CONTENT STANDARD 1.0: ROLE AND RESPONSIBILITY

Performance Standard 1.1: Scope of Practice
1.1.1. Explain the certification requirements for Certified Nursing Assistants (CNA) in the State of Idaho.
1.1.2. Differentiate scope of practice, skill guidelines, and job description specific to the role of the CNA in the health care setting.
1.1.3. Identify facility procedures and policies.

Performance Standard 1.2: Ethics and Law
1.2.1. Recognize the implications and consequences of social media and confidentiality in regards to patients’ rights.
1.2.2. Describe the ethical behavior of a nursing assistant.
1.2.3. Discuss legal issues related to nursing assistant practice, including liability, negligence, tort laws, and incident reporting.
1.2.4. Describe disciplinary actions which can be taken under OBRA (Omnibus Budget Reconciliation Act).
1.2.5. Understand Health Information Portability and Accountability Act (HIPAA) regulations.

Performance Standard 1.3: Residents’ Rights
1.3.1. Describe residents’ rights and how to promote dignity and quality of life.
1.3.2. Explain what is meant by abuse and the signs of abuse.
1.3.3. Explain how to report if abuse, neglect, and misappropriation of property is suspected.
1.3.4. Explain CNA’s role and responsibility as mandated reporters of abuse.
1.3.5. Explain federal guidelines for protection of vulnerable populations Omnibus Budget Reconciliation.

Performance Standard 1.4: Role of Nursing Assistant in Overall Healthcare Environment
1.4.1. Define nursing assistant standards of practice and associated state regulations regarding delegated tasks.
1.4.2. Describe the role of the nursing assistant within the nursing and health care team and across the continuum of health care delivery systems.
1.4.3. Identify the members of the healthcare and nursing teams.
1.4.4. Differentiate between healthcare facilities.

CONTENT STANDARD 2.0: COMMUNICATION AND INTERPERSONAL RELATIONSHIPS

Performance Standard 2.1: Communication and Interpersonal Relationships
2.1.1 Describe elements in the communication process.
2.1.2 Describe barriers to communication.
2.1.3 Describe ways to promote effective communication.
2.1.4 Describe the nursing assistant’s involvement to developing and carrying out the plan of care.
2.1.5 Gather information on specific strengths, abilities, preferences of a resident.
2.1.6 Describe verbal and non-verbal communication.
2.1.7 Recognize how the nursing assistant’s behavior influences residents’ behavior.
2.1.8. Use resources available to understand the residents’ behavior and better assist with their care.
2.1.9. Explore a plan of personal stress management (i.e., how to cope/deal effectively with residents and others in the workplace).
2.1.10. Understand how professionalism impacts residents, family and coworkers.

**Performance Standard 2.2: Proper Documentation Processes**

2.2.1. Describe rules for recording and reporting.
2.2.2. Describe subjective and objective symptoms.
2.2.3. Demonstrate the ability to document and chart correctly, using paper or electronic formats.
2.2.4. Explain the purpose, sections, and information found in the medical record.

**CONTENT STANDARD 3.0: CARE PRACTICES**

**Performance Standard 3.1: Resident’s Dignity and Rights**

3.1.1. Demonstrate respect for vulnerability of illness.
3.1.2. Demonstrate respect and empathy for diverse cultures.
3.1.3. Describe residents’ rights and how to promote a resident’s quality of life.
3.1.4. Adjusts his or her own behavior to accommodate client’s or resident’s physical or mental limitations.
3.1.5. Recognizes, promotes and respects the client’s right to make personal choices to accommodate their needs.
3.1.6. Describe the impact of religious and cultural values on behaviors of self and others.

**Performance Standard 3.2: Resident’s Safety**

3.2.1. List and recognize potential hazards in the resident’s environment.
3.2.2. Identify safety measures used for resident care.
3.2.3. List corrective actions when hazards are identified.
3.2.4. Discuss components of fall prevention.

**CONTENT STANDARD 4.0: INFECTION PREVENTION CONCEPTS**

**Performance Standard 4.1: Infection Prevention Processes**

4.1.1. Explain the chain of infection.
4.1.3. Describe the Center for Disease Control (CDC) standards.
4.1.4. Define healthcare-acquired infections and prevention of the infections.
4.1.5. Describe multi-drug resistant organisms (MDROs) and the diseases with which they are most often associated.
4.2.1. List the signs and symptoms of localized and systemic infection.
4.2.2. Explain the recommended immunizations for healthcare workers.
4.2.3. Utilize personal and environmental processes to prevent infection.
4.2.4. Demonstrate appropriate use of PPE and hand washing skills.
4.2.5. Demonstrates knowledge of cleaning agents and methods which destroy microorganisms on surfaces.
CONTENT STANDARD 5.0: HUMAN ANATOMY AND PHYSIOLOGY

Performance Standard 5.1: Structure and Function of Body Systems

5.1.1. State the purpose of each body system:
   - The cardiovascular system
   - The respiratory system
   - The nervous system
   - The gastrointestinal system
   - The urinary system
   - The reproductive system
   - The integumentary system
   - The musculoskeletal system
   - The endocrine system
   - Cancer and the immune systems

5.1.2. Identify basic structure and function of the system.
5.1.3. Discuss age-related changes to the system.
5.1.4. Identify common disorders of the system.
5.1.5. Compare and contrast disease and disorder of the system and normal age related changes to the system.
5.1.6. Describe nursing assistant observations related to the body system and when to report to the supervising nurse.
5.1.7. Discuss nursing assistant measures to prevent or care for clients with diseases or disorders of that body system.
5.1.8. Discuss safety measures related to nursing assistant care procedures and appropriate care of medical devices.

Performance Standard 5.2: Growth and Development

5.2.1. Describe the principles of growth and development throughout the life span.
5.2.2. Differentiate between the stages of growth and development throughout the life span.

Performance Standard 5.3: Medical Terminology

5.3.1. Define vocabulary for each body system.
5.3.2. Uses terminology and accepted abbreviations found in the health care setting to report and record observations and pertinent information.

CONTENT STANDARD 6.0: PERSONAL CARE PROCEDURES

Performance Standard 6.1: Hygiene and Grooming Principles

6.1.1. Explain the importance of hygiene and grooming.
6.1.2. Explain the importance of skin care, oral hygiene, bathing, dressing and undressing, shaving, and nail and hair care.
6.1.3. Describe the functions of skin.
6.1.4. Describe factors that compromise skin integrity.
6.1.5. Identify pressure points.
*Note: The terms “resident”, “client”, and “patient” are interchangeable for the purposes of the document.*

### Performance Standard 6.2: Personal Care Procedures

6.2.1. List the tasks performed in hygiene and grooming.

6.2.2. Demonstrate skills related to skin care, oral hygiene, bathing, dressing and undressing, shaving, and nail and hair care.

6.2.3. Demonstrate ability to bathe a person without conflict.

### Performance Standard 6.3: Safety and Person Centered Practices in Performing Personal Hygiene Skills

6.3.1. Identify safety measures when performing hygiene and grooming.

6.3.2. Identify safety measures used during skin care, oral hygiene, bathing, dressing and undressing, shaving, and nail and hair care.

6.3.3. Describe reportable conditions as observed during care.

6.3.4. Contribute to the safe, calm, stable, home-like environment for a person.

6.3.5. Demonstrate the ability to meet the individual person’s needs, preferences, and abilities and techniques to encourage independence.

6.3.6. Recognize and support individual preferences and habits.

### CONTENT STANDARD 7.0: PHYSIOLOGICAL MEASUREMENTS

#### Performance Standard 7.1:

7.1.1. List the vital signs.

7.1.2. Explain why vital signs are measured.

7.1.3. Report to the licensed nurse any recognized abnormality in client’s vital signs and symptoms.

7.1.4. Describe factors which can affect vital signs, e.g. pain.

7.1.5. Demonstrate how to measure height and weight accurately.

#### Performance Standard 7.2: Measurements

7.2.1. Explain the standards for reporting.

7.2.2. Demonstrate how to take an accurate blood pressure reading, pulse and respiration, and the use of thermometers.

7.2.3. Describe oxygen devices.

7.2.4. Demonstrate how to use a pulse oximeter.

7.2.5. Demonstrate how to measure height and weight accurately.

#### Performance Standard 7.3: Safety and Accuracy in Physiological Measurements

7.3.1. Demonstrate safe cleaning of equipment to prevent the transmission of infection.

7.3.2. Describe factors which may cause equipment to malfunction.

7.3.3. Describe procedures to place malfunctioning equipment out-of-service.

### CONTENT STANDARD 8.0: NUTRITIONAL REQUIREMENTS AND TECHNIQUES

#### Performance Standard 8.1: General Nutrition Concepts

8.1.1. Explain general nutritional requirements including state and federal guidelines.

8.1.2. Compare and contrast the various special diets for patients.

8.1.3. Discuss thickened liquids for the client with swallowing difficulties.
**Note:** The terms “resident”, “client”, and “patient” are interchangeable for the purposes of the document.

8.1.4. Describe fluid balance.
8.1.5. Describe signs and symptoms of dehydration.
8.1.6. Summarize dietary practices unique to various religious or ethnic groups.

**Performance Standard 8.2: Skill Demonstration**

8.2.1 Summarize principles of serving residents’ meals.
8.2.2 Demonstrate preparing, serving, and feeding of the client who requires assistance.
8.2.3 Demonstrate measuring and recording the intake and output (I & O) record.
8.2.4 Demonstrate calculating and recording meal percentages.
8.2.5 Discuss observations of the client receiving intravenous fluids.
8.2.6 Discuss observations of the patient receiving tube feedings.
8.2.7 Describe assistive devices available to assist patients in eating meals.
8.2.8 Describe the nursing assistant’s role in providing a dignified dining experience.

**Performance Standard 8.3: Skill Demonstration**

8.3.1 Summarize safe handling of food and prevention of food borne illness.
8.3.2 Describe diseases or conditions that may interfere with the normal eating process.
8.3.3 Explain aspiration and dysphagia.

**CONTENT STANDARD 9.0: PROCEDURES AND PROCESSES RELATED TO ELIMINATION**

**Performance Standard 9.1: Normal and Abnormal Urinary and Bowel Elimination**

9.1.1 Differentiate between normal and abnormal characteristics of elimination.
9.1.2 Summarize observations which must be reported and documented.
9.1.3 Describe diseases or conditions that may interfere with normal elimination.
9.1.4 Describe nursing care required for the incontinent resident, including preventive measures.

**Performance Standard 9.2: Skills in Assisting with Elimination**

9.2.1 Describe the use of elimination devices.
9.2.2 Perform accurate specimen collection.
9.2.3 Perform urinary catheter care.
9.2.4 Perform a bladder scan measurement.
9.2.5 Describe the procedure for administering enemas.
9.2.6 Perform proper perineal care using infection prevention principles.
9.2.7 Describe the use of elimination devices Perform accurate specimen collection Perform urinary catheter care.
9.2.8 Perform a bladder scan measurement.

**Performance Standard 9.3: Safety in Elimination**

9.3.1 Practice medical asepsis.
9.3.2 Provide adequate fluids and nutrition to residents.
9.3.3 State the importance of call light use, providing safe positioning, regular toileting, and promoting activity.
9.3.4. Describe procedures which promote privacy.

**CONTENT STANDARD 10.0: PROVIDING A QUALITY PATIENT ENVIRONMENT**

**Performance Standard 10.1: Basic Human Needs**

- 10.1.1. Describe basic needs for maintaining health and mental well-being.
- 10.1.2. Respect and understand physical, mental, psychosocial, and sexual needs throughout the lifespan.
- 10.1.3. Compare and contrast, understand, and respect a resident’s need for cultural, religious, and individual beliefs.
- 10.1.4. Integrate independence in all areas.
- 10.1.5. Understand a basic hierarchy of needs.

**Performance Standard 10.2: Physical and Environmental Needs**

- 10.2.1. Explain the importance of creating a comfortable, safe, and clean resident’s environment.
- 10.2.2. Describe the OBRA room and environmental requirements.

**CONTENT STANDARD 11.0: Principles Relating to Patient Mobility**

**Performance Standard 11.1: Principles and Skills of Positioning and Transferring**

- 11.1.1. Demonstrate the principles of proper body mechanics.
- 11.1.2. Demonstrate the proper techniques for safe transfers and ambulation.
- 11.1.3. Describe principles of transfer safety as it relates to wheelchairs, beds, gurneys, mechanical lifts, etc.
- 11.1.4. Identify the principles of ambulation and use of assistive devices.
- 11.1.5. Demonstrate care guidelines related to moving and positioning.
- 11.1.6. Explain the importance of and list measures in preventing the complications of immobility.
- 11.1.7. Discuss the benefits of exercise and activity.
- 11.1.8. Describe use of various positioning aids.

**Performance Standard 11.2: Safety relating to Resident Mobility**

- 11.2.1. Discuss common components of fall prevention.
- 11.2.2. Describe unsafe practices which can result in decreased mobility and increased risk for injury.
- 11.2.3. Discuss prevention of injury to staff members.

**CONTENT STANDARD 12.0: ADMISSION, TRANSFER, AND DISCHARGE PROCEDURES**

**Performance Standard 12.1: Admission, Transfer, and Discharge Procedures and Skills**

- 12.1.1. Identify physical environments and visitor policies.
- 12.1.2. Explain process of admission, transfer, and discharge according to agency policy.
- 12.1.3. Demonstrate how to secure and return personal belongings according to agency policy.
- 12.1.4. Demonstrate recording the admission, transfer, and discharge in the medical record.
- 12.1.5. Identify individual risk factors and needs during admission, transfer, and discharge.
12.1.6. Define the admission process, including unit orientation and the significance of meeting a new resident or patient for the first time.

Performance Standard 12.2: Safety in Admission, Transfer and Discharge

12.2.1. Describe patient identifiers.
12.2.2. Explain the use of the call light as a principle of safety.
12.2.3. Describe safety issues upon admission, transfer, and discharge.
12.2.4. Provides an environment with adequate ventilation, warmth, light and quiet.
12.2.5. Promotes a clean, orderly, and safe environment including equipment for a client or resident.
12.2.6. Demonstrate respect for rights and property of clients and coworkers.

CONTENT STANDARD 13.0: CARE OF RESIDENTS WITH COMPLEX NEEDS

Performance Standard 13.1: Common Diseases and Disorders

13.1.1. Identify and describe common diseases and disorders (including mental health and cognitive disorders).
13.1.2. Discuss nursing measures to care for residents with common diseases and disorders.

Performance Standard 13.2: Caring for Residents with Common Diseases and Disorders

13.2.1. Differentiate between the care which specific diseases require.
13.2.2. List actions nursing assistants can use to help a resident with physical, cognitive, psychosocial, and spiritual needs.
13.2.3. Utilize the care plan as a guide to care.

Performance Standard 13.3: Safety in Caring for a Resident with Complex Needs

13.3.1. Identify potential safety risks related to residents with complex needs.
13.3.2. Follow safety protocols for identified risks for residents with complex needs.
13.3.3. Discuss indicators of suicide risk, immediate interventions and reporting guidelines.

Performance Standard 13.4: Rehabilitation and Restorative Care

13.4.1. Define the difference between rehabilitation and restorative care.
13.4.2. Identify the goals of rehabilitation and restorative care.
13.4.3. Describe how rehabilitation involves the whole person.
13.4.4. Explain how to promote quality of life.
13.4.5. Recognize the role of family in the rehabilitation team.
13.4.6. Describe how physical and mental deficits (disability) may impact a person’s ability to perform Activities of Daily Living (ADL).

Performance Standard 13.5: End of Life Care

13.5.1. Explain factors affecting attitudes about death, i.e., age, culture, religion, degree of illness.
13.5.2. List and describe the grieving process.
13.5.3. Describe strategies for meeting the physical, psychological, social and spiritual needs of a
Note: The terms “resident”, “client”, and “patient” are interchangeable for the purposes of the document.

dying person.

13.5.4. List the rights and choices of the dying person.
13.5.5. Describe needs unique to the loved ones in the life of the dying person.
13.5.6. Identify the goal of hospice care.
13.5.7. Discuss legal and ethical issues surrounding death.
13.5.8. List the signs of dying, including the signs of imminent death.
13.5.9. List the signs of death.
13.5.10. Describe nursing assistant measures in caring for the dying and deceased person.

CONTENT STANDARD 14.0: SAFETY AND EMERGENCY

Performance Standard 14.1: Safety and Emergency

14.1.1. List general rules of safety and accident prevention in health care settings for residents and staff.
14.1.2. Identify major causes of fire in any setting and list prevention guidelines.
14.1.3. List guidelines for safe oxygen use.
14.1.4. Demonstrate how to recognize and respond to medical emergencies and disasters.
14.1.5. Apply safety concepts in the work place.