

Essential Functions Criteria

Self-Assessment of Requirements to Participate in Compass Nursing Arts A Nurse Aide Program

The Americans with Disabilities Act (ADA) prohibits discrimination of persons with disabilities. In keeping with this law, Compass Nursing Arts makes every effort to insure quality education for all students. It is our obligation to inform students of the essential functions necessary for this program and occupation.

The following physical, cognitive and environmental performance standards are encountered by students in this program.

	Sometimes	Frequently	Always
Gross Motor Skills			
Move within confined spaces			X
Maintain balance in multiple positions			X
Reach below waist			X
Reach out to front or side of body to level of the top of the head			X
Twist body from ones side to other			X
Push, pull and lift 50 pounds		X	
Support 50 pounds of weight	X		
Use upper/lower body strength		X	
Fine Motor Skills			
Grasp, pinch, twist, squeeze object weighing 5 lbs for at least 5 seconds			X
Hand/finger/eye coordination			X
Tactile			
Feel Vibrations (for example, checking pulse)			X
Able to detect temperature	X		
Able to identify subtle difference in surface characteristics			X
Mobility			
Able to squat or modified squat (one knee on floor), stoop, bend for at least one minute			X
Able to walk independently without the assistance of cane, walker, crutches, wheelchair or assistance of another person			X
Able to move quickly in emergency situations			X
Smell			
Detect body and environmental odors			X
Hearing/ Vision			
Hear normal level speaking sound within a distance of 10 feet			X
Hear faint voices/ whispers within the range of 3 feet			X
See objects clearly within the minimum of 20 feet			X
Depth perception and peripheral vision to allow identification of dangerous objects and client situations within the client's room			X
Distinguish color and intensity			X
Read and interpret written data held at normal reading distance			X
Environment			X
Tolerate chemical exposure (e.g., lotions, soaps)			X

Tolerate heat as high as 90 degrees and humidity for up to ½ hour (e.g., giving showers)			X
Physical Endurance			
Maintain activity for the length of clinical shift (~ 8 hours)			X
Able to climb and descend a flight of stairs in succession	X		
Communication			
Interacts with others to report observations and advocate for the needs of others			X
Speak English in order to communicate with clients as well as report client information			X
Write English in order to communicate with clients as well as report client information			X
Mathematics			
Measure length by reading tape measure			X
Tell time on clock			X
Basic math including add, subtract, multiply, and divide without the use of a calculator			X
Count and understand the meaning of numbers			
Interpersonal Skills			X
Able to show respect for diversity in culture, religion, sexual orientation, marital status, socio-economic status, and abilities and disabilities			X
Able to apply knowledge gained in classroom to establish appropriate relationships with clients, families and coworkers			X
Emotional Stability			
Able to adapt to changing situations and emergency conditions while maintaining emotional control			X
Able to cope with strong emotions (grief, anger) and physical outbursts of clients while remaining in a reasonable state of calm			X

_____ (initial/date) I have read and understand the *Essential Functions Criteria* specific for a student in the Compass Nursing Arts nursing aide program.

_____ (initial/date) I am able to meet the *Essential Functions Criteria* as presented.

Name of Student (please print)

Signature

Date