

## Performance Standards<sup>1</sup>

The student must be capable of meeting the performance standards of the DNHS programs. Reasonable accommodation can be made for disabilities. However, students are expected to perform in a reasonably independent manner.

Category Description and Standard	Examples
<p><b>Critical thinking</b> ability sufficient to exercise sound nursing judgment</p> <p><b>Reasoning</b> skills sufficient to perform deductive/ inductive thinking for nursing decisions</p>	<ul style="list-style-type: none"> <li>• Identify cause/effect relationships and make appropriate judgments in clinical situations</li> <li>• Develop nursing care plans</li> <li>• Calculate medications</li> </ul>
<p><b>Communication</b> abilities sufficient for effective interaction in verbal and written form</p>	<ul style="list-style-type: none"> <li>• Able to obtain information, explain treatment procedures, initiate health teaching, describe patient situations, perceive nonverbal communications</li> </ul>
<p><b>Gross and fine motor</b> function sufficient to provide safe and effective care</p>	<p><b>Gross Motor:</b></p> <ul style="list-style-type: none"> <li>• Gross motor skills sufficient to provide the full range of safe and effective nursing care activities [move within confined spaces, reach above shoulders (IV poles), reach below waist (plug into electrical wall outlets)]</li> </ul> <p><b>Fine Motor:</b></p> <ul style="list-style-type: none"> <li>• Fine motor skills sufficient to perform manual psychomotor skills [pick up small objects with hands, pinch/pick or otherwise work with fingers (e.g., manipulate a syringe), sustain repetitive movements (CPR)]</li> </ul> <p><b>Physical Strength</b></p> <ul style="list-style-type: none"> <li>• Physical stamina sufficient to perform client care activities for entire length of work shift [push, pull, support and lift 25 pounds of weight (position, ambulate, &amp; transfer clients; defend self against combative client, use upper body strength to perform CPR)]</li> </ul>
<p><b>Auditory</b> ability sufficient to monitor and assess needs of clients</p>	<ul style="list-style-type: none"> <li>• Able to hear monitor alarm and emergency signals, able to listen to breath and hear signs, able to hear normal speaking levels sounds</li> </ul>
<p><b>Visual</b> ability sufficient for observation and assessment necessary for care</p>	<ul style="list-style-type: none"> <li>• Able to observe patients, visualize appearance of a surgical wound, depth perception, peripheral vision, distinguish color and color intensity</li> </ul>
<p><b>Tactile</b> ability sufficient for physical assessment</p>	<ul style="list-style-type: none"> <li>• Able to perform palpation of a pulse, perceive temperature or functions of a physical exam</li> </ul>
<p><b>Emotional</b> health sufficient to totally utilize her or his intellectual abilities. Able to function effectively during stressful situations</p>	<p><b>Interpersonal</b></p> <ul style="list-style-type: none"> <li>○ Interpersonal abilities sufficient to interact with individuals, families, and groups, respecting social, cultural, and spiritual diversity</li> <li>○ Negotiate interpersonal conflict</li> <li>○ Establish rapport with clients and with co-workers</li> <li>• Able to adapt to ever-changing environments, displaying flexibility, learning to function in the case of uncertainty that is inherent in clinical situations involving patients/clients.</li> </ul>

<sup>1</sup> References:

- Heartland Community College: Functional Abilities Required for the Nursing Program. <http://www.heartland.edu/divisions/hs/nurs/functionalabilities.html>
- Clayton College & State University: Performance Standards for Baccalaureate Degree Nursing [http://healthsci.clayton.edu/nursstud/Student\\_Forms/BSNstandards.pdf](http://healthsci.clayton.edu/nursstud/Student_Forms/BSNstandards.pdf)
- Southern Regional Education Board, Council on Collegiate Education for Nursing. (1993). *The Americans with Disabilities Act: Implications for nursing education*. <http://www.sreb.org.programs/nursing/publications/adareport.asp>