

## CORE PERFORMANCE FUNCTIONS

The goal of the UWF Department of Nursing is to eliminate barriers to nursing for students with disabilities. Students with disabilities who can meet the criteria for standard nursing practice with “reasonable accommodations” (ADA, 1990) will not be excluded on the basis of the disability. Students admitted to the nursing program must be able to meet the Southern Regional Education Board’s (SREB) Council on Collegiate Education for Nursing’s (2004) core performance standards for admission and progression. A student applying to the nursing program with an identified or perceived disability should contact the Student Disability Resource Center SDRC at UWF.

**Please note:** Having limitations will not prevent you from entry into the program; this information is used when planning for needs of students.

### Core Performance Standards

Requirements	Standards	Examples	Level at Which I can Perform
Critical thinking	Critical thinking ability for effective clinical reasoning and clinical judgment consistent with level of educational preparation	<p>Identification of cause/effect relationships in clinical situations.</p> <p>Use of the scientific method in the development of patient care plans.</p> <p>Evaluation of the effectiveness of nursing interventions.</p>	<b>All students must meet this requirement</b>
Professional Relationships	Interpersonal skills sufficient for professional interactions with a diverse population of individuals, families and groups	<p>Establishment of rapport with patients/clients and colleagues</p> <p>Capacity to engage in successful conflict resolution</p> <p>Peer accountability.</p>	<b>All students must meet this requirement</b>
Communication	Communication adeptness sufficient for verbal and written professional interactions	<p>Explanation of treatment procedures, initiation of health teaching.</p> <p>Documentation and interpretation of nursing actions and patient/client responses.</p>	<input type="radio"/> Without limitations  <input type="radio"/> With limitations

Mobility	Physical abilities sufficient for movement from room to room and in small spaces	Movement about patient's room, work spaces and treatment areas.  Administration of rescue procedures-cardiopulmonary resuscitation.	<input type="radio"/> Without limitations  <input type="radio"/> With limitations
Motor skills	Gross and fine motor abilities sufficient for providing safe, effective nursing care	Calibration and use of equipment.  Therapeutic positioning of patients.	<input type="radio"/> Without limitations  <input type="radio"/> With limitations
Hearing	Auditory ability sufficient for monitoring and assessing health needs	Ability to hear monitoring device alarm and other emergency signals.  Ability to discern auscultatory sounds and cries for help.	<input type="radio"/> Without limitations  <input type="radio"/> With limitations
Visual	Visual ability sufficient for observation and assessment necessary in patient care	Ability to observe patient's condition and responses to treatments.	<input type="radio"/> Without limitations  <input type="radio"/> With limitations
Tactile Sense	Tactile ability sufficient for physical assessment	Ability to palpitate in physical examinations and various therapeutic interventions.	<input type="radio"/> Without limitations  <input type="radio"/> With limitations

The Council's ADA Task Force, led by Linda Davis (University of Alabama at Birmingham), included Linda Bowlin (University of Arkansas for Medical Sciences), Katherine J. Futch (Grady Memorial Hospital, Atlanta) and Mary Hazzard (Western Kentucky University).

Explain any limitations:

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Taking into consideration the University's policies related to students with disabilities, as well as the SREB's (2004) current guidelines, the following guidelines regarding students with disabilities are suggested. Students admitted to the nursing program must demonstrate, with "reasonable accommodations", the following functional abilities and performance standards:

**1. Ability to see, hear and touch, smell and distinguish colors**

**Vision** (with or without corrective lenses):

- Visual acuity that enables students to assess changes in patient's skin tone for cyanosis and alterations in respiratory status
- Ability to read physicians orders, small print on medication containers, and monitoring equipment
- Hearing (with or without aids):
- Ability to interpret normal speaking voice, monitors alarms, assessment equipment, and telephone conversations

**Touch:**

- Ability to assess skin temperature, pulses, respiratory patterns via sensation in fingertips

**Smell:**

- Ability to distinguish odors during assessment such as wound odors, abnormal breath odors

**Colors:**

- Ability to distinguish changes in skin color, wound appearance

**2. Oral and writing ability with accuracy, clarity and efficiency**

- Ability to communicate effectively orally through clear verbal speech during communications with patients and members of the healthcare team

**3. Manual dexterity, gross and fine movements**

- Use of fine & gross motor movements necessary to perform at technical standards.

**4. Ability to learn, think critically, analyze, assess, solve problems**

- Ability to assess patients using senses, analyze data, identify problems, plan and implement

**5. Emotional stability and ability to accept responsibility and accountability**

- Ability to provide safe and competent patient care and respond to rapidly changing conditions

NOTE: If any student believes she/he has a disability, the "Disabled Student ID Form" and accompanying required documentation obtained from the Office of Student Disability Resource Center SDRC must be submitted by the end of the first week of class. Determination then will be made if accommodations can be made.

**Disability Services**

The Student Disability Resource Center SDRC at the University of West Florida supports an inclusive learning environment for all students. If there are aspects of the instruction or design of this course that hinder your full participation, such as time limited exams, inaccessible web content, or the use of non-captioned videos and podcasts, please notify the instructor or the SDRC as soon as possible. You may contact the SDRC office by e-mail at [sdrc@uwf.edu](mailto:sdrc@uwf.edu) or by phone at (850) 474-2387. Appropriate

academic accommodations will be determined based on the documented needs of the individual.

All students have the right to seek knowledge, exchange and debate ideas, form opinions, and express their views. However, it is understood that this knowledge of rights should be balanced with a concomitant knowledge of responsibilities.

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I have read and understand the Core Performance Standards required for the nursing program.

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Printed Name

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Date

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Signature