

IDAHO NURSING ASSISTANT PROGRAM STANDARDS

2016

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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.
Explain how to report if abuse, neglect, and misappropriation of property is suspected.
- 1.3.3. 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.

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- 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.
- 4.1.2. Follow Standard Precautions and Transmission-based Precautions.
- 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.
- 4.1.6. List the signs and symptoms of localized and systemic infection.
- 4.1.7. Explain the recommended immunizations for healthcare workers.
- 4.1.8. Utilize personal and environmental processes to prevent infection.
- 4.1.9. Demonstrate appropriate use of PPE and hand washing skills.

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- 4.1.10. 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.

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6.1.5. Identify pressure points.

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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: Vital Signs

- 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.

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- 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.

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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. Demonstrate how to secure and return personal belongings according to agency policy.
- 12.1.3. policy.

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- 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 processes.
- 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.

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- 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 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.