Alamance Community College

Rev. 2021

Nurse Aide Program and Related Courses
(Including Nurse Aide I, Nurse Aide II, Medication Aide, Nurse Aide Refresher)

Essential Functions and Technical Standards for Nurse Aide Students

Purpose Statement: The following standards reflect reasonable expectations of a student in the Nurse Aide (NA) Program for the performance of common nurse aide functions. In adopting these standards the NA Program is mindful of the patient's right to safe and quality health care by students. The NA student must be able to apply the knowledge and skills necessary to function in a broad variety of clinical situations while providing the spectrum of nurse aide interventions. These standards do reflect what may be required for employment of the graduate NA. To verify the students' ability to perform these essential functions, students **_will be required to demonstrate_** the following technical standards:

	Standard	Definition of Standard	Example(s) of Technical Standard	My signature and date represents that I am capable of meeting and understand the technical standards of this program.
1	**Critical Thinking/ Problem-Solving Skills**	Ability to collect, interpret and integrate information and make decisions within range of function	While maintaining safety: • Read and comprehend relevant information in textbooks and medical records. • Prioritization of patient care delivery.	
2	**Interpersonal Skills**	Ability to collaboratively work with students and program faculty in the classroom, lab and clinical setting, as well as employers, community members and host sites.	While maintaining safety: • Establish rapport with patients and colleagues; • Participate in lab situations to role play both care provider and patient role. • Interact appropriately with individuals from a variety of social, emotional, cultural, and intellectual backgrounds. • Ability to employ basic conflict management skills.	
3		A skill or behavior that shows consideration and	While maintain safety: • Demonstrates commitment and	

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Professionalism/ Professional Boundaries	respect for others. A behavior that goes beyond what an ordinary person would have behaving in a more formal business-like manner.	confidence • Demonstrates a sense of responsibility and dependability.	
4 **Coping Skills**	Works under time constraints. Concentrates in distracting situations. Follows supervisor instruction in a timely manner. Accepts and responds appropriately to constructive feedback from supervisors.	While maintaining safety: • Manage academic schedules and deadlines • Perform in fast paced lab and clinical situations.	
5 **Communication Skills**	Express him/herself effectively in English using verbal, nonverbal and written format with faculty, students, patients, families and other health care workers.	While maintaining safety: • Give directions and answer questions patients and health care workers may have. • Keep accurate records using appropriate medical terminology and spelling; • demonstrate active listening skills; • Recognize, interpret and respond to non verbal behavior of self and others.	
6 **Mobility/Motor Skills**	Good dexterity (eye and hand coordination) Sufficient gross and fine motor skills to manipulate equipment lift stoop or bend during the safe delivery of care. Sufficient strength to assist patients that have physical limitations.	While maintaining safety: • Use equipment appropriately i.e.: mechanical lifts, w/chairs stretchers • administer CPR, • Position and transfer patients.	
7 **Hearing or approved accommodations**	Sufficient hearing to communicate with patients and members of the health care delivery team, monitor patients using electronic equipment.	While maintaining safety: • Hear monitor alarms, hear call bells, patient safety alarms, heart and breath sounds and blood pressure sounds. • Hear necessary sounds during operation of equipment	

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8	Visual Skills	Sufficient eyesight to observe patients, read charts and records. Read equipment. Visually monitor patients in dim lighting.	While maintaining safety: • Observes and report patient skin color change • Records accurately patient activities • Reads glass thermometers • Reads sphygmomanometers • Reads and interprets height and weight on a stand up scale.	
9	Tactile Skills	Sense of touch sufficient to monitor and detect health needs.	While maintaining safety: • Detect a pulse, • Detect changes in water, food and skin temperatures	
10	Behavioral/ Emotional	Shows respect for self and others. Projects an image of professionalism and strong work ethic. Arrives on time for professional commitments.	While maintaining safety: • Demonstrate initiative, flexibility, enthusiasm, honesty, cooperative behavior. • Demonstrate respect for patient, other health care providers and the nursing profession. • Perform duties efficiently, willingly and thoroughly; • Present professional appearance and maintain personal hygiene.	

Disability Services Statement

Alamance Community College is committed to providing equal educational opportunities for students with documented disabilities. Students who require reasonable accommodations or services must identify themselves as having a disability and provide current diagnostic documentation to the Disability Services Office located in the Main Building, Main 244. All information is confidential. Please contact Monica Isbell, Coordinator of Disability & Counseling Services for more information at 336-506-4130 or email at monica.isbell@alamancecc.edu.

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