

**Iowa Core Performance Standards
for
Health Care Career Programs**

Iowa Community colleges have developed the following Core Performance Standards for all applicants to Health Care Career Programs. These standards are based upon required abilities that are compatible with effective performance in health care careers. 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 health career 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.

| CAPABILITY | STANDARD | SOME EXAMPLES OF NECESSARY ACTIVITIES (NOT ALL INCLUSIVE) |
|----------------------|---|---|
| Cognitive-Perception | The ability to gather and interpret data and events, to think clearly and rationally, and to respond appropriately in routine and stressful situations. | <ul style="list-style-type: none"> • Identify changes in patient/client health status • Handle multiple priorities in stressful situations |
| Critical Thinking | Utilize critical thinking to analyze the problem and devise effective plans to address the problem. | <ul style="list-style-type: none"> • Identify cause-effect relationships in clinical situations • Develop plans of care as required |
| Interpersonal | Have interpersonal and collaborative abilities to interact appropriately with members of the healthcare team as well as individuals, families and groups. Demonstrate the ability to avoid barriers to positive interaction in relation to cultural and/or diversity differences. | <ul style="list-style-type: none"> • Establish rapport with patients/clients and members of the healthcare team • Demonstrate a high level of patience and respect • Respond to a variety of behaviors (anger, fear, hostility) in a calm manner • Nonjudgmental behavior |
| Communication | Utilize communication strategies in English to communicate health information accurately and with legal and regulatory guidelines, upholding the strictest standards of confidentiality. | <ul style="list-style-type: none"> • Read, understand, write and speak English competently • Communicate thoughts, ideas and action plans with clarity, using written, verbal and/or visual methods • Explain treatment procedures • Initiate health teaching • Document patient/client responses • Validate responses/messages with others |

| CAPABILITY | STANDARD | SOME EXAMPLES OF NECESSARY ACTIVITIES (NOT ALL INCLUSIVE) |
|---------------------|---|---|
| Technology Literacy | Demonstrate the ability to perform a variety of technological skills that are essential for providing safe patient care. | <ul style="list-style-type: none"> • Retrieve and document patient information using a variety of methods • Employ communication technologies to coordinate confidential patient care |
| Mobility | Ambulatory capability to sufficiently maintain a center of gravity when met with an opposing force as in lifting, supporting, and/or transferring a patient/client. | <ul style="list-style-type: none"> • The ability to propel wheelchairs, stretchers, etc. alone or with assistance as available |
| Motor Skills | Gross and fine motor abilities to provide safe and effective care and documentation | <ul style="list-style-type: none"> • Position patients/clients • Reach, manipulate, and operate equipment, instruments and supplies • Electronic documentation/ keyboarding • Lift, carry, push and pull • Perform CPR |
| Hearing | Auditory ability to monitor and assess, or document health needs | <ul style="list-style-type: none"> • Hears monitor alarms, emergency signals, auscultatory sounds, cries for help |
| Visual | Visual ability sufficient for observations and assessment necessary in patient/client care, accurate color discrimination | <ul style="list-style-type: none"> • Observes patient/client responses • Discriminates color changes • Accurately reads measurement on patient client related equipment |
| Tactile | Tactile ability sufficient for physical assessment, inclusive of size, shape, temperature and texture | <ul style="list-style-type: none"> • Performs palpation • Performs functions of physical examination and/or those related to therapeutic intervention |
| Activity Tolerance | The ability to tolerate lengthy periods of physical activity | <ul style="list-style-type: none"> • Move quickly and/or continuously • Tolerate long periods of standing and/or sitting as required |
| Environmental | Ability to tolerate environmental stressors | <ul style="list-style-type: none"> • Adapt to rotating shifts • Work with chemicals and detergents • Tolerate exposure to fumes and odors • Work in areas that are close and crowded • Work in areas of potential physical violence • Work with patients with communicable diseases or conditions |