

ACADEMIC AFFAIRS

Mission Statement, Program Outcomes, and Assessment For Certified Nursing Assistant

Mission Statement:

The mission of the Certified Nursing Assistant Program of Orangeburg-Calhoun Technical College is to prepare competent nursing assistants to practice in beginning level positions in caring for the needs of the elderly and acutely ill and also for certification by the state of South Carolina..

Program Outcomes:

Graduates with a Certificate in Certified Nursing Assistant should be able to demonstrate knowledge and skills in the following areas:

Certified Nursing Assistant

Graduates with a Certificate in Certified Nursing Assistant should be able to demonstrate knowledge and skills in the following areas:

Dacum competency profile (April 25, 2000) with corresponding course matrix.

C. Keep Records

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| 1. Follow agency guidelines for recordkeeping | AHS 152 |
| 2. Record information accurately and legibly for the following: | |
| 2a. Vital signs | AHS 151; AHS 152 |
| 2b. Intake/Output/Weight | AHS 151; AHS 152; AHS 153 |
| 2c. Exercise and range of motion | AHS 151; AHS 152 |

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| 2d. Skin condition | AHS 151; AHS 152; AHS 153 |
| 2e. Eating and appetite | AHS 152; AHS 153 |
| 2f. Elimination | AHS 151; AHS 152 |
| *2g. Activities of daily living improvement/decline | AHS 152; AHS 153 |
| 2h. Complete incident report | AHS 152; AHS 153 |

D. Recognize Disease Process

Observe, recognize, and report change in client/resident's condition for:

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| 1. Level of consciousness/confusion | AHS 152; AHS 153 |
| 2. Heart and circulatory | AHS 152; AHS 153 |
| 3. Diabetes – Differences between hyperglycemia/ hypoglycemia | AHS 152; AHS 153 |
| 4. Pulmonary/trach | AHS 152; AHS 153 |
| 5. Fractures | AHS 152; AHS 153 |
| 6. Renal function | AHS 152; AHS 153 |
| 7. GI functions | AHS 152; AHS 153 |
| 8. Level of visual and hearing stimulation | AHS 152; AHS 153 |
| 9. Alzheimer's and dementia | AHS 152; AHS 153 |
| 10. Epilepsy | AHS 152; AHS 153 |

E. Home Health

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| 1. Work with family | AHS 153 |
| 2. Adapt to non-clinic equipment | AHS 153 |
| 3. Perform/instruct/supervise personal care | AHS 153 |
| 4. Plan and prepare meals | AHS 153 |
| 5. Perform basic housekeeping and laundry duties | AHS 153 |
| 6. Observe limitations for CNA | AHS 153 |
| 7. Accurately record signs of neglect/abuse | AHS 153 |
| 8. Assist with development of patient goals and accurately | AHS 153 |

record progress

F. Nursing Assistant Procedures

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| 1. Receive health care provider/first aid certification | AHS 106 |
| 2. Bathe, dress, and groom client/resident | AHS 151; AHS 152 |
| 3. Take vital signs, TPR, BP | AHS 152; AHS 152 |
| 4. Perform colostomy, ileostomy, urostomy, and catheter care | AHS 151; AHS 152 |
| 5. Perform range of motion and ambulation | AHS 151; AHS 152 |
| 6. Apply and monitor restraints | AHS 151; AHS 152 |
| 7. Measure and weigh client/resident | AHS 151; AHS 152 |
| 8. Care for client/residents's personal belongings | AHS 152; AHS 153 |
| 9. Practice preventive skin care | AHS 151; AHS 152 |
| 10. Perform G tube care | AHS 151; AHS 152 |
| 11. Use standard precautions | AHS 151; AHS 152 |
| 12. Feed client/resident | AHS 152; AHS 153 |
| 13. Make bed | AHS 151; AHS 153 |
| 14. Position and transfer resident | AHS 151; AHS 152 |
| 15. Collect urinary and stool specimen | AHS 151; AHS 152 |
| 16. Participate in client/resident's care planning | AHS 152; AHS 153 |
| 17. Observe limitations for CNA's | AHS 152; AHS 153 |
| 18. Practice safety precautions | AHS 151; AHS 152; AHS 153 |
| 19. Practice comfort measures | AHS 151; AHS 152; AHS 153 |
| 20. Reverse isolation/respiratory | AHS 151; AHS 152 |
| 21. Perform post-mortem care | AHS 152; AHS 153 |

G. Knowledge

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|----------------------------|---------------------------|
| 1. OSHA & DHEC regulations | AHS 151; AHS 152; AHS 153 |
| 2. Patient rights | AHS 151; AHS 152; AHS 153 |
| 3. Advanced directives | AHS 152; AHS 153 |

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| 4. CNA role/limitations | AHS 151; AHS 152; AHS 153 |
| 5. Body donations | AHS 153 |
| 6. Nutrition/diet/disease | AHS 152; AHS 153 |
| 7. Anatomy and physiology | AHS 153 |
| 8. Death and dying | AHS 152; AHS 153 |
| 9. Medical terminology | AHS 153 |
| 10. Community resources | AHS 153 |
| 11. Assessment plan/care plan | AHS 152; AHS 153 |
| 12. Dealing with difficult patients/support groups | AHS 152; AHS 153 |
| 13. Behavioral problems | AHS 153 |
| 14. Personal safety precautions | AHS 151; AHS 152; AHS 153 |
| 15. Continuing education, e.g., Maintain CNA and CPR recertification | AHS 152; AHS 153 |

Professional Skills Outcomes:

A. Demonstrate Professionalism

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| 1. Practice confidentiality | AHS 151; AHS 152; AHS 153 |
| 2. Develop awareness of professional image as a health caregiver | AHS 151; AHS 152; AHS 153 |
| 3. Follow facility's dress code | AHS 152 |
| 4. Exhibit dedication to profession | AHS 151; AHS 152; AHS 153 |
| 5. Practice time management | AHS 151; AHS 152; AHS 153 |
| 6. Work independently and as a team member | AHS 151; AHS 152; AHS 153 |
| * 7. Develop interpersonal skills | AHS 151; AHS 152; AHS 153 |
| 8. Communicate employment goal, e.g., Desire for Advanced Study | AHS 152; AHS 153 |
| 9. Exhibit and practice work ethics | AHS 151; AHS 152; AHS 153 |

B. Use Communication Skills

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| * 1. Communicate on different levels | AHS 151; AHS 152; AHS 153 |
| 2. Practice active listening | AHS 151; AHS 152; AHS 153 |
| 3. Relay client/resident information accurately to team member, e.g., Assessment & Care Plan | AHS 151; AHS 152; AHS 153 |
| 4. Listen to and converse with client/resident/ support group | AHS 151; AHS 152; AHS 153 |
| 5. Communicate signs of neglect/abuse | AHS 151; AHS 152; AHS 153 |

*Denotes skill development that should be emphasized throughout the curriculum.

Assessment Methods:

Direct Student Learning Outcome Criteria

Objective and subjective testing
Mastery of Skills' Competencies, lab and clinical
Completion of all required courses
NNAAP Licensure Exam

Indirect Student Learning Outcomes

The Certified Nursing Assistant faculty review the following indirect measures of student and program success as needed to ensure program viability: failure rates, student evaluations, enrollment statistics, retention rates, graduation rates, student journals, and service learning participation.

Internal Measures of Success

Direct:

Annual Program Goals, Annual Strategic Plan for College/Program Congruency, Annual Report, Pass Rate for State Exam, and Advisory Committee Minutes.

See attached outcomes for 2003-2004:

1. CNA Program Goals
2. Nursing Group Goals
3. (CNA) OCTech Strategic Plan
4. Annual Report
5. Minutes from Advisory Committee – 2003 and 2004

Indirect:

Graduate Surveys (Prior to graduation) to be instituted Spring 2005.
Employer Satisfaction Surveys to be instituted Spring 2005.

Review Process and Use of Results

The Certified Nursing Assistant Program is accredited by the Department of Health and Human Services(DHHS). The competencies for this program come the DHHS. Theses competencies are also validated by the DACUM panel and the Advisory Committee.

The Certified Nursing Assistant Program is updated as new guidelines are set forth by the DHHS or as health care facilities or advisory committees request. For example, in 2003, the HIPAA laws were enforced. At the request of the agencies used by the CNA program, all students must now attend HIPAA training at each facility before beginning clinical.

What action(s) did the Program take this past academic year that improved and expanded student-learning outcomes?

Two additional clinical sites were added to give students more experience in all the different areas that CNA's can become employed in upon graduation.

Strategic Benchmark Results:

1. Student Learning Results

2003 NNAAP Results– 100%
2004 NNAAP Results– 100%

2. Student and Stake Holder Results

Job Placement

Job availability for 100% of graduates however, due to low pay scale most elect to enter higher paying jobs or further their education.

Enrollment:

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|--|---------------------------------------|
| # of accepted applicants spring 2003: 31 | # of accepted applicants fall 2003:50 |
| # entering program spring 2003:19 | # entering program fall 2003:15 |
| # of graduates spring 2003:9 | # of graduates fall 2003:9 |
| # of accepted applicants spring 2004: 62 | # of accepted applicants fall 2004:56 |
| # entering program spring 2004:13 | # entering program fall 2004:18 |
| # of graduates spring 2004:8 | # of graduates fall 2004: 14 |

Retention rates:

Retention/Graduation rates for 2003 were 53 %
Retention/Graduation rates for 2004 were 71 %

Professional Development:

Monies are available for Professional Development. See attachment that describes the Professional Development Activities of faculty for 2003-2004.

3. Budgetary Results

The program consistently operates within the budgetary allocations. See Attachment .

LIST OF ATTACHMENTS:

1. CNA Program Goals
2. Nursing Group Goals
3. (CNA) OCTech Strategic Plan
4. Annual Report
5. 2003 & 2004 Advisory Committee Minutes
6. Professional Development Activities
7. Budget
8. Retention Plan
9. Job Placement Services Plan of Action