

COCONINO COMMUNITY COLLEGE FUNCTIONAL ABILITY REQUIREMENTS FOR NURSING AND CNA STUDENTS

Students are expected to participate fully in activities required by the program. Any student having a temporary or chronic medical condition inhibiting/restricting their activities must supply a written explanation from their physician. Special accommodation will be provided only with appropriate documentation of special needs. If you require reasonable accommodation due to physical or mental condition to safely perform the essential functions outlined below, it is your obligation to promptly contact the college's Disability Resources office to engage in an interactive process. Accommodations must be requested in a timely manner, and ideally in place prior to the start of the program.

In circumstances of student illness, injury, or other health limitations, both the clinical agency and the college health policies must be upheld. The faculty member and/or clinical agency representative will determine a student's ability to provide nursing care, regardless of a physician's approval for return. Restrictions that compromise the student's ability to maintain a safe and sanitary environment for patients (such as non-weight bearing, in a cast, orthopedic boot, or other appliances or restrictions) may not be allowed to participate in clinical activity. If a student cannot perform the function in the manner indicated, they will not necessarily be precluded from participating in the program but will need to be able to perform the essential functions with or without reasonable accommodation. Accommodation cannot be provided if they would result in a fundamental alteration to the essential standards, compromise patient care, or compromise the safety of the student or others in the healthcare setting. To ensure the safety of students and the patients we serve, all CNA students must be able to mentally, emotionally, and physically perform the essential functions required in the skills lab and clinical settings.

Students with disabilities who think they may require accommodation in meeting the Functional Abilities of the program should contact Disability Resources (928-226-4323) to discuss the process of identifying reasonable accommodations prior to starting the program. The program will collaborate with disability resources to determine which accommodations can or cannot be made within the requirements of the program. Reasonable accommodation will be directed toward providing an equal educational opportunity for students with disabilities while adhering to standards of nursing practice for all students. All placements in the clinical setting are contingent upon the clinical partners' policies, procedures and ability to reasonably accommodate requests for students to participate in the program. It is the responsibility of the student to reach out to the program's clinical partners on any reasonable accommodation prior to the beginning of each semester.

Functional Ability	Standard	Examples of Required Activities
Motor Abilities and Physical Strength	<ul style="list-style-type: none"> ● Physical strength/abilities and mobility sufficient to independently perform a full range of client care activities within competency-based scope of practice. 	<ul style="list-style-type: none"> ● Lift, transfer, reposition, or support patients during care; push wheelchairs, stretchers, or equipment; stand and walk for extended clinical shifts; bend, stoop, squat, kneel, twist, and reach overhead; perform CPR; respond quickly in emergencies; move safely in confined spaces. ● Clinical days may last up to 12 hours.
Manual Dexterity	<ul style="list-style-type: none"> ● Demonstrate fine motor skills sufficient for providing safe care of a client. 	<ul style="list-style-type: none"> ● Clean urinary catheters; perform; manipulate small equipment; don/doff isolation gown/gloves and personal PPE, use computer keyboards and electronic charting systems.

<p>Perceptual / Sensory Ability</p>	<p>Sensory/perceptual ability to monitor and assess clients.</p>	<ul style="list-style-type: none"> ● Visual: Read medication labels, charts, monitors, syringes, and equipment calibrations. Observe patient appearances and skin color changes, identify wounds and drainage, monitor patient safety hazards. ● Auditory: Hear patient requests, alarms, monitors, call lights, and emergency signals; hear blood pressure sounds, lung sounds, bowel sounds, and verbal instructions from staff and faculty. ● Tactile: Palpate pulses; assess skin temperature and texture; locate veins; detect swelling; perform physical assessments requiring touch. ● Olfactory: Detect smoke, gas, chemicals, alcohol, bodily odors, or unusual drainage odors that may indicate safety concerns or patient conditions.
<p>Behavioral / Interpersonal / Psychosocial</p>	<ul style="list-style-type: none"> ● Provide care and relate to colleagues, peers, instructors, clients, and staff in accordance with the professional, legal, and ethical standards of the nursing profession as detailed in the Coconino Community College CNA and RN Student Handbooks and in the Professional Standards of Care module. ● Ability to work constructively in stressful and changing environments with the ability to modify behavior in response to constructive feedback. 	<ul style="list-style-type: none"> ● Maintain professionalism; manage stress; remain calm in emergencies; respond appropriately to feedback; demonstrate empathy; maintain therapeutic boundaries; provide nonjudgmental care to diverse populations. ● Follow infection control practices; use personal protective equipment; maintain confidentiality; comply with program policies; demonstrate dependability, punctuality, and ethical behavior.
<p>Cognitive / Conceptual / Quantitative Abilities</p>	<ul style="list-style-type: none"> ● Can read and understand written documents in English involving measurement, calculation, reasoning, analysis, and synthesis. ● Ability to gather data, to develop a plan of action, establish priorities, monitor, and evaluate treatment plans and modalities. ● Ability to perceive signs of an emergent situation and respond appropriately. 	<ul style="list-style-type: none"> ● Calculate oral intake/output of a client; interpret patient data; prioritize care; solve problems; follow multi-step directions; recognize emergencies; make safe clinical judgments; adapt to changing patient conditions.

This form is to be completed upon admission to any Coconino Community College Nursing or Certified Nursing Assistant program, and as requested, should the student situation warrant e.g., Clinical Placement, student illness/injury, etc.

Student: Please initial the fields below:

_____ I have read and understand the Functional Ability Categories specific to a student in the Coconino Community College Nursing or Nursing Assistant Program.

_____ I am able to meet the Functional Abilities as presented and have been provided with information concerning accommodation or special services if needed at this time.

_____ I understand as a student healthcare worker, I may be working with patients with a variety of contagious conditions, including (but not limited to) HIV, VRE, MRSA, and hepatitis.

_____ I understand that if injured during the program, I must be reevaluated by a medical provider specializing in my injury to ensure that I am still safe to perform the skills outlined in the program.

_____	_____	_____
Name of Student (Please print)	Signature of Student	Date

As a medical provider that specializes in _____ I attest to the student's ability to meet the physical and mental performance competencies listed above. In addition to the information above, I have read examples provided by the college of physical and mental performance competencies that apply to the practice of a Nursing Assistant Student or Student Nurse.

_____	_____	_____
NP/PA/MD/DO (Print with credentials)	Signature of Provider	Date