## TECHNICAL STANDARDS POLICY

PPSC Nursing Student: Technical Standards/Essential Requirements Policy

1. **Disability Related Information -** Students are expected to participate fully in activities required by the Program. See the Essential Skills and Functional Abilities for Nursing Students.
2. Any student having a temporary medical condition that inhibits or restricts his/her activities should contact the Office of Accessibility Services (719-502-3333).
3. Should a student become unable to participate fully in the Program’s activities, he or she may be granted an Incomplete or be administratively withdrawn. Questions regarding a grade of Incomplete or an administrative withdraw should be directed to the Nursing Department.

Students requesting reasonable accommodations should contact the Office of Accessibility Services at 719-502-3333. It is recommended students set up their initial appointment with Accessibility Services prior to starting the Nursing Program. Specific information regarding the accommodation process is available on the PPSC website. Accommodations may only be provided when the student provides the Accommodations Form from the Office of Accessibility Services to his or her individual faculty.

##### ESSENTIAL SKILLS AND FUNCTIONAL ABILITIES FOR NURSING STUDENTS

Individuals enrolled in the PPSC Nursing Program must be able to perform essential skills. If a student believes that he or she cannot meet one or more of the standards without accommodations, the student should request an ADA Interactive Session by contacting Human Resource Services at 719-502-2600.

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| **FUNCTIONAL ABILITY** | **STANDARD** | **EXAMPLES OF REQUIRED ACTIVITIES IN CLINICAL AND LAB PRACTICE** |
| **Motor Abilities** | Physical abilities and mobility sufficient to execute gross motor skills, physical endurance, and strength, to provide patient care.  Lift and/or support 50 pounds. | Mobility sufficient to carry out patient care procedures such as assisting with ambulation of clients, administering CPR, assisting with turning and lifting patients, providing care in confined spaces such as treatment room or  operating suite. |
| **Manual Dexterity** | Demonstrate fine motor skills sufficient for providing safe nursing care. | Motor skills sufficient to handle small equipment such as insulin syringe and administer medications by all routes, perform tracheotomy suctioning, insert  urinary catheter. |
| **Perceptual/ Sensory Ability** | Sensory/perceptual ability to monitor and assess clients. | * Sensory abilities sufficient to hear alarms, auscultatory sounds, cries for help, etc. * Visual acuity to read calibrations on 1 cc syringe, assess color (cyanosis, pallor, etc.). * Tactile ability to feel pulses, temperature, palpate veins, etc. * Olfactory ability to detect smoke or   noxious odor, etc. |

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| **Behavioral/ Interpersonal/ Emotional** | Ability to relate to colleagues, staff and patients with honesty, civility, integrity and in a nondiscriminatory manner.   * Capacity for development of mature, sensitive, and effective therapeutic relationships. * Interpersonal abilities sufficient for interaction with individuals, families and groups from various social, emotional, cultural and intellectual backgrounds. * Ability to work constructively in stressful and changing environments with the ability to modify behavior in response to constructive criticism. * Capacity to demonstrate ethical behavior, including adherence to the   professional nursing code and student code of conduct. | * Establish rapport with patients/clients and colleagues. * Work with teams and workgroups. * Emotional skills sufficient to remain calm in an emergency situation. * Behavioral skills sufficient to demonstrate the exercise of good judgment and prompt completion of all responsibilities attendant to the diagnosis and care of clients. * Adapt rapidly to environmental changes and multiple task demands. * Maintain behavioral decorum in stressful situations. |
| **Safe environment for patients, families and co-workers** | * Ability to accurately identify patients. * Ability to effectively communicate with other caregivers. * Ability to administer medications safely and accurately. * Ability to operate equipment safely in the clinical area. * Ability to recognize and minimize hazards that could increase healthcare associated infections. * Ability to recognize and minimize accident hazards in the clinical setting including hazards that contribute to patient family and co-worker falls. | * Prioritizes tasks to ensure patient safety and standard of care. * Maintains adequate concentration and attention in patient care settings. * Seeks assistance when clinical situation requires a higher level or expertise/experience. * Responds to monitor alarms, emergency signals, call bell from patients, and orders in a rapid effective matter. |
| **Communication** | * Ability to communicate in English with accuracy, clarity and efficiency with patients, their families and other members of the health care team (including spoken and non-verbal communication, such as interpretation of facial expressions, affect and body language). * Required communication abilities, including speech, hearing, reading, writing, language skills and computer literacy. * Communicate professionally and civilly to the healthcare team including peers, instructors, and preceptors. | * Gives verbal directions to or follows verbal directions from other members of the healthcare team and participates in health care team discussions of patient care. * Elicits and records information about health history, current health state and responses to treatment from patients or family members. * Conveys information to clients and others as necessary to teach, direct and counsel individuals in an accurate, effective, and timely manner. * Responds to monitor alarms, emergency signals, call bell from |

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|  |  | patients, and orders in a rapid effective matter.   * Establishes and maintain effective working relations with patients and co-workers. * Recognizes and reports critical patient information to other caregivers. |
| **Cognitive/ Conceptual/ Quantitative Abilities** | * Ability to read and understand written documents in English and solve problems involving measurement, calculation, reasoning, analysis and synthesis. * Ability to gather data, to develop a plan of action, establish priorities and monitor and evaluate treatment plans and modalities. * Ability to comprehend three- dimensional and spatial relationships. * Ability to react effectively in an emergency situation. | * Calculates appropriate medication dosage given specific patient parameters in the minimum amount of time deemed necessary to promote best patient outcomes. * Analyzes and synthesize data and develop an appropriate plan of care. * Collects data, prioritize needs and anticipate reactions. * Comprehend spatial relationships adequate to properly administer injections, start intravenous lines, or assess wounds of varying depths. * Recognizes an emergency situation and responds to quickly and effectively to safeguard the patient and other caregivers. * Transfers knowledge from one situation to another. * Accurately processes information on medication container, physicians’ orders, and monitor and equipment calibrations, printed documents, flow sheets, graphic sheets, medication administration records, other medical records and policy procedural manuals. |
| **Punctuality/ Work habits** | * Ability to adhere to policies, procedures and requirements as described in the Nursing Student Handbook, PPSC Student Handbook, college catalog, and course syllabi. * Ability to complete classroom and clinical assignments and submit assignments at the required time. * Ability to adhere to classroom and clinical schedules. | * Attends class and clinical assignments punctually. * Reads, understands and adheres to all policies related to classroom and clinical experiences. * Contacts instructor in advance of any absence or late arrival. * Understands and complete classroom and clinical assignments by due date and time. |

**TECHNICAL STANDARDS/ESSENTIAL REQUIREMENTS POLICY**

### Introduction

Pikes Peak State College has adopted the following technical standards for admission, progression and graduation of all Nursing Program students in clinical courses involving direct client care. Candidates for these degrees must be able to meet these minimum standards, with or without reasonable accommodation, for successful completion of degree requirements.

### Observation

The student must be able to observe lectures, demonstrations, research, and practice situations in nursing. She/he must be able to observe health assessments and interventions, diagnostic specimens and digital and waveform readings to determine a client’s condition and the effect of therapy. Observation necessitates the functional use of vision, hearing, tactile and somatic senses.

### Communication

A student must be able to communicate effectively in English with clients, teachers and all members of the health care team. He/she must communicate with clients to elicit information regarding history, mood and activity, and to perceive nonverbal communication. Communication includes speech, hearing, reading, writing and computer literacy. A student must be able to report to members of the health care team, express appropriate information to clients, and teach, explain, direct and counsel people. Examples of communication include ability to detect sounds related to bodily functions using a stethoscope, detect audible alarms generated by mechanical systems such as those that monitor bodily functions, fire alarms, call bells, ability to observe and collect data from recording equipment and measurement devices used in client care. Students need the ability to communicate with clients and members of the healthcare team in person and over the phone in a variety of settings, including isolation or the operating room where health team members are wearing masks or there is background noise.

### Motor

A student must have sufficient gross and fine motor skills, physical endurance, physical strength, mobility, vision, tactile abilities and sense of smell to carry out nursing procedures and operate equipment safely. He/she must have sufficient motor function to elicit information from patients by observation, palpation, auscultation, percussion and other diagnostic maneuvers. A student should be able to do basic laboratory tests (e.g., using a glucometer, slide preparation) and perform patient care procedures (e.g., tracheotomy care, urinary catheterization, insertion of intravenous catheters, giving intramuscular and subcutaneous injections, and use of oxygen/respiratory equipment). He/she must be able to execute motor movements reasonably required to provide routine and emergency care and treatment including cardiopulmonary resuscitation, administration of intravenous medication, application of pressure to stop bleeding, and opening of obstructed airways. The student should be able to lift and/or support at least 50 pounds in order to reposition, transfer, and ambulate clients safely. Certain chronic or recurrent illnesses and problems that could interfere with patient care or safety may be incompatible with nursing education or practice. Some illnesses may lead to a higher likelihood of student absences and should be carefully considered.

### Intellectual, conceptual, integrative and quantitative abilities

The student must be able to read and understand written documents in English and to solve problems involving measurement, calculation, reasoning, memory, analysis and synthesis. He/she must be able to synthesize knowledge and integrate the relevant aspects of a client’s history, physical findings and diagnostic studies. The student must be able to use this information to develop a diagnosis, establish priorities and monitor treatment plans and modalities. In addition, he/she must be able to comprehend three-dimensional and spatial relationships.

### Behavioral and social attributes

A student must have the capacity to demonstrate full utilization of her/his intellectual abilities, emotional stability, exercise good judgment under stressful, crisis and non-crisis situations and promptly complete all responsibilities pertinent to the diagnosis and care of clients in a variety of settings. The student must have the capacity to develop mature, sensitive, and effective therapeutic relationships with clients in a variety of settings and from different cultures.

### Individual patient care must be performed regardless of the patient’s race, ethnic group, age, gender, religious or political preference, ability to pay, sexual orientation, or diagnosis.

The student will be required to perform nursing care in many settings including acute care inpatient settings (e.g., medical surgical, obstetrics, psychiatric, pediatric) as well as outpatient settings (e.g. outpatient clinics, long term care facilities, schools, and homes). The student must have the ability to perform nursing care that may be outside his/her own personal level of comfort in these settings so that the patient’s needs are a top priority. He/she must be able to tolerate physically and mentally taxing workloads and function effectively under stress. The student must be able to exhibit a level of consciousness and attentiveness that guarantees patient safety. Examples of unacceptable compromise include excessive somnolence, memory impairment, or an inability to retain pertinent details of a patient’s situation or to perform skills in a timely manner. As a component of nursing education, a student must demonstrate ethical behavior, including adherence to the PPSC Student Code of Conduct.

Although student safety is of utmost importance, students will be exposed to a variety of communicable pathogens and are expected to care for patients with communicable disease using appropriate standard precautions and/or guidelines.

Deficiencies in knowledge, judgment, integrity, or professional attitude may jeopardize patient care, and as a result could become grounds for course failure and possible dismissal from the Nursing Program.