

## Core Performance Standards for Admission and Progression

Nursing is a practice discipline with cognitive, sensory, affective, and psychomotor performance requirements. For admission and progression, the following core performance standards must be performed independently.

If you are unable to meet one or more of these standards without accommodations or modifications, you may request reasonable assistance from Disability Services. Through an interactive process, Disability Services will make a case by case determination. Recent documentation (within 3 years) is required.

Requirements	Standard	Examples (Are not all inclusive)
<b>Critical Thinking</b>	<ul style="list-style-type: none"> <li>• Ability to perform effective clinical reasoning and judgment consistent with level of educational preparation</li> </ul>	<ul style="list-style-type: none"> <li>• Identify cause/effect relationships in clinical situations</li> <li>• Use of the scientific method in the development of a plan of care</li> <li>• Evaluation of the effectiveness of nursing interventions</li> </ul>
<b>Analytical Thinking</b>	<ul style="list-style-type: none"> <li>• Cognitive skills sufficient to perform deductive/inductive reasoning when formulating nursing decisions</li> <li>• Analytical thinking, which allows for the transfer of knowledge from one situation to another</li> <li>• The ability to:               <ul style="list-style-type: none"> <li>○ Process information</li> <li>○ Evaluate outcomes</li> <li>○ Problem solve</li> <li>○ Prioritize tasks</li> <li>○ Use long and short term memory</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Evaluate different sources of diagnostic information to help arrive at a nursing diagnosis for a patient</li> <li>• Evaluate priorities in order to provide the most appropriate care</li> <li>• Evaluate data to notify nursing, physicians and other healthcare team members when necessary</li> </ul>
<b>Reading</b>	<ul style="list-style-type: none"> <li>• Ability to sufficiently read and comprehend the written word at a tenth grade level or above</li> </ul>	<ul style="list-style-type: none"> <li>• Read and understand provider's orders</li> <li>• Read and understand medical information in patient charts and care plans</li> <li>• Read and comprehend information presented in textbooks/online</li> </ul>
<b>Arithmetic</b>	<ul style="list-style-type: none"> <li>• Ability to sufficiently perform arithmetic at a tenth grade level or above. Including:               <ul style="list-style-type: none"> <li>○ <b>Counting:</b> the act of enumerating or determining the number of items in a group</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Able to calculate drug dosages requiring fractions and decimals</li> <li>• Able to calculate IV drip rates</li> <li>• Use formulas for calculations</li> <li>• Convert to metric measurements</li> </ul>

	<ul style="list-style-type: none"> <li>○ <b>Measuring:</b> the act or process of ascertaining the extent, dimensions or quantity of something</li> <li>○ <b>Computing:</b> the act or process of performing mathematical calculations such as addition, subtraction, multiplication and division using fractions and decibels</li> </ul>	
<b>Interpersonal</b>	<ul style="list-style-type: none"> <li>● Interpersonal abilities sufficient to interact with individuals, families, and groups from a variety of social, emotional, cultural, and intellectual backgrounds.</li> <li>● Establish and maintain supportive relationships with patients and other healthcare providers</li> </ul>	<ul style="list-style-type: none"> <li>● Able to respect differences in patients and co-workers and establish rapport</li> <li>● Negotiate interpersonal conflict appropriately</li> <li>● Communicate therapeutically with providers, nurses, patients, co-workers and others</li> <li>● Ability to work effectively within a team</li> </ul>
<b>Communication</b>	<ul style="list-style-type: none"> <li>● Communication abilities sufficient to interact with others in both verbal and written form</li> </ul>	<ul style="list-style-type: none"> <li>● Explain treatment procedures</li> <li>● Initiate health teaching</li> <li>● Document</li> <li>● Interpret actions and patient responses</li> </ul>
<b>Mobility</b>	<ul style="list-style-type: none"> <li>● Physical abilities sufficient to move from room to room and maneuver in small spaces</li> <li>● Ability to lift, position, push, or transfer patients</li> <li>● Ability to reach, stoop, bend, kneel, and crouch</li> <li>● Prolonged standing/walking</li> <li>● Push, pull, or move/lift equipment/supplies (up to 35 pounds)</li> </ul>	<ul style="list-style-type: none"> <li>● Administer cardiopulmonary resuscitation</li> <li>● Assist patient from bed to chair</li> <li>● Transport equipment</li> <li>● Respond quickly to patient emergencies</li> <li>● Make rapid adjustments when needed to ensure patient safety</li> </ul>
<b>Motor Skills (Gross and Fine Motor)</b>	<ul style="list-style-type: none"> <li>● Gross and fine motor abilities sufficient to provide safe and effective nursing care</li> </ul>	<ul style="list-style-type: none"> <li>● Calibrate and use equipment</li> <li>● Prepare and administer medications including use of a syringe</li> <li>● Type on a keyboard</li> <li>● Position patients and residents</li> </ul>
<b>Hearing</b>	<ul style="list-style-type: none"> <li>● Auditory ability sufficient to monitor and assess health needs</li> <li>● Ability to hear monitors and equipment alarms, emergency signals, auscultatory sounds, cries for help</li> </ul>	<ul style="list-style-type: none"> <li>● Able to hear patient breath and heart sounds even when faint</li> <li>● Able to hear through a stethoscope</li> <li>● Hear device alarms and emergency signals</li> <li>● Able to hear cries for help</li> </ul>

<b>Visual</b>	<ul style="list-style-type: none"> <li>Near and far visual acuity sufficient for observation, assessment, and implementation of care regimen</li> </ul>	<ul style="list-style-type: none"> <li>Able to distinguish color and intensity</li> <li>Visually assess patient's color</li> <li>Able to observe changes in patient condition</li> <li>Able to read monitors, equipment displays, gauges, dials, etc.</li> </ul>
<b>Tactile</b>	<ul style="list-style-type: none"> <li>Tactile ability sufficient for assessment of physical health status</li> <li>Performs palpation, functions of physical assessment (take a pulse and perceive temperature) and/or those related to therapeutic intervention</li> </ul>	<ul style="list-style-type: none"> <li>Feel vibrations</li> <li>Detect temperature</li> <li>Feel difference in sizes, shapes, surface characteristics (i.e. palpate an artery or vein)</li> <li>Detect environmental temperature</li> </ul>
<b>Smell</b>	<ul style="list-style-type: none"> <li>Olfactory ability sufficient to detect environmental and client odors</li> </ul>	<ul style="list-style-type: none"> <li>Smell smoke, gas leak, noxious odors</li> <li>Detect change of odor in wound drainage</li> </ul>
<b>Self-Care</b>	<ul style="list-style-type: none"> <li>Ability to present a professional appearance and implement measures to maintain own health and not place patients in jeopardy</li> </ul>	<ul style="list-style-type: none"> <li>Get sufficient rest</li> <li>Maintains good personal hygiene</li> <li>Observes universal precautions</li> </ul>
<b>Emotional Stability</b>	<ul style="list-style-type: none"> <li>Emotional stability sufficient to assume responsibility/accountability for actions</li> </ul>	<ul style="list-style-type: none"> <li>Able to establish therapeutic boundaries</li> <li>Provide patients emotional support</li> <li>Able to monitor own emotions</li> <li>Handle strong emotions</li> <li>Deal with the unexpected</li> <li>Exhibit compassion to others</li> </ul>
<b>Physical Endurance</b>	<ul style="list-style-type: none"> <li>Physical stamina sufficient to perform full range of required client care activities</li> </ul>	<ul style="list-style-type: none"> <li>Able to stand and move for 10 – 12 hours</li> <li>Able to respond quickly in an emergency</li> </ul>
<b>Environment</b>	<ul style="list-style-type: none"> <li>Ability to work in healthcare settings. Work in an environment with: <ul style="list-style-type: none"> <li>Temperature changes</li> <li>Frequent contact with water or other liquids</li> <li>Sufficient noise to cause a distraction</li> <li>Hazards where there is a danger to body or health</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Able to adapt to surroundings</li> </ul>