) and carry to room.</li> <li>• Pushing and pulling equipment.</li> </ul>
VISUAL	Visual ability sufficient to monitor, assess, and provide safe nursing care.	<ul style="list-style-type: none"> <li>• Observe patient responses.</li> <li>• Read numbers on dials, thermometers, gauges, measuring cups.</li> <li>• Provide eye contact when communicating.</li> <li>• Distinguish changes in color, size, and continuity of body parts.</li> <li>• Distinguish alterations in normal body activities such as breathing patterns, level of consciousness.</li> <li>• Observe safety features in environment such as water on the floor, obstacles in the path of a patient.</li> <li>• Observe non-verbal responses of patients, families or coworkers.</li> <li>• Visualize written word or data on computer screen.</li> <li>• Perform basic nursing skills (must be able to see patient in order to bathe patient, count respirations).</li> <li>• Observe healthcare workers under your direction.</li> </ul>

TACTILE	Tactile ability sufficient to monitor, assess, and provide safe nursing care.	<ul style="list-style-type: none"> <li>• Perform palpation such as feeling body for changes in softness, hardness, temperature, dryness, texture, and vibrations.</li> <li>• Use therapeutic touch such as laying hand on patient or family, gently stroking, patting, or putting arm around patient or family, shaking hands.</li> <li>• Handle equipment</li> <li>• Perform skills requiring use of the hands.</li> </ul>
ACCOUNTABILITY & RESPONSIBILITY	Demonstrate accountability and responsibility in all aspects of nursing practice.	<ul style="list-style-type: none"> <li>• Able to distinguish right from wrong, legal from illegal and act accordingly.</li> <li>• Accept responsibility for own actions.</li> <li>• Consider the needs of patients in deference to one's own needs.</li> <li>• Able to comprehend ethical standards and agree to abide by them.</li> </ul>