

## Appendix A: Model Technical Standards for Nursing Education Programs

XX nursing program has a responsibility to educate competent nurses to care for their patients (persons, families and/or communities) with critical judgment, broadly based knowledge, and well-honed technical skills. XX nursing program has academic as well as technical standards that must be met by students in order to successfully progress in and graduate from its programs.

**Technical Standards:** XX nursing program provides the following description/examples of technical standards to inform prospective and enrolled students of a sampling of technical standards required in completing their nursing science curriculum.<sup>1</sup> These technical standards reflect a sample of the performance abilities and characteristics that are necessary to successfully complete the requirements of XX nursing program. The standards are not requirements of admission into the programs and the examples are not all-inclusive.<sup>2</sup> Individuals interested in applying for admission to the programs should review these standards to develop a better understanding of the skills, abilities and behavioral characteristics required to successfully complete the programs. Key areas for technical standards in nursing include having abilities and skills in the areas of: (1) acquiring fundamental knowledge; (2) developing communication skills; (3) interpreting data; (4) integrating knowledge to establish clinical judgment; and, (5) incorporating appropriate professional attitudes and behaviors into nursing practice capabilities.

XX nursing program wishes to insure that access to its facilities, programs and services is available to all students, including students with disabilities (as defined by Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act (ADA) of 1990 and the ADA Amendments Act of 2008) and all students can study and practice nursing with or without reasonable accommodation. XX nursing program provides reasonable accommodations to all students on a nondiscriminatory basis consistent with legal requirements as outlined in the Rehabilitation Act of 1973, the Americans with Disabilities Act (ADA) of 1990 and the ADA Amendments Act of 2008. A reasonable accommodation is a modification or adjustment to an instructional activity, equipment, facility, program or service that enables a qualified student with a disability to have an equal opportunity to fulfill the requirements necessary for graduation from the nursing program. To be eligible for accommodations, a student must have a documented disability of (a) a physical or mental impairment that substantially limits one or more major life activities of such individual; (b) a record of such impairment; or, (c) be regarded as having such a condition.

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<sup>1</sup> Schools are not being asked to write technical standards for nurses/students with disabilities (Jones, 2012). Technical standards are written so that students with disabilities do not experience discrimination.

<sup>2</sup> Technical standard is what's used to determine whether or not someone is qualified, with or without a disability; and, the student with the disability should be afforded the opportunity to work toward meeting those standards with or without an accommodation (Jones, 2012). The educational programs need to understand what an accommodation is, how to analyze the limitation against what the standard is and how an accommodation may be utilized to meet that standard. Working with the school's office of disability services is essential.

Requirements	Standards	Examples
Acquiring fundamental knowledge	<ol style="list-style-type: none"> <li>1. Ability to learn in classroom and educational settings</li> <li>2. Ability to find sources of knowledge and acquire the knowledge</li> <li>3. Ability to be a life-long learner</li> <li>4. Novel and adaptive thinking</li> </ol>	<ul style="list-style-type: none"> <li>• Acquire, conceptualize and use evidence-based information from demonstrations and experiences in the basic and applied sciences, including but not limited to information conveyed through online coursework, lecture, group seminar, small group activities and physical demonstrations</li> <li>• Develop health care solutions and responses beyond that which is rote or rule-based</li> </ul>
Developing communication skills	<ol style="list-style-type: none"> <li>1. Communication abilities for sensitive and effective interactions with patients (persons, families and/or communities)</li> <li>2. Communication abilities for effective interaction with the health care team (patients, their supports, other professional and non-professional team members)</li> <li>3. Sense-making of information gathered from communication</li> <li>4. Social intelligence</li> </ol>	<ul style="list-style-type: none"> <li>• Accurately elicit or interpret information: medical history and other info to adequately and effectively evaluate a client or patient's condition</li> <li>• Accurately convey information and interpretation of information using one or more means of communication (verbal, written, assisted (such as TTY) and/or electronic) to patients and the health care team</li> <li>• Effectively communicate in teams</li> <li>• Determine a deeper meaning or significance in what is being expressed</li> <li>• Connect with others to sense and stimulate reactions and desired interactions</li> </ul>
Interpreting data	<ol style="list-style-type: none"> <li>1. Ability to observe patient conditions and responses to health and illness</li> <li>2. Ability to assess and monitor health needs</li> <li>3. Computational thinking</li> <li>4. Cognitive load management</li> </ol>	<ul style="list-style-type: none"> <li>• Obtain and interpret information from assessment maneuvers such as assessing respiratory and cardiac function, blood pressure, blood sugar, neurological status, etc.</li> <li>• Obtain and interpret information from diagnostic representations of physiologic phenomena during a comprehensive assessment of patients</li> <li>• Obtain and interpret information from assessment of patient's environment and responses to health across the continuum</li> <li>• Obtain and interpret for evaluation information about responses to nursing action</li> <li>• Translate data into abstract concepts and to understand data-based reasoning</li> </ul>

Requirements	Standards	Examples
Integrating knowledge to establish clinical judgment	<ol style="list-style-type: none"> <li>1. Critical thinking, problem-solving and decision making ability needed to care for persons, families and/or communities across the health continuum and within (or managing or improving) their environments – in one or more environments of care</li> <li>2. Intellectual and conceptual abilities to accomplish the essential of the nursing program (for example, baccalaureate essentials)</li> <li>3. New-media literacy</li> <li>4. Transdisciplinarity</li> <li>5. Design mindset</li> </ol>	<ul style="list-style-type: none"> <li>• Accomplish, direct or interpret assessment of persons, families and/or communities and develop, implement and evaluate of plans of care or direct the development, implementation and evaluation of care</li> <li>• Critically assess and develop content that uses new media forms, and to leverage these media for persuasive communication</li> <li>• Literacy in and ability to understand concepts across disciplines</li> <li>• Represent and develop tasks and work processes for desired outcomes</li> </ul>
Incorporating appropriate professional attitudes and behaviors into nursing practice	<ol style="list-style-type: none"> <li>1. Concern for others, integrity, ethical conduct, accountability, interest and motivation</li> <li>2. Acquire Interpersonal skills for professional interactions with a diverse population of individuals, families and communities</li> <li>3. Acquire Interpersonal skills for professional interactions with members of the health care team including patients, their supports, other health care professionals and team members</li> <li>4. Acquire the skills necessary for promoting change for necessary quality health care</li> <li>5. Cross-cultural competency</li> <li>6. Virtual collaboration</li> </ol>	<ul style="list-style-type: none"> <li>• Maintain effective, mature, and sensitive relationships with clients/patients, students, faculty, staff and other professionals under all circumstances</li> <li>• Make proper judgments regarding safe and quality care</li> <li>• Function effectively under stress and adapt to changing environments inherent in clinical practice</li> <li>• Demonstrate professional role in interactions with patients, intra and inter professional teams</li> <li>• Operate in different cultural settings (including disability culture)</li> <li>• Work productively, drive engagement, and demonstrate presence as a member of a virtual team</li> </ul>

To be qualified for XX nursing program individuals must be able to meet both our academic standards and the technical standards, with or without reasonable accommodations. For further information regarding services and resources to students with disabilities and/or to request accommodations please contact the Office for Student Access.