

Approved Curriculum Content for Nursing Assistant (CNA 1) Training Programs

It shall be the policy of the Oregon State Board of Nursing that all approved nursing assistant training programs shall consist of the following curriculum content:

1. At least 24 hours of classroom instruction prior to students' care of clients that includes:
 - a. Ethical practice and standards of behavior in relation to self, health care team members, clients, families and employer;
 - b. Promotion of clients' independence.
 - c. Responsibility for reporting to facility management and/or the appropriate agency:
 - A) Abuse;
 - B) Mistreatment; and
 - C) Neglect.
 - d. Client's rights including at least:
 - A) Right to make personal choices to accommodate their needs and make health care decisions;
 - B) Right to privacy and maintenance of confidentiality;
 - C) Right to assistance in resolving grievances and disputes;
 - D) Right to assistance getting to and participating in-group and family activities;
 - E) Right to care and security of personal possessions;
 - F) Right to freedom from abuse, mistreatment, and neglect; and
 - G) Right to avoid the need for restraints.
 - e. Communication and interpersonal skills:
 - A) Understanding verbal/non-verbal communication;
 - B) Avoiding factors which block communication;
 - C) Maintaining confidentiality of communication;
 - D) Giving examples of appropriate/inappropriate communication and how to respond to resident behavior;
 - E) Communicating with the client's family and friends;
 - F) Providing assistance in resolving grievances and disputes through proper channels;
 - G) Placement of and answering the client's call signal;
 - H) Communicating with the visually/hearing/speech impaired;
 - I) Communicating with the confused or cognitively impaired client;
 - J) Communicating with the angry or potentially violent client;
 - K) Modifying behavior in response to client's behavior; and
 - L) Responding to resident behavior.
 - f. Infection Control and Standard Precautions:
 - A) Understanding hand hygiene and its importance;
 - B) Maintaining client cleanliness and grooming;
 - C) Caring for a client's environment;
 - D) Bedmaking/handling of linen;
 - E) Handling of contaminated materials;
 - F) Handling and disposal of hazardous wastes;
 - G) Communicable and infectious diseases and associated precautions;
 - H) Acquired Immunodeficiency Disease Syndrome (AIDS); and

- I) Hepatitis.
 - g. Safety/emergency procedures:
 - A) Safe Client Transfer and Movement:
 - i) Using body mechanics;
 - ii) Turning and positioning in bed and wheelchair;
 - iii) Moving and transferring, including seated transfer;
 - iv) Transporting in wheelchairs, geri-chairs, and lifts;
 - v) Providing for individualized safety needs; and
 - vi) Using lifts and safe resident handling devices.
 - B) Environmental:
 - i) Avoiding and managing hazards in the workplace;
 - ii) Preventing falls to residents and staff;
 - iii) Using siderails;
 - iv) Applying fire safety concepts;
 - v) Preventing burns;
 - vi) Applying oxygen safety concepts; and
 - vii) Introducing Occupational Safety and Health Administration (OSHA) standards, including, but not limited to Bloodborne Pathogens, Hazard Communication, Personal Protective Equipment, and the OSHA Guidelines for Nursing Homes.
 - h. Nutrition and hydration:
 - A) Following common therapeutic diets;
 - B) Positioning for eating;
 - C) Feeding techniques;
 - D) Acknowledging client's right to refuse nourishment;
 - E) Preventing dehydration;
 - F) Measuring intake and output;
 - G) Measuring and recording height and weight;
 - H) Preventing choking; and
 - I) Administering Abdominal Thrust (Heimlich maneuver).
 - i. Elimination:
 - A) Safe toileting; and
 - B) Perineal/Incontinence Care.
2. The balance of the classroom and clinical hours needed for completion of the training requirements shall consist of:
- a. Personal Care of client:
 - A) Bathing;
 - B) Shampooing and caring for hair;
 - C) Dressing/undressing;
 - D) Grooming:
 - i) Application and care of eye glasses;
 - ii) Application and care of hearing aids;
 - iii) Application and care of dentures;
 - E) Oral hygiene;
 - F) Shaving;
 - G) Nail care;

- H) Skin Care:
 - i) Maintaining skin integrity;
 - ii) Preventing pressure sores; and
 - iii) Using anti-pressure devices.
- I) Personal care considerations for clients who have tubes or special equipment; and
- J) Comfort Care.
- b. The role of the CNA as a member of a health care team:
 - A) Legal aspects of working as a CNA in relation to self, health care team members, clients, and families;
 - B) The accreditation survey process;
 - C) Working with other health care workers and their roles;
 - D) Working in settings where there is not a RN regularly scheduled;
 - E) Who a CNA can accept direction from:
 - i) RN;
 - ii) LPN;
 - iii) Nurse Practitioner; and
 - iv) Other licensed health care professional;
- c. Federal/State/Local Rules that relate to client care:
 - A) Authorized duties of the CNA; and
 - B) Conduct unbecoming a CNA in the performance of duties.
- d. Positioning devices and restraints:
 - A) Using least restrictive form of intervention;
 - B) Dangers and hazards related to use; and
 - C) Maintaining choice and mobility.
- e. Vital signs—Taking and recording:
 - A) Oral, axillary, tympanic, and rectal temperatures;
 - B) Radial and apical pulses;
 - C) Respirations;
 - D) Blood pressures;
 - E) Pulse oximetry; and
 - F) Pain level.
- f. Understanding and relating to clients:
 - A) Description of human needs:
 - i) Safety;
 - ii) Religious needs;
 - iii) Socialization;
 - iv) Family involvement; and
 - v) Respecting client sexuality.
 - B) Individualized care planning;
 - C) Human development:
 - i) Basic developmental tasks through the life cycle including an awareness of developmental tasks associated with the aging process;
 - ii) Basic anatomy and physiological changes across the life span;
 - iii) Process of aging including the physiological and psychological.
- g. Elimination:

- A) Catheter care including the application of and removal of external urinary catheters;
- B) Enema types and administration;
- C) Bowel evacuation suppositories available without a prescription;
- D) Ostomy care including emptying ostomy bags or changing ostomy bags which do not adhere to the skin; and
- E) Specimen collection (stool, urine, and sputum).
- h. Observation, reporting, and recording skills:
 - A) How to observe:
 - i) Establish normal baseline of the individual client; and
 - ii) Comparison of subsequent observations to previous observations.
 - B) What to observe:
 - i) Changes in breathing (rapid/decreased);
 - ii) Fever;
 - iii) Cough;
 - iv) Chills;
 - v) Chest pain;
 - vi) Nausea/vomiting;
 - vii) Excessive thirst;
 - viii) Cyanosis/changes in skin color;
 - ix) Pus/drainage;
 - x) Urine/sediment/color/odor/frequency/burning;
 - xi) Pain/location/intensity/onset;
 - xii) Level of consciousness;
 - xiii) Mood and behavior;
 - xiv) Dehydration;
 - xv) Edema;
 - xvi) Changes in appetite, eating habits, and bowel changes; and
 - xvii) Changes in functional ability (e.g. ability to self-transfer).
 - C) When and how to report observations:
 - i) Deviations in client conditions that must be reported immediately or deviations that could be reported later;
 - ii) Observations requested by licensed nurse;
 - iii) How to report observations; and
 - iv) Who to report observations to.
 - D) How to record observations with common medical terminology.
 - E) Principles of documentation.
- i. How to organize client care for a group of clients according to the clients' preferences and the care plans.
- j. Introduction to:
 - A) Alzheimer's Disease: Techniques for addressing the unique needs and behaviors of individual with dementia (Alzheimer's and others);
 - B) Arthritis;
 - C) Cancer;
 - D) Cerebrovascular accident (CVA);
 - E) Cognitive Impairment:
 - i) Communicating with cognitively impaired clients;

- ii) Understanding the behavior of cognitively impaired clients;
 - iii) Appropriate responses to the behavior of cognitively impaired clients; and
 - iv) Safe handling and movement of the cognitively impaired client; and
 - v) Methods of reducing the effects of cognitive impairments.
- F) Congestive Heart Failure;
 - G) Chronic Obstructive Pulmonary Disease;
 - H) Diabetes Mellitus;
 - I) Epilepsy/Seizures;
 - J) Fractures;
 - K) Multiple Sclerosis;
 - L) Myocardial Infarction;
 - M) Parkinson's Disease; and
 - N) Substance Abuse.
- k. Restorative care:
 - A) Approaches to restoring independence: Training the client in self care according to the client's abilities.
 - B) Measures for restorative care:
 - i) Body alignment/positioning;
 - ii) Range of Motion (ROM);
 - iii) Feeding programs/ADLs;
 - iv) Bowel/bladder training;
 - v) Ambulation;
 - vi) Extremity elevation; and
 - vii) Antiembolus stockings.
 - C) Assistive devices for all ages to include:
 - i) Care for, application and removal of prosthetic and orthotic devices and braces;
 - ii) Use of assistive devices in transferring, positioning, ambulation, eating, grooming, and dressing;
 - l. End of life care:
 - A) Comfort care of the dying client;
 - B) Family involvement/support; and
 - C) Care for the deceased.
- 3. In addition, prior to being permitted to give direct client care, the nursing assistant student must successfully complete a skills checklist. Each student must practice each skill on the skills checklist prior to any clinical experience/client contact.
 - a. This practice must be under the supervision of a Board-approved instructor in the skills lab on a mannequin or another person.
 - b. The student must demonstrate basic competence in the following skill areas:
 - A) Standard Precautions according to the Centers for Disease Control and Prevention guidelines;
 - B) Hand hygiene;
 - C) Handling linen;
 - D) Making an unoccupied bed;
 - E) Making an occupied bed;
 - F) Communication;
 - G) Using safe client transfer and handling techniques for lifting and moving (lift equipment, safe

client handling devices, seated transfer, etc.);

- H) Assisting client to ambulate;
 - I) Positioning/alignment techniques for clients in bed, chair, and wheelchair using safe client handling devices;
 - J) Transferring client from a bed to wheelchair;
 - K) Transferring client from wheelchair to bed;
 - L) Feeding and positioning techniques, preventing aspiration;
 - M) Abdominal Thrust (Heimlich maneuver);
 - N) Measuring and recording intake and output; and
 - O) Measuring and recording height and weight.
4. During the course of clinical training, the student must successfully demonstrate all of the skills required in (3)(b) and the following except for abdominal thrust (Heimlich maneuver):
- a. Reading and recording temperature, pulse, respiration, and blood pressure;
 - b. Appropriate and safe techniques in personal hygiene and grooming that include:
 - A) Bed bath;
 - B) Sponge, tub or shower bath;
 - C) Nail and skin care;
 - D) Oral hygiene; and
 - E) Toileting and elimination.
 - c. Transfer and positioning techniques using seated transfer, lift equipment, and safe client handling devices;
 - d. Ambulation; and
 - e. Range of motion.
5. The Board approved CPR certification:
- a. Shall be a minimum of:
 - A) Heartsaver from the American Heart Association; or
 - B) Adult CPR from the American Red Cross.
 - b. May be:
 - A) A condition of admission into the Nursing Assistant Training Program; or
 - B) A condition of completion of the Nursing Assistant Training Program; or
 - C) Part of the curriculum of the Nursing Assistant Training Program.
 - c. Required record-keeping:
 - A) The Nursing Assistant Training Program must determine that each student who completes the program has current CPR certification; and
 - B) The Nursing Assistant Training Program must keep this information as part of the individual student records.