

**Florence-Darlington Technical College
Associate Degree Nursing Program**

**Essential Functions and Standards
For Nursing Students**

The following standards reflect reasonable expectations of a student in the Associate Degree Nursing Program for the performance of common functions. In adopting these standards the Nursing Program is mindful of the client's right to safe & quality health care by students. The Nursing student must be able to apply the knowledge & skills necessary to function in a broad variety of clinical situations. These standards do not reflect what may be required for employment of the Graduate Nurse. To verify the students' ability to perform these essential functions, students may be required to demonstrate the following standards:

	Categories of Essential Functions	Definition	Example of Technical Standard
1	Critical Thinking/Problem Solving Skills	Ability to collect, interpret and integrate information and make decisions.	Read and comprehend relevant information in textbooks, medical records and professional literature. Process information, evaluate outcomes, problem-solve, prioritize client goals and interventions, exercise independent judgment, and respond to emergencies. Know when to apply standard precautions. Use effective teaching, learning and test taking strategies.
2	Interpersonal Skills	Ability to collaboratively work with all nursing students, multidisciplinary health care team, and with program faculty in the classroom, lab and clinical setting.	Establish therapeutic interpersonal boundaries. Interact appropriately with individuals, families, and groups from a variety of social, emotional, cultural and intellectual backgrounds. Employ basic conflict management skills, etc.
3	Coping Skills	Ability to respond appropriately to stressful environments or during impending deadlines.	Manage heavy academic schedules and deadlines; perform in fast paced clinical situations. Cope with psychosocial issues involving catastrophic illness, disability and death.
4	Emotional Stability	Maintain emotional stability sufficient to tolerate rapidly changing conditions and environmental stress.	Provide clients with emotional support. Adapt to changing environment and stress. Deal with the unexpected. Focus attention on task. Perform multiple tasks concurrently. Handle strong emotions.
5	Communication Skills	Ability to communicate effectively in English using verbal, non-verbal and written formats with faculty, families, and multidisciplinary team members.	Demonstrate therapeutic communication skills to include, but not limited, active listening, clarifying, responding to verbal and nonverbal behavior, respecting personal space, and using open-ended questions. Interpret and document client responses and health status using appropriate medical terminology and correct spelling.

	Categories of Essential Functions	Definition	Example of Technical Standard
6	Physical Abilities	Sufficient physical abilities to move from room to room and maneuver in small spaces and maintain physical tolerance for repetitive movements and demands of the work shift.	Using proper body mechanics, move, adjust, and position clients weighing 200 pounds or more with assistance. Push, pull, lift, or support 50 pounds. Move within confined spaces, stand and maintain balance, and walk for hours at a time. Reach above shoulders and below waist. Twist, bend, stoop, climb on stool or stairs, and move quickly in response to potential emergencies. Use upper body strength. Squeeze with hands and fingers. Ability to write with pen and type on computer keyboard.
7	Sensory Abilities	Sufficient auditory, visual and tactile ability to monitor and assess health needs.	<u>Visual</u> – (corrected as necessary) recognize and interpret facial expressions and body language, identify normal and abnormal patterns of movement, discriminate color changes and interpret and assess the environment up to 20 feet; read and understand written documents. <u>Auditory</u> – (corrected as necessary) recognize and respond to soft voices or voices under protective garb, auditory timers, equipment/emergency alarms, and effectively use devices for the measurement of vital signs, heart, breath, and abdominal sounds. <u>Tactile</u> – palpate a pulse and detect changes or abnormalities of surface texture, skin temperature, body segment contour, muscle tone and joint movement. <u>Olfactory</u> – ability to detect odor changes and work in environment with foul odors.
8	Behavioral Skills	Ability to demonstrate professional behaviors and a strong work ethic.	Demonstrate caring for others, initiative, flexibility, enthusiasm, honesty, cooperation and industrious behavior. Recognize personal limitations and request assistance as appropriate; demonstrate responsibility for personal development; demonstrate respect for client dignity. Perform duties efficiently, willingly and thoroughly. Manage time efficiently. Present professional appearance and maintain personal hygiene. Protect client confidentiality.
9	Numerical Abilities	Ability to solve math problems	Requires ability to determine time, weight, and to perform practical applications of fractions, percentages, ratio and proportion, as well as, basic addition, subtraction, multiplication and division.
10	Safety	Ability to wear Personal Protective Equipment (PPE).	Wear Personal Protective Equipment (PPE) to include gloves, face masks, protective eyewear, gown, and shoe covers.

For more information regarding essential functions or special needs for accommodation contact the Director of Student Support and Grant Programs at 843-661-8029.