

## NURSING PERFORMANCE STANDARDS

Essential eligibility requirements for participation in the nursing program

Nursing is a practice discipline with cognitive, sensory, effective and psychomotor performance requirements. The following Performance Standards identify essential eligibility requirements for participation in the nursing program.

<b>Issue</b>	<b>Description</b>	<b>Standard</b>	<b>Examples of Necessary Action (not all inclusive)</b>
Hearing	Use of auditory sense	Auditory ability sufficient to monitor & assess health needs	Hear monitor alarm, emergency signals, & cries for help, heart, lung & bowel sounds.
Visual	Use of sight	Visual ability sufficient for observation & assessment necessary in nursing care	Observe patient responses, ability to see sm. calibration markings & numbers (e.g. on syringes), assess color change in skin & fluids.
Tactile	Use of touch	Tactile ability sufficient for physical assessment	Perform palpation, functions of physical exams & or those related to therapeutic intervention, & sense temperature.
Mobility	Physical ability, strength, stamina	Physical abilities & stamina sufficient to move from room to room quickly & maneuver in small spaces	Move around in patient rooms, work spaces & treatment areas. Provide routine personal care and emergency care including CPR.
Motor Skills	Physical ability, coordination, dexterity	Gross & fine motor abilities sufficient to provide safe & effective nursing care.	Calibrate & use equipment, lift, & transfer & position patients. Maintain sterile technique.
Communication	Speech, reading, writing	Effective use of English language. Communication abilities sufficient for effective interaction in verbal, nonverbal & written form. Comprehension & accurate recall of verbal & written communication	Engage in clear and effective communication with the client/client system. Modulates words in accordance with patient's ability to understand. Interprets and responds to non-verbal communication. Concisely & accurately explains treatments & procedures, and health education. Documents clearly and concisely, within legal guidelines and with min. spelling errors.
Interpersonal	Ability to relate to others	Interpersonal abilities sufficient to effectively interact with individuals, families & groups from a variety of social, emotional, cultural & intellectual backgrounds	Identify needs of others, and establish rapport with patient, families and colleagues.
Behavioral	Emotional & mental stability	Functions effectively under stress	Flexible, concern for others. Ability to provide safe nursing care & administer medications in a stressful environment with multiple interruptions & noises, distractions, unexpected patient needs.
Critical Thinking	Ability to problem solve	Critical thinking ability sufficient for clinical judgment	Identify cause-effect relationships in clinical situation, develop nursing care plans. Ability to quickly measure, calculate, reason, analyze, prioritize & synthesize data in a fast-paced environment.