

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

Northwest Florida State College Associate Degree Nursing (ADN) 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 ADN program.** Associate Degree 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 ADN Program. An ADN program applicant should possess the following capabilities:

1. Sufficient physical, motor, sensory, intellectual, emotional, and social/ communication skills to provide safe patient care utilizing a variety of equipment in different health care environments. *Examples* of performance standards for nursing practice are outlined below.
2. Be of sound mind and body to perform the professional duties of a nursing student without becoming injurious to self or others.

ISSUE	STANDARD	EXAMPLES in HEALTHCARE FACILITIES
Critical, Logical, and Analytical Thinking	Critical Thinking sufficient for clinical judgment.	<ul style="list-style-type: none"> • Competent assessing a patient in a timely manner and correctly interpreting assessment data and respond with appropriate interventions. • Work alone and to make independent decisions that meet the standard of care • Identify and prevent potential medication errors
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"> • Emotionally stable in order to: <ul style="list-style-type: none"> - Perceive and effectively manage stressors in the work environment - Work with families stressed by the condition of a loved one - Work with other healthcare providers in stressful situations
Communication	Communication abilities sufficient for interaction with others in verbal and or written form.	<ul style="list-style-type: none"> • Follow spontaneous verbal and/or written instructions • Communicate with others patient responses to therapy • Is able to effectively communicate in English • Document patient responses to care • Must be able to communicate the patient's response to therapy to other members of the health care team, document patient responses to therapy on health care forms utilizing various forms of media, consult with health care team members/workers in a professional manner.
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"> • Able to walk to and from departments to patient rooms, walking independently with patients from department to department, around the patient room, down the corridor, from one patient room to another to take care of all patients on a team • Assist in patient transport of all patients from bed to bed, bed to chair, etc. • Perform patient care for 8-12 hours; stand for prolonged periods of time • Push/pull equipment requiring force on linoleum and/or carpeted floor • Stoop, bend, squat, reach overhead while maintaining balance • Safely evacuate patients as needed in emergency situations
Motor Skills	Gross and fine motor abilities sufficient to provide safe and effective health care.	<ul style="list-style-type: none"> • Perform vital signs (manually and using automatic devices) • Perform physical assessment, safely manipulate equipment • Pick up, grasp and manipulate small objects with control • Perform electronic documentation and keyboarding • Manual dexterity to start a patient's intravenous line, set alarms on monitors, draw up and give injections to patients without extraneous movement.
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"> • Lift, turn, transfer and move patients confined to bed, wheelchair or gurneys • Assist with lifting, holding patients safely from the floor or other surfaces • Stoop, kneel, crouch, climb, balance, stand, walk • Reach with hands/arms, push, pull, carry, lift and sit • Lift, move or manipulate heavy equipment
Hearing	Auditory ability sufficient to monitor and assess health needs.	<ul style="list-style-type: none"> • Hear blood pressure, breath sounds, heart sounds, bowel sounds • Hear alarms, call bells, and telephones • Hear conversations with/between patients, family, physicians and staff from varying distances with varying audible sounds. • Hear and correctly interpret verbal communication from others • Distinguish sounds with background noise
Visual	Visual ability sufficient for observation and assessment necessary in health care.	<ul style="list-style-type: none"> • Read patient charts/flow sheets/ monitors • Draw up and administer medications; read small print on medications/syringes • Assess patient skin tones • Observe subtle changes in patients' conditions • Read thermometers, assess wound status, and non-verbal behaviors

Tactile	Tactile ability sufficient for physical assessment and to provide health care intervention.	<ul style="list-style-type: none"> • Perform assessment by palpation • Start IV's, give injections, perform sterile and non-sterile dressing changes, and insert urinary catheters without extraneous movements

Latex Advisory: The use of latex/latex based products may exist in health care universal precautions and in environments such as, but not limited to, Nursing training laboratories, hospitals, and other clinical areas. Individuals with latex allergies should seek expert advice from their health care provider so that they may receive information to make an informed decision regarding their exposure to latex in the health care field.