

**Northwest Florida State College  
Associate Degree Nursing Program  
Performance Standards**

The Northwest Florida State College Associate Degree Nursing Program has developed the following performance standards which are required of all students enrolled in the program. The standards reflect expected competencies of registered nurses (RNs) in the work place to ensure patient dignity and safety as well as serve as a tool to assist potential students in making career decisions. **Students with identified special needs must consult with the Office of Special Needs Student Services: 850-729-6079 prior to enrolling in the nursing program.** Nursing Program student candidates must also discuss any limitations that may hinder their ability to meet performance standards with their healthcare provider prior to enrolling in Northwest Florida State College nursing courses. Individual accommodations needed to meet program performance standards may be considered unreasonable by the Nursing Program.

| ISSUE                                     | STANDARD   | EXAMPLES in HEALTHCARE FACILITIES   |
|---|--|---|
| Critical, Logical and Analytical Thinking | Critical Thinking sufficient for clinical judgment.  | <ul style="list-style-type: none"> <li>▪ Interpret assessment data and respond with appropriate interventions</li> <li>▪ Work alone and to make independent decisions that meet the standard of care</li> <li>▪ Identify and prevent potential medication errors</li> </ul>   |
| Interpersonal                             | Interpersonal abilities sufficient to interact with individuals, families, and groups from a variety of social, emotional, cultural, and intellectual backgrounds. | <ul style="list-style-type: none"> <li>▪ Emotionally stable in order to:               <ul style="list-style-type: none"> <li>- Perceive and effectively manage stressors in the work environment</li> <li>- Work with families stressed by the condition of a loved one</li> <li>- Work with other healthcare providers in stressful situations</li> </ul> </li> </ul>   |
| Communication                             | Communication abilities sufficient for interaction with others in verbal and or written form.  | <ul style="list-style-type: none"> <li>• Follow verbal and/or written instructions</li> <li>• Communicate with others patient responses to therapy</li> <li>• Document patient responses to care</li> <li>• Consult with other healthcare providers in a professional, timely manner</li> </ul>   |
| Mobility                                  | Physical abilities, including strength and stamina, sufficient to move from room to room and walk in hallways, maneuver in small spaces.                           | <ul style="list-style-type: none"> <li>• Able to walk to and from departments to patient rooms</li> <li>• Assist in patient transport</li> <li>• Perform patient care for 8-12 hours; stand for prolonged periods of time</li> <li>• Push/pull equipment requiring force on linoleum and/or carpeted floor</li> <li>• Stoop, bend, squat, reach overhead while maintaining balance</li> <li>• Safely evacuate patients as needed in emergency situations</li> </ul> |
| Motor Skills                              | Gross and fine motor abilities sufficient to provide safe and effective health care.   | <ul style="list-style-type: none"> <li>• Perform vital signs (manually and using automatic devices)</li> <li>• Perform physical assessment, safely manipulate equipment</li> <li>• Pick up, grasp and manipulate small objects with control</li> <li>• Perform electronic documentation and keyboarding</li> </ul>  |
| Physical Strength and Stamina             | Ability to lift, carry, push or pull up to 50 pounds occasionally, 20 pounds frequently, and 10 pounds constantly.   | <ul style="list-style-type: none"> <li>• Lift, turn, transfer and move patients confined to bed, wheelchair or gurneys</li> <li>• Assist with lifting, holding patients safely from the floor or other surfaces</li> <li>• Stoop, kneel, crouch, climb, balance, stand, walk</li> <li>• Reach with hands/arms, push, pull, carry, lift and sit</li> <li>• Lift, move or manipulate heavy equipment</li> </ul>   |
| Hearing                                   | Auditory ability sufficient to monitor and assess health needs.  | <ul style="list-style-type: none"> <li>• Hear blood pressure, breath sounds, heart sounds, bowel sounds</li> <li>• Hear alarms, call bells, and telephones</li> <li>• Hear conversations with/between patients, family, physicians and staff</li> <li>• Hear and correctly interpret verbal communication from others</li> <li>• Distinguish sounds with background noise</li> </ul>  |
| Visual                                    | Visual ability sufficient for observation and assessment necessary in health care.   | <ul style="list-style-type: none"> <li>• Read patient charts, flow sheets, monitors</li> <li>• Draw up and administer medications; read small print on medications/syringes</li> <li>• Assess patient skin color/changes</li> <li>• Observe subtle changes in patients' conditions</li> </ul>   |
| Tactile                                   | Tactile ability sufficient for physical assessment and to provide health care intervention.  | <ul style="list-style-type: none"> <li>• Perform assessment by palpation</li> <li>• Start IV's, perform sterile and non-sterile dressing changes</li> <li>• Insert urinary catheters</li> </ul>   |