

ESSENTIAL PERFORMANCE STANDARDS

The Central Wyoming College Associate Degree Nursing Program signifies that the holder of the ADN has been educated to apply for an RN license in the State of Wyoming, and to competently practice entry-level nursing in healthcare settings. Education for nurses requires the assimilation of knowledge, acquisition of skills, and development of judgment in preparation for independent practice.

The ADN curriculum requires students to engage in diverse and complex experiences essential to the acquisition and practice of nursing skills and functions. A unique combination of cognitive, affective, psychomotor, physical, and social abilities are required to ensure the health and safety of patients, peers, faculty, and healthcare providers.

With or without accommodation, the following abilities and attributes must be met by all students admitted to the nursing program:

- **CRITICAL THINKING:** Intellectual skills sufficient to learn and reason; to conceptualize, analyze, synthesize, and evaluate data concurrently. The student must be able to draw reasonable conclusions from a set of information and problem solve rapidly to make effective decisions for managing or intervening in patient care.
- **COGNITIVE:** Cognitive functioning sufficient to gather and process information, perceive events realistically, analyze and reason, make strategic decisions, and retain knowledge.
- **INTERPERSONAL SKILLS:** Interpersonal skills and abilities sufficient to communicate and interact sensitively and effectively with patients, families, and groups from a variety of social, economic, emotional, cultural, and intellectual backgrounds.
- **COMMUNICATION:** Communication skills sufficient to communicate clearly and concisely in verbal, nonverbal, and written forms as well as in the use of technology. The student must effectively communicate nursing actions, educate patients, observe patient responses, document/chart, and interpret orders. The student must be able to communicate in a confident and coherent manner with patients, peers, families, and healthcare providers.
- **EMOTIONAL STABILITY:** Emotional well-being sufficient to utilize intellectual abilities fully, exercise good judgment, make rational decisions, and function effectively under stress in the face of uncertainties inherent in clinical situations.
- **MOBILITY AND MANEUVERABILITY:** Physical abilities sufficient to move about independently; bend, squat, and turn in small workspaces; and to provide immediate emergency care to patients. Ability to endure lengthy periods of physical activity and lift at least 50 pounds.
- **MOTOR SKILLS:** Gross and fine motor skills sufficient for manual dexterity to operate equipment, start an intravenous line, and draw up and give injections without extraneous movements. Ambulatory capability sufficient to maintain center of gravity when met with an opposing force, as in lifting, supporting, or transferring a patient.
- **TACTILE:** Tactile ability sufficient for physical assessment and to perform palpation for administration of intramuscular injections, starting intravenous infusions, and venipuncture. The student must also be able to identify changes in patient condition by touch and by recognition of changes in skin temperature and moisture.
- **VISUAL:** Visual ability sufficient to read thermometers, patient charts, flow sheets, monitors, medication records, medication cups, and syringes. The student must also be able to observe and assess patient health status, skin color, and integrity.

- *HEARING*: Auditory ability sufficient to hear and respond to breath and heart sounds, cries for assistance, alarms, emergency signals, and overhead codes.

Admission to and progression in the program is not based upon these standards, but rather they will be used to determine if reasonable accommodations or modifications are possible.

REASONABLE ACCOMMODATION

Students are responsible for advising the nursing director of any conditions or limitations that may interfere with academic or clinical progress, and must follow the established policies for requesting and receiving reasonable accommodations. Students who wish to request accommodations are encouraged to contact the Disability Services Office located in the Student Success Center on campus to begin the process for documenting their disability and determining eligibility for services prior to the start of the program. Reasonable accommodations will not be implemented retroactively, so being timely in requesting your accommodations is essential.

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