

Basic Nursing Assistant Training Program Technical Standards

The following abilities and characteristics are defined as technical standards, which are established by the faculty and deemed necessary for a student to matriculate, remain in good standing, and achieve the competencies required for graduation from the Basic Nursing Assistant (BNA) Training Program. The NM Academy therefore requires applicants to confirm their ability to comply with these standards, with or without reasonable accommodation, as a condition of admission to the Basic Nursing Assistant Training Program.

Cognitive Domain

- Demonstrate ability to speak, read, and write English as well as comprehend spoken and written English.
- Communicate with patients, caregivers, family members, and other healthcare personnel in a manner that is clear, accurate, and ensures that the plan of care is understood.
- Participate in classroom, clinical, and laboratory discussions and learning activities.
- Demonstrate effective skill in solving problems within complex environments in a quick, accurate, and highly coordinated manner.
- Apply knowledge and skills learned in the classroom to a clinical setting.
- Demonstrate ability to comprehend and carry out delegated duties.
- Prioritize and perform tasks related to patient care in a logical, expedient sequence.
- Assess the patient condition and formulate appropriate action plans according to the patient abilities and limitations
- Adapt to changing environments, display flexibility, and effectively function in environment of unexpected situations inherent to clinical practice
- Accurately complete data collection including but not limited to vital signs, skin inspection, measurement of nutritional and liquid intake, measurement of output, and resident complaints.
- Rapidly respond to emergency signals and alarms.
- Multitask and complete tasks and assignments to meet established deadlines.
- Adapt decisions based on new information.
- Maintain focus in an environment with distractions.

Psychomotor Domain

- Move in confined spaces including walking, squatting, and lifting while maintaining balance.
- Bend, stretch, twist, reach with your body above shoulders, below waist, and in front

- Manipulate, assemble, and transport a wide range of equipment and supplies to and from resident rooms and other clinical care areas. This requires the ability to exert 25-20 lbs. of force frequently.
- Assist patients with mobility, which may include moving patients in and out of beds, gurneys, and chairs as well as safely transfer residents among beds, chairs, toilets, wheelchairs, and commodes. This requires the ability to exert 25-50 lbs. of force frequently.
 - Assist residents with ambulation long and short distances.
 - Stand and maintain physical activity for several hours.
 - Perform care in a timely and safe manner including the provision of life saving interventions.
 - Assist residents with psychomotor skills such as hygiene, feeding, transfers, dressing, and grooming.
 - Accurately document information in written and electronic formats in a timely manner.
 - Detect differences in body and environmental odors.
 - Visually detect environmental hazards
 - See and hear warning signals on equipment displays.
 - Detect subtle changes or differences (e.g., pulse, rash, temperature).
 - Tolerate heat and humidity during personal care activities.
 - Work in an environment that may contain common allergens.

Affective Domain

- Develop therapeutic patient and family relationships.
- Establish professional relationships with faculty, other students, staff of affiliating agencies, and members of the community.
- Express feelings and ideas in a professional manner.
- Provide and accept feedback respectfully.
- Adapt to unexpected changes and stressful situations.
- Exercise good judgment.
- Empathize with the feelings and situations of others.
- Identify own emotional responses, be reasonably objective and maintain self-control during difficult situations.
- Maintain appropriate boundaries in relationships with patients and peers.
- Demonstrate positive interpersonal skills.