



**PARKLAND COLLEGE CERTIFIED NURSING ASSISTANT (C.N.A.)
PROGRAM
ESSENTIAL QUALIFICATIONS**

Students matriculating in and graduating from a Parkland College Nursing Assistant health career program must be able to meet the Essential Qualifications of the academic program and must not pose a threat to the well-being of patients, other students, staff, or themselves. As an incoming nursing assistant student you will need, at a minimum, the following types of skills and abilities and will need to maintain and demonstrate these abilities throughout the program.

Students are encouraged to discuss their specific academic needs with the course instructor/program director prior to beginning a course of study. Consultation between Accessibility Services, the student and the program director are encouraged in order to address concerns.

Essential Qualifications	Behaviors
Cognitive	<ul style="list-style-type: none"> • Comprehend and process information. • Perform basic mathematic equations. • Notice when something is wrong or is likely to go wrong. • Concentrate and not be distracted while performing a task. • Make decisions and solve problems in stressful situations. • Ability to problem solve. • Combine several pieces of information and draw conclusions. • Use reasoning to discover answers to problems. • Analyze ideas and use logic to determine their strengths and weaknesses. • Identify problems and review information. Develop, review, and apply solutions. • Make sense of information by studying it. • Integrate information through critical thinking based on information gathered on patients during clinical sessions, and during class sessions that are applied to the nursing process. • Is responsible and accountable for their judgement, and can justify actions based on skill and knowledge. • Maintains competency in skills learned.
Affective	<ul style="list-style-type: none"> • Demonstrates a positive attitude, both verbal and non-verbal • Appears self –confident • Deals appropriately with cultural/racial diversity; does not engage in harassment of any kind, is fair and just • Has realistic expectations of self • Is a team worker; is cooperative; is assertive and not aggressive • Seeks opportunities for continuous learning • Displays mannerly behavior • Demonstrates compassion and respect for all with regard to inherent dignity, worth and uniqueness of every individual, unrestricted by considerations of social or economic status, personal attributes, or nature of health problems. • Promotes, advocates for, and strives to protect the health, safety, and rights of the patient. • Demonstrates accountability for judgement and actions • Acts under a code of ethical conduct that is grounded in moral principles. • Demonstrate responsibility to preserve integrity and safety, to maintain competence, and to continue personal and professional growth. • Demonstrate duty to incorporate and integrate the values and ethics of health professions, integrating them with personal values. • Displays honesty, trustworthiness, dependability, reliability, initiative, self-discipline (including refraining from foul language), and self-responsibility • Maintain academic integrity in their work and take collective responsibility for preventing violations of intellectual ownership • Recognize own abilities and limitations and set realistic expectations for personal performance.

Psychomotor	<ul style="list-style-type: none"> • Stoop, bend, reach, pull, and push with full range of motion of body joints. • Push or pull an occupied wheelchair, bed, or cart. • Ability to lift, push, pull, or carry heavy objects. • Provide direct patient care including moving and transferring a resident, and providing hygienic care safely, effectively and efficiently. • Provide emergency treatment including CPR as required by facility policy. • Adequate skin integrity, without the presence of open, weeping lesions. • Gross and fine motor abilities sufficient to perform required functions of patient care; hand-wrist movement, hand-eye coordination, and simple firm grasping required for the fine motor-skills and manipulation. • Maintains competency in skills learned. • Adheres to aseptic technique as required
Communication	<ul style="list-style-type: none"> • Express ideas clearly when speaking or writing. • Articulate accurate information to others in a professional and courteous manner. • Demonstrate appropriate non-verbal communication skills. • • Listen attentively to others, understand, and ask questions.
Sensory/Observation	<ul style="list-style-type: none"> • Acute visual skills necessary to detect signs and symptoms. • • Interpret written word accurately, read characters and identify colors on the computer screen
Behavioral/Emotional	<ul style="list-style-type: none"> • Adapt efficiently to changing environments • Learn and perform skills without repetition of instructions. • Emotional and mental stability. • Functions effectively under stress. • Demonstrates flexibility and concern for others. • Maintain punctuality, positive work and classroom attitude, respect for others, professionalism and ability to interact with persons with diverse backgrounds.
Professional Conduct	<ul style="list-style-type: none"> • Is in attendance for class, arrives and leaves on time. • Notifies instructor in advance of absences except in the event of an emergency. • Shows interest and attentiveness in all class and lab activities. Does not have head on desk, does not sleep during class/lab. • Displays appropriate dress (classroom and lab), grooming, hygiene, and etiquette. • Displays appropriate verbal and non-verbal skills • Is aware of and adheres to classroom cell phone policy • Demonstrates problem-solving capability • Maintains appropriate relationships with instructors and peers • Appropriately handles constructive criticism • Convey a willingness to assist others • Meets all deadlines assigned to class assignments • Work to resolve conflicts and identify solutions that will benefit all parties. • Follow chain of command in resolving conflicts • Demonstrate patient privacy and confidentiality as a legal and ethical obligation at all times, in all environments, even online. • Demonstrates professional behaviors required by their profession, the Interprofessional Teamwork Policy, and the Social Networking Policy. • Demonstrates behavior that engenders faculty trust in their ability to be a member of their chosen profession. • Demonstrates trust, professional and ethical behavior as a requirement for graduation. • Manifests skill in personal management, time management, flexibility, stress management, and dealing • with change • Follows directions/procedures; follows safety practices in the lab and classroom • Meet minimum attendance and grade requirements according to IDPH guidelines • Successfully demonstrate all 21 required skills to receive a passing grade.

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| | <ul style="list-style-type: none">• Maintain resident safety, resident rights, and infection control principles at all times while in clinical.• Follow all course policies• CNA students will be cleared through the healthcare worker registry and Illinois Department of Public Health (IDPH). The IDPH list of disqualifying conditions will be used to determine eligibility. |
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If you have any concerns regarding these standards, please email healthrecord@parkland.edu.

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