

## CPC Associate Degree Nursing Essential Functions Document Core Performance Standards for Admission and Progression

*The following are the non-academic essential functions that must be mastered in order to complete and remain in the Associate Degree Nursing Program and become employable. They are provided here to help you assess the appropriateness of this career field for you.*

### I. Cognitive/Critical Thinking

- A. Ability to measure, calculate, reason, analyze, integrate and synthesize information sufficient for clinical judgment.
  - 1. Example: Apply information, evaluate the meaning of data and engage in critical thinking in the classroom and clinical setting.
  - 2. Example: Identify cause-effect relationships in clinical situations.
  - 3. Example: Concentrate to correctly perform nursing tasks within the scope of practice.
  - 4. Example: Respond appropriately to constructive feedback.

### II. Communication

- A. Appropriate interpersonal interaction with other students, faculty, staff, patients, family and other professionals.
  - 1. Example: Establish and maintain a professional relationship with patients and colleagues.
  - 2. Example: Demonstrate appropriate impulse control and professional level of maturity.
  - 3. Example: Effective communication with others, both verbally and in writing.
  - 4. Example: Document and interpret nursing actions and patient responses in a clear, professional and timely manner.
  - 5. Example: Listen and respond to others in an accepting and respectful manner.

### III. Motor Skills

- A. Sufficient motor function to execute movements required to perform general nursing duties.
  - 1. Example: Participate to safely maneuver equipment and patients to perform duties within scope of practice.
  - 2. Example: Ability to administer cardiopulmonary resuscitation procedures.
- B. Sufficient physical endurance to participate fully in the clinical and academic settings at an appropriate level.
  - 1. Example: Perform patient care that demonstrates the ability to lift and manipulate 35 pounds.
  - 2. Example: Participation may include extended periods of sitting, standing, lifting and walking briskly.

### IV. Professional Conduct

- A. Function effectively and adapt to circumstances including highly stressful or rapidly changing situations.
  - 1. Example: Examine and change his or her behavior when it interferes with professional relationships or the academic or health care environments.
  - 2. Example: Maintain mature, sensitive and effective relationships with patients, colleagues, faculty, staff and other professionals.
  - 3. Example: Demonstrate emotional stability to participate fully in the clinical and academic setting at an appropriate level.
- B. Incorporate professional standards of practice into all activities.
  - 1. Example: Advocate, uphold and defend the individual's right to privacy and the doctrine of confidentiality.
  - 2. Example: Work effectively with a team in an academic or health care setting.
  - 3. Example: Use correct, professional, and appropriate grammar in written and oral communication.
  - 4. Example: Utilize aspects of cultural sensitivity in all communication.
- C. Demonstrate integrity, accountability and reliability in clinical and academic setting.
  - 1. Example: Complete all assignments in a timely manner. Take all tests and final examinations on time as scheduled.
  - 2. Example: Be on-time for class, lab, and clinical experiences
- D. Present self in a professional manner in clinical and academic settings.
  - 1. Example: Attend clinical following the dress code policy, including appropriate hygiene with no detectable scents or odors.
  - 2. Example: Wear appropriate clothing that is not distracting or offensive when in the learning environment.
- E. Utilize computers correctly, effectively and professionally to acquire information and to communicate with others.
  - 1. Example: Use blackboard to collect course information.
  - 2. Example: Utilize multiple computer systems to complete tasks.
  - 3. Example: Utilize the internet to collect current information from reliable sources to provide appropriate patient care.
  - 4. Example: Communicate via e-mail in a professional and ethical manner.

### V. Sensory

- A. Hearing sufficient to monitor and assess health needs.
  - 1. Example: Able to hear monitor alarms, emergency signals, cries for help, and auscultatory sounds.
- B. Vision sufficient for assessment and observation necessary to perform nursing care.
  - 1. Example: Observe patient responses, assessment data, patient medication and equipment.
- C. Tactile sufficient for physical assessment.
  - 1. Example: perform palpation, functions of physical assessment and those related to therapeutic interventions (e.g.: insertion of a catheter).

**I am able to accomplish the Essential Functions of Nursing with or without reasonable accommodations.**

**Student Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_

**Print Name:** \_\_\_\_\_