| **SCOPE AND STANDARDS OF PRACTICE** | **COMPETENCY STANDARD:**  *THE NURSING ASSISTANT* | | **Met** |
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| **1. The nursing assistant role and knowledge of rules and regulations.**    The nursing assistant demonstrates:  **a**. Competency in providing holistic, person-centered care that supports the human needs of diverse individuals.    **b.** Knowledge of and can explain the practical implications of the laws and regulations which affect nursing assistant practice. | * Identifies clients’ or residents’ human needs holistically and provides person-centered care to support those needs according to the plan of care. * Applies and communicates knowledge of: * The nursing assistant scope of practice. * The Uniform Disciplinary Act. * The Omnibus Budget Reconciliation Act (OBRA). * Mandatory reporting procedures. * Medicare and Medicaid. | | **Y/N**  **Instructor Initials**  **\_\_\_\_\_\_** |
| **2. Client or resident rights and promotion of independence.**  A nursing assistant demonstrates behavior which maintains, and respects clients’ or residents’ rights and promotes independence, regardless of race, religion, lifestyle, sexual orientation, gender identity, disease process, or ability to pay. | * Recognizes, protects, and promotes the clients’ or residents’ right(s) to: * Participate in decisions about their care. * Privacy and confidentiality. * Make personal choices to accommodate their needs. * Be free from abuse, mistreatment, and neglect. * Takes action on behalf of clients or residents to: * Report their concerns and give assistance with resolving grievances and disputes. * Provide assistance getting to and participating in activities. * Respect their property and the employer’s property. * Intervene appropriately when abuse, mistreatment, or neglect is observed. * Comply with mandatory reporting requirements. * Participate in plan of care re: use of restraints in accordance with current professional practice. * Does not solicit, accept, or borrow money, material or property from clients or residents for their own or another's use or benefit. | | **Y/N**  **Instructor**  **Initials**  **\_\_\_\_\_\_** |
| **3. Communication and interpersonal skills**.  A nursing assistant uses communication and interpersonal skills effectively to function as a member of the nursing team. | * Reads, writes, speaks, and understands English at the level necessary for performing duties of the nursing assistant. * Listens and responds to verbal and nonverbal communication in an appropriate manner. * Recognizes how one’s own behavior influences a client’s or resident’s behavior and uses resources for obtaining assistance in understanding a client’s or resident’s behavior. * Adjusts one’s own behavior to accommodate clients’ or residents’ physical or mental limitations. * Uses terminology accepted in the health care setting to record and report observations, actions, and pertinent information accurately and timely. * Is able to explain policies and procedures before and during care of clients or residents. | | **Y/N**  **Instructor**  **Initials**  **\_\_\_\_\_\_** |
| **4. Infection control.**  A nursing assistant uses standard and transmission-based precautions to prevent the spread of microorganisms. | * Uses principles of medical asepsis and demonstrates infection control techniques and standard and transmission-based precautions, including effective handwashing methods and proper identification and use of different types of personal protective equipment. * Explains how disease-causing microorganisms are spread, including transmission of bloodborne pathogens. * Demonstrates knowledge of cleaning agents and methods which destroy microorganisms on surfaces. | | **Y/N**  **Instructor Initials**  **\_\_\_\_\_\_** |
| **5. Safety and emergency procedures.**  A nursing assistant demonstrates the ability to identify and implement safety and emergency procedures, including the Heimlich maneuver. | * Provides an environment with adequate ventilation, warmth, light, and quiet. * Promotes a clean, orderly, and safe environment for the client or resident, including equipment. * Identifies and uses measures for accident prevention. * Demonstrates principles of good body mechanics for self and clients or residents, using the safest and most efficient methods to lift and move clients, residents, and heavy items. * Demonstrates proper use of protective devices in the care of clients or residents. * Demonstrates knowledge of and follows fire and disaster procedures. * Identifies and demonstrates principles of health and sanitation in food service. * Demonstrates the proper use and storage of cleaning agents and other potentially hazardous materials. | | **Y/N**  **Instructor Initials**  **\_\_\_\_\_\_** |
| **6. Basic nursing skills.**  A nursing assistant demonstrates basic technical skills which facilitate an optimal level of functioning for clients or residents, recognizing individual, cultural, and religious diversity. | * Demonstrates proficiency in independent performance of cardiopulmonary resuscitation (CPR). * Takes and records vital signs. * Measures and records: height and weight; and fluid and food intake and output. * Recognizes normal body functions, deviations from normal body functions and the importance of reporting deviations in a timely manner to a supervising nurse. * Recognizes, responds to and reports: clients’ or residents’ emotional, social, cultural, and mental health needs; and problems in the environment to ensure safety and comfort of client. * Participates in care planning and the nursing reporting process. | | **Y/N**  **Instructor Initials**  **\_\_\_\_\_\_** |
| **7. Basic Restorative Services.**  The nursing assistant incorporates principles and skills in providing restorative care. | Demonstrates knowledge and skill in or proper techniques for assisting clients or residents with:   * Using assistive devices in ambulation, transferring, eating, and dressing. * The maintenance of range of motion. * Turning, positioning, and re-positioning in a bed and chair. * Transferring and ambulating. * Methods for meeting the elimination needs. * The use and care of prosthetic devices. * Basic restorative services for training them in self-care according to their capabilities. | | **Y/N**  **Instructor Initials**  **\_\_\_\_\_\_** |
| **8. Personal care.**  A nursing assistant demonstrates basic personal care skills. | Assists clients or residents with:   * Bathing, oral care, and skin care. * Grooming and dressing. * Toileting. * Eating and hydration, including use of proper oral feeding techniques. | | **Y/N**  **Instructor Initials**  **\_\_\_\_\_\_** |
| **9. Life Transitions.**  A nursing assistant demonstrates the ability to support the care needs of clients or residents during life transitions with competency described in the next column. | * Uses basic procedures for admitting, transferring, and discharging; maintains professional boundaries. * Applies knowledge of psychosocial and mental health considerations during life transitions: stages of psychosocial development across the lifespan; human responses to stress, stressors, grief, and loss. * Demonstrates ability to support holistic needs at the end of life. * Demonstrates knowledge of legal documents affecting care and the nursing assistant role in using the documents: advance directives (living wills, durable power of attorney); portable orders for life sustaining treatment(POLST); and Do Not Resuscitate(DNR). * Demonstrates the ability to provide post-mortem care with respect for clients’ or residents’ rights and sensitivity to the grieving process of their loved ones. * Demonstrates awareness of the need for self-care and support in response to grief and loss. | | **Y/N**  **Instructor Initials**  **\_\_\_\_\_\_** |
| **10. Care of clients or residents with developmental disabilities.**  A nursing assistant demonstrates basic care of clients or residents with developmental disabilities. | * Demonstrates a basic understanding of developmental disabilities and awareness of the unique needs of residents with developmental disabilities. * Promotes and supports a resident's self-determination. * Provides culturally compassionate and individualized care by utilizing a basic understanding of each client or resident and their history, experience, and cultural beliefs. * Uses person-centered and interactive planning; uses a problem-solving approach and positive support principles when dealing with challenging behaviors. * Supports clients or residents experiencing a crisis and gets assistance when needed. * Promotes and protects the legal and resident rights of clients or residents with developmental disabilities. | | **Y/N**  **Instructor Initials**  **\_\_\_\_\_\_** |
| **11.** **Mental health and social service needs.**  A nursing assistant demonstrates the ability to identify psychosocial needs of clients or residents based upon awareness of the developmental and age specific processes. | With regards to clients or residents:   * Addresses individual behavioral needs. * Knows the developmental tasks associated with developmental and age specific processes. * Allows them to make personal choices but supports/reinforces behaviors consistent with their dignity. * Is sensitive, supportive, and responds to their emotional needs and their sources of emotional support. * Applies knowledge, skills, and behaviors from mental health specialty training in the care they provide. | | **Y/N**  **Instructor Initials**  **\_\_\_\_\_\_** |
| **12.** **Care of clients or residents with cognitive impairment.**  A nursing assistant demonstrates basic care of clients or residents with cognitive impairment (including Alzheimer's, dementia, delirium, developmental disabilities, mental illnesses, and other conditions). | * Uses techniques for addressing the unique needs and behaviors of individuals with cognitive impairment. * Communicates in a manner appropriate to their needs. * Demonstrates sensitivity to and appropriately responds to their behavior. | | **Y/N**  **Instructor Initials**  **\_\_\_\_\_\_** |
| **Program Name** | | | |
| **Student Name** | | | |
| **Student Signature** | | **Date** | |
| **Instructor Name** | | **Instructor Initials** | |
| **Instructor Signature** | | **Date** | |