



Students entering and graduating from DACC's CNA Program must be able to meet the technical standards of the certificate program and must not pose a threat to the well-being of patients, residents, other students, faculty, staff, or themselves. These technical standards enable all CNA students to carry out the needed abilities and will need to be demonstrated by the students throughout the program.

Students are encouraged to discuss their specific academic needs with the CNA Program Coordinator prior to starting a CNA course. Consultation between Disability Services, the student, and CNA Program Coordinator are encouraged in order to address concerns.

TECHNICAL STANDARD	BEHAVIORS
<i>Motor Abilities</i>	• Mobility sufficient to carry out patient care procedures such as assisting with ambulation of patients, administering CPR, assisting with turning and lifting patients, and providing care in confined spaces. • Move within confined spaces, sit and maintain balance, reach above shoulders, and reach below waist. • Twist, bend, stoop/squat, move quickly, climb, and walk. • Push, pull, support, and lift 25 pounds • Move light object weighing up to 10 pounds • Move heavy objects • Defend self against combative patient • Carry equipment/supplies • Use upper body strength (e.g., perform CPR) • Squeeze with hands (e.g., operate fire extinguisher).
<i>Manual Dexterity</i>	• Pick up objects with hands • Grasp small objects with hands • Write with pen or pencil • Key/type using computer • Pinch/pick or otherwise work with fingers • Twist or turn knobs or objects using hands • Squeeze with finger(s).
<i>Perceptual/Sensory Ability</i>	• Adequate skin integrity, without the presence of open, weeping lesions or wounds. • Sensory abilities sufficient to hear alarms, auscultate sounds, and hear cries for help, etc. • Visual acuity to assess color of skin and changes in patient condition (e.g., cyanosis, pallor, identify color of body fluids, etc.). • Tactile ability to palpate pulses, feel skin temperature, etc. • Olfactory ability to detect smoke or noxious odors.
<i>Behavioral/Interpersonal/Emotional</i>	• Ability to relate to colleagues, staff and patients with honesty, civility, integrity and nondiscrimination. • 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. • Modify behavior in response to constructive criticism. • Capacity to demonstrate ethical behavior. • Establishes rapport with patients and colleagues. • Works with teams and workgroups. • Demonstrates emotional skills sufficient to remain calm in an emergency situation. • Demonstrates behavioral skills sufficient to the exercise of good judgment and prompt completion of all responsibilities attendant to the care of patients. • Adapts rapidly to environmental changes and multiple task demands. • Maintains behavioral decorum in stressful situations. • Establishes therapeutic boundaries, provides patient with emotional support, adapts to changing environment/stress, deals with the unexpected, focuses attention on task, controls own emotions, performs multiple responsibilities concurrently, responds appropriately. • Represents the college and program in manner, dress, and behavior
<i>Environmental Safety</i>	• Ability to accurately identify patients. • Ability to effectively communicate with other caregivers. • 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 of expertise/experience • Responds to monitor alarms, emergency signals, and call lights from patient in a rapid and effective manner. • Negotiates interpersonal conflict, respects differences in patients, and establishes rapport with co-workers
<i>Communication</i>	• 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. • Follows verbal directions from other members of the healthcare team and participates in health care team discussions of patient care. • Establishes and maintains effective working relations with

	patients and co-workers. • Recognizes and reports critical patient information to the nurse. • Gives oral reports (e.g., reports on patient's condition to nurse), interacts with others (e.g., health care workers), speaks on the telephone, and assists others as needed within the scope of practice. • Conveys information through writing (e.g., documentation).
<i>Cognitive/Conceptual</i>	• Ability to read and understand written documents in English and solve problems involving measurement, calculation, reasoning, analysis, and synthesis. • Ability to comprehend three-dimensional and spatial relationships. • Ability to react effectively in an emergency situation • Collects data and records it accurately. • Recognizes an emergency situation and responds effectively to safeguard the patient and other caregivers. • Transfers knowledge from one situation to another. • Accurately processes information on printed documents, flow sheets, graphic sheets, other medical records for patient safety and understands current policies and procedures. • Identifies cause-effect relationships, plans/controls activities for others, synthesizes knowledge and skills, and sequences information. • Transfers knowledge from one situation to another, processes information, solves problems, prioritizes tasks, uses long term memory, and uses short term memory. • Reads and understands columns of writing, reads digital displays, reads graphic printouts, converts numbers to and/or from metric system, reads graphs, tells time, measures time, uses measuring tools, reads measurement marks, adds, subtracts, multiplies, divides whole numbers, computes fractions, uses a calculator, writes number in records
<i>Punctuality/Work Habits</i>	• Ability to adhere to DACC policies, procedures, and requirements as described in the certified nursing assistant student handbook and course syllabus. • Ability to complete classroom, lab, 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, lab, and clinical experiences. • Contacts the instructor in advance of any absence or late arrival. • Understands and completes classroom, lab, and clinical assignments by due date and time.