



Associate Degree Nursing Program *Technical Standards and Essential Functions Form*

Health Science programs establish technical standards and essential functions to ensure that students have the abilities required to participate and potentially be successful in all aspects of the respective programs. Students are required to meet technical standards and essential functions for the Associate Degree Nursing program as indicated below. A physical will be required from your physician stating you are able to meet the standards listed here. If an applicant or student is unable to meet all the outlined standards, he/she may be withdrawn from the program.

A student enrolled in Associate Degree Nursing Program MUST be able to meet the following standards:

Categories of Essential Functions	Definition	Example of Technical Standard (Not Limited to)
Observation	Ability to participate actively in all demonstrations, laboratory exercise, and clinical experiences in the professional program component and to assess and comprehend the condition of all clients assigned to him/her for data collection and intervention. Such observation and information usually require functional use of visual, auditory, and somatic sensations. Use of the senses enhances a nurse's ability to accurately observe the client.	Visual (corrected as necessary): <ul style="list-style-type: none"> • Visually discriminating incremental readings on syringes, sphygmomanometers, and other various medical equipment • Able to read small print on dials and LED displays and set parameters on medical client equipment. • Visually discriminating between different colored objects, postural, and musculoskeletal changes. • Recognize and interpret facial expressions and body language • Assess the environment at a distance. • Perform a comprehensive assessment on patients Auditory (corrected as necessary): <ul style="list-style-type: none"> • Recognize and respond to soft voices, auditory timers, client call bells and emergency alarms. • Discriminating between auditory stimuli • Distinguish between normal and abnormal lung and heart sounds and obtaining blood pressure. Tactile: <ul style="list-style-type: none"> • Palpate a pulse and detect changes or abnormalities of surface texture, skin, muscle tone, temperature and locate boney prominences.
Communication	Ability to communicate effectively in English using verbal, non-verbal and written formats with faculty, other students, clients, families, and all members of the healthcare team.	<ul style="list-style-type: none"> • Patient teaching • End of shift reports • Documentation in legal records/ charts • Medication records • Transcribe doctor's orders from chart, interpret, and implement • Collaborates with members of health care team • Able to elicit information effectively and sensitively.



**Associate Degree Nursing Program
Technical Standards and Essential Functions Form**

	<p>Ability to read English and interpret without assistance.</p> <p>Nurses are required to function in highly compassionate areas where integrity, interpersonal skills and concern for others are all desirable personal qualities.</p>	<ul style="list-style-type: none"> • Communicate orally and in writing as well as demonstrate behavior that indicates sensitivity to others. • Recognize, interpret, and respond to nonverbal communications. • Transmit information to clients, fellow students, faculty and staff, and members of the healthcare team. • Receive, write, and interpret written communication in both academic and clinical settings. • Demonstrate active listening skills • Use and comprehend standard professional nursing and medical terminology when using and/or documenting a client's print or electronic health record.
Motor	<p>Sufficient motor ability to execute the movement and skills required for safe and effective care and emergency treatment. Coordination is necessary for client safety.</p>	<ul style="list-style-type: none"> • Standing for extended periods of time (8-12 hrs./day) • Performing one person and two person transfers • Turning, log rolling and ambulating another person • Manipulating equipment • Performing patient care procedures with finger and manual dexterity (i.e., starting IVs, phlebotomy, dressing changes, catheterization) • Demonstrate adequate coordination, balance, speed, and agility to assist and safely guard clients who are walking, exercising, or performing other activities. • Safely lift, transfer, move, adjust, and position clients or equipment using correct body mechanics. • Demonstrate physical health necessary to perform strenuous activities related to client care, which includes moving and lifting. (Must be able to lift and/or move a minimum of 50 pounds). • Perform psychomotor movements that require coordination of gross and fine muscle movements and equilibrium. • Able to provide emergency treatment to clients. • Stand or sit for a prolonged period of time. • Possess finger and manual dexterity necessary to manipulate equipment and to perform client care procedures.
Intellectual	<p>Ability to collect, interpret and integrate information and make sound decisions.</p>	<ul style="list-style-type: none"> • Transcribe orders from chart, interpret the orders and intervene



Associate Degree Nursing Program
Technical Standards and Essential Functions Form

	<p>Ability to read and interpret the English language without assistance.</p>	<ul style="list-style-type: none"> • Display critical thinking abilities in planning patient care – analyze data, formulate nursing diagnosis, and prioritize care • Read and comprehend relevant information in textbooks, medical records, and professional literature. • Integrate, retain, and synthesize information to effectively problem solve. • Demonstrate adequate decision-making and critical thinking skills. • Utilize intellectual abilities, exercise good judgment and complete tasks, within required time limits. • Apply knowledge to new situations and to problem solving scenarios. • Utilize effective teaching, learning and test taking strategies.
<p>Behavioral and Social Attributes</p>	<p>Possess the emotional health and stability required for full utilization of the student's intellectual abilities, the exercise of good judgment, the prompt completion of all academic and patient care responsibilities and the development of mature, sensitive, and effective relationships with clients and other members of the health care team.</p> <p>Possess the ability to tolerate taxing workloads, function effectively under stress, adapt to changing environments, display flexibility, and learn to function in the face of uncertainties inherent in clinical settings with patients.</p> <p>Possess compassion, integrity, concern for others, and motivation.</p> <p>Possess the ability to demonstrate professional</p>	<ul style="list-style-type: none"> • Utilize intellectual abilities • Exercise good judgment and complete tasks within required time limits. • Manage heavy academic schedules and deadlines. • Demonstrate exceptional organizational skills. • Provide nursing care to clients with all types of health problems, including communicable diseases such as tuberculosis, HIV/AIDS and COVID 19. • Demonstrate the emotional health and stability required for full utilization of intellectual abilities and exercise of good judgment. • Perform in fast paced clinical situations. • Display flexibility. • Display professionalism in the clinical, lab and classroom setting with clients, fellow students, faculty and staff, and members of the healthcare team. • Sustain professional activities for protracted periods under conditions of physical and emotional stress. • Demonstrate emotional health required for full utilization of intellectual abilities and exercise of good judgment. • Show integrity, concern for others, interpersonal skills, interest, and motivation. • Accepts responsibility and accountability for one's own actions. • Develop mature, sensitive, and effective relationships with clients and others.



**Associate Degree Nursing Program
Technical Standards and Essential Functions Form**

	<p>behaviors, accountability, and a strong work ethic.</p> <p>Possess effective time management skills, flexibility, compassion, integrity, and concern for others.</p> <p>Demonstrate a strong work ethic. The applicant must be flexible and able to adapt to change and stress.</p> <p>Demonstrate good professional character as described in Texas Board of Nursing RULE §213.27 through their program and career</p>	<ul style="list-style-type: none"> • Comply with the ethical standards of the Texas Board of Nursing. • Acknowledge and respect individual values and opinions. • Adhere to HIPAA rules and guidelines established by the clinical facilities, the ADN program, and the Texas Board of Nursing.
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Qualified applicants with disabilities are encouraged to apply to the program. It is the responsibility of the student to contact the Office of Disability Services (DS) if they feel they cannot meet one or more of the technical standards listed. Students can obtain complete information from the DS website at: <https://www.alamo.edu/spc/disability-services/>.

Certain minimum physical abilities and characteristics are required in health sciences professions. Are you able to meet the minimum technical skills standards for the Associate Degree Nursing Program to which you are applying?

- Yes
- No If no, please explain:

Please Note: Mandatory criminal background check and drug screening will be required prior to admission.



Associate Degree Nursing Program
Technical Standards and Essential Functions Form

In general, successful applicants possess qualities such as:

- Interest and aptitude for math and science
- A strong motivation to learn
- Well-developed study skills
- Good problem-solving and decision-making skills
- An ability to work with people with diverse backgrounds
- Strong ethical character
- Accountability for learning and decisions made while a student in the program

I hereby certify that the information contained in this application is true and complete to the best of my knowledge. I understand that any misrepresentation or falsification of information is cause for denial of admission or expulsion from college. I understand that the Faculty and Staff of St. Philip's College Associate Degree Nursing Program will read the information contained in this application, as appropriate and true. The information I am including will be used to determine my ability to be in the Associate Degree Nursing Program. I will abide by these standards throughout the program if admitted.

Applicant Printed Name

Date

Applicant Signature

References:

Texas Board of Nursing. (2007). Texas administrative code: Standards of nursing practice.
https://www.bon.texas.gov/rr_current/217-11.asp.

The Joint Commission. (2021). *Nurses Role in Patient Safety*. Retrieved from
<https://www.jointcommission.org/resources/for-nurses/>.