|  **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** |