

## **The Required Skill Set for Baccalaureate Nursing:**

### **Technical Standard Policy for Traditional Nursing Program**

**Rationale:** The faculty provides the following policy and procedure as a means of identifying the skills required to complete baccalaureate preparation for the practice of nursing. All individuals who study in the pre-licensure nursing program at Roberts Wesleyan College must be able to meet both the academic and technical standards, with or without reasonable accommodations. While it is understood that student nurses continually develop their abilities, these standards are overwhelmingly important to the success of the student. Psychomotor competencies are subject to change at any time. The faculty believes that individuals with disabilities, as defined by Americans with Disabilities Act, may be able to study and practice nursing with the use of reasonable accommodations. For further information regarding services and resources for students with disabilities and/or to request accommodations, please contact the Coordinator of Services for Students with Disabilities in the Learning Center (594-6270).

**Policy and procedure:** All students seeking admission to the nursing major will review the technical standards and sign the agreement form in the introductory nursing course as appropriate. The signed Technical Standards Agreement Form is part of the set of documents required before your admission to the Traditional Nursing Program is confirmed.

<b>Competency</b>	<b>Requirement</b>	<b>Technical Standard</b>	<b>Practice examples</b>
Effective Communication	Possess ability to communicate effectively, efficiently (accurately, reliably, and intelligibly) in written and spoken English including non-verbal communication (e.g. electronic)	Document & interpret patient/client information Complete written and reading assignments in a timely fashion Assess & respond to verbal & non-verbal communication	Document health care information according to nursing practice standards Provide training & teaching to patient, family & other health care professionals Provide information to interdisciplinary health care teams for optimal patient management
Emotional stability	Possess emotional stability to function effectively under stress and adapt to the environment	Monitor own emotions Possess emotional health required to make sound judgments, respond appropriately to stressful situations, and assume responsibilities of a student nurse	Provide client with emotional support Deal with an unexpected crisis or change in patient condition Demonstrate flexibility in managing, organizing and administering care Perform multiple responsibilities concurrently Use stress management

Competency	Requirement	Technical Standard	Practice examples
			<p>techniques with patients</p> <p>Appropriately self-evaluate demonstrating insight into own performance and accept constructive feedback</p>
Professional behavior & conduct	<p>Possess ability to be reasonable and accountable in behavior &amp; actions, demonstrating sound judgment consistent with the professions' (ANA) Scope &amp; Standards of Practice and the Code of Ethics for Nurses.</p>	<p>Maintain effective, mature, and sensitive relationships with clients, peers, faculty and other professionals under all circumstances</p> <p>Examine and modify own behavior when it interferes with the learning environment</p>	<p>Deal with sensitive, confidential information respectfully, with honesty and integrity as per <i>Traditional Student Handbook</i></p> <p>Use intellectual ability, exercise proper judgment, timely and accurately complete responsibilities in academic and practice settings</p> <p>Practice with care, empathy, and sensitivity, and respect</p> <p>Maintain profession demeanor</p>
Cognitive proficiency	<p>Possess ability to think critically and abstractly</p>	<p>Assess, analyze, synthesize, problem-solve and make clinical judgments and evidence-based decisions for safe patient care</p>	<p>Measure, calculate</p> <p>Recognize priority and urgent or emergent situation responding appropriately using nursing knowledge</p> <p>Review and synthesize literature for best practices to address patient problems</p>
Psychomotor skills	<p>Possess ability to utilize the data typically received by the senses</p> <p>Attend to cognitive and psychomotor tasks for assigned periods of</p>	<p>Provide safe patient care while meeting expected time frames.</p> <p>Must be able to meet expected competencies and clinical objectives</p>	<p>Carry out care coordination for the usual patient care assignment for a particular point in the program within the allotted clinical time</p>

Competency	Requirement	Technical Standard	Practice examples
	clinical practice	(contact the School of Nursing Traditional Program for documents)	Perform specific procedures and interventions sufficient to provide safe and effective care according to prescribed therapeutic regimens

If you have questions about the accommodation process in the Traditional Nursing Program at Roberts Wesleyan College, you can contact the Coordinator of Services for Students with Disabilities at 594-6494.

Approved by faculty 9/28/15

**Signature Page**

*I hereby attest that I have read and understand the technical standards necessary for successful program completion. I further attest that I am able to meet these technical standards, with or without reasonable accommodations, consistent with the Americans with Disabilities Act Amendment (ADAA 2008).*

*Sign here:*

\_\_\_\_\_ *Student signature*

\_\_\_\_\_ *Date*