

Core Performance Standards

The Core Performance Standards will be used to assist each student in determining whether accommodations or modifications are necessary. The standards provide an objective measure upon which a student and the advisor base informed decisions regarding whether the student is “qualified” to meet requirements. Admission to the Nursing program is not based on these standards. If an applicant believes that he or she cannot meet one or more of the standards without accommodations or modifications, the institution will determine whether or not the necessary accommodations or modifications can be made reasonably, on an individual basis. Reasonable accommodation is defined by the ADA Act to include the following:

(A) making existing facilities...readily accessible to and usable by individuals with disabilities; and

(B) job restructuring, part-time or modified work schedules, acquisition or modification of equipment or devices, appropriate adjustment or modifications of examinations, training materials or policies, the provision of qualified readers or interpreters, and other similar accommodations for individuals with disabilities.

Issue Standard: Some Examples of Necessary Activities (not all inclusive)

Critical Thinking

Critical thinking ability sufficient for clinical judgment
Identify cause-effect relationships in clinical situations, develop nursing care plans
Interpersonal abilities sufficient to interact with individuals, families, and groups from a variety of social, emotional, cultural, and intellectual backgrounds
Establish rapport with patients/clients and colleagues

Communication

Communication abilities sufficient for interaction with others in verbal and written form
Explain treatment procedures, initiate health teaching, document and interpret actions and patient/client responses

Mobility

Physical abilities sufficient to move from room to room and maneuver in small places
Move around in patient’s room, work space and treatment area
Administer cardiopulmonary procedures

Motor Skills

Gross and fine motor abilities sufficient to provide safe and effective care

Calibrate and use equipment
Position patients/clients

Hearing

Auditory ability sufficient to monitor and assess health needs
Observe patient/client responses, audible alarms

Visual

Visual ability sufficient for observation and assessment
Observe patient/client responses, computer and/or instrument screens

Tactile

Tactile ability sufficient for physical assessment
Perform palpation, functions of physical examination and/or those related to
therapeutic
intervention, e.g., insertion of a catheter

ACCREDITATION

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