

MiraCosta College
ADN Program
Technical Standards/Essential Functions

Technical Standards (Essential Functions)	Description	Examples
Cognitive Ability	<ul style="list-style-type: none"> • Demonstrate critical thinking and clinical reasoning abilities necessary for collecting, analyzing, and integrating information and knowledge to make safe clinical judgments that promote positive patient outcomes. • Exhibit ability to respond appropriately to emergencies. • Possess math skills to perform calculations and analyses required for clinical practice. • Demonstrate the cognitive and technical ability to use information technology for retrieving, analyzing, and integrating health data; accurately documenting care and medication administration; and utilizing clinical support systems across varied web browsers and software platforms. 	<ul style="list-style-type: none"> • Identify cause/effect relationships in clinical situations. • Develop, implement, and evaluate effectiveness of plans of care. • Organize and prioritize tasks. • Transfer knowledge from one situation to another. • Demonstrate problem solving abilities (measure, calculate, reason, prioritize, and synthesize data) sufficient for clinical judgment. • Read, integrate, and analyze written, verbal, and observed data regarding patient care. • Understand the rationale for, and comply with professional standards of practice, school/facility policies and procedures, and healthcare legislation. • Follow a process from start to finish utilizing sequential steps and established policies and procedures. • Identify and seek assistance when a clinical situation requires a higher level of expertise/experience. • Accurately add, subtract, multiply, divide and record numbers correctly. • Correctly calculate medication dosages (PO, IM, IVP, IVPB) and intravenous solution rates within a safe and realistic time frame. • Navigate and document patient information in EHR systems accurately and efficiently. • Enter nursing assessments, care plans, and progress notes into computerized systems while maintaining accuracy, confidentiality, and timeliness. • Use bar-code medication administration (BCMA) and electronic medication dispensing systems (e.g., Pyxis). • Utilize evidence-based databases (e.g., UpToDate, Micromedex) for safe patient care decisions. • Use virtual simulation platforms, computer-based learning modules and online clinical scenarios.

		<ul style="list-style-type: none"> ● Demonstrate basic competence using web browsers, Microsoft Office or Google Workspace (Word/Docs, Excel/Sheets, PowerPoint/Slides) for coursework, case studies, and presentations. ● Use testing platforms (e.g., Canvas, ExamSoft) to complete assessments by logging in securely, navigating features, following protocols, submitting on time, and seeking support when needed. ● Use email, learning management systems (e.g., Canvas, Blackboard), and online portals for communication and assignments. ● Apply HIPAA principles when using electronic systems. ● Recognize phishing, malware, or other cybersecurity risks in healthcare IT systems.
Communication Ability	<ul style="list-style-type: none"> ● Demonstrate the necessary skills to effectively communicate with others through verbal, nonverbal, electronic, and written forms. ● Demonstrate ability to speak, read, comprehend, and write English at a level that meets the need for effective communication with instructors, peers, coworkers, clients/families, and other health care providers. ● Demonstrate ability to appropriately adjust non-verbal and verbal language to meet the needs of clients, families, and colleagues from diverse cultural and linguistic backgrounds. 	<ul style="list-style-type: none"> ● Communicate effectively with clients, families, and other members of the healthcare team. ● Provide patient teaching. ● Understand communicated patient information. ● Provide ongoing verbal report. ● Document accurate patient information. ● Maintain patient confidentiality in spoken and written communications. ● Function effectively under supervision.
Interpersonal/ Intrapersonal Skills and Behavior	<ul style="list-style-type: none"> ● Possess adequate emotional well-being to effectively utilize intellectual capabilities, make sound decisions in high-pressure situations, and demonstrate the flexibility needed to adapt to constantly changing circumstances. ● Exhibit awareness of, and ability to, work with diverse populations. 	<ul style="list-style-type: none"> ● Maintain composure in clinical and classroom environments. ● Respond professionally and appropriately to emergency situations. ● Demonstrate a compassionate and caring attitude. ● Demonstrate respect for individual differences.
Sensory/Observation	<ul style="list-style-type: none"> ● Demonstrate ability to acquire information through use of the senses (visual, hearing, tactile, olfactory) sufficient for observing and assessing clients and their environment. 	<p>Visual</p> <ul style="list-style-type: none"> ● Observation of patient responses (at a distance/close at hand) and their environment. ● Demonstrate visual acuity sufficient to observe, monitor, and assess equipment, clients, and their environment. ● Assess and accurately measure drainage and bodily fluids. ● Detect fire and initiate emergency measures. ● Read medication labels and draw up and read syringe volumes accurately.

		<ul style="list-style-type: none"> ● Tell time using second-hand clocks. <p>Hearing</p> <ul style="list-style-type: none"> ● Respond to monitor alarms, emergency signals, overhead pages, call lights, or cries for help in a rapid and effective manner. <p>Tactile</p> <ul style="list-style-type: none"> ● Demonstrate tactile ability sufficient for patient care, physical assessment, and intervention. ● Demonstrate tactile ability and dexterity sufficient for the use of small instruments. ● Demonstrate tactile ability to interpret characteristics such as sharpness, texture, temperature, and bodily fluids. ● Perform functions of physical exam and therapeutic interventions such as insertion of a catheter. ● Demonstrate ability to put on and remove gloves, gown, shoe covers, mask, protective eyewear, and head covering. <p>Olfactory</p> <ul style="list-style-type: none"> ● Detect malodorous or unusual odors from bodily fluids, wounds, and food. ● Distinguish smells which contribute to assessing and/or maintaining the patient's health status and environment (fire, noxious fumes, etc.). ● Tolerate exposure to various chemical odors.
Motor Skills	<ul style="list-style-type: none"> ● Demonstrate sufficient physical abilities and strength to perform clinical, administrative, and emergency procedures. ● Demonstrate gross and fine motor abilities sufficient to provide safe and effective patient care in all health care settings, including the ability to respond promptly to unexpected situations. 	<ul style="list-style-type: none"> ● Demonstrate ability to freely walk, stand, sit, squat, balance, climb, reach, grip, lift, pull/push, and move quickly as needed in the performance of clinical duties. ● Possess motor skills necessary for assessment and therapeutic procedures such as inspection, palpation, percussion, auscultation, and other diagnostic maneuvers and procedures. ● Demonstrate ability to effectively use appropriate ergonomic techniques (good body mechanics). ● Assist with patient transfers such as moving in and out of beds or chairs, when necessary. ● Lift up to 50 pounds without assistance and exert up to 100 pounds force for push/pull. ● Demonstrate ability to maneuver in small spaces (walk, stand, and bend over). ● Quickly intervene for a patient's health and safety, including the ability to perform Cardiopulmonary Resuscitation (CPR), if needed.

		<ul style="list-style-type: none"> ● Manipulate, use, and clean small objects and equipment. ● Travel to and from academic and clinical sites
Physical Endurance	<ul style="list-style-type: none"> ● Demonstrate ability to complete patient care assignments in a timely manner. ● Demonstrate sufficient physical endurance to complete required clinical shifts and assigned tasks. ● Demonstrate sufficient physical endurance to attend, participate, and complete class periods (e.g., lecture, skill lab activities) and school functions. 	<ul style="list-style-type: none"> ● Demonstrate ability to work 6- to 12-hour shifts on AM or PM clinical rotations. ● Demonstrate ability to attend 2-6 hours of lecture. ● Demonstrate ability to practice skills and nursing interventions in the simulation/skills lab for 8-16 hours/week
Environmental Tolerance	<ul style="list-style-type: none"> ● Demonstrate ability to work effectively in the healthcare environment. ● Demonstrate sensitivity and ability to protect self and others from environmental risks and hazards. ● Demonstrate awareness and tolerance to allergens in healthcare settings. These include but are not limited to latex, medication (topical and ingestible), chemicals, and other substances. 	<ul style="list-style-type: none"> ● Demonstrate ability to tolerate prolonged periods of time amidst artificial lighting, air conditioning, dust and odors, residue from cleaning products, noise, congested workplace, and bodily fluids. ● Perform Universal Precautions to work safely in an environment that includes infectious pathogens. ● Tolerate noise. ● Show awareness of, and sensitivity to, environmental allergens that affect patient comfort and wellness. ● Perform frequent evaluation and correction of facility for vapors/fumes, excessive noise, and facility cleanliness in the performance of patient care. ● Wear gloves, mask, head covering, protective eyewear and gown for extended periods of time in clinical and classroom settings.

*Adapted with permission from Cerritos College.