## MnSCU Performance Standards for Nursing Programs

The following Core Performance Standards have been developed for all applicants and current students in Minnesota State Colleges and Universities (MnSCU) nursing programs. These standards are based upon required abilities that are compatible with effective performance in nursing programs and scope of practice as defined by the Minnesota State Board of Nursing. Applicants unable to meet the Core Performance Standards are responsible for discussing the possibility of reasonable accommodations with the designated institutional office. Before final admission into a nursing program, applicants are responsible for providing medical and other documentation related to any disability and the appropriate accommodations needed to meet the Core Performance Standards. These materials must be submitted in accordance with the institution’s ADA Policy.

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| **Requirements** | **Standards** | | **Examples include but are not limited to…** |
| Critical-thinking  Skills | Critical thinking  ability for effective  clinical reasoning  and clinical judgment consistent with level of educational  preparation | * Ability to understanding context of situations, make logical decisions and request assistance as needed. * Organize workload to manage time effectively and prioritize the delivery of client care. * Ability to recognize and report changes in client’s condition to registered nurse or instructor. * Assimilate information from class, lab and clinical to demonstrate achievement of learning outcomes. * Ongoing demonstration of skills mastery while integrating new information. | |
| Interpersonal  Skills | Interpersonal skills  sufficient for  professional  interactions with a  diverse  population of  individuals, families,  and groups | * Maintain and protect client confidentiality and privacy. * Establish professional relationships. * Accept feedback and integrate new understanding into behavior. * Display personal accountability, integrity, understanding that student behavior affects others. * Practice the ability to assign tasks to other LPN’s and unlicensed personnel. * Promote a team-building environment. * Provide safe effective care in a variety of cultural settings. * Convey empathy, compassion and sensitivity in interactions and relationships. | |
| Communication  Skills | Communication skills  sufficient for  verbal and written  professional  interactions | * Assimilate verbal and non-verbal information, process and exchange information with clients, families, * instructors and members of the healthcare team. * Accurately document nursing actions and client responses. * Display the capacity to participate in successful conflict resolution and advocate for client rights and * needs. * Effectively communicate in English in verbal, written, and electronic resources with colleagues, school * staff, and members of the interdisciplinary team. * Use therapeutic communication techniques to provide support to peers, clients and families. * Process relevant information; accurately and timely communicate to the healthcare team. * Ability to perform client education and adjust information to client understanding. | |
| Psychomotor  Skills | Psychomotor skills  sufficient for  providing safe,  effective nursing  care | * Move about client’s room and/or workspaces to complete client assessment. * Ability to administer rescue procedures - cardiopulmonary resuscitation. * Demonstrate the ability to work for long periods. * Safely use and calibrate equipment in a variety of settings. * Perform procedures necessary to safely admit, transfer, or discharge a client. * Prepare and administer medications and treatments. * Perform basic nursing skills safely and efficiently. | |
| Assessment  Skills | Assessment skills  sufficient for  providing  safe, effective  nursing care | * Conduct focused assessment; compare data with normal findings, report changes to registered nurse * or other licensed healthcare provider. * Observe client’s condition, utilizing all senses, and data from equipment, report changes. * Ability to respond to client distress calls. * Implement interventions delegated or ordered by healthcare provider. * Participate with other members of the healthcare team to develop and modify care plans. | |
| Emotional-  Behavioral  Skills | Demonstrates  appropriate behavior  to function  effectively under  stress and assume  accountability for  one’s actions | * Demonstrate emotional stability while encountering a wide variety of emotions in self and others. * Communicate empathy, recognize own values, attitudes, beliefs, emotions and experiences affect * perceptions and relationships with others. * Personal flexibility to adapt to rapidly changing environments. * Ability to apply sound judgement in pressured situations. * Recognize limits of knowledge and abilities and seek assistance. | |
| Professional  Conduct Skills | Process attributes  that include  compassion,  altruism, integrity,  honesty,  responsibility and  tolerance | * Provide safe and effective care to patients along the age continuum without regard to disability, ethnic * origin, gender status or social standing. * Recognize and preserve individual human dignity. * Advocate for the client’s best interest. * Demonstrate professional accountability and ability to work in hierarchical environment. * Demonstrate intent to follow the ANA Code of Ethics. | |
| Environmental  Stressors | Other considerations | * Ability to work with infectious agents and blood-borne pathogens. * Ability to work in area with potential chemical and radiation hazards. * Ability to work with potential allergens such as latex. * Ability to work in areas of potential violence. * Ability to work in close proximity to others. | |
| Other | Sensory | * Visual and auditory ability to perform assessments, safe nursing care, and meet program outcomes. | |

References

H.C. Gonzalez, E-L. Hsiao / Teaching and Learning in Nursing 15 (2020) 53-56.

Minnesota Nurse Practice Act – Minnesota Statute Section 148.171.

Revised and approved by AD and PN Nursing Directors of Minnesota State June 2020.