

Policy Title	Essential Technical Standards
Policy Number:	ACA 1.02
Department:	SCHS
Functional Area:	Academic Affairs
Contributing Department	
Approved by:	RHEI Leadership Team
Effective Date:	8/1/2024
Version:	1
Status:	Approved
Manual	To be entered by Compliance360 System administrators or N/A if not in C360
Section	ACA 1

I. Mission, Vision and Values

This policy reflects our commitment to human dignity, integrity, compassion, stewardship, and service by guiding decisions and actions that uphold respect for all individuals and promote excellence in our work.

This policy aligns with our mission of extending the compassionate ministry of Jesus by improving the health and well-being of our communities and providing good help to those in need, especially the poor, dying, and underserved by ensuring that our practices support ethical, effective, and accountable service across all areas of the organization.

II. Policy

This policy describes the Essential Technical Standards required for all students at SCHS.

III. Purpose

The purpose of this policy is to delineate the essential technical standards that are required for all SCHS students. SCHS is responsible for providing quality education while assuring that both academic and essential non-academic or technical standards of care are met. Given the nature of the curriculum at SCHS, a student must be prepared to meet the basic standards of a practicing professional nurse, a medical sonographer, or a radiologic technologist. To that end, the Essential Technical Standards are the essential nonacademic standards, skills, and abilities demanded of every student in an academic program at SCHS.

IV. Scope

This policy applies to all SCHS students.

V. Policy Details

The following table includes the Essential Technical Standards. Students must fulfill and maintain these standards, with or without reasonable accommodation. All students are required to review these essential standards/abilities and sign Attachment A: SCHS Essential Technical Standards Students Acknowledgement Form.

Essential Technical Standards	
1. Cognitive Abilities: To successfully complete learning objectives, follow course syllabi, assignment directions, and any actions developed by faculty and administration in the program	
Examples	Measure, calculate, reason, analyze, integrate, and synthesize complex information and demonstrate acquired knowledge in a timely manner
	Retrieve and critically appraise patient related research
	Develop, implement, and evaluate a plan of care
	Utilize principles of quality and safety to achieve optimal patient outcomes
	Demonstrate behaviors and decision making that reflect honesty, integrity and ethical principles
	Translate research and evidence-based practice into plans of care
2. Motor Abilities: Perform gross and fine motor movements required to provide care	
Examples	Turn, transfer, transport, and ambulate patients with or without a lift team or assistive devices
	Physical requirements to be able to lift, carry, push, pull up to 50 lbs
	Manipulation of diagnostic instruments and life support devices, and calibration of equipment
	Tactile ability sufficient to assess texture, shape, size, turgor, temperature and vibration
	Physical ability to implement emergency interventions such as cardiopulmonary resuscitation and application of pressure to stop bleeding
	Stamina. Must have sufficient stamina to sit, stand and move within the classroom, labs, units and community settings for periods of time as long as ten hours at a time
3. Sensory Abilities: Possess auditory, visual, and olfactory abilities required to provide care	
Examples	Visual acuity to be able to read gauges that monitor patient physiological status
	Visual ability sufficient for observation of patient behavior
	Hearing abilities to hear cries for help, alarms, and auditory signals from technical equipment
	Olfactory ability to smell smoke or other smells (such as chemicals) indicative of environmental danger

4. Communication Abilities: Communicate effectively and sensitively with patients, families and others responsible for health care

Examples

- Hearing ability to actively listen to patients, families, and others responsible for health care
- Ability to explain procedures, conduct health teaching
- Speaking ability to hold conversations with patient families and others responsible for health care
- Ability to elicit information, describe changes in status, and provide an accurate report of patient information to other health care providers and members of the health care team
- Utilizes verbal and nonverbal communication effectively and sensitively with others
- Written communications are clear and written for the necessary level of the reader

5. Behavioral Abilities: Establish and maintain appropriate professional relationships and demonstrate emotional intelligence in the academic and clinical settings in accordance with the Mission, Values and Operating Principles of Bon Secours Mercy Health, Code of Conduct.

Examples

- Function effectively under stress and adapt to changing environments inherent in clinical practice
- Demonstrate composed emotional affect when interacting with patients, dealing with adverse circumstances and encountering stressful situations
- Maintain self-control and demonstrate respect through word and action
- Demonstrate professional conduct and responsibility with accountability, responding promptly and courteously to inquiries and requests
- Demonstrate compassion, cultural competence with groups from diverse backgrounds
- Conform to all requirements set forth by SCHS health care agency's affiliation agreements as well as any additional requirements of any clinical setting
- Work cooperatively with peers, faculty, and members of the healthcare team, treating others with respect, courtesy and consideration
- Maintain confidentiality, protect individual rights of others

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VI. Examples Specific to the Nursing Program

1 – Cognitive Abilities	Incorporate ethical reasoning into critical thinking and clinical judgments Perform mathematical functions to include: calculate dosages of medication, intake and output and fluid replacement Demonstrate expected level of clinical judgment and reasoning to respond to changing circumstances and emergencies.
2 – Motor Abilities	Administer medications and parenteral therapy, insert intravenous catheters Insertion of urinary catheters Palpation and percussion as a component of assessment Physical ability to implement emergency interventions such suctioning of an obstructed airway
3 – Sensory Abilities	Hearing abilities to auscultate breath sounds, heart sounds, and bowel sounds with a stethoscope as a component of assessment Olfactory abilities to discern odors such as purulent wounds, or body odors as a component of assessment Visual acuity to employ inspection skills such as changes in skin and nail color, and color of drainage as a component of assessment

References:

- AACN Technical Standards accessed at www.aacn.nche.edu/education-resources/Technical_Standards.pdf
- Alamance Community College Technical Standards
- Duquesne University Technical Standards for School of Nursing
- James Madison University Technical Standards for Nursing
- New York University College of Nursing Technical Standards for Core Professional Nursing Competency Performance
- Virginia Commonwealth University Technical Standards for the School of Nursing

VII. Definitions

Essential Technical Standards: Essential technical standards are the nonacademic standards, skills and abilities demanded of every student in an academic program. Nonacademic standards include the cognitive, sensorimotor, behavioral, and communication abilities required for satisfactory completion of all aspects of the curriculum and development of professional attributes required for graduation.

VIII. Attachments

Attachment A: SCHS Essential Technical Standards
Student Acknowledgement Form

IX. Related Policies or Procedures

ADM 3.11 College Admission/Readmission
ACA 3.05 Student Attendance & Tardiness

X. Regulatory Notices

Nothing in this policy creates a contractual relationship between Southside College of Health Sciences (SCHS), a department owned and controlled by Bon Secours Mercy Health Petersburg, LLC (d/b/a Southside Medical Center), and any party. SCHS, in its sole discretion, reserves the right to amend, terminate or discontinue this policy at any time, with or without advance notice.

XI. Version Control

Version	Effective Date	Next Review Date	Description	Supersedes, if applicable	Prepared By
1.0	8/1/2023	N/A	Policy Adopted	N/A	CDDAA
1.0	8/1/2024	8/1/2027	Reviewed – No Changes	1.0	CDDAA
1	8/1/2024	8/1/2027	Version changed – BSMH Template Adopted	1.0	CDDAA

This policy/procedure/guideline is not intended to establish a standard of clinical or non-clinical care or practice. Rather, this policy/procedure/guideline creates a general tool to help guide decision-making with the understanding that different action(s) may be necessary in response to the totality of the circumstances presented.

Sites revised 05/06/2025- Bon Secours Mercy Health adopts the above policy, procedure, policy & procedure, guideline, manual / reference guide / instructions, or principle / standard / guidance document for all Bon Secours Mercy Health entities including, but not limited to, facilities doing business as Mercy Health – St. Vincent Medical Center, St. Vincent – St. Charles Hospital, St. Vincent – St. Anne Hospital, Mercy Health – Perrysburg Medical Center, Mercy Health – Tiffin Hospital, Mercy Health – Willard Hospital, Mercy Health – Defiance Hospital, Mercy Health Allen Hospital LLC, Mercy Health - Lorain Hospital, Mercy Health St. Elizabeth Youngstown Hospital, Mercy Health St. Joseph Warren Hospital, Mercy Health - St. Elizabeth Boardman Hospital, Mercy Health - St. Rita's Medical Center, Mercy Health – Springfield Regional Medical Center, Mercy Health - Urbana Hospital, Mercy Health - Anderson Hospital, Mercy Health - Clermont Hospital, Mercy Health – Fairfield Hospital, Mercy Health - West Hospital, The Jewish Hospital – Mercy Health, Mercy Health – Kings Mills Hospital, LLC, Mercy Health - Lourdes Hospital LLC, Mercy Health – Marcum and Wallace Hospital, Chesapeake Hospital Corporation DBA Rappahannock General, Maryview Hospital, Bon Secours Richmond Community, Bon Secours Memorial Regional Medical Center, Bon Secours – St. Mary's Hospital, Bon Secours St. Francis Health System, Bon Secours St. Francis Medical Center, Bon Secours Mary Immaculate Hospital, Bon Secours - Southside Medical Center, Bon Secours Mercy Health Franklin, LLC, Southern Virginia Medical Center, and Bon Secours Harbour View Medical Center. This also may apply to Bon Secours Mercy Health Medical Group LLC and its medical group affiliates.