



Health Sciences at Lowry Campus
Nursing

Practical Nursing Program
Student Handbook
SPRING
2023-2024

CITYHAWKS



Contents

Welcome	3
GENERAL INFORMATION	4
COMMUNICATION POLICIES	13
INFORMATION TECHNOLOGY	15
PRACTICAL NURSING CURRICULUM	17
PROGRESSION POLICIES	20
GRADUATION REQUIREMENTS AND BOARD OF NURSING LICENSING	29
HEALTH AND SAFETY GUIDELINES/ESSENTIAL SKILLS AND FUNCTIONAL ABILITIES	30
CODE OF CONDUCT POLICIES	38
CLASSROOM AND LAB INFORMATION.....	43
LABORATORY POLICIES	48
CLINICAL POLICIES.....	49
THE LOWRY HOSPITAL- SIMULATION CENTER POLICIES.....	60
DISCIPLINARY PROCEDURES.....	63
STUDENT ACKNOWLEDGEMENT FORMS.....	65
APPENDICES	72
American Nurses Association Code of Ethics.....	73
College Resources	74
Office of Financial Aid	76
Library	77
Lowry Practical Nursing Student Library.....	77
College Directory.....	79
Nursing Program Directory	85
Performance Improvement Plan.....	86
CCD Nursing	86
Performance Improvement Plan.....	86
Incident/Warning Report.....	90
Remediation Plan.....	91
Immunization Requirements	93
Request for Test Question Review.....	95
COURSE EVALUATION AND CONSENT FORMS.....	96

Welcome

As the Program Director and on behalf of the faculty and staff, I would like to welcome each and every one of you to the Community College of Denver's (CCD) Practical Nursing Program. Our program is committed to providing you the necessary knowledge and skills to operate as a competent and compassionate care provider in the healthcare system upon graduation.

Although nursing school is known for its rigor, our staff is committed to providing all students the essential resources and support to ensure your success. This handbook will introduce you to the program's expectations and outline all the policies and procedures students are responsible for while progressing through the program. This handbook is an additional resource to the Community College of Denver's catalog which further outlines institutional policies as well as student services that are available to all of our students. Our culture is to model professionalism both in and outside the patient-care environment. Students are expected to be uphold the American Nurse's Association's Code of Ethics in the treatment of patients and all others. Students are also expected to be responsible to their learning by being prepared, engaged, and accountable. Students must adhere to the policies and procedures outlined in this handbook to successfully complete their program requirements and should make any necessary preparations to ensure they are able to meet those expectations. Students will be held to both personal and professional standards throughout the program to mirror the expectations set forth in the healthcare industry.

Please take this time to orient yourself to the Practical Nursing Program handbook and reach out with any questions. Students will sign numerous acknowledgement forms that verify you have received and understood the expectations within this handbook.

We are excited begin our new year with each of you. I wish you all the best as you venture into your next chapter in life as nursing students. Remember, we are here to help and guide you. Always reach out when you need assistance.

Stephanie Uhlhorn PhD (c), RN
Director of Nursing Education Programs
Community College of Denver

GENERAL INFORMATION

Mission and Vision

Mission

The CCD mission states, “CCD provides our diverse community an opportunity to gain quality higher education and achieve personal and professional success in a supportive and inclusive environment”.

The mission of the Practical Nursing Program at the Community College of Denver is to prepare nursing students for personal success, responsible citizenship, and entry into the nursing profession.

Vision

We strive to develop nurses who can provide safe, quality evidence-based patient-centered care to the diverse populations that encompass the Denver community as well to the greater global community.

The Department of Nursing is committed to providing a nursing program that is accessible to a diverse community of learners.

Delivered by a dedicated faculty, the program provides a collaborative teaching-learning environment to promote critical thinking, lifelong learning, and positive role models in a changing and global society across the lifespan.

The program is committed to accomplishing this mission through the use of effective and diverse instructional methods that encompass both traditional as well as technology-based strategies.

Program Description and Occupational Information

Graduates receiving a Certificate in Practical Nursing (PN) are eligible to apply for licensure as a practical nurse (PN). The PN is educated as a generalist who delivers health care to clients and family groups and has competencies related to the art and science of nursing. The PN may be employed in a variety of acute, long-term and community-based health care settings, in the areas of Obstetric and Pediatric, Medical Surgical and Psychiatric Nursing. Practical Nurses function within the legal scope of practice and use professional standards of care when caring for clients and families across the life span.

Philosophy of the CCD Practical Nursing Program

The Community College of Denver’s Practical Nursing Program Philosophy Statement combines concepts from the National League of Nurses (NLN) Education Competencies Model and the National Council of State Boards of Nursing (NCSBN) Practice Analysis for PN Programs and

corresponding NCLEX-PN test blueprint to identify key concepts and competencies necessary to achieve competency as a Practical Nurse and is used to guide our curriculum.

These competencies are congruent with the mission and student learning outcomes of the college. They contribute to the understanding of the student learning outcomes. These core concepts are critical to a transformed curriculum that is closely aligned with current workforce trends. The framework acknowledges these integrating concepts as equally important.

THE NLN Integrating concepts include: (<http://www.nln.org/docs/default-source/default-document-library/nln-practicalnursing-framework-guidelines-final.pdf?sfvrsn=0>)

- A. **Safety:** Safety is the foundation upon which all other aspects of quality care are built (NLN, 2010, p. 25). A nurse, who practices safely, minimizes risk of harm to patients and providers through both system effectiveness and individual performance (Cronenwett et al., 2007). Safe practice includes the individual's purposeful use of knowledge to provide safe care in a deliberate, skillful and informed way.
- B. **Quality:** The Institute of Medicine defines quality as the degree to which health services to individuals and populations increase the likelihood of desired health outcomes and are consistent with current professional knowledge (IOM, 2001). Quality is operationalized from an individual, unit and systems perspective (NLN, 2010).
- C. **Team/Collaboration:** To function effectively within nursing and the inter-professional team is critical to effective and safe nursing practice. Team/collaboration refers to fostering open communication, mutual respect, and shared decision-making to achieve quality patient care (NLN, 2010).
- D. **Relationship-Centered Care:** Core to nursing practice, relationship-centered care includes caring; (therapeutic relationships with patients, families and communities; and professional relationships with members of the inter-professional team (NLN, 2010). It integrates and reflects respect for the dignity and uniqueness of others, valuing diversity, integrity, mutual trust, civility, self-determination, and regard for personal preferences and desires.
- E. **Systems-Based Care:** Nurses practice in systems of care to achieve health care goals. Nurses must demonstrate an awareness of and responsiveness to the larger context and system of health care and the ability to effectively call on system resources to provide care that is of optimal value.
- F. **Personal/Professional Development:** This refers to the individual's formation within a set of recognized responsibilities. It includes the notion of good practice, boundaries of practice, and professional identity formation (NLN, 2010). It also includes knowledge and attitudes derived from self-

understanding and empathy, ethical questions and choices that are gleaned from a situation, awareness of patient needs, and other contextual knowing.

The NCBSN NCLEX Test Plan Blueprint and integrating concepts is as follows:

https://ncsbn.org/2020_NCLEXPN_TESTPLAN.htm

NCBSN NCLEX Test Plan Blueprint

CLIENT NEEDS

Safe and Effective Care Environment

Coordinated Care

Safety and Infection Control

Health Promotion and Maintenance

Psychosocial Integrity

Physiological Integrity

Basic Care and Comfort

Pharmacological Therapies

Reduction of Risk Potential

Physiological Adaptation

NCBSN NCLEX Test Plan Integrating Concepts

- A. Clinical Problem-Solving Process (Nursing Process)** – a scientific approach to client care that includes data collection, planning, implementation and evaluation.
- B. Caring** – interaction of the LPN/VN and client in an atmosphere of mutual respect and trust. In this collaborative environment, the LPN/VN provides support and compassion to help achieve desired therapeutic outcomes.
- C. Communication and Documentation** – verbal and nonverbal interactions between the LPN/VN and the client, as well as other members of the health care team. Events and activities associated with client care are validated in written and/or electronic records that reflect standards of practice and accountability in the provision of care.
- D. Teaching and Learning** – facilitation of the acquisition of knowledge, skills and attitudes to assist in promoting a change in behavior.
- E. Culture and Spirituality** – interaction of the nurse and the client (individual, family or group, including significant others and population) which recognizes and considers the client-reported, self-identified, unique and individual preferences to client care, the applicable standard of care and legal considerations

Accreditation

The Community College of Denver (CCD) is a two-year public community college. It is a member of the Colorado Community College System (CCCS) and is fully accredited by the Higher Learning Commission and can be contacted at:

Higher Learning Commission

230 South LaSalle Street, Suite 7-500

Chicago, IL 60604

800-621-7440; 312-263-0456

<http://www.hlcommission.org/>

The Practical Nursing Program is approved by the Colorado Community College System (CCCS) and has full approval from the Colorado State Board of Nursing (CSBON) and can be contacted at:

Colorado State Board of Nursing

1560 Broadway, Suite

1350, Denver, CO 80202

303-894-2430

dpo.colorado.gov/Nursingwww.dora.state.co.us/nursing

Effective January 24, 2020, this nursing program (the Practical Nursing Program at CCD) is eligible to pursue candidacy for accreditation by the Accreditation Commission for Education in Nursing, (ACEN) formerly the National League for Nursing Accrediting Commission (NLNAC) and is anticipating a site-visit in the Fall of 2023 semester. ACEN can be contacted at:

Accreditation Commission for Education in Nursing

3343 Peachtree Road NE, Suite 500

Atlanta, GA 30326

404-975-5000

Email: info@acenursing.org

www.acenursing.org

Attendance at a non-accredited nursing school may make you ineligible to attend an accredited nursing school in pursuit of additional education.

Practical Nursing Organizing Framework

The Colorado Community College Practical Nursing Program Organizing framework encompasses a foundation in the arts, sciences, humanities and nursing knowledge. The curriculum has been developed utilizing the eleven (11) integrating concepts within the nursing philosophy (*safety, quality, team/collaboration, relationship-centered care, systems-based care, personal/professional development, the nursing process, caring, communication/documentation, teaching and learning and culture and spirituality*), as well as the NCBSN NCELX Test Plan Blueprint. These concepts have been integrated throughout the program in the didactic, lab, simulation, and clinical experiences and progresses from simple to complex mastery to prepare students for the Practical Nursing role. The integrated concepts have been utilized to define specific competencies, content program student learning objectives, course objectives, and evaluative methods.

The Practical Nursing program is also guided by the Colorado State Board of Nursing (CSBON) and the American Nurses Association (ANA) standards.

Practical Nursing Program Outcomes

Practical Nursing Program Outcomes are developed as performance indicators which provide evidence that the CCD Practical Nursing Program is meeting its mission and goals set by the faculty. Program Outcomes show the effectiveness of the educational program and serve as a mechanism to guide program development and revisions. Program Outcomes have been developed using the Accrediting Commission for Education in Nursing (ACEN) criteria and guidelines. The following Practical Nursing Program Outcomes are congruent with the mission of the CCD and the Practical Nursing Program.

Outcome #1 Student Learning Outcomes

- 80% of graduates will demonstrate achievement of all end-of-program student learning outcomes.

Outcome #2 Performance on Licensure Exam

- The program's most recent annual licensure examination pass rate will be at least 80% for all first-time test-takers during the same 12-month period

Outcome #3 Program Completion

- 70% of students will progress to graduation within 150% of anticipated program length after beginning their first nursing course (4 semesters).

Outcome #4 Job Placement

- 80% of graduates who respond to the Post-Secondary Vocational Graduate Follow-Up Survey (VE-135) will report that they are employed as an LPN within six to twelve months of graduation.

Practical Nursing Student Learning Outcomes

Upon completion of the Practical Nursing program, the graduate nurse will have achieved the following outcomes:

- A. Provide safe, quality, patient-centered nursing care in a variety of healthcare settings considering basic research, evidence, and patient preferences as the basis for care.
- B. Engage in critical thinking and clinical judgment, within the practical nurse scope of practice, to make patient-centered care decisions.
- C. Participate in performance improvement/quality improvement activities to improve patient care.
- D. Collaborate with healthcare team members, the patient, and the patient's support persons to facilitate effective patient care.
- E. Use information technology to support and communicate the planning and provision of patient care.
- F. Manage care in a variety of healthcare settings for diverse patient populations through the process of planning, organizing, and directing.
- G. Function within the scope of practice of the Practical Nurse incorporating professional, legal, and ethical guidelines.
- H. Promote a culture of caring to provide support, compassion and culturally competent, holistic care.

Student Learning Outcomes are congruent with the mission and student learning outcomes of the college. They guide the curriculum and students are evaluated from them.

Practical Nursing Certificate Program and Licensure Program Descriptions

The Practical Nursing Program is a four semester program after successful completion of pre-requisite and admission requirements. This program prepares students for entry-level positions as Licensed Practical Nurse. Upon successful completion of the program, students will be awarded a certificate of completion. Students who have completed the Practical Nursing program, are eligible to continue their studies in a variety of bridge programs include associate degrees (LPN-ADN) and a bachelor's degree (LPN-BSN) bridge programs to pursue licensure as a Registered Nurse.

Graduates are eligible to apply to the Colorado Board of Nursing to sit for the National Council of Licensure Examination (NCLEX-PN) for practical nurses. Successful completion of the NCLEX-PN exam will result in licensure qualifying graduates to pursue employment as a licensed practical nurse (LPN).

Nursing Department

The Practical Nursing Program is made available through the Community College of Denver's Nursing programs. The Nursing Program is one program made available through CCD's Health and Natural Sciences Center (HNS)

Administrators

The HNS Dean of Instruction is Fida Obeidi and can be reached at fida.obeidi@ccd.edu

The Practical Nursing Program Director is Stephanie Uhlhorn and can be reached at stephanie.uhlhorn@ccd.edu

Faculty

The Practical Nursing program employs full-time and adjunct (part-time) instructors to deliver instruction throughout the program. A part-time clinical coordinator and full-time simulation coordinators provide additional oversight and development in the clinical and simulation environments.

The full-time Practical Nursing Faculty hold Master of Science Nursing (MSN) degrees. All have had experience as nurses prior to coming to CCD. Adjunct faculty hold a minimum of a bachelor's degree in Nursing and serve a variety of instructional roles in the didactic, lab, simulation, and clinical settings. For specific information about individual faculty, please contact the Program Director at stephanie.uhlhorn@ccd.edu

Faculty	Courses	Email	Phone
Full-Time Faculty			
Taylor Asher MSN, RN-BC	NUR 1002, 1003, NUR 1005 (have taught NUR 1015 and 1011, 1070, 1071, 1073)	Taylor.asher@ccd.edu	303- 365-8359
Melissa Chevarria MSN, RN	NUR 1010, 1004, 1014 and lab, 1070-1073	Melissa.chevarria@ccd.edu	303-365-8377
FTE Pending			
Adjunct Faculty			
Eryn Bishop BSN, RN	NUR 1072	Eryn.bishop@ccd.edu	
April Krall RN, BSN, CCRN	NUR 1004, 1005	April.Krall@ccd.edu	
Wendy Kuzminski BSN, RN	NUR 1005, 1013 Lab, 1014 Lab, 1070-1073	Wendy.kuzminski@ccd.edu	
Marcie Cooper	1005	Marcie.cooper@ccd.edu	
Beth Wolfe	1001	Elizabeth.wolfe@ccd.edu	
Gena Valdez MSN, RN	NUR 1013, 1014	Gena.valdez@ccd.edu	
Clinical Coordinator			

Taylor Braatz MSN, RN-BC	NUR 1002, NUR 1005 (have taught NUR 1003, 1005, 1015 and 1011, 1070, 1071, 1073)	Taylor.braatz@ccd.edu	303-365-8359
Simulation Coordinator			
Franklin Stickler BSN, RN, CNRN, CCRN, CHSE	NUR 1003, 1004, 1005, 1010, 1070, 1071, 1073	Franklin.Stickler@ccd.edu	303-365-8380
Administrator			
Stephanie Uhlhorn PhD(c), RN	NUR 1011	Stephanie.Uhlhorn@ccd.edu	303-365-8390

Advisory Committee and Shared Governance

The Advisory Committee for the Practical Nursing Program is composed of a representative group of respected nursing administrators and staff from a number of health care institutions, faculty members, and students. The purpose of the committee is to review curriculum, policies, and procedures, and make recommendations to the faculty regarding their appropriateness to the current practice of nursing. The committee also provides accurate occupational information including trends in employment.

Student representation in the Nursing Program's governance activities is achieved by up to three elected/appointed student officers who serve as liaisons to faculty and students. These student representatives have demonstrated leadership skills. They attend faculty and advisory committee meetings and offer input about issues that impact student success and life within the program.

Students interested in sitting on the advisory board may contact the Program Director, Stephanie Uhlhorn, at stephanie.uhlhorn@ccd.edu

College Information

General information about the Community College of Denver, including and not limited to academic calendar, hours of operation, student services, employee directory, crime statistics, catalogs, schedules, etc. can be accessed through the college's website at [CCD Website](#) Course catalogs specifying institutional policies, program outlines, and course descriptions can be found here at [CCD Course Catalog](#)

Non-Discrimination Statement

Community College of Denver prohibits all forms of discrimination and harassment, including those that violate federal and state law, or the State Board for Community Colleges and Occupational Education Board Policies 3120 or 4-120. The College does not discriminate on the basis of sex/gender, race, color, age, creed, national or ethnic origin, physical or mental disability, veteran status, pregnancy status, religion, genetic information, gender identity, or sexual orientation in its employment practices or educational programs and activities. Community College of Denver will take appropriate steps to ensure that the lack of English language skills will not be a barrier to admission and participation in vocational education programs.

The College has designated Patty Davies, HR Director, as its Affirmative Action Officer / Equal Opportunity Coordinator / Title IX Coordinator with the responsibility to coordinate its civil rights compliance activities and grievance procedures.

For information, contact: Patty Davies HR Director, Title IX/EO Coordinator 303.352.3310 Administration Building, Suite 310 Campus Box 240 P.O. Box 173363 Denver, CO 80217-3363	You may also contact Office for Civil Rights 303.844.5695 U.S. Department of Education, Region VIII Cesar E. Chavez Memorial Building 1244 North Speer Boulevard, Suite 310 Denver, CO 80204
--	--

American Disabilities Act (ADA)

The Community College of Denver abides by the American Disabilities Act (ADA) by offering students accommodations when approved by Accessibility Center.

The Accessibility Center (AC) is committed to serving students with physical health, mental health, learning, and/or temporary medical conditions and believes everyone should have access to the resources they need to reach their academic potential. The AC opens the door to a rich college experience by providing services, resources, and reasonable accommodations for our students with disabilities.

Students with documented disabilities who need reasonable accommodations to access their courses should apply for services at the Accessibility Center (AC) or call. Faculty members are not obligated to provide accommodations without proper notification from the AC.

CCD is committed to providing equal access for persons with disabilities in accordance with the Americans with Disabilities Act of 1990 (ADAAA) Amendments Act of 2008 and Section 504 of the Rehabilitation Act of 1973, in addition to Section 508. In support of its commitment to provide equal access to all students, CCD offers accommodations

and support through the Accessibility Center (AC). Through the AC office, all students will have equal access to all programs, services, and activities offered at CCD.

Students should contact AC before courses begin to provide ample time for approval. Students who receive accommodations by the AC should inform instructor's so accommodations can be implemented before the beginning of the course. Students who require accommodations after the start of the program can still request accommodations and should provide instructor's their accommodations as soon as they are approved. Examples of accommodations include, but are not limited to, priority seating in classrooms, recording of class lectures, testing accommodations, accessible seating, and excused rest periods.

Tobacco Policy

The CCD Nursing Program has established a "NO TOBACCO" policy, including e-cigarettes and any form of tobacco. No tobacco can be carried or used in the clinical facility, preceding, or during a clinical shift. If there is any odor of smoke on a person or their clothing, the student will be dismissed from the clinical experience and incur an absence.

COMMUNICATION POLICIES

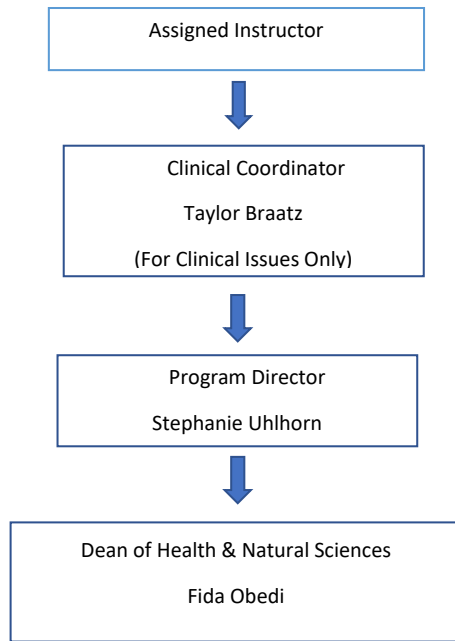
There is an expectation of mutual respect and civility between faculty and students. If an issue should arise, the student should schedule a meeting with the faculty member to discuss the issue. Quite often, issues can be resolved informally through direct communication between the faculty member and the student.

Chain of Command

Students must follow the chain of command to address their grievances. **Any student who does not follow the chain of command will be redirected to the individual they did not address their grievance with.**

The chain of command for the Practical Nursing program is as follows:

CHAIN OF COMMAND



Email Communication

The Colorado Community College System (CCCS) assigned student email account shall be the primary official means of communication between faculty and students. Students are required to use their CCCS emails when communicating with faculty. Emails sent from private emails will not be opened or responded to as faculty are not able to verify student identities.

Students are required to check student emails frequently and are required to respond to emails within 48 hours. Instructors are also required to respond to student communication within 48 hours and will respond within normal business hours.

INFORMATION TECHNOLOGY

Courses within the Nursing Program use online resources as a learning and communication tool between faculty and students. Students will need access to a computer and network connection.

Students will receive orientation to D2L, ATI, and other electronic resources prior to the use of these platforms.

Online Conduct

Students are expected to maintain professional behaviors while in the online learning environment and may be subject to disciplinary action for unprofessional conduct. Refer to Student Nurses Code of Conduct policy for expectations.

IT Support

Students experiencing IT issues or having difficulties accessing their email, D2L or Portal may contact the Help Desk for support. Help Desk may be contacted as follows:

Monday – Thursday, 7:30 a.m. – 6:00 p.m. Friday, 8:00 a.m. – 5:00 p.m. Phone: 303.352.3030 Email: HelpDesk@ccd.edu

Recording Devices and Laptops

Except where a student is entitled to make an audio or video recording of class lectures and discussions as an educational accommodation determined through the student's interactive process with college disability services, a student may not record lectures or classroom discussions unless permission from the class instructor has been obtained and all students in the class as well as guest speakers have been informed that audio/video recording may occur.

Students must only record lecture content and refrain from recording before or after lectures, or during breaks to avoid recording private conversations not associated with the course lecture.

A student granted permission to record may use the recording only for his or her own study and may not publish or post the recording on YouTube or any other medium or venue without the instructor's explicit written authorization.

Students are allowed to use laptop computers in the classroom for academic purposes only (i.e. taking notes, downloading resources or files). Instructors are permitted to ask students

to put away laptops or other technology or to not use laptops and other technology in the classroom setting.

Cell Phones and Mobile Devices

All cell phones and mobile devices are to be “non-audible” during class and lab. Phones are to be OFF during testing of any kind (class, or lab) and during simulation. Return calls must be made at break or after class is over. Please see clinical policies for cell phone use during clinical hours.

Students who are found to be using electronics for non-academic purposes will not be permitted to use that technology in the class for the rest of the semester per the discretion of the instructor.

Social Media Policy

CCD practical nursing students, faculty, and staff may not post any material or information that could potentially violate patient, staff, student, or faculty confidentiality or professional behavior guidelines on social media sites.

Although Zoom, D2L and other online tools used in a nursing course are not considered social media sites, students are expected to observe professional standards for communication in all interactions. Students will be subject to disciplinary action by the school and the clinical agency for any violation of the social media policy. HIPAA and FERPA regulations apply to comments made on social networking sites and Sakai or other online tools, and violators are subject to the same prosecution as with other HIPAA and FERPA violations.

1. Social media include but are not limited to blogs, podcasts, discussion forums, online collaborative information, cell phone content or transmissions and publishing systems that are accessible to internal and external audiences (e.g., Wikis, RSS feeds, video sharing, and social networks like TikTok, Twitter, YouTube, and Facebook).
2. Postings on social networking sites are subject to the same professional standards as any other personal interactions. The permanence, worldwide access, and written nature of these postings make them even more subject to scrutiny than most other forms of communication.
3. Restricted postings include, but are not limited to, protected health information – individually identifiable information (oral, written, or electronic) about a patient’s physical or mental health, the receipt of health care, or payment for that care. Additionally, postings of student information, including names, contact information and schedules, and clinical site assignments are not permitted.

4. Online postings or any discussions of patients or events are strictly prohibited, even if all identifying information is excluded.
5. Under no circumstances should photos or videos of patients or photos depicting the body parts of patients be taken or displayed online.
6. Statements made by you within online networks or on any electronic device (e.g., cell phone) will be treated as if you verbally made the statement in a public place.
7. Any photos taken and posted on social media in the clinical setting cannot include any patient or facility information. Students are not permitted to post on social media where they are attending clinical
8. Students will not degrade their college, nursing program, clinical partners, patients and/or the profession of nursing through negative commentaries, tiktok videos or in any other means.
9. College Employees are not permitted to be associated with students on social media platforms until the graduation of the student.
10. Students are not permitted to share or distribute any course materials, recordings, or pictures distributed or taken during class to ensure privacy and adhere to intellectual property rights.

Social Media Presence

Remember, your online presence reflects you as a professional. Be aware that your actions captured via images, posts, or comments can reflect on you and many recruiters routinely search social networking venues when considering someone as a new hire. Please refer to Social Media policies.

Students are not permitted to post any information regarding other students or patients they care for on social media per HIPAA and FERPA privacy regulations.

PRACTICAL NURSING CURRICULUM

The Practical Nursing program has two options for completion. The first option is the Full-time/Day program and can be completed in three semesters. The second option is the Part-time/Evening-Weekend program and can be completed in five semesters. Course requirements are identical in both programs and will include didactic, laboratory, simulation and clinical components.

In addition to satisfactory course completion, students will be required to complete a minimum of 400 clinical hours to successfully complete the PN program.

The curriculum map for the full-time/day program is as follows:

*Note for prerequisites, BIO 106 must be within ten (10) years of admission.

CCD PN Program Curriculum Breakdown: Theory/Lab/Clinical		Credit Hours: Banner Code: Contact Hours					
Course	Credits	Banner Code	Contact Hours	Theory 1:1	Lab 1:1.5	Lab 1:2	Clinical 1:3
Prerequisites							
BIO 1006 - Basic Anatomy & Physiology	4	LEC	60	60			
HPR 1078 or HPR 1039 (2cr) Medical Terminology	2	LEC	30	30			
ENG 1021-English Composition I: GT-CO1	3	LEC	45	45			
Prerequisite Subtotal	9		135	135			
First Semester –Fall							
NUR 116 - Basic Concepts for Geriatric Nursing	1	LEC	15	15			
NUR 1003 - Basic Health Assessment for the Practical Nurse	1	LLB	22.5	10	12.5		
NUR 1005 - Practical Nursing Arts and Skills	6	LEL	135	45		90	
NUR 1001- Pharmacology Calculations	1	LEC	15	15			
First Semester Subtotal	9		187.5	75	12.5	90	0
Second Semester - Spring							
NUR 1010 - Pharmacology for Practical Nursing	3	LEC	45	45			
NUR 1070 - Clinical I: Application of NUR 102, 116	3	INT	135				135
NUR 1002 - Alterations in Adult Health I	4	LEC	60	60			
NUR 1015 - Basic Concepts of Mental Health Nursing	1	LEC	15	15			
NUR 1071 - Clinical II: Application of NUR 105	2	INT	90				90
Third Semester Subtotal	13		345	120	0	0	225
Third Semester - Summer							
NUR 1004 - Alterations in Adult Health II	5	LEC	75	75			
NUR 1011 - Advancement into Practical Nursing	1	LEC	15	15			
NUR 1013 - Basic Concepts of Maternal-Newborn Nursing	2	LLB	45	15	30		

NUR 1014 - Basic Concepts of Pediatric Nursing	2	LLB	45	15	30		
NUR 1072 - Clinical III: Application of NUR 113,114	1	INT	45				45
NUR 1073 - Clinical IV: Application of NUR 104	3	INT	135				135
Fourth Semester Subtotal	14		360	120	60	0	180
PN Program Total	36		892.5	325	72.5	90	405
Prerequisites Total	9		135	135			
TOTAL	45		1027.5	460	72.5	90	405

The curriculum map for the part-time/evening-weekend program is as follows:

*Note for prerequisites, BIO 106 must be within ten (10) years of admission.

CCD PN Program Curriculum Breakdown: Theory/Lab/Clinical	Credit Hours: Banner Code: Contact Hours							
	Course	Credits	Banner Code	Contact Hours	Theory 1:1	Lab 1:1.5	Lab 1:2	Clinical 1:3
Prerequisites								
BIO 1006 - Basic Anatomy & Physiology	4	LEC	60	60				
HPR 1078 or HPR 1039 (2cr) Medical Terminology	2	LEC	30	30				
ENG 1021-English Composition I: GT-CO1	3	LEC	45	45				
Prerequisite Subtotal	9		135	135				
First Semester –Spring								
NUR 1003 - Basic Health Assessment for the Practical Nurse	1	LLB	22.5	10	12.5			
NUR 1005 - Practical Nursing Arts and Skills	6	LEL	135	45		90		
NUR 1001- Pharmacology Calculations	1	LEC	15	15				
First Semester Subtotal	8		172.5	70	12.5	90	0	
Second Semester - Summer								
NUR 1010 - Pharmacology for Practical Nursing	3	LEC	45	45				
NUR 1070 - Clinical I: Application of NUR 102, 116	3	INT	135					135
NUR 1002 - Alterations in Adult Health I	4	LEC	60	60				
Third Semester Subtotal	10		240	105				135

Third Semester - Fall							
NUR 116 - Basic Concepts for Geriatric Nursing	1	LEC	15	15			
NUR 1004 - Alterations in Adult Health II	5	LEC	75	75			
NUR 1015 - Basic Concepts of Mental Health Nursing	1	LEC	15	15			
NUR 1071 - Clinical II: Application of NUR 105	2	INT	90				90
Fourth Semester Subtotal	9		195	105			90
Fourth Semester - Spring							
NUR 1011 - Advancement into Practical Nursing	1	LEC	15	15			
NUR 1013 - Basic Concepts of Maternal-Newborn Nursing	2	LLB	45	15	30		
NUR 1014 - Basic Concepts of Pediatric Nursing	2	LLB	45	15	30		
NUR 1073 - Clinical IV: Application of NUR 104	3	INT	135				135
Fourth Semester Subtotal	8		240	45	60		135
Fifth Semester - Maymester							
NUR 1072 - Clinical III: Application of NUR 113,114	1	INT	45				45
Fourth Semester Subtotal	1		45				45
PN Program Total	36		892.5	325	72.5	90	405
Prerequisites Total	9		135	135			
TOTAL	45		1027.5	460	72.5	90	405

PROGRESSION POLICIES

Sequence of Courses

Nursing courses are sequential and must be taken in the assigned semester as outlined in the curriculum. The successful completion of each course is a prerequisite for admission to the next level of successive courses within the same cohort group. The Practical Nursing program only offers courses once a year, if students need to repeat or postpone taking a course, they will need to take the course in the following year when the course is offered next.

Transfer of Nursing Courses

Nursing courses transferred in cannot be more than one year old at the time that the student begins the program. The Program Director must evaluate and approve transfer course work and is not guaranteed.

Advising

Nursing candidates may receive academic advising from the Admission Coordinator and through the Nursing Information Sessions. Academic advising and general college information is available on the CCD campuses and provides comprehensive services to assist new and current students to develop plans to complete Practical Nursing Program prerequisites, understand policies and procedures, and access campus resources to facilitate student success. Please refer to the Academic Advising hours for each campus at [Academic Advising](#) or at www.ccd.edu

Grading

In order to progress through the Nursing Program, a student must achieve a theory grade of “C” or better in every required course; satisfactorily complete all labs, simulations, and clinical hours; and maintain satisfactory clinical performance.

Individual course syllabi/guides will identify grading parameters. The following grading scale will be used throughout the nursing program for all NUR courses. ***Please note that grades will not be rounded.*** To further illustrate, a 76.9% will not be rounded to a 77 and will result in a D in the course.

A= 90 – 100 %
B= 83 – 89 %
C= 77 – 82 %
D= 69 – 76 %
F = below 69 %

A final theory grade below 77% will result in a grade of “D” or “F” for the course, regardless of clinical performance or other course requirements and will require a student to repeat the course if eligible.

The following didactic courses have clinical requirements. Course and clinical grades for these courses are mutually impacted when a student fails either the didactic or clinical course. If a student fails a didactic course, the student will either be removed from clinical or will not be permitted to start clinical if the clinical rotation has not yet started. Students who receive a summative (final) rating of “Unsatisfactory” on the clinical performance evaluation the course grade will revert to a “failing” regardless of the grade earned in theory.

Courses	Affiliated Clinical
NUR 1005	NUR 1070
NUR 1002	NUR 1071
NUR 1013	NUR 1072
NUR 1014	NUR 1072
NUR 1005	NUR 1073

Individual course syllabi/guides will identify additional grading parameters. Students should speak directly with the theory instructor(s) about any concerns, i.e., grading, course materials, tutoring or disability accommodations.

The student is responsible for contacting the instructor in a timely manner concerning problems.

Withdrawal

Course syllabi will specify the withdrawal date for each course. In the event a student is not performing well in a course, instructors will notify students of their academic status prior to the withdrawal date. Students should discuss their grade and class status with faculty before withdrawing from a course. Students are required to withdraw from the course themselves through approved College procedures.

Please refer to the college course catalog for additional information on the withdrawal process, and its impact on grades, progression and financial aid. [Course Catalog](#)

Assessment Testing

The CCD Practical Nursing Program has implemented the Assessment Technologies Institute (ATI) Complete Partnership and is utilized to evaluate student comprehension throughout the program.

1. Overview

- a. Used as a comprehensive program, ATI tools can help students prepare more efficiently, as well as increase confidence and familiarity with NCLEX-PN®-related content.
- b. The ATI program provides books, online practice, and proctored testing over the major content areas in nursing. It also provides testing of indicators of academic success in nursing school and critical thinking, as well as comprehensive student assessment on an exam that is similar to the NCLEX-PN
- c. The CCD Practical Nursing Program uses the ATI as a comprehensive testing program. ATI content and testing fees are assessed and included in scheduled CCD fees. These fees may undergo an annual adjustment.

2. Purpose

- a. Through the use of ATI, the nursing faculty are able to assess skills and abilities with respect to the National Council Licensure Examination for Practical Nurses (NCLEX-PN®). Assessment of student progress is on-going throughout the nursing program to evaluate knowledge of content and to identify areas for targeted improvement. Student outcomes are provided through ATI.

Components of ATI include remediation and learning tools, curriculum support, medical math, critical thinking, prioritization and test-taking skills designed to address the most critical areas in student success.
- b. For specific computer requirements to adequately run ATI software for tutorials and practice assessments, visit <https://www.atitesting.com/technical-requirements>
- c. All ATI Proctored Assessments will be administered in the Health Sciences Computer Lab and will be proctored by a faculty member

3. PN Proctored Course Examinations

Students will be required to take the PN ATI Course Competency exams at the conclusion of their courses to evaluate student competency in the specific course material completed.

Students who score less than a LEVEL II (2) on the exam are required to complete remediation in all areas under 80% proficiency. Students will be required to perform focused readings and complete remediation assignments to successfully satisfy the requirements of their course. Any student who does not complete remediation will receive a course failure.

Please note students are required to pass their ATI Comprehensive Exam “Exit Exam” with 65% proficiency. Remediation efforts will facilitate achieving a higher score in the Exit Exam.

4. PN Comprehensive Predictor Examination “Exit Exam”

All PN students are required to take the PN ATI Comprehensive Predictor Examination “Exit Exam” which is administered in the final semester of the program.

Students will be required to meet the 65% minimum test score (not NCLEX probability) requirement on their Exit Exam in order to pass the program. Students will be offered two attempts to achieve this minimum cumulative score. Students who do not meet the 65% minimum requirement will receive a failure and will be required to repeat the course when it is next offered.

It is recommended that ALL students achieve a 92% probability of passing the NCLEX before sitting for the NCLEX.

5. ATI Live NCLEX-PN Review

All PN students are required to take the ATI NCLEX-PN live review course prior to taking the NCLEX-PN examination and will be administered during the final semester of the program. This course reviews concepts learned in the Practical Nursing program and reviews test-taking strategies to prepare for the NCLEX-PN exam.

High Stakes Skills Check-offs and Exams

Throughout the Nursing Program, there are mandatory competency tests that must be successfully completed in order to progress in the program. These include:

- A high-stakes nursing skills check-offs in Arts & Skills Lab
- A high-stakes nursing skills check-offs in Maternal-Newborn and Pediatrics

Students are provided instructional sheets that detail the specific sequence of steps for each nursing skill to be performed in preparation for their check-offs. Students will be evaluated by a faculty member to ensure the sequence is performed in the correct order and performed correctly by the student. Students have two attempts for each skill to successfully demonstrate their competencies. In the event a student is unable to perform their nursing skills with competency, the student will receive a course failure and will not be permitted to progress in the program.

Students are also give two high-stakes dosage calculation exams that require a 90% or higher to progress in the program, these include:

- High-Stakes exam in Dosage Calculations
- High-Stakes Pediatrics Dosage Calculations exam given in NUR 1014

The first exam is administered in semester 2 in the Dosage Calculations course. Successful completion of this exam qualifies students to participate in adult clinical in the following semester. The second exam is administered in the final semester in the Pediatrics course. Successful completion of this exam qualifies students to participate in maternal-newborn and pediatric clinical in the same semester. Students are given two opportunities to pass their high-stakes dosage calculation exams with a minimum of a 90% score. In the event a student does not achieve a 90% score they will receive a failure in the course and will not be permitted to progress in the program.

Appeals Process

In the event a student has an objection to a course failure, or their issued grade, they should first follow the informal appeal process followed by the formal appeal process.

Informal Appeal

This process must be used first.

- Students should email their instructors requesting an appointment to meet and review the student's concern.
- If this fails, the student may meet with the instructor and the program director to resolve the issue. Students should submit in writing to the Program Director their concern, steps taken to resolve the concern, and any evidence that ought to be reviewed in the appeals process to reconsider the decision made at the instructor level.
- If the issue is not resolved in the informal process, the student may initiate the formal appeal process.

Please refer to the Chain of Command to guide the appeal process.

Formal Appeal

A formal appeal must be initiated according to the procedures and timelines listed in the current college catalog. In the event the student is not satisfied with the decision of the Program Director, the student should contact the Dean of Health and Natural Sciences for a formal appeal. Students should provide the same explanation and evidence so the Dean can evaluate the decision of the instructor and Program Director.

Extenuating Appeals Process

In the event of an extenuating circumstance, an appeal can be submitted using the [CCD Extenuating Circumstance Appeal Process Form](#)

Commented [US1]: Do we want to add a duration of time for double failures. Is 2 years?

Readmission Guidelines

To progress in the Practical Nursing program, students must:

- Achieve a “C” or higher in their required nursing coursework
- Successfully complete all on-campus labs and simulations as scheduled, and
- Successfully complete all the clinical requirements they are assigned to
- Successfully pass all high-stakes skills check-offs
- Successfully pass all high-stake dosage calculation examinations, and
- Successfully pass the ATI Comprehensive Exit Exam with minimum passing score

Students who do not meet these requirements will be evaluated for readmission into the next cohort available. Students who meet the published readmission criteria below and follow the readmission procedure may be readmitted on a space available basis. Space is dependent upon attrition, availability of clinical sites, and faculty staffing.

Readmission cannot be guaranteed. Readmission decisions are made by the Program Director and Dean. Students will be notified of their status by letter prior to the semester in which readmission is requested. Students approved for readmission to the Practical Nursing Program will be subject to the most current Practical Nursing Program Student Handbook, located on the CDC website.

Eligibility for Readmission

1. Readmission placement may occur only once and must occur within one year.
2. A student may choose to reapply into first semester through the selective admission process at any time, and it is considered the one readmission.
3. The student must supply requested information to support readmission eligibility.
4. Students will be subject to readmission exams and must meet minimum grade criterions to determine re-entry point for admission.

Readmission Options

1. Students who receive a single failure will have their coursework evaluated by the DNEP to determine which options are available to them. These options include:
 - a. Continuation with existing cohort if a course that is not a pre-requisite for future courses needs to be repeated. In this scenario, the student will repeat the failed course the next time it is available. This may or may not extend their stay in the program and their graduation date.
 - b. Readmission into the next full-time or part-time cohort. The DNEP will discuss which option best fits the student's goal by determining the start time, graduation time, number of courses to be taken in each semester, and time schedule of classes.

Procedure for Readmission

2. Submit the following to the Practical Nursing Program Director within one week of failure/withdrawal from the program:
 - a. An informal letter stating your desire for readmission to the Practical Nursing Program. The letter must include the student's current mailing address, personal email, phone number, and semester you are requesting to be readmitted to. The student must include a study plan to retain their knowledge and skill sets during their absence.
 - b. CCD issued nursing ID
 - c. If more than one year passes without attendance, the student must pay for and complete a new background check and drug screen.
3. Formal Letter requesting readmission is to be sent to the Director of Practical Nursing, Stephanie Uhlhorn one month prior to the start of the semester the student wants to reenroll in.
The formal letter must include:
 - a. What semester you are requesting readmission to
 - b. Explain the issues that contributed to your withdrawal from the program and what changes have occurred and/or what you have done or plan to do to ensure your success in the program
4. Students who restart courses six (6) months or longer after their last course will be subject to readmission exams and skill checkoffs.

Students will be required to complete one or more readmission exams to measure knowledge retention in previous coursework. Content of exams is dependent on how far the student has progressed in the program. Students should expect to be evaluated on their knowledge for all courses prior to the semester they did not complete. Students must score a 65% on each readmission exam to demonstrate proficient retention of knowledge. Students will have two opportunities to achieve a 65% in the event it is not achieved in the first attempt. Students who do not achieve a 65% may be required to retake courses or restart the program in order to regain knowledge and skillsets essential to their success.

Students will also be required to complete a skills checkoff to evaluate their nursing skills performance. Students will be required to successfully demonstrate up to five (5) essential skills to be considered for readmission.

5. All students who are eligible for readmission will be ranked by the following guidelines by the Readmission Committee and will be readmitted according to available space by their ranking.
 - a. Reason for exiting program (including if passing or failing)
 - b. ATI test scores (If available)
 - c. Readmission Exam score(s)
 - d. Successful completion of skills checkoffs
 - e. Grades in BIO courses
 - f. Grades in NUR courses
 - g. Review of warnings/remediation/performance improvement plan (PIP)
 - h. # of times needed to pass dosage calculation exams
 - i. # of times needed to pass lab returns
 - j. Input from instructors/advisor

6. When decisions have been made about readmissions, all students who have applied will receive a letter informing them about their readmission status. If they are granted readmission, they will have a list of requirements that they must complete, or their readmission may be revoked.

7. Students who have been readmitted into the program will be required to update any immunizations, certifications, background checks, and other admission requirements as needed prior to the start of their courses.

8. Any student who wants to be readmitted to the Nursing Program after one (1) year must restart the program from the beginning of the program to ensure an appropriate foundation of skills and knowledge is maintained to ensure safe practice.

Students will be dismissed and are ineligible for readmission into the Practical Nursing Program for at least two (2) years if any of the following apply:

- A student receives two NUR course failures in their total enrollment in the Practical Nursing Program (Courses associated with clinical result in “double-failures” but are considered as only one failure)
- A student who was dismissed for unprofessional or unsafe behaviors in the college and/or clinical setting.
- Any student who violates HIPAA federal regulations
- Any student who has already been readmitted into the program and receive another course failure.

GRADUATION REQUIREMENTS AND BOARD OF NURSING LICENSING

For All PN Graduates:

Practical Nurse: Students who successfully complete the requirements for a practical nursing certificate may apply to take the Practical Nursing Licensing Exam (NCLEX-PN). Students need to do the following to be able to take the NCLEX-PN:

1. Apply for graduation with a certificate in Practical Nursing from CCD according to the information and **deadlines published in the college schedule and catalog.**

2. Request an official transcript sent from the CCD Records Department to the student, to be provided by the student to the Colorado State Board of Nursing.

3. See the Colorado Board of Nursing Website at www.dora.state.co.us/nursing, for the complete application process, information and required forms.

4. Complete the application forms required by the State Board of Nursing and NCLEX and pay the required fees to take the NCLEX-PN exam.

All certificate and degree requirements must be confirmed by the college to ensure each student has met the requirements to graduate from the Practical Nursing Program.

Nursing Pinning Ceremony

The pinning ceremony is a traditional ceremony held at the conclusion of the program to celebrate student's achievements. The ceremony is marked by the "pinning" of a school pin on a graduating student by their faculty member(s) to symbolize their transition from nursing school to becoming a professional nurse.

Students participating in the pinning ceremony are required to wear graduation regalia and professional attire. Graduation regalia is provided by the College and instructions for picking up regalia will be shared before the month of graduation. Nursing pins will be provided to all graduates at the pinning ceremony. Students are permitted to decorate their graduation caps but must refrain from inappropriate language and/or offensive slogans that do not embrace the culture of inclusivity or represent the standards of the nursing industry.

HEALTH AND SAFETY GUIDELINES/ESSENTIAL SKILLS AND FUNCTIONAL ABILITIES

Health Declaration

It is essential that nursing students be able to perform a number of physical activities in the clinical portion of the program. At a minimum, students will be required to lift clients, stand for several hours at a time and perform bending activities. Students must be able to implement direct client care with no restrictions.

Requirements

1. Completed Medical History requirements defined in the current Nursing Program Application at the time student is admitted.
2. All students entering nursing courses must meet all health and safety requirements to maintain enrollment status. Students meet these requirements by providing a completed CCD Nursing Program Immunization Record. Student must have current TB screen. This record must be submitted by the due date of the application. A physician's note or other documentation will not negate the need to complete the requirements due to the need to protect client safety.
3. In circumstances of student illness, injury or other health limitation, the Program Director will work with the faculty member and student to determine a student's ability to give adequate nursing care and determine if the student can remain

and/or return to the clinical experience, regardless of a physician's approval for return.

4. A current American Heart Association CPR certification in Basic Life Support for Health Care providers is required and must be valid for the entire program.
5. A completed criminal background check and evaluation for disqualifying offenses according to the Colorado Community College System
 - a. Submission of a background check at time of application is required and may need to be repeated for spring semester depending upon individual clinical site requirements.
6. For continuing and returning students, the requirements for any immunizations, TB screens, CPR cards, or background screens cannot expire during an academic semester
 1. Students must renew their influenza vaccine and PPD tests annually, CPR certification every two years, and Tetanus shot every ten years.
 2. The Nursing Department must receive documentation prior to the start of classes unless other directions are given by the Program Director.

Disability Related Information

1. Students are expected to participate fully in activities required by the program. See the Essential Skills and Functional Abilities for Nursing Students.
2. Students requesting disability accommodations should first meet with an Accessibility Specialist from the Accessibility Center (AC) by calling the Accessibility front desk phone number at 303-556-3300. It is recommended students set up their intake appointment with the AC prior to starting the Nursing Program. Specific information regarding the accommodation process can be accessed through the AC.
3. Accommodations will only be provided if a student provides an updated copy of the accommodation letter to his or her individual faculty each semester.

Technical Standards for Nursing Students

Individuals enrolled in the CCD Practical Nursing Program must be able to perform technical standards. In preparation for nursing roles nursing students are expected to demonstrate the ability to meet the demands of a nursing career.

Certain functional abilities are essential for the delivery of safe, effective nursing care. If a student believes that he or she cannot meet one or more of the standards without accommodations, the Nursing Program must determine, on a case by case basis, whether a reasonable accommodation can be made.

Technical Standards for Nursing Students

Please see next three pages for technical standard requirements.

Functional Ability	Standard	Examples of Required Activities
Motor Abilities	Physical abilities and mobility sufficient to execute gross motor skills, physical endurance, and strength, to provide patient care. Must be able to lift 50 lbs.	Mobility sufficient to carry out patient care procedures such as: <ul style="list-style-type: none"> • Assisting with ambulation of clients • Administering CPR • Assisting with turning and lifting patients • Providing care in confined spaces such as treatment room or operating suite
Manual Dexterity	Demonstrates fine motor skills sufficient for providing safe nursing care	Motor skills sufficient to handle small equipment such as insulin syringes and administering medications by all routes, perform tracheotomy suctioning, insert urinary catheter
Perceptual/ Sensory Ability	Sensory/perceptual ability to monitor and assess clients	<ul style="list-style-type: none"> • Sensory abilities sufficient to hear alarms, auscultatory sounds, cries for help, tone of voice, etc. • Visual acuity to read calibrations on 1 cc syringe, assess color (cyanosis, pallor, etc.) • Tactile ability to feel pulses, temperature, palpate veins, etc. • Olfactory ability to detect smoke or noxious odor, etc.
Behavioral/ Interpersonal/ Emotional	<ul style="list-style-type: none"> • Ability to relate to colleagues, staff, and patients with honesty, civility, integrity, and in a nondiscriminatory manner • Capacity for development of mature, sensitive, and effective therapeutic relationship. • Interpersonal abilities sufficient for interaction with individuals, families, and groups from various social, emotional, cultural, and intellectual backgrounds • Ability to work constructively in stressful and changing environments with the ability to modify behavior in response to constructive criticism 	<ul style="list-style-type: none"> • Establishes rapport with patients/clients and colleagues • Work with teams and workgroups • Emotional skills sufficient to remain calm in an emergency situation • Behavioral skills sufficient to demonstrate the exercise of good judgment and prompt completion of all responsibilities attendant to the diagnosis and care of clients • Adapts rapidly to environmental changes and multiple task demands • Maintains behavioral decorum in stressful situations

Functional Ability	Standard	Examples of Required Activities
	<ul style="list-style-type: none"> • Capacity to demonstrate ethical behavior, including adherence to the professional nursing code and student code of conduct 	
Safe environment for patients, families and co-workers	<ul style="list-style-type: none"> • Ability to accurately identify patients • Ability to effectively communicate with other caregivers • Ability to administer medications safely and accurately • Ability to operate equipment safely in the clinical area • Ability to recognize and minimize hazards that could increase health care associated infections • Ability to recognize and minimize accident hazards in the clinical setting including hazards that contribute to patient, family, and co-worker falls 	<ul style="list-style-type: none"> • Prioritizes tasks to ensure patient safety and standard of care • Maintains adequate concentration and attention in patient care settings • Seeks assistance when clinical situation requires a higher level or expertise/experience • Responds to monitor alarms, emergency signals, call bell from patients, and orders in a rapid effective matter
Communication	<ul style="list-style-type: none"> • Ability to communicate in English with accuracy, clarity, and efficiency with patients, their families, and other members of the health care team (including spoken and non-verbal communication, such as interpretation of facial expressions, affect, and body language) • Required communication abilities, including speech, hearing, reading, writing, language skills, and computer literacy • Communicate professionally and civilly to the health care team including peers, instructors, and preceptors 	<ul style="list-style-type: none"> • Gives verbal directions to, or follows verbal directions from, other members of the healthcare team and participates in health care team discussions of patient care • Elicits and records information about health history, current health state and responses to treatment from patients or family members • Conveys information to clients and others as necessary to teach, directs and counsels individuals in an accurate, effective and timely manner • Establishes and maintains effective working relations with patients and co-workers • Recognizes and reports critical patient information to other caregivers
Cognitive/ Conceptual/ Quantitative	<ul style="list-style-type: none"> • Ability to read and understand written documents in English and solve problems involving 	<ul style="list-style-type: none"> • Calculates appropriate medication dosage given specific patient parameters

Functional Ability	Standard	Examples of Required Activities
Abilities	<p>measurement, calculation, reasoning, analysis, and synthesis</p> <ul style="list-style-type: none"> • Ability to gather data, to develop a plan of action, establish priorities, and monitor and evaluate treatment plans and modalities • Ability to comprehend three-dimensional and spatial relationships • Ability to react effectively in an emergency situation 	<ul style="list-style-type: none"> • Analyzes and synthesizes data and develops an appropriate plan of care. • Collects data, prioritize needs, and anticipates reactions. • Comprehends spatial relationships adequately to properly administer injections, start intravenous lines, or assess wounds of varying depths • Recognizes an emergency situation and responds effectively to safeguard the patient and other caregivers • Transfers knowledge from one situation to another • Accurately processes information on medication container, • physicians' orders, monitor and equipment calibrations, printed documents, flow sheets, graphic sheets, medication administration records, other medical records, and policy procedural manuals
Punctuality/ Work habits	<ul style="list-style-type: none"> • Ability to adhere to policies, procedures, and requirements as described in the Nursing Student Handbook, CCD Student Handbook/Planner, college catalog, and course syllabi • Ability to complete classroom and clinical assignments and submit assignments at the required time • Ability to adhere to classroom and clinical schedules 	<ul style="list-style-type: none"> • Attends class and clinical assignments punctually • Reads, understands, and adheres to all policies related to classroom and clinical experiences • Contacts instructor in advance of any absence or late arrival. • Understands and completes classroom and clinical assignments by due date and time

Drug Screen Policies

All students participating in the Nursing Program will be required to complete an initial drug screen and are subject to random drug screens at the discretion of the Program Director, Clinical Instructor and/or clinical sites.

As patient-care providers, nursing students are required to comply with healthcare facilities drug-free work zone policies to ensure patient safety. There are no identified drugs, including marijuana, that are permissible if detected in the urine drug screen.

Drug Screening Guidelines

1. All newly admitted students are required to submit to a drug screening as a condition of acceptance in the Nursing Program.
2. Students, when offered admission to the Nursing Program, will be advised to prepay for a random drug screen through the Colorado Community College System contractor.
3. The Nursing Program will designate the date for the random drug screen.
4. The CCD Human Resources receives drug screen reports and notifies the Nursing Program if a student has failed.
5. If a urine drug screen is a positive diluted sample, the student is disqualified from the Nursing Program. If the urine drug screen is a negative diluted sample, the student is required to retest and pay for the test.
6. Students who fail the drug screen are disqualified from the Nursing Program.

“Reasonable Suspicion Based” Drug Testing

This procedure refers to the use/misuse of, or being under the influence of alcoholic beverages, illegal drugs or drugs which impair judgment while on duty in any health care facility, school, institution or other work location as a representative of the Nursing Program.

The Nursing Department may test students on a reasonable cause basis.

1. “For Cause” Testing. If there is reasonable cause to suspect a student may be using drugs/alcohol or if the student is exhibiting behavior that, in the opinion of the instructor, is considered to be consistent with the use of drugs and/or alcohol, the student will be required to provide urine and/or blood samples for alcohol and illegal drug screening:

- a) The instructor will remove the student from the client care or assigned work area and notify the clinical agency supervising personnel.
 - b) Upon receipt of student's oral consent, the instructor will contact a transportation service and arrange for student transport to a designated medical service facility.
 - c) The student will be required to present identification at the facility and will be tested for alcohol or drug use. The student will need to arrange transport home.
 - d) Drug screening will be required whether or not the student admits to drug or alcohol use.
 - e) The Student will be required to pay all costs associated with the "Reasonable Suspicion Based" drug testing and related transportation.
2. If the results of the test(s) are negative for drugs, alcohol, and other illegal substances or for non-prescribed legal substances, the student must meet with the Nursing Program Director within 24 hours of the test results to discuss the circumstances surrounding the impaired behavior. Based on the information provided and further medical evaluation, if warranted, the Nursing Program Director will make a decision regarding a return to the clinical setting.
 3. If the results of the test(s) are positive for drugs, alcohol, and other illegal substances or for non-prescribed legal substances, the student will be suspended from the Nursing Program and administratively withdrawn from all nursing courses. See Readmission Guidelines Related to Substance Abuse (See C below).
 4. The results of the positive drug screening will be reported to the State Board of Nursing if the student has a current CNA license.
 5. If a student refuses "Reasonable Suspicion Based" drug testing:
 - a) The instructor will remove the student from the clinical setting pending a full investigation through established college procedures and system policies.
 - b) The instructor will arrange for transport from the clinical site.
 - c) The student will not be allowed to participate in the Nursing Program until the investigation is completed.
 6. A refusal to test will be considered a positive result and will be subject to appropriate disciplinary action.

Readmission Guidelines Related to Substance Abuse

Students who are administratively withdrawn from nursing courses for reasons related to substance abuse will:

1. Submit a letter requesting readmission to the Nursing Program.
 - a) Include documentation from a therapist specializing in addiction indicating status of abuse, addiction, recovery and/or documented rehabilitation related to the alcohol/drug abuse.
 - b) Include documentation of compliance of a treatment program as identified by the therapist including a statement that the student will be able to function effectively and provide safe therapeutic care for clients in a clinical setting.
2. Repeat drug screening for alcohol/drug use immediately prior to readmission.
3. If a student, after being readmitted to the Nursing Program, has positive results on a drug/alcohol screening, the student will be permanently dismissed from the Nursing Program and may be subject to college disciplinary sanctions.

CODE OF CONDUCT POLICIES

Nursing Student Standards of Conduct

Students are expected to adhere to all school and program policies and procedures listed in the CCD Course Catalog and within the Practical Nursing handbook. Students who do not follow these requirements may be subject to disciplinary action, up to and including dismissal from the Practical Nursing Program and expulsion from CCD.

Standards of Professional Conduct

The Nursing Faculty believes standards of professional conduct are an inherent part of professional socialization and expect students enrolled in the Nursing Program to adhere to these standards. Students practice within the boundaries of the Colorado State Board of Nursing policies, the ANA Code of Ethics for Nurses, the guidelines of the Community College of Denver Nursing Program and the policies and regulations of the healthcare agencies where they are assigned for clinical learning.

In addition, students are subject to college authority and civil-criminal authority. Students enrolled in specialized programs, like the Nursing Program, are required to follow the standards specified in their respective program student handbook, the Community College of Denver Student Handbook, as well as local, state and federal laws.

Standards of professional conduct are those behaviors, along with nursing discipline specific skills or knowledge that are vital for successful completion of the Nursing Program. The expectation is that students will adhere to the Standards of Professional Conduct in all settings – the classroom, lab, simulation, clinical facilities, the college and the community when representing the Nursing Program.

Standards of Professional Conduct include:

Confidentiality: Respects the privacy of clients and respects privileged information.

Communication: Effectively uses various methods of communication to interact appropriately with various constituents.

Accountability: Accepts responsibility and answers for one’s actions and resulting outcomes; seeks out constructive feedback in order to improve skills and interpersonal interactions.

Dependability: Displays reliability and is trustworthy.

Responsibility: Fulfills commitments and executes duties associated with the nurse practitioner’s role.

Active Learner: Identifies sources of learning to improve and grow knowledge, skills and understanding.

Veracity: Exhibits truthfulness; adheres to precision and honesty.

Critical Thinking and Problem Solving: Recognizes and defines problems in a logical and thoughtful manner; develops fact-based solutions and effectively evaluates outcomes;

Respectfulness: Treats others with consideration and courtesy; reads and adheres to agency policies and procedures.

Punctuality and Promptness: Presents oneself on time and ready to begin at prescribed times for classroom, lab and clinical. Assignments and required documentation must be turned in on time.

Professional Appearance: Adheres to established dress code in all clinical and professional settings.

Ethical and Legal: Adheres to the ANA Code of Ethics and operates within the standards of care established for the role of student nurse.

Safety: Prevents or minimizes risks for physical, psychological or emotional jeopardy, injury or damage.

Civility: Practice reflective, courteous, empathetic behaviors when interacting with classmates, instructors, college and clinical staff, clients and their families.

Students are also expected to adhere to the American Nurses Association Code of Ethics described below.

The American Nurses Association has developed the Code of Ethics. Student nurses are expected to uphold the 9 provisions of the ANA Code of Ethics in the classroom and patient-care setting. Below are the ANA Code of Ethics provisions. Additional expectations have been noted within each provision that apply directly to the Practical Nursing Program:

ANA Code of Ethics

Students are also expected to adhere to the American Nurses Association Code of Ethics described below. Additional program expectations have been itemized under each provision.

Provision 1

The nurse practices with compassion and respect for inherent dignity, worth and unique attributes of every person.

- Professional conduct towards peers, faculty, health care teams, patients and families is expected in all classroom and clinical settings.
- Students will refrain from inappropriate behaviors to include: use of profanity, demonstration of violence, being disruptive in class, gossiping, using social media to vent issues, and placing judgement.
- Students will write professional feedback in peer, faculty, and healthcare staff/center evaluations
- Students will follow the grievance policy in the event there is a concern or complaint and manage conflict in a professional manner at all times

Provision 2

The nurse's primary commitment is to the patient, whether an individual, family group, community or population.

Provision 3

The nurse promotes, advocates for, and protects the rights, health, and safety of the patient.

- Students must report any evidence of unsafe behaviors within the clinical setting immediately
- Students must speak up when they identify medical errors or incorrect process/procedure to prevent patient harm
- Students must self-report in the event a near-miss or medical error occurs in their practice

Provision 4

The nurse has authority, accountability, and responsibility for nursing practice: makes decisions; and takes action consistent with the obligation to promote health and to provide optimal care.

- Students must abide by the Practical Nursing Scope of Practice and will operate within the scope. Any procedures or steps that require instructor supervision will be secured prior to administering cares to a patient. Any procedures or steps that are prohibited by the Nursing Program and/or facility will not be performed.
- Students will ask for assistance if they have not performed, or do not feel confident in performing, a task prior to performing the task with assistance.

Provision 5

The nurse owes the same duties to self as to others, including the responsibility to promote health and safety, preserve wholeness of character and integrity, maintain competence, and continue personal and professional growth.

- Students will arrive to clinical prepared through appropriate training and knowledge acquisition in order to provide safe care.
- Students must demonstrate competency throughout the program and will be periodically evaluated in lab, simulation, and clinical settings. Students who fail to demonstrate competency may require remediation and/or repeating courses. Students who do not demonstrate competency will not be permitted to care for live patients to ensure patient safety.
- Students will take responsibility for their learning and take accountability for making necessary arrangements to meet learning requirements.
- Students must pass a background check and drug screen, meet clinical compliance requirements, and meet technical and essential requirements to deliver safe care.

Provision 6

The nurse, through individual and collective effort, establishes, maintains, and improves the ethical environment of the work settings and conditions of employment that are conducive to safe, quality health care.

- Students will remain civil in the college and clinical settings
- Students will abide by all college, nursing program, and clinical site policies and will reference these policies to guide their decisions and actions prior to making them

Provision 7

The nurse, in all roles and settings, advances the profession through research and scholarly inquiry, professional standards development, and the generation of both nursing and health policy.

Provision 8

The nurse collaborates with other health professionals and the public to protect human rights, promote health diplomacy, and reduce health disparities.

- Students are responsible for adhering to FERPA regulations at all times, see FERPA policy for specific expectations

- Students are responsible for adhering to HIPAA regulations at all times, see HIPAA policy for specific expectations

Provision 9

The profession of nursing, collectively through its professional organizations, must articulate nursing values, maintain the integrity of the profession, and integrate principles of social justice into nursing and health policy.

- Students will be respectful to others and provide a safe and inclusive learning environment for all.
- Students will demonstrate veracity (truthfulness) in classroom and clinical settings. Acts of plagiarism, academic dishonesty, cheating, or falsification of medical records

Professionalism

Professional Boundaries

Students enrolled in the Nursing Program are expected to learn and understand the importance of establishing and maintaining professional boundaries. In a student role, professional boundaries exist between student and faculty and between student and client. Students unclear of proper behavior or appropriate response to a situation should consult the instructor for guidance.

Student and Faculty

1. Faculty and students will maintain a professional relationship.
2. Student and Clients relationship:
 - The relationship between nurse and client is based on a high degree of trust. Students entering nursing have a particular obligation, therefore, to conduct themselves in a manner that reflects honesty, integrity and respect for others. Students are expected to achieve a level of maturity that is reflected by appropriate conduct at all times.
 - Professional Boundaries: Students providing nursing care should strive to inspire the confidence of the client. Students must treat all clients, as well as other health care providers, professionally. Clients should expect those providing nursing care to act in their best interests and respect their dignity. The student should never attempt to obtain personal gain at the client's expense and should refrain from inappropriate involvement in a client's personal relationships.

•Boundary violations can result when there is confusion between the needs of the student and those of the client. These may be characterized by excessive personal disclosure by the student, secrecy or reversal of roles and may cause additional distress to the client.

•Students should not care for a family member, friend or acquaintance as it may be a conflict of interest; this is a general standard of practice in health care professions.

General Expectations

1. Suspend judgment and do not engage in gossip.
2. Participate in post-conference; balance verbal comments so a level of appropriate participation is achieved.
3. Be active and responsible for learning. Take an active role and be responsible for seeking out new learning opportunities.
4. Maintain a positive attitude, be responsible, take accountability for your actions, work together as a team and develop focus on developing professionally.
5. Treat everyone including clients, staff, peers, and clinical instructor with respect, dignity, and professionalism.
6. Utilize the chain of command to effectively address any issues or concerns that may arise

Reporting Unprofessional or Unsafe Conduct

During the course of study in the Nursing Program, a student may observe behaviors in others that appear to violate standards of academic or professional integrity or actions that have a potential to harm another person. Each student has the responsibility to report any questionable activity or unsafe behavior to the instructor or Program Director.

CLASSROOM AND LAB INFORMATION

Faculty believes the student will derive the greatest benefit from class if they prepare by completing the activities identified by faculty prior to attending class or lab. Assigned reading, workbook exercises, critical thinking exercises, computer programs, videos, etc. enhance learning and are expected to be completed prior to class.

Attendance Guidelines

Students must be registered for a class in order to attend.

Nursing Classes

Nursing classes prepare students for safe client care and Faculty expect students to attend each class to develop the theoretical and practical components of the nursing role. Students who do not arrive at the scheduled start time will be required to wait until the next break time to enter the classroom. Instructors are permitted to dismiss late students and have them return at the scheduled break time.

Students who are unable to attend a lecture, should contact their instructor in advance to discuss content being reviewed and request any materials that will be distributed in class. Recordings or live lectures may not always be available and is not a requirement. Students should contact their instructors in advance to discuss whether a recording or live session is available. In the event recordings or live lectures are not available, students should coordinate with their instructor or a peer to record the lecture on their behalf.

Lab, Simulations and Clinical

All lab, simulation, and clinical sessions are mandatory and must be attended.

Students are expected to arrive 15 minutes prior to the scheduled start time to ensure they can start on time.

Absences

Students must report absences at least one hour prior to scheduled start times with their assigned instructor. If a student is missing more than one class, the student must report their absence to each instructor. Instructors are not responsible for communicating absences on behalf of the student.

Absences must be reviewed by the Program Director prior to a student returning to class or clinical. Students may only return to class or clinical after the Program Director has given them an excused absence.

Unexcused absences are not permitted and will result in a course or clinical failure. In order for an absence to be excused, the following conditions must be met:

- The student reported their absence before the scheduled start time per policy
- Students will be required to submit documentation verifying the reason for their absence.

- The reason for absence is not due to a non-essential issue or the result of unpreparedness (i.e. conflict with work, attending another event, confusion over assigned schedule, traffic)

Documentation Requirements:

- Student must submit documentation verifying the reason for their absence and to clear them to return to class/clinical. If a student is ill or has suffered an injury, a physician's note must be issued the day of the absence with a release from the physician to return to class/clinical. The physician can designate a future date for return, otherwise, a second note may be required by a physician if the student is not cleared to return to class/clinical beyond 2 days.
- Any student who is unable to secure documentation within the required timeframe, must speak with the Director of Nursing Education Programs to discuss their extenuating circumstances.
- Students who have extraneous circumstances where documentation is not available immediately (i.e. death certificates), all made up work will be contingent on the submission of documentation.

Tardiness

Students are expected to arrive 15 minutes before their scheduled start time in lab, simulation and clinical settings. If a student anticipates a late arrival, students must contact their instructor at least 15 minutes before the scheduled start time and must arrive no later than 15 minutes after the scheduled start time.

Students who fail to contact their instructor at least 15 minutes before the scheduled start time will not be permitted to attend lab, simulation, or clinical sessions if they arrive after the scheduled start time.

Students who contacted their instructors to report an anticipated late start but are more than 15 minutes late are not permitted to come to lab, simulation or clinical sessions due to the disruption in instructional delivery or patient care it imposes.

Multiple tardies are not permitted. A second tardy will result in an unexcused absence.

Students are responsible for anticipating barriers that can result in a late arrival. Examples include leaving earlier in inclement weather, having multiple child care options, securing reliable transportation, and setting alarms to wake up on time.

Making Up Missed Hours

All lab, simulation or clinical hours missed are required to be made up for successful completion of the course or clinical requirements. These hours are a Board of Nursing requirement and all students must satisfy these hours to successfully complete the program requirements.

In order to make-up missed hours, the following conditions must be met:

- The student has an excused absence from the Program Director
- The student has only had one late arrival. More than one tardy will result in an unexcused absence and will not be eligible for make-up hours
- Availability of instructors and/or sites to make-up hours is secured

Students are not permitted to miss more than 24 hours of clinical per semester. Excessive absences will result in either a course withdrawal or course failure.

Lab and clinical hours are not always possible to make-up and students should not expect make-up time to be available. Make-up hours can be done on weekends, nights, and at any offered by a clinical site. When an excused absence results in the inability of the student to develop and demonstrate clinical practice objectives, or to meet the required hours of the course necessary for credit, the student cannot receive a passing grade. In the event make-up hours cannot be completed within the course, an incomplete may be required. An incomplete can result in the student not progressing as planned and must return when the course is next offered to complete their outstanding requirements.

Written Assignments

1. Directions, explanations, and guidance regarding the preparation and evaluation of written assignments will be discussed in each course. Written papers will be expected to follow the professional standards of a formal college paper using the 7th edition APA format.
2. Any student found not adhering to academic honesty and anti-plagiarism policies will automatically receive a "0" on the assignment. Students will be referred to the Program Director and may be subject to disciplinary action. See Academic Dishonesty policy.
3. Late Policies:

Late or Missed Assignment Policy

Students submitting a late assignment will receive a 10% per day point deduction. If the assignment is not turned in within three (3) calendar days of the due date, the grade for that assignment will become a zero (0). All assignments must be completed regardless of grade penalty for successful completion of all courses.

Examinations

1. Examinations will have the weight of no less than 70% of the course grade.
2. Students are expected to take all exams as scheduled.

Late or Missed Quiz and Exam Policy

Quizzes and exams must be taken at the date and time assigned in the course calendar. Any exam/quiz not taken on the date given or window provided, respectfully will be given a zero (0) unless extenuating circumstances apply, in which case, appropriate documentation is necessary to reopen the exam/quiz. Retakes will be a different version of the quiz/exam than the original.

If the student knows in advance that they are UNABLE to take the exam/quiz on the assigned date and at the assigned time, the student should ask the instructor to take the exam/quiz early. The student will receive no penalty for taking an exam/quiz early. Early quizzes/exams will be a different version than the original.

3. Students requiring testing accommodations should provide instructors with their accommodations prior to the first exam to ensure accommodations are provided. Please see accommodations policy for further instruction.
4. Students should contact the faculty on or before the day of the exam when they are unable to take the exam at the scheduled date/time (unless an emergency exists). Students must obtain an excused absence from the Program Director before being administered a make-up exam. Please see Absence policy for further instruction. Faculty will arrange a date to take an alternate exam in the college testing center. Alternate exams will be a different version of the original exam.
5. Students with excused absences have up to one week to complete missed assignments and examinations. If a student is unable to meet this requirement they must meet with the DNEP to discuss their circumstances and receive an exception.
6. Electronic answer sheets and # 2 pencils are required for all paper and pencil exams. Some exams may be taken electronically. Test results will be available to students at the faculty's discretion. If calculators are allowed during testing, they will only include arithmetic functions and will be provided by the faculty. Answers marked on the Scantron are the final answers. Students are not permitted to keep original copies of their exams, scratch paper used during the exam and must be turned into the instructor at the conclusion of each test or test-review.

Electronic devices including cell phones, headphones, or any other printed materials are not allowed during testing. All hats, backpacks, books, papers, phones must be left in the front or the back of the classroom. Phones must be turned completely off.

Students are expected to initiate interactions with the course faculty regarding their academic standing. Any student not achieving a grade of C or greater on an exam should make an appointment with the theory faculty as soon after the review of the examination as possible or before the next scheduled examination. The theory faculty may refer the student to the Academic Support Center (ASC) for further counseling about test-taking skills or tutoring needs regarding content.

Commented [US2]: Add clause on test rules, adherence to rules

7. The nursing faculty believes review of unit examinations is an integral component of the learning process. Test review helps the student to understand reasons for incorrect as well as correct answers. It is also an opportunity for the student to learn test taking skills. Examination reviews will be conducted in group format in the classroom. If a student desires an individual review, the student must schedule an appointment with the faculty for individual review of the exam. Individual review of a unit examination must be done no later than seven (7) days after the unit examination.
8. Student who are found cheating during a quiz and/or examination will be removed from the testing site and receive a "O" on their exam. The student will be referred to the DNEP to evaluate their behavior which can result up to termination from the program.
9. If a student chooses to submit a **Request for Test Question Review**, it must be provided to the instructor within 24 hours after the group review (may be emailed using the student CCD email) and must include a reference from the syllabus resource list. The faculty will review the request and a decision will be made to accept or reject the review within seven (7) days. Students must utilize the supplied **Request for Test Question Review** form.

LABORATORY POLICIES

Laboratory Attire

Students must adhere to the same uniform requirements as in the clinical setting. See clinical uniform policy.

On-Campus Labs

Students should prepare for lab by reading the objectives for lab experience, and by completing any assigned reading and/or viewing of audiovisuals related to specific skills prior to the lab experience.

Students who come to lab and are not prepared may be asked to leave. Punctuality is required.

Lab activities may consist of viewing demonstration of technical skills, discussing the skill, and clarifying questions. Students will be expected to practice each skill during the lab class as well as on their own time as needed to gain proficiency in each skill. Students will participate in group discussion to problem solve and adapt procedures to various client situations.

All students must demonstrate selected psychomotor/technical skills satisfactorily to the instructor in the lab before these skills are performed in the clinical setting. Testing proficiency of lab skills will be done for selected procedures with satisfactory performance determined by the nursing instructor(s). Failure to do so will prevent the student from continuing in the course. The student has up to **two** attempts to pass a skill. The student must pass the skill to pass the course.

Students are responsible for helping keep the lab in order and for returning equipment to appropriate storage areas when the lab is completed.

Open Lab

Open Lab will be offered for additional time to review and practice skills. Students will be required to sign-up for Open Lab at least 24 hours in advance to ensure faculty supervision is available.

Students should bring any lab supplies they have been provided to practice skills. Extra supplies are provided on a limited basis (i.e. items that are not reusable).

Students are responsible for helping keep the lab in order and for returning equipment to appropriate storage areas when the lab is completed.

CLINICAL POLICIES

Outside Employment

Due to the rigor of the nursing program, outside employment should be kept to a minimum. Students are not permitted to work up to eight (8) hours prior to a clinical rotation for the safety of our patients. It is the responsibility of the student to arrange work schedules around class, lab, simulation, and clinical requirements. Clinical require flexibility and schedules are often not finalized until two weeks prior the start of clinical. Clinical schedules cannot be changed due to a work or personal schedule conflict.

Required Clinical Documentation

Student data including, but not limited to, full name, last four to six digits of social security number, date of birth, address and CCCS email address, and telephone may be required by the clinical facilities, in order to facilitate access to client data records.

Dates documenting immunizations, TB, and CPR are also provided to the clinical facility, per facility requirements.

My Clinical Exchange (mCE)

Students will be participating at clinical settings that utilize My Clinical Exchange (mCE) to track compliance records. In preparation for clinical in semester 3, students will be pre-registered in mCE by the clinical coordinator. One-time registration fees associated with an mCE account has been include in the student fees. Students will receive training on how to access mCE at www.myclinicalexchange.com, and will learn how to upload the identified documentation and complete all training modules prior to the start of clinical.

Students are expected to upload and keep all documentation and training modules updated and current throughout their entire time as a Nursing Student at CCD. The clinical coordinator will send students deadlines for all documentation and training to be completed by. Students who fail to complete their clinical requirements by the designated deadline will not be permitted to go to clinical and accommodations will not be made to secure students alternative clinical placement.

All documentation must be in PDF format prior to uploading to mCE.

Uploading documentation to mCE is in addition to providing “hard copies” of documentation for admission into the CCD Practical Nursing Program. All renewed documentation must be uploaded to mCE and a hard copy must be provided to the clinical coordinator to keep student records updated.

Clinical Attendance

Please refer to Attendance Policy for further guidance

Clinical Policy Related to School Closures

1. The college policy for school closures, including weather related closures, can be found at <https://www.ccd.edu/weather-campus-closures>
2. If the weather-related college closure is announced before the start of the clinical shift, the clinical day will be cancelled. If the weather-related college closure is announced during the clinical day, the clinical will be cancelled at that time. All

missed clinical time must be made up and will be coordinated by the clinical coordinator.

3. If the closure is for a non-weather-related event on campus, clinical will continue unless otherwise directed by the clinical coordinator.

Clinical Rotations

1. Scheduling

The clinical coordinator is responsible for scheduling student's clinical rotations.- Students are prohibited from contacting Unit Managers or any clinical facility personnel to change or request clinical assignments or preceptors. Student assignments may include day, evening, night, and weekend assignments as well as 8-, 10- and 12- hour shifts.

Student learning will be considered in the assignment of clinical rotations; however, living near a certain clinical facility is generally not a consideration for clinical assignments. ***Student clinical assignments may change at any time for any reason*** including individual student learning needs, administrative reasons, or clinical facility availability. Students are responsible for providing their own transportation to and from the clinical facility.

2. Preparation

Success in the clinical setting depends a great deal on the student's preparation for client care. Students are expected to be thoroughly prepared to care for their clients. Preparation needs to occur prior to the beginning of each assigned shift. Student papers (worksheets) must not contain client identifiers.

Each student is responsible for researching pertinent information regarding the individual clients they are assigned and practicing anticipated procedures in the learning lab. Students will initiate data collection at the clinical site. To visit the clinical site the student must wear professional attire and photo ID. Students must obtain pertinent information from their client's chart, research the information, and prepare the required worksheets as and when due by faculty instructions. Please see individual course clinical packets for more information.

Clinical Graded Assignments

Students will complete assigned clinical assignment by the deadline specified by the clinical faculty. Clinical assignments are accompanied by a grading rubric and serve as a checklist of requirements that must be satisfied to complete the assignment. Students must achieve a

77% on every assignment for successful completion. Clinical assignments are required. Incomplete assignments will result in a clinical failure.

Clinical Assignments can be in the form of concept maps, reflection journals, patient education, debriefing reports, case studies, research, and other activities as specified by the clinical instructor.

Clinical Evaluations

Students participating in a standard or precepted clinical will be evaluated using a clinical evaluation tool specific to the assigned course and patient population you are working with. Students are responsible for bringing the evaluation tool with them to every clinical day. It is the responsibility of the student to ensure all areas have been completed by the student and instructor prior to submitting for final grading.

Students will receive two evaluations, a mid-term evaluation and final evaluation and must have a score of P or higher in their summative (final) evaluation in order to pass the clinical course successfully.

The mid-term evaluation will occur in the middle of the clinical schedule. The student is required to complete their portion prior to the mid-term evaluation with their instructor. The instructor will complete their evaluation and discuss their observations throughout the first half of the clinical experience. Both student and instructor will sign the mid-term evaluation after the evaluation is completed.

It is expected that if a student is not performing well in the clinical setting, the instructor will provide immediate feedback and not wait until the evaluation to discuss their concerns or observations. Students who do not perform to the standards of their level of training may be required to return to the lab setting on-campus for remediation. Instructors are permitted to assign additional assignments if they believe it will support and enhance a student's performance in the clinical setting. The instructor will review a plan of action with the student to share their observations and specify expectations for improvement.

Students will also receive a final evaluation at the end of the clinical experience and will undergo the same process as the mid-term evaluation. Students who received a U or lower in their mid-term evaluation must satisfy the minimum score of a P or higher by the final-evaluation to be pass the clinical course. Any student who receives a score of U or lower in their final evaluation, regardless of their mid-term evaluation score, will fail the clinical course.

Clinical courses are associated with didactic courses and students must complete both components successfully in order to receive the earned grade in the didactic course and a passing grade in their clinical course.

Medication Pass and Head-to-Toe Assessment Checks

Students will be required to demonstrate at least one head-to-toe assessment and one medication pass during each clinical course. Students have up to two attempts to satisfy this requirement. Students will be provided skill sheets that identifies the proper procedure for each skill and are expected to perform these skills, in sequence, consistently. Students who do not pass their skill checks in clinical will receive a summative score of U or lower on their final clinical evaluation resulting in a clinical failure.

Remediation

Students in the clinical setting have undergone high-stakes skills check-offs prior to their clinical assignments. Students are expected to maintain their clinical skills throughout the program through lab, open-lab, and simulation opportunities. Students who do not perform skills safely in the clinical setting will be required to undergo remediation in the simulated environment with their instructor. Students will be advised on what skills they are being evaluated for and ample time for preparation will be afforded to the student. Students should sign-up for open labs to practice their skills prior to their remediation evaluation day. Students will not be permitted to return to clinical until they successfully pass remediation.

Any student who does not successfully complete remediation will receive a summative score of U or lower on their clinical evaluation resulting in a clinical failure.

Students who require remediation will be placed on a Performance Improvement Plan to ensure continued growth throughout the program.

Safety Advisory and Guidelines

All nursing personnel and nursing students are professionally and ethically obligated to provide client care with compassion and respect for human dignity. Hence, they may not ethically refuse to care for clients solely because the client is at risk of contracting, or has an infectious disease such as COVID-19, HIV, AIDS or HBV. All rules of confidentiality are followed when working with clients. The following information is provided to reduce risks to students that may occur in health care settings.

1. Radiation

- a. Proper measures need to be taken when observing or working in areas of close proximity to radiation exposure.
- b. Leave client and stand behind a lead wall.
- c. Student is never required to hold or steady a client during radiation exposure.
- d. If student chooses to hold a client, protective gloves, and apron covering reproductive organs must be worn.
- e. Follow any other procedures expected/suggested by radiation department, i.e., wearing a monitoring device (film, badge, etc.).

2. Standard Precautions – Exposure to Body Fluids

- a. All blood and body fluids are considered potentially infectious and are treated as if known to be infectious for HIV, HBV and other blood borne pathogens.
- b. Contaminated sharps shall not be bent, recapped or reopened. Shearing or breaking of contaminated needles is prohibited.
- c. Contaminated sharps must be placed in appropriate container as soon as possible.
- d. Eating, drinking, smoking, applying cosmetics or lip balm and handling contact lenses are prohibited in the work area where there is a likelihood of occupational exposure. Mouth pipetting/suctioning of blood or other potentially infectious materials is prohibited.
- e. When exposure is possible, personal protective equipment shall be used, as follows:
 - i. Gloves shall be worn when it can be reasonably anticipated that the individual may have hand contact with blood, mucous membranes, other potentially infectious materials, non- intact skin, when performing vascular access procedures and when touching contaminated items or surfaces.
 - ii. Masks, eye protection and face shields shall be worn whenever splashes, spray splatter or droplets of blood other potentially infectious materials may be generated and eye, nose or mouth contamination can be reasonably anticipated.
 - iii. Gowns, aprons and other protective clothing shall be worn in occupational exposure situations and will depend upon the task and the degree or exposure anticipated.
 - iv. Surgical caps or boots and shoe covers shall be worn in instances when gross contamination can be reasonably anticipated.
 - v. Wash hands immediately after removal of gloves or other personal protective equipment.
 - vi. Must follow all requirements of clinical facility including masking and face shield at all times.

3. Exposure Guidelines

1. Students must wear appropriate protective clothing/equipment when performing any tasks that may involve exposure to body fluids or radiation.
2. Any direct exposure to body fluids occurring while functioning as a nursing student must be reported immediately to the clinical instructor.
3. Students exposed to body fluids shall follow hospital or clinical facility protocol.

Safe Clinical Practice Responsibilities

Safe practice is described in the Nurse Practice Act. Students must practice with appropriate knowledge, skills and ability. To ensure compliance with the Nurse Practice Act, and to protect both the client and the student, the following guidelines for safe clinical practice have been established:

1. Supervision is required for all skills performed in the clinical setting. Remember, it is your responsibility to know your level of ability in performing each skill.
2. Interventions/interactions are limited to assigned clients unless directed otherwise by the instructor.
3. The student will prepare for client care including procedures by consulting appropriate references.
4. The student has the responsibility to consult with the instructor if there is any uncertainty regarding safe practice.
5. The student must adhere to all policies and procedures.
6. All students must report all errors to the instructor immediately.
7. All students must report abnormal observations/changes in client status to RN or clinical instructor immediately after finding.

List of Procedures Practical Nursing Students CANNOT Perform in Clinical:

1. Witness any consent forms.
2. Perform any task that requires certification or advanced instruction (such as arterial blood gas (ABG) puncture, chemotherapy, and removal of PICC lines).
3. Take physician orders, verbal or phone.
4. Transcribe chart orders.
5. Witness a waste of controlled substances.
6. Administer controlled substances.
7. End-of-shift controlled substance count.
8. Have narcotic keys in their possession.
9. Verify blood administration and/or witness blood administration forms.
10. Verify epidural doses or changes.
11. Verify PCA doses or changes.

12. Perform any invasive procedure on each other and/or family or friends (i.e., injections, catheterization, IV starts) in any setting.
13. Any task outside student practical nurse scope of practice as identified by the CCD Nursing Program or clinical facility.

Technology Use in the Clinical Setting

The following policy is determined by the clinical facilities:

1. Personal cell phones and pagers must be turned off during clinical hours.
2. Students may respond to personal cell phones and pagers during meal and break periods away from patient care activities.
3. The use of any cell phones for photography within or on clinical site premises is not allowed. Exceptions will only be made if it is part of a course assignment or cohort photos in unidentifiable areas with permission.
4. In accordance with HIPAA, confidentiality of client information must be protected at all times. Students who violate client privacy by use of mobile devices and/or any other means will be subject to HIPAA infractions of the clinical agency.
5. Social networking sites: when contributing to a social networking site, such as Facebook, Twitter, etc. it is important to remember that everyone can see and read what is written on the site. Never share client information. Do not post information about clinical including but not limited to patients, patients' family, staff, or the clinical site. What may seem harmless to you may in fact identify the client or their family members and could be a violation of The Health Insurance Portability and Accountability Act of 1996 (HIPAA).

Uniform Policy

Students must present themselves in a professional manner at all times. Students must be in compliance with the professional dress code guidelines at all times to remain in the clinical setting. If there are exceptions, alternate styles of dress will be determined and described by the clinical coordinator.

The following guidelines are mandatory for students to remain in compliance with the dress code:

1. For researching patients, students must wear professional attire or uniform and their picture ID badge. (No jeans, leggings in place of pants, t-shirts, revealing clothes, un-ironed clothes.)

2. Students are to wear the official Nursing Program uniform in all lab and clinical settings unless the setting or agency requires other attire. The uniform will have the CCD Student Nurse patch on the left shoulder. Uniform pants must not drag on the floor.
3. Picture ID badges are to be worn at all times above the waist with the picture facing forward in the clinical setting.
4. A program-specified uniform scrub jacket with the CCD Student Nurse patch on the left shoulder can be worn over the scrub top; no sweaters or street jackets are allowed. A clean solid color white or black shirt may be worn under the uniform scrub top if sleeves are tight fitting enough to be pulled up to allow for hand washing and aseptic techniques.
5. Shoes must be clean, with closed toe and heel. Soles must be non-skid. Socks must be worn at all times.
6. Tattoos must be covered. If tattoos are unable to be covered, such as tattoos on the hands, student must consult with clinical coordinator prior to the first day of clinical. In the event a clinical site will not permit a student to remain on the unit due to an inability to cover tattoos, a student is subject to clinical dismissal.
7. The only jewelry that may be worn with the uniform is a wedding/engagement ring, one small earring in each ear, and a wristwatch. In certain rotations, it may be required to not wear any jewelry at all. Medical alert jewelry is acceptable.
8. No visible facial or body piercing jewelry is allowed. No objects of any type may be worn in the tongue. Ear lobe expanders (gauges) larger than size 6 (4.1 mm) must be removed and Band-Aids applied over the site. Gauges 4.1mm and smaller must be covered with a flesh-colored cap.
9. Hair must be clean, natural in color (not pink, blue, etc.), tied back or pinned up from the face while in uniform to meet health and safety standards. Extreme hair styles are not permitted in lab or clinical settings. Closely trimmed beards, sideburns and mustaches are permitted but must meet facility policy for client safety.
10. Gum chewing while in the lab or clinical setting is prohibited.
11. The uniform must be clean and wrinkle-free. Undergarments must be worn at all times and cannot be visible.
12. A watch that counts seconds, a penlight, a stethoscope with a bell/diaphragm, bandage scissors, and a pen are required.
13. Students are expected to maintain appropriate personal hygiene, including oral care. Students will be free of offensive body odor and/or cigarette smell. No e-cigarettes or any form of tobacco can be carried or used. No cologne, aftershave, scented lotions and/or perfume are permitted.

14. Fingernails must be clean, and short. Polish is only permitted if it is a neutral color and non-chipped. Artificial nails, nail wraps or extenders are not permitted in the lab or clinical setting.
15. Maternity uniforms must be made out of the same fabric and similar style as the current student uniform.
16. If any clinical facility requires stricter dress codes than those stated above the students attending that facility must adhere to the facilities dress code.
17. Scent Free Environment:
 - a. To provide a safe, healthy environment for all learners, the lab and clinical sites are scent free. Students are asked to refrain from using scented products while in the classroom, clinical, or lab for any reason. This includes, though is not limited to hairspray, colognes, perfumes, smoke, body odor or heavily scented medications.
 - b. Students may not smoke while in program uniform while on campus. The smell of smoke on a student uniform will be considered unprofessional in the clinical, lab and classroom setting.
 - c. If the student's clothing is heavily scented with fragrances/odors, the student then may be asked to leave lab or class to change. This may result in an unsatisfactory grade for the lab experience.
 - d. The student will be removed from the clinical, lab or classroom setting until they are able to return without the fragrance/odor as determined by the instructor.
 - e. Complementary aromatherapy may be utilized in lab/classroom setting as a teaching resource.

Students who arrive to clinical and are not in compliance with their uniform policy must be able to correct the infraction immediately or they will be sent home with an unexcused absence. Examples of infractions that can be resolved immediately include removal of piercings, and examples of infractions that cannot be resolved immediately include ID badge being left at home.

Insurance – Malpractice/Liability and Workers' Compensation

CCD provides annual malpractice/liability insurance coverage for nursing students in off-campus clinical settings as part of the registration fees.

Students are covered by Workers' Compensation for clinical injury and exposure to infectious disease while in the off-campus clinical settings. In the event of an injury or exposure, the student must do the following:

If a student is injured at clinical site:

- Report incident immediately to clinical instructor.
- Follow through with agency requirements for on-site treatment and documentation. Provide a copy of agency documentation to CCD Human Resources. **Follow-up care needs to be provided by CCD Workers' Compensation providers listed on the CCD Designated Medical Provision for Work-Related Injuries and Illnesses** which will be available from your clinical instructor.
- If treatment is not available at the facility and injury is an emergency, use the nearest emergency room. If not an emergency, use one of the facilities listed on the CCD Designated Medical Provision for Work-Related Injuries and Illnesses.
- Check client chart for history of Hepatitis B or any other communicable disease, if applicable.

In addition, at CCD:

- Students must report all injuries as soon as possible to their instructor and complete a "first report of injury" within 24 hours of the injury. Medical care for school-related injuries is provided at HEALTHONE clinics/providers or Concentra clinics.
- The student's faculty and/or a Human Resources Benefits Specialist will provide the student with the appropriate information.
- Students may be financially responsible if they do not go to a designated worker's compensation approved provider, excluding emergencies.
- All questions regarding worker's compensation should be referred to Community College of Denver's Benefits Specialist at 303-352-3004.

Apprenticeship Program

The Practical Nursing program offers a unique opportunity for students to earn clinical credit while working with participating employers.

Students will complete clinical requirements while being paired with a preceptor at their site of employment. Oversight will be provided by a clinical instructor who will be responsible for site-visits, assignment grading, and overall evaluation of the student throughout their apprenticeship.

Students who participate in the apprenticeship program will receive hourly pay by their employer and are eligible for most of their student expenses to be covered by the program.

Students are not permitted to contact employers requesting an apprenticeship. Students must work with the clinical coordinator to contact employers to negotiate apprenticeship opportunities.

Apprenticeships are not guaranteed. Students will interview with one or more employer prior to clinical starting. Students who are offered the apprenticeship will be required to participate in an apprenticeship orientation to familiarize themselves with the process and expectations. Students will receive the apprenticeship handbook at that time and will be subject to the additional policies outlined in the apprenticeship handbook.

To be eligible to participate in the apprenticeship program, students must:

- Have a B or higher in the prerequisite course BIO 1006 Basic Anatomy and Physiology (BIO 2101 & 2102 Anatomy and Physiology 1 and 2 may be substituted for BIO 1006).
- Have a B or higher in NUR 1005 Practical Nursing Arts and Skills

Students participating in the apprenticeship program will complete an orientation and receive the apprenticeship handbook that further outlines the policies and procedures for apprentice students.

If you are interested in participating in the apprenticeship program, please contact the apprenticeship coordinator for more information.

THE LOWRY HOSPITAL- SIMULATION CENTER POLICIES

Simulation Expectations

Students will be required to participate in simulated patient-case scenarios within the Lowry Hospital. The purpose of simulations is to practice skills and patient-care in a safe setting prior to administering care to live patients. Simulation can be used for lab training, clinical hours, remediation, and/or skills check-offs.

The following are permanent expectations of the Lowry Hospital Simulation Center:

- Ink pens are not permitted in any room with simulation manikins; only pencils are allowed for gathering notes on assessment data
- Treat each patient with respect and dignity. Students who do not demonstrate respectful communication and treatment of their patients will be removed from the lab/sim environment.
- Do not attempt to rough handle or dismantle a patient.

- Simulation is a place of safe learning. Mistakes will be made and can be discussed during simulation. However, what happens in simulation stays in simulation. See confidentiality section.
- The Simulation Center may provide real-life scenarios that are triggering for students. In the event you feel discomfort with the learning experience, please express them with the simulation coordinator and/or instructor.

Confidentiality

Students are expected to treat the simulated hospital environment as the same as any patient care environment. Mannequins are treated identical to human patients, and the care rendered will be delivered at the same standard as those we deliver in healthcare settings.

Discussions about patient care and the simulated experience is confidential and is only permitted to be discussed during debriefings in the presence of the instructor.

Preparatory Assignments

In preparation for simulated care, students will be required to complete supplemental readings and assignments prior to the start of simulation. Assignments are mandatory and will be checked prior to simulation. Any student who does not complete their assignments to the required standard specified by the instructor will not be permitted to participate in simulation and will receive an unexcused absence. Simulations hours are mandatory and must be made-up in the event a student is unable to attend or did not meet the entry requirements.

In preparation to deliver care in the simulated environment, students will be required to complete mandatory simulation preparation. Simulation preparation consists of preparatory reading and review followed by a comprehension quiz.

Students will have access to all simulation preparatory assignments and quizzes from the first day of their clinical course. Students are to complete their required quizzes by the designated deadlines.

Students will be required to complete a 10-20 question quiz and score a 100% to demonstrate preparedness for simulation. Students are able to retake the quizzes an infinite amount of times but must ensure they achieve a 100% in order to participate in simulation.

Not completing preparatory work by the designated deadline has consequences. The following timeline outlines these consequences.

Timeline	Grading/Access Decision	Consequence
----------	-------------------------	-------------

Submit Quiz with a score of 100% by deadline (one day prior to Sim Day by 0800)	You will receive a Passing grade and will be permitted to partake in Sim Day	None
Submit Quiz with a score of 100% by Sim Day (0800 day of Sim)	You will receive a Passing grade and will be permitted to partake in Sim Day.	Student will be required to complete an additional assignment. This assignment is a requirement for passing the clinical course if assigned.
Submit Quiz past Sim day or <100% score	You will receive a Failing grade and will not be permitted to partake in Sim Day. This will result in a clinical failure unless there are extenuating circumstances	Clinical Failure Course Failure

Simulation Attire

Students will adhere to the uniform policy for the clinical setting when delivering care to patients (in simulated environments).

Electronic Charting

The Lowry Hospital uses EHR ATI to maintain patient charts. Students will be oriented to this program to become familiarized with how to navigate a patient chart and to document in the patient chart.

Students must come prepared to simulation and have their username and password readily available in order to access this software and fully participate in simulations. Students who do not have their user information available may be dismissed from simulations for unpreparedness.

Debriefings

The Lowry Hospital and Simulation team uses the Debriefing with Good Judgement Debriefing Model. This model allows students to process input from the instructor to better understand learning and opportunities for improvement. Debriefing is an essential tool in simulation and is critical to the learning process in simulated learning environments.

Recordings

The Lowry Hospital and Simulation teams uses SimCapture to record students in the simulated environment. This feature allows students to self-evaluate their performance and enables

instructors to share observations throughout the patient scenario to enhance student learning. Recordings are shared during debriefings and are not used for any purpose outside of simulation learning.

Remediation

Students who are found to be inadequately prepared for simulation and/or do not perform at expected level of training will be required to complete remediation work.

If a student is lacking knowledge, critical thinking or clinical judgment skills, additional assignments can be assigned to further their understanding. Examples include case studies, pathograms, medication cards, reflections, and research papers.

If a student is found to be deficient in nursing skills, the student will receive remediation training in the lab and will have to perform a high-stakes check-off prior to performing these skills in the clinical setting.

DISCIPLINARY PROCEDURES

Academic Honesty, Cheating, and Plagiarism

Students are expected to adhere to the highest standards of academic honesty and integrity. Examples of behavior that violate these standards include but are not limited to plagiarism, falsely citing literature, cheating, illegitimate possession and/or use of examinations, purchase use and dissemination of test banks, and falsification of official records.

Students who do not adhere to the policies will be referred to the DNEP for evaluation. Violations can result in a Performance Improvement Plan, assigned reflective exercises, and up to dismissal from the program.

Disciplinary Actions

All students must review the CCD Student Handbook and the CCD Student Code of Conduct. Any nursing student found to be in violation of requirements or guidelines outlined in the Nursing Student Handbook, CCD Student Code of Conduct, or the CCD Student Handbook, will be subject to discipline which will include any of the following:

1. *Performance Improvement Plan (PIP)* – **Appendix E**
2. *Incident/Warning Report* – **Appendix F**

3. *Remediation – Appendix G*
4. *Additional assignments*
5. *Dismissal from the Program*

Performance Improvement Plans

Students are expected to operate in a professional and safe manner at all times in the classroom and clinical setting. Students who do not comply with college, Nursing Program, or health care facility policies or operate in an unsafe manner will be removed from the setting and be referred to the Program Director for a Performance Improvement Plan (PIP).

The PIP is a process used to identify areas for improvement and to develop a plan to improve in one or more areas. Students will be required to meet with the Program Director to discuss the issue(s) that were presented by the instructor. The student will be asked to reflect on the experience, identify the areas that were problematic, and identify a plan to improve these areas. A follow-up meeting will be held to evaluate the student's progress in implementing these strategies and improving in the areas requiring improvement.

Students may not incur more than two PIPs throughout the Nursing Program. In the event more than two PIPs are required, the student will be evaluated for dismissal from the Nursing Program.

A PIP is not a required step prior to dismissal from a course or the Nursing Program. It is the discretion of the Program Director to determine if a student's behavior or performance warrants dismissal from the program without remediation or PIP opportunities.

Incident/Warning Reports

Students whose demonstrate unprofessional behaviors or do not adhere to policies set forth by the College, the Nursing Program, or affiliated Clinical Sites will receive a written warning. Written warnings will be maintained in the student file and will be tracked for compliance.

Repeated warnings can result in disciplinary actions up to dismissal from the Nursing Program.

Written warnings are not required if the Program Director determines immediate dismissal is necessary.

Dismissal from the Program

Students may be dismissed from the program for the following:

- Persistent violations of policy
- Policy infractions that have legal consequences (i.e. HIPAA and OSHA violations)
- Academic Dishonesty/Cheating/Plagiarism in any coursework or during quiz/examinations
- Failed remediation attempt(s)
- Two course failings within the Nursing Program

- Uncivil or unsafe behaviors that violate safe working and learning environments
- More than two Professional Improvement Plans (PIP), or unsuccessful improvement in areas identified in a PIP

STUDENT ACKNOWLEDGEMENT FORMS

Student Acknowledgement Forms

By initialing the following, students accept responsibility to adhere to each of the guidelines and policies outlined below.

CCD Nursing Program Guidelines and Expectations

I understand while I am enrolled in the CCD Practical Nursing Program, I will be subject to the current Practical Nursing Student Program Handbook, CCD Student Handbook and CCD Student Code of Conduct. I understand violations will result in disciplinary action.

_____ Student Initial

Nursing Student Confidentiality Agreement

I understand that in the course of my assignment as a nursing student, I may come into the possession of health information. I have a legal and ethical responsibility to safeguard the privacy of all clients and to protect the confidentiality of the clients' health information. I understand the facilities in which I may be placed must assure the confidentiality of human resources, payroll, fiscal, research, internal reporting, strategic planning, communications, computer systems and management information, collectively, with client identifiable health information.

In the course of my assignments, I understand I may come into the possession of this type of confidential information. I will access and use this information only when it is necessary to perform my job-related duties in accordance with the Community College of Denver and health care facility privacy and security policies. I understand that by signing this Agreement, I will comply with this Nursing Student Confidentiality Agreement and the Health Insurance Portability and Accountability Act (HIPAA)

_____ Student Initial

Disqualifying Offenses

I understand the Colorado Community College System (CCCS) Disqualifying Offenses for Nursing Programs may be different than Disqualifying Offenses for some health care facilities and/or hospitals.

As a student, I understand I may be assigned to a clinical rotation with stricter disqualifying offenses than those required by the CCCS for admission; and could impact my progress in the Nursing Program.

_____ Student Initial

Permission for Assignment Use

I give permission for the Community College of Denver Practical Nursing Program to keep any of my written assignments/projects for use in their Program Portfolio. Names and identifying information will be removed.

_____ Student Initial

Confidentiality Statement for Examinations and Simulation Labs

Including Use of Social Media

The Community College of Denver Practical Nursing Student Handbook contains program requirements including professional conduct. Confidentiality is considered to fall within the realm of professional conduct. Students are expected to keep all exam questions confidential. Students are expected to keep all events, procedures, and information used in conjunction with the Simulation lab strictly confidential. This includes patient history information obtained prior to the actual simulation experience, as well as information obtained and used in the pre and post conferences. Please note: This includes information about the simulation as well as information about your performance and your peer's performance. Students are not to share information about their simulation experience with other students, so everyone gets an equal opportunity for learning. The use of social media such as Facebook, YouTube, My Space, Twitter, Allnurses.com, blogs, etc. cannot be used to discuss exam questions or simulation experiences.

Violation of this confidentiality statement is a violation of the Community College of Violation of this confidentiality statement is a violation of the Community College of Denver Practical Nursing Program requirements and will lead to consequences for the student, possibly up to and including removal from the nursing program.

I have read the statement above and understand it.

_____ Student Initial

HIPAA

1. As a student performing a clinical rotation at a medical facility, you will have access to confidential medical information.
2. Federal and state laws protect this confidential medical information.
3. It is illegal for you to use or disclose this confidential medical information outside the scope of your clinical duties at the medical facility.
4. Guidelines for the use of this information:
 - a. You may use this information as necessary to care for your patients.
 - b. You may share this information with other health care providers for treatment purposes.
 - c. Do NOT photocopy patient information.
 - d. Do NOT download or email patient information for private use, to include clinical assignments
 - e. You may only access the confidential information of patients for whom you are caring. Access the minimum amount of information necessary to care for your patient or carry out an assignment. Do not access information about patients other than those you are caring for or for specific course assignments.
 - f. Do not record patient names, dates of birth, address, phone number, social security number, etc., on the assignments you will turn in to your instructor.
 - g. Be aware of your surroundings when discussing confidential information. It is inappropriate to discuss patients in elevators, cafeteria, etc.
 - h. If you have questions about the use or disclosure of confidential health information, contact your instructor.
 - i. Information concerning clients/clinical rotations must NOT be posted in any online forum or webpage such as Facebook, You Tube, My Space, Twitter, Allnurses.com, blogs, etc.

_____ Student Initial

FERPA: Family Education Rights and Privacy Act

- a. Do not share student information such as S#, address, phone # or other identifiable information with others verbally, in written form, in texts or on social media
- b. Do not share student information related to school such as schedules, or clinical assignments with others verbally, in written form, in texts or on social media
- c. Do not verify or deny a student's enrollment nor provide information on their performance within the program
- d. Do not posts photos of other students unless explicit consent is provided by the student and does not violate FERPA or HIPAA regulations.

I have read and understand the information. I realize that there are civil and criminal penalties for the unauthorized use and disclosure of confidential patient information. I will abide by the guidelines when completing my clinical rotation.

_____ Student Initial

Release of Classroom Audio Recording

Students may audio record classroom lectures if all in the class members agree and sign the release for classroom audio recording. **TEST REVIEWS WILL NOT BE AUDIO RECORDED!**

If at any time a student revokes their release, audio recordings will no longer be permissible in class.

All classroom recordings are for the use of students enrolled in the course. The recordings are not to be shared on any social media forum or with anyone outside of the current course members.

By signing below, I acknowledge and give permission for my voice to be recorded during classroom lecture. I understand these recordings will only be used for student activities related to the course and will not be shared outside of the course members.

This release shall remain in effect throughout the program term (from first semester of the program, to the completion of the last semester of the program). I may revoke this release at any time by contacting the course faculty and signing the revocation section below.

I consent to classroom audio recording which may capture my voice.

_____ Student Initial

I revoke the above signed consent dated _____

Printed Name _____

Signature _____

Date _____

Photographic/Videotape/Interview Release

With intent to be legally bound, I give permission to Community College of Denver and its campuses (Auraria and Lowry), and to the Colorado Community College System to photograph or videotape me and use my name, and my remarks given in an interview for the purpose of promoting Community College of Denver and its campuses to the public. I relinquish all rights, title, and interest in the finished photographs, negatives, and videotape film.

_____ Student Initial

Records

All student files, required documentation, academic work, etc., will be destroyed three (3) years after the student completes or exits the program.

_____ Student Initial

Tutoring Request

Tutoring requests must be made through the Excel Zone Online Tutoring Request Form which can be found at: <https://www.ccd.edu/employees/departments/excelzone/excel-zone-online-tutoring-request-form>

_____ Student Initial

Request an Appointment

The following processes are required for setting up individual tutoring requests. Only one 25-minute appointment request can be made per student per day.

1. All form fields below marked as required must be completed (i.e. Name, S#, student email, course name/number)
2. Brief description of assignment and help requested
3. Provide 3 different dates/times you are available during [Excel's hours of operation](#) (Note: hours of operation vary by department.)
4. After submitting this form, you will receive two emails:
 1. An automated message confirming that your request was received
 2. An appointment confirmation with a WebEx link sent to your required student email. ***Your appointment is not confirmed until you have received this second email**
5. Same-day appointments are not guaranteed; however, we will do our best to accommodate your requests
6. All form submissions will be scheduled on a first-come, first-served basis
7. Appointment requests should be made no less than two hours in advance

I understand the process for submitting a tutor request.

_____ Student Initial

OSHA Compliance

Student has received blood-borne pathogen safety training and standard precaution training.

_____ Student Initial

Handbook Acknowledgement Form

I have received a copy of the Community College of Denver Practical Nursing Program Student Handbook. I have read these policies and I understand my obligations as stated in this document. I further realize that failure to adhere to these policies will result in disciplinary action which may include dismissal from the Practical Nursing Program. I understand that modifications to the Nursing Student Handbook and/or Nursing Course Syllabi may be made with reasonable notification to students.

_____ Student Initial

I acknowledge that I have received training and the necessary handouts to consent to the above policies and guidelines. I understand that I am responsible to adhere to these policies and guidelines and is a requirement to progress in the Practical Nursing Program.

Student Name (Print)

Date

S#

Student Signature

Note: A copy of this form will be provided for the student to sign and will be filed in the student's folder.

APPENDICES

Appendix A

American Nurses Association Code of Ethics

Approved 2015

- | | |
|-------------|--|
| Provision 1 | The nurse practices with compassion and respect for the inherent dignity, worth, and unique attributes of every person. |
| Provision 2 | The nurse's primary commitment is to the patient, whether an individual, family, group, community, or population. |
| Provision 3 | The nurse promotes, advocates for, and protects the rights, health, and safety of the patient. |
| Provision 4 | The nurse has authority, accountability, and responsibility for nursing practice; makes decisions; and takes action consistent with the obligation to promote health and to provide optimal care. |
| Provision 5 | The nurse owes the same duties to self as to others, including the responsibility to promote health and safety, preserve wholeness of character and integrity, maintain competence, and continue personal and professional growth. |
| Provision 6 | The nurse, through individual and collective effort, establishes, maintains, and improves the ethical environment of the work setting and conditions of employment that are conducive to safe, quality health care. |
| Provision 7 | The nursing, in all roles and settings, advances the profession through research and scholarly inquiry, professional standards development, and the generation of both nursing and health policy. |

Provision 8 The nurse collaborates with other health professionals and the public to protect human rights, promote health diplomacy, and reduce health disparities.

Provision 9 The profession of nursing, collectively through its professional organizations, must articulate nursing values, maintain the integrity of the profession, and integrate principles of social justice into nursing and health policy.

Appendix B

College Resources

Faculty Advisor

Each student will be assigned a nursing faculty advisor (may vary by semester) for assistance in progressing through the program. Advisors are available to students by appointment and students are encouraged to meet with them. Students may request a change in advisor at any time by contacting the Practical Nursing Program Director and discussing the rationale for the change.

Dental Clinic

Community College of Denver's Dental Hygiene Clinic, located at Lowry, provides preventive and therapeutic dental services to adults and children (ages four and older). With approximately 1,500 people visiting us annually, this clinic is a self-supporting, non-profit facility operated by college faculty, staff, and students.

Dental hygiene students—instructed and supervised by dental hygiene faculty— provide all dental hygiene care while the clinic dentists provide dental exams for every patient. In addition, our faculty review and evaluate all of the treatment rendered by students.

CCD Dental Hygiene Clinic is equipped with state-of-the-art equipment, and we employ universal precautions for infection control, safety, and health. To make an appointment, it is recommended to call the clinic (303.365.8338) early in the semester or use this online appointment request form:

<https://www.ccd.edu/about/about-ccd/community-clinics/becoming-dental-patient-appointment-request-form>

Testing Center

The Testing Center is located on the Auraria Campus and supports teaching and learning by providing high-quality test administration and excellent customer service in a comfortable and secure testing environment. For more information please go to:

<https://www.ccd.edu/org/testing-center>

For *Important Testing Information* please go to:

<https://www.ccd.edu/employees/departments/testing-center/important-testing-information>

The Testing Center provides class testing services to CCD students for makeup, retake, midterm, and final exams provided by your instructor.

*Should you require testing accommodations approved by the Accessibility Center, you must schedule your appointment at the Accessibility Center (Confluence Building, Room 121).

ID REQUIREMENT

A government-issued ID is required to take a test. Upon request, an additional form of identification must be shown.


Counseling

Counseling services are available to registered CCD students from the Auraria

Campus and our locations at Lowry and the Advanced Manufacturing Center. The Counseling Center is located in Tivoli Student Union, and each student is eligible for up to eight sessions each academic year.

Services Include:

- stress management
- grief support
- self-care support
- anxiety support
- crisis support



COMMUNITY COLLEGE OF DENVER
{counseling center}

SCHEDULED APPOINTMENTS:
 Therapists are available for brief short-term counseling up to eight sessions per year per registered student. Please call or walk in to schedule your appointment.

WALK-IN HOURS
 Any registered CCD student can gain easy access to informal, confidential consultations with therapists. Therapists are available at a first-come, first-served basis to provide brief support, counseling or resources on a drop in basis.

GROUP THERAPY: Rotating therapeutic groups are open to all registered CCD students. Please call for more information.

303-352-6436
TIVOLI STUDENT UNION 245
CCD.edu/Counseling

CRISIS SUPPORT

The Auraria Campus Crisis Line (303.615.9911) is available to the Auraria campus community and all CCD students through Colorado Crisis Services.

This is a free and confidential crisis phone line is available 24/7 to help in all mental health situations, ranging from anxiety and depression to suicide and self-harm. This resource is also available to consult with those supporting individuals going through a crisis. Mobile units and walk-in clinics are also available.

See ColoradoCrisisServices.org for more information or call the number listed above.

Office of Financial Aid

Financial Aid is available to student who are in approved degree or certificate programs. The Practical Nursing Program at CCD is financial aid eligible.

For more information on types of aid, eligibility requirements and how to apply, please visit:

<https://www.ccd.edu/administration/non-academic-departments/financial-aid-scholarships/fa-what-is-it-how-to-apply>

You may also contact the Financial Aid Office at:

303-556-5504 or FinancialAid@ccd.edu

Location:

Auraria Campus
Confluence Building,
Suite 120
800 Curtis Street
Denver, CO 80204

Library

You will have the opportunity to research the current literature in your nursing courses and this task will be much less daunting if you are familiar with the library. Therefore, the faculty strongly encourages you to visit the library early in the semester to become aware of all that is offered by this state-of-the-art facility.

Instructors may put articles, books, or audiovisuals on reserve for you to use in the library or to check out for short periods of time.

The Auraria Campus is home to two four-year universities — Metropolitan State University of Denver and the University of Colorado Denver. This unique partnership creates a one-of-a-kind campus experience, allowing CCD students to have access to a university-caliber library.

The library can also be accessed online at:

https://library.auraria.edu/#_ga=2.182686630.1075287651.1586276307-1393603519.1572886491

Lowry Practical Nursing Student Library

The Practical Nursing Program manages their own library for student use at the Lowry Campus. This library includes copies of all course and ATI textbooks, as well as resources for NCLEX-PN preparation. Students are permitted to check-out books from the Lowry PN Student Library for a designated period of time by contacting Taylor.Braatz@ccd.edu.

Academic Support Center and Accessibility Center

Tutoring is not meant to take the place of classroom instruction or independent student studying or group studying and cannot be scheduled during class time. It is intended to look at studying habits, reading strategies, and course content clarification.

Check with your course instructor to determine if tutoring would be helpful and to obtain a referral. Students are expected to have done all required reading prior to tutoring sessions. Students who are having academic difficulty and need support outside of class please fill out a tutoring request form (see page 50)

Students who are placed with individual tutors are expected to:

- Keep scheduled appointments with tutors
- Call the tutor if you are not able to meet as scheduled
- Do all of your own assigned work

There are many services available to students with disabilities and special needs. It is the individual student's responsibility to request such services and to provide appropriate, current documentation of the need for such services.

1. Students requesting disability accommodations should first meet with an Accessibility Specialist from the Accessibility Center (AC) by calling the Accessibility front desk phone number at 303-556-3300. It is recommended students set up their intake appointment with the AC prior to starting the Nursing Program. Specific information regarding the accommodation process can be accessed through the AC.
2. Accommodations will only be provided if a student provides an updated copy of the accommodation letter to his or her individual faculty each semester.

Appendix C

College Directory

Directory

Police Routine Calls	AD Bldg, 1st Floor	303.556.5000
EMERGENCY	Campus Phone Only	911
General Information		303.556.2600
Auraria Campus General Information		303.556.2400
Campus Closures		303.556.2401
Administration		
President's Office	CHR 301	303.556.2413
Provost's Office	CHR 301	303.352.3048
Executive Dean, Center for Arts & Humanities	CHR 306/307	303.352.6473
Dean, Center for Career & Technical Education	CHR 201	303.556.2487
Dean, Center for Health Sciences at Lowry	1070 Alton Way	303.365.8300
Dean, Center for Math & Science	Math CNF 301 Science SI 1006	303.352.6812 303.352.6460
Dean, Center for Performing Arts, Behavioral & Social Sciences	KC 594	303.352.3061
VP, Enrollment Administration & Student Success	CNF 103C	303.352.3074
Executive Dean, Enrollment Services	CNF 112	303.352.6906
Dean, Student Development & Retention	CNF 123	303.352.6958
Student Life	TV 309	303.556.2597

Welcome Centers	CNF - First Floor CHR - First Floor	303.352.3166 303.352.6948
Academic Advising & Student Success Center	CNF 123 CHR 141	303.556.2481 303.352.6964
Academic Support Center-Tutoring	CNF 401	303.352.6497
Academic Technology Center	BLD 104	303.352.6520
Accessibility Center	CNF 121	303.556.3300
Admissions, Recruitment & Outreach	CNF 112	303.556.2420
Advanced Manufacturing Center (AMC)	2570 31st Street	303.477.0146
Auraria Library	1100 Lawrence Street	303.315.7700
BankMobile		877.524.4013
Book Store	Tivoli Student Union	303.556.4286
Business Office	CNF 119	303.556.2075
Campus Recreation	PE 108	303.556.3210
Care Team	TV 343	303.352.3205
Career & Transfer Center	CHR 111	303.556.2461
CEC Middle College of Denver	Career Ed. Center, CHR 151	303.352.6494
Child Care Auraria, Child Care Center	950 9th Street	303.556.3188
College Pathways	CHR 216	303.352.3301
Computer Labs General	CCD.edu/ ComputerLabs	
Counseling Center	TV 221	303.352.6436
Credit for Prior Learning	CNF 123	303.352.5041
Dental Hygiene Clinic	Lowry, 1062 Akron Way	303.365.8338
DREAMers/ASSET/DACA	CNF 112	303.352.4034
Educational Opportunity Center (TRIO EOC)	CHR 137	303.352.8746
Financial Aid & Scholarships	CNF 120	303.556.5503
Food Pantry (Office of Student Life)	TV 309	303.556.2597
Foundational Skills Institute	CNF 403	303.352.6805
Graduation	CNF 114	303.556.2420
Health Center, Auraria	PL 150	303.556.2525
HelpDesk, IT		303.352.3030
Honors Program	CCD.edu/Honors	

International Student Services	CNF 114	303.352.3073
Keys Scholarship	CNF 123	303.352.6342
Lending Library (Office of Student Life)	TV 309	303.556.2597
LGBTQ Student Resource Center	TV 213	303.615.0515
Lost & Found	CHR Info, CNF Welcome Center, Tivoli Station	303.352.6948 303.352.3166
New Student Orientation	CNF Welcome Center	303.352.3274
Parking & Transportation	777 Lawrence Way	303.556.2000
Phi Theta Kappa	CCD.edu/PTK	
Phoenix Center at Auraria	TV 227	303.556.6011
Promissory Notes & Tuition Deferral	CNF 119	303.556.2075
Registration & Records, Office of Scholarships	CNF 114 CNF 120	303.556.2420 303.556.5503
Southwest Early College	3001 S. Federal Blvd	303.935.5473
Student Conduct	TV 343	303.352.3205
Student Government Association	TV 310	303.352.6532
Student ID Cards	Tivoli Station, ID Station	303.556.4286
Student Life Office	TV 309	303.556.2597
Student Union	Tivoli (TV)	303.556.6330
Summer Bridge Program	CHR 137	303.352.8746
Testing Center	CNF 216	303.352.6810
Tivoli Station	Tivoli Student Union	303.556.4286
TRIO Student Support Services (SSS)	CHR 137	303.352.8746
Veteran Support Services	CNF 114	303.352.5008

GOT QUESTIONS?

Accommodations?	Accessibility Center, CNF 121	303.556.3300	CCD.edu/ Access
Activities?	Student Life, TV 309	303.556.2597	CCD.edu/ StudentLife
Advising?	CNF 123 CHR 141	303.556.2481 303.352.6964	CCD.edu/ Advising
AMC?	Advanced Manufacturing Center, 2570 31st Street, Denver	303.289.1249	CCD.edu/AMC
ATM?	1st Floor of CHR, CNF, KC & TV		
Books?	Tivoli Station, TV 105	303.556.4286	AurariaBooks. com
Campus Safety?	AHEC Police, AD 110	303.556.5000	AHEC.edu/ acpd
Career Coaching?	Career & Transfer Center, CHR 111	303.556.2461	CCD.edu/ Career
Complaints?			CCD.edu/ Complaints
Computer Labs & Tutoring?	Computer Lab & Tutoring Services, CHR 205 BLD 104	303.352.2487 303.352.6520	CCD.edu/ ComputerLabs
	Auraria Library, 1100 Lawrence Street	303.556.6159	Library. Auraria.edu
	Academic Support Center, CNF 403	303.352.6497	CCD.edu/ Tutoring
Counseling?	Counseling Center, TV 221	303.352.6436	CCD.edu/ Counseling
D2L?	Desire to Learn Technical Support	888.800.9198	
DegreeWorks?			CCD.edu/ DegreeWorks
DREAMer?			CCD.edu/ DREAMers
Emergency?	911 on any campus phone	303.556.5000	
Food?	1st Floor of CHR, CNF, KC, TV Vending Machine: 1st Floor of CHR, CNF, KC	Microwaves: 1st Floor of CHR, CNF	AHEC.edu/ campusfood
Food Pantry?	Student Life, TV 309	303.556.2597	CCD.edu/Food- Pantry

Gender Inclusive Restrooms?			CCD.edu/Maps
Grievances?			CCD.edu/Complaints
Health Center?	Health Center at Auraria, PL 150	303.556.2525	MSUDenver.edu/healthcenter
Help?	1st Floor of CNF Welcome Center, or CHR INFO, North Entrance		
ID?	2nd Floor of Tivoli Station, ID Station	303.556.4286	AHEC.edu/for-students/commuter-resource-center
International Students?	CNF 114	303.352.3073	CCD.edu/International
IT Support?	IT Help Desk	303.352.3030	CCD.edu/ITS
Lending Library?	Student Life, TV 309	303.556.2597	CCD.edu/Books
LGBTQ Students?	LGBTQ Student Resource Center	303.615.0515	GLBTSS.org
Lockers?	Business Office, CNF 119, Lock provided by Student Life, TV 309	303.556.2075 303.556.2597	
Lowry?	Health Sciences, 1070 Alton Way	303.365.8300	CCD.edu/Health-Sciences
Mail?	Postbox AD 1st Floor, CHR 1st Floor & TV 3rd Floor		
Money?	Financial Aid, CNF 120	303.556.5503	CCD.edu/FinAid
Parking?	9th Street Garage		AHEC.edu/parking
Rave Alert?	Sign Up for Campus Alerts		GetRave.com/login/CCD
Rec Center?	PE Events Center	303.556.3210	MSUDenver.edu/campusrec
Reflection Rooms?	CHR 314 M-F, 8:00 a.m.-5:00 p.m.	TV 348 & 349 Seek the key from AHEC in TV 325	
Registration?	Office of Registration & Records, CNF 114	303.556.2420	CCD.edu/Register

Safety?	Police, AD 110 Emergency Blue Light Phones across Campus	303.556.5000	AHEC.edu/acpd
Student Government?	Student Government Association, TV 310	303.352.6532	CCD.edu/SGA
Student Clubs? Organizations?	Student Life, TV 309	303.556.2597	CCD.edu/ StudentOrgs
Study Lounge?	CHR 234 CNF 1st & 3rd & 4th floor TV 261 & 257 & 355		
Text-a-Tip?		720.593.TIPS	
Transfer to a 4-yr?	Career & Transfer Center, CHR 111	303.556.2461	CCD.edu/Transfer
Transportation?	Bus/Light Rail Pass & Schedules, TV station, 2nd Floor	303.556.4286	AHEC.edu
	NightRider & Accessible Shuttles	303.556.2001	
Tuition Payment?	Cashier's Office, CNF 119	303.556.2075	CCD.edu/ Payment-Plan
Tutoring?	See Computer Labs & Tutoring		
Veterans?	Veterans Support Services, CNF 114	303.352.5008	CCD.edu/ Veterans

Appendix D

Nursing Program Directory

Dean of Health and Natural Sciences:

Fida Obeidi PhD, PMP

Fida.Obeidi@ccd.edu

303-365-8388

Director of Practical Nursing:

Stephanie Uhlhorn PhD(c), RN

Stephanie.Uhlhorn@ccd.edu

303-365-8390

Full Time Practical Nursing Faculty:

Taylor Asher MSN, RN-BC

Taylor.Asher@ccd.edu

303-365-8359

Melissa Chevarria MSN, RN

Melissa.Chevarria@ccd.edu

303-365-8377

Full Time Simulation Coordinator:

Frank Stickler II BSN, RN, CNRN, CCRN, CHSE

Frank.Stickler@ccd.edu

303-365-8380

Appendix E

Performance Improvement Plan

CCD Nursing

Performance Improvement Plan

Student Name: _____ Student S#: _____

The Performance Improvement Plan is designed to encourage success in any student who is not fully meeting requirements. It provides written documentation of the issues that are causing a student to be at risk, the necessary changes, and a “student-driven” plan to help the student resolve the issue/concern.

Detailed description of incidence or concern: (Identify course, specific assignments/grades, behaviors/discussions). Attach formative notes as needed

Faculty:

Requirements/Objectives or Policies not being met:	Objective evidence of behaviors, actions, or events:

Faculty:

Description of expectations, deadlines and consequences to ensure student success

Student: Attach your written plan of what you (the student) will do to meet the above requirements or outcomes in the SMART goal format. Be very specific about what you plan to do. *Include date if/whenever applicable.*

Date the student and Faculty will meet to review the student's progress: _____

Student's Name (Print):

Faculty's Name (Print):

Student's Signature:

Faculty's Signature:

Date: _____

Date: _____

Witness: _____ Signature: _____ Date: _____

Performance Improvement Plan Update Information

Student Name: _____

Original Plan Date: _____

Today's Date: _____

Student: Attach a document that describes what you have done to improve performance since the last meeting, and whether or not you met your goals. Be as specific as possible.

Has the student met the goals agreed upon in the original meeting? Yes No

Faculty: Requirements that were not being met (from the original PIP)

Necessary to meet again? YES or NO If Yes, when? _____

Is the performance Improvement Plan Closed? Yes _____ No _____

If it required that the PIP remain open and additional meetings are to be conducted, please outline additional expectations, deadlines and consequences to ensure student success

Student's Name (Print):

Faculty's Name (Print):

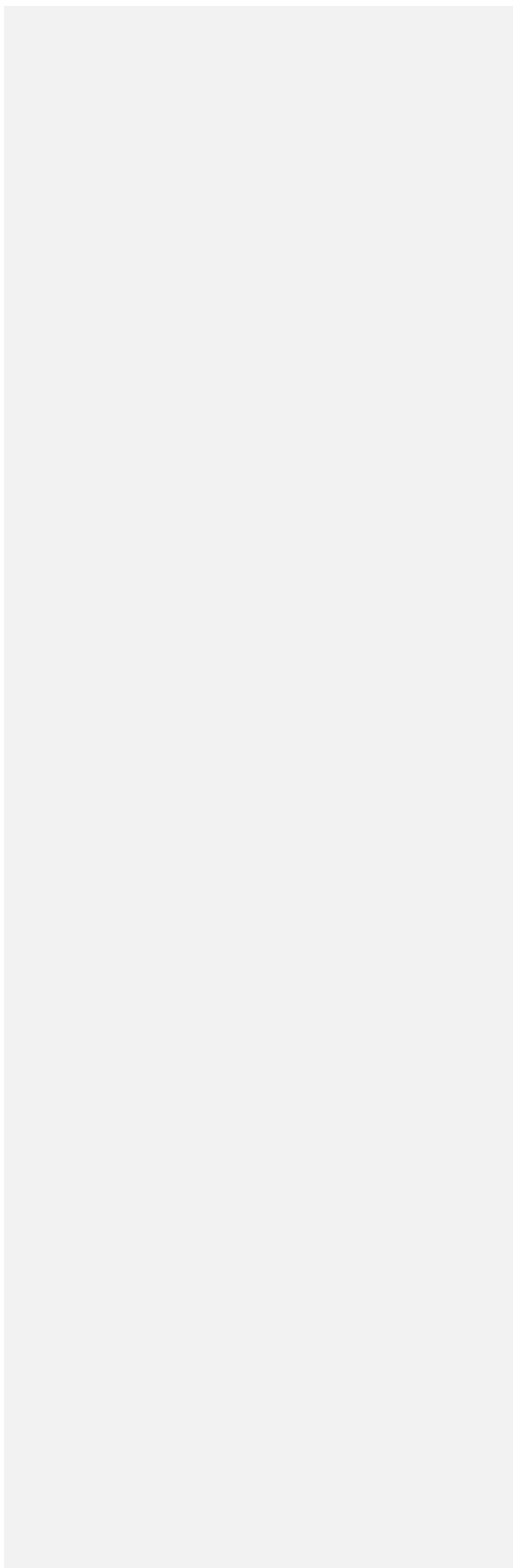
Student's Signature

Faculty's Signature

Date: _____

Date: _____

Witness: _____ Signature: _____ Date: _____



Appendix F

Incident/Warning Report

Course: _____ Date: _____

Student Name: _____

Has a similar incident occurred previously? Yes No

When and Where did this incident occur?

Describe the incident/observation:

Refer to (pp. in Handbook, Code of Conduct, Syllabus, Clinical Objectives, etc.):

Plan (What student must demonstrate to remedy the violation):

Student's Name (Print):

Faculty's Name (Print):

Student's Signature

Faculty's Signature

Date: _____

Date: _____

**Signature indicates student has been informed of the unsatisfactory performance this time. Failure to correct behavior may result in remediation and/or a failing grade.*

Appendix G

Remediation Plan

Student Name _____ Date _____

Concern (Description of the violation):

- Provide safe, quality, evidence-based, patient-centered nursing care in a variety of healthcare settings to diverse patient populations across the lifespan.
- Engage in critical thinking and clinical reasoning to make patient-centered care decisions.
- Implement quality measures to improve patient care.
- Participate in collaborative relationships with members of the interdisciplinary team, the patient, and the patient's support persons.
- Use information management principles, techniques, and systems, and patient care technology to communicate, manage knowledge, mitigate error, and support decision-making.
- Provide leadership in a variety of healthcare settings for diverse patient populations.
- Assimilate professional, legal, and ethical guidelines in practice as a professional nurse.
- Promote a culture of caring to provide holistic, compassionate, culturally competent care.

Describe specific observations:

Refer to (pp. in Handbook, Code of Conduct, Syllabus, Clinical Objectives, etc.):

Plan (What student must demonstrate to remedy the violation):

(Continued on next page)

Remediation will be in effect until:

Consequence(s) of failure to remedy violation:

Student's Name (Print):

Faculty's Name (Print):

Student's Signature

Faculty's Signature

Date: _____

Date: _____

Follow-up:

Date: _____

_____ Student has met plan requirements with termination of remediation

_____ Student has not met plan requirements with the following consequence(s):

Student's Signature

Faculty's Signature

Date: _____

Date: _____

Appendix H

Immunization Requirements

The immunizations required are standards set by the Colorado Department of Health (CDPHE) and Centers for Disease Control (CDC) and Prevention.

Measles (Red Measles, Rubeola)

- Dates of two doses of measles or MMR vaccine after one year of age **or**
- Report of immune titer proving immunity

Mumps

- Date of two mumps or MMR vaccine **or**
- Report of immune titer proving immunity

Rubella (German Measles)

- Date of one rubella or MMR vaccine **or**
- Report of immune titer proving immunity

Tetanus/Diphtheria

- Date of booster vaccination, regardless of date of birth.
- This must have been received within the last 10 years.

Chicken Pox (Varicella)

- Date of two vaccinations **or**
- Report of immune titer proving immunity
- **History of disease is no longer accepted**

Recommendation for Hepatitis B vaccinations

In December of 1991, the Federal Rule on OSHA for blood borne pathogens passed. This put into law employer and employee responsibilities for the education and management of all potential individuals who may have occupational exposure to blood borne pathogens. Although your role as a student in nursing does not fall under this legislation, CCD faculty believe it is in the best interest of our students to complete the Hepatitis B vaccine series.

More information regarding Hepatitis B can be found at this CDC link:

<https://www.cdc.gov/hepatitis/hbv/hbvfaq.htm#overview>

Students may be exposed to the blood or body fluids of persons with acute or chronic Hepatitis B virus (HBV) infection while performing your clinical assignment. The primary vaccination series consists of three doses of vaccine. Hepatitis B vaccination does not replace the need for following Standard Precautions.

Students are required to acknowledge and document that they have been advised of the recommendation for Hepatitis B vaccination.

Please complete **EITHER** the Hepatitis B Vaccination Verification form OR the Hepatitis B Immunization Waiver form which are completed as part of the application to the CCD Practical Nursing Program *Hepatitis B*

- Date(s) of vaccination(s). The Hepatitis B vaccine is given in a series of three doses. The first two are given one month apart followed by the third dose five months after the second **or**
- Signed declination letter **or**
- Report of positive antibody (if secondary to disease, a signed declination letter is required)
- Report of immune titer proving immunity

Annual Influenza Vaccine

- Details and timeframe for administration of vaccine are be guided by the Colorado Department of Health.
- Medical reasons for non-administration will require follow-up and additional documentation.
- The Influenza Vaccine should be received in the early Fall (August- September timeframe)

Tuberculin Test

- Mantoux tuberculin skin (PPD) test
 - The TB skin test (Mantoux tuberculin skin test) is performed by injecting a small amount of fluid (called tuberculin) into the skin in the lower part of the arm. A person given the tuberculin skin test must return within 48 to 72 hours to have a trained health care worker look for a reaction on the arm.
- Documentation Requirements Mantoux tuberculin skin (PPD) test
 - o Date and result of two step test, (2nd Mantoux must be given 7 – 14 days after the first step is given) if it is the student's first Mantoux screening.
 - o The 2-step Mantoux must be no more than 90 days prior to the first day of the semester and may need to be repeated during the school year depending on requirements of clinical/practicum sites.

If the test is positive, the individual must have one of the following:

- A negative chest x-ray within five years prior to beginning clinical experience. This test may be required more frequently by clinical site requirements.
- If greater than one year, must complete form reviewing active symptoms.
- or a negative blood test as is listed above

Appendix I

Request for Test Question Review

Course: _____ Test: _____

Faculty Member(s): _____

Student(s) requesting review:

PROCESS

- Submit within 24 hours
- Substantiate request with appropriate rationale with references from required textbooks/ebooks or other sources from syllabus. References must include the page number and paragraph. Copies of rationale are preferred.
- Submit request to faculty member with requesting student(s) names.

Test Question # _____ Reference: _____

Rationale: _____

Test Question # _____ Reference: _____

Rationale: _____

Test Question # _____ Reference: _____

Rationale: _____

Test Question # _____ Reference: _____

Rationale: _____

COURSE EVALUATION AND CONSENT FORMS

Course Syllabus Signature Form

This form is to be completed at the beginning of each course.

Handbook:

I have read and understand the CCD Practical Nursing Program Student Handbook and I know that I am responsible for the content and the policies within the handbook.

Student signature _____
Student printed name _____
Date _____
Semester/ Year _____

Course Syllabi/ Clinical Packet:

Each course in the nursing program abides by policies in the Nursing Program Student Handbook. Any additional requirements or policies for specific courses are printed in the Course's Syllabus.

I have read and understand the NUR ____ Course Syllabus for the course I am currently enrolled. I understand that I am responsible for the contents in the syllabus. I will ask the faculty for any clarification needed so that I can fulfill the student responsibilities to successfully complete the course.

I understand that there may be changes to the syllabus during the course and these changes will be updated in the D2L NUR Course Announcement and Content sections or given as written information in class.

Student signature: _____
Student printed name: _____
Current Course: _____
Date _____

Clinical Orientation Form

Student _____

Date _____

Clinical Site: _____

Objective: To determine a working knowledge of the hospital unit's physical set-up. Please check and date when completed. **Enter N/A if non-applicable.** Must be signed by student and clinical instructor.

	Date of Completion
Orientation to Nursing Unit	
1. Introduction to Clinical Manager and Staff	
2. Tour of Unit	
3. Patient Rooms	
4. Clean/Dirty Utility Room, Kitchen	
5. Treatment Room	
6. Patient Bathrooms	
7. Nurse's Station	
8. Supply System Equipment Linen	
9. Clinical Manager's Office, Conference Room, Waiting Area, Public Restroom Lockers, Restrooms Exits, Elevators, Stairways	
10. Patient Call System	
11. Telephones; Paging System	
12. Medication System, Medication Room, & Carts	
13. Manuals & Reference Materials, Nursing Policies & Procedures	
14. Patient Charts	
15. Emergency Equipment	
16. Code Red Response/Fire Alarms	
17. Code Blue Response	
18. Fire Extinguisher/O2 shut off/Vacuum	
19. Security Procedures	
20. Assignment Posting (as applies)	

Student Signature: _____ Date: _____

Clinical Instructor's Signature: _____ Date: _____

Clinical Site Evaluation by Student

Agency _____ Unit(s) _____
 Semester/Year _____ Dates/Shift _____
 Clinical Course NUR 1070 1071 1072 1073 (Circle One) _____

Directions: Listed below are a number of statements that describe factors in the clinical setting that may facilitate or inhibit learning. Choose the rating that best describes your evaluation of each statement. Please return this evaluation to your Clinical Instructor.

Students are expected to write professional feedback adhering to ANA Code of Ethics and CCD Student Conduct Policies and will refrain from offensive, degrading, or uncivil communication.

Ratings

Strongly Disagree=1 Disagree=2 No Opinion=3 Agree=4 Strongly Agree=5

Factor	Rating
1. Experiences are available that appropriately meet course objectives.	
2. Experiences offer opportunities to apply and synthesize classroom theory.	
3. Experiences are available that facilitate student creativity.	
4. Experiences are available that facilitate critical thinking at an appropriate level.	
5. Experiences are varied and broad in scope.	
6. Experiences offered opportunities to utilize and develop clinical skills.	
7. The facility's medication system upheld the safe practice of medication administration.	
8. There are an adequate number of experiences for clinical assignments.	
9. There is evidence the nursing staff uses the nursing process model in delivering care.	
10. The unit(s) facility provides opportunities for individualized student learning needs.	
11. Nursing staff are professional nurse role models.	
12. Faculty-nursing staff relationships facilitate open communication.	
13. Student-nursing staff relationships facilitate the student's learning.	
14. Unit/Facility staffs' expectations of students are realistic.	
15. Adequate conference space is provided.	
16. The overall atmosphere of the facility or unit is conducive to learning.	
17. The clinical environment is physically safe.	
18. The clinical environment is psychologically safe (i.e., enhancement of self-image, absence of harassment, etc.)	
19. Faculty/Students are made aware of changes in client condition and treatments in a timely fashion.	
20. Privacy is provided for faculty/student consultation.	
21. Unit(s) facility staff follows accepted Standards of Care.	
22. I would recommend use of this facility to other nursing students.	

Please feel free to make any comments, offer additional feedback, or offer suggestions. The faculty greatly appreciates your assistance in our evaluation processes! Use the back of this form if necessary.

Student Evaluation of Clinical Instructor

Clinical Instructor _____ Semester _____ Year _____
 Facility _____ Unit(s): _____ Course: _____

Place a check mark in the box that best describes the clinical instructor's performance for each expectation listed. Students are expected to write professional feedback adhering to ANA Code of Ethics and CCD Student Conduct Policies and will refrain from offensive, degrading, or uncivil communication. Thank you for your feedback.

Expectation of Instructor	Meets Expectation	Does Not Meet Expectation
Clinical sessions reflect organization and advanced, effective planning.		
a) Organizes clinical experiences in a manner that is meaningful to the student.		
b) Is flexible when need arises.		
c) Is available to students during scheduled shift.		
Demonstrates mastery of course content.		
a) Demonstrates mastery of specialized area of nursing to guide students learning		
Clinical sessions show clear relationships to course outcomes.		
a) Facilitates student-learning activities based on course/clinical outcomes.		
b) Utilizes established course forms/guidelines.		
c) Explains concepts clearly.		
d) Utilizes a variety of methodologies and goal-oriented activities, which support clinical outcomes/ course outcomes.		
e) Utilizes appropriate learning opportunities/experiences as they occur in the clinical setting.		
f) Attempts to motivate students and foster active student involvement.		
g) Utilizes questions and strategies to stimulate critical thinking and analysis.		
h) Encourages student independent thinking and learning.		
Clinical sessions reflect professional, effective communication and relationships with students and staff.		
a) Demonstrates respect and courtesy in instructor/student relationships.		
b) Demonstrates recognition and understanding of student individuality.		
c) Respects the confidentiality of student relationships.		
d) Maintains open and effective communication with students.		
Promotes a positive instructional environment		
a) Creates a climate in which students feel free to ask questions or ask for help.		
b) Gives sufficient, objective, verbal/written evaluative feedback on written assignments.		
c) Returns assignments in a timely manner.		
d) Offers students clear feedback about clinical performance.		
Implements course/nursing program policies and procedures.		
Maintains clinical sessions as scheduled.		
Reflects enthusiasm for healthcare and for teaching in clinical role.		

COMMENTS: Please use back of page or additional pages. Students are expected to write professional feedback adhering to ANA Code of Ethics and CCD Student Conduct Policies and will refrain from offensive, degrading, or uncivil communication.

Course Evaluation

Course: _____ Semester/Year: _____

Instructions: **THIS IS NOT AN INSTRUCTOR EVALUATION.** This is an evaluation of the course and its curriculum. Please respond to the questions focusing on the course content.

Students are expected to write professional feedback adhering to ANA Code of Ethics and CCD Student Conduct Policies and will refrain from offensive, degrading, or uncivil communication.

Ratings:

Strongly Disagree=1 Disagree=2 No Opinion=3 Agree=4 Strongly Agree=5

Topic	Rating
1. Do you feel that the objectives of this course were met?	
2. Was the information given in the course appropriate to the clinical experience?	
3. Did the classroom experience articulate well into the class skills laboratory experience?	
4. Were the learning experiences appropriate to your learning style?	
5. Did the course exams reflect the assigned material?	
6. Did the course seem at an appropriate level at your current place in this program?	
7. Do you feel you are prepared to go into the next level of nursing?	
8. Do you think the required general education courses adequately prepared you for this course?	
9. Do you feel the study time required is appropriate for the semester hours?	
10. Did the classroom experience articulate well into the Simulation laboratory experience?	
11. Did the simulation experience(s) assist you in meeting the course objectives?	
12. Were you able to apply knowledge acquired in the simulation lab to patients in the clinical setting?	

What were the strengths of this course?

What were the weaknesses of this course?

Was the classroom space adequate for your learning needs?

Please comment on the use of D2L in the course.

Please include any additional comments your might have.

INSTRUCTOR EVALUATION

Instructor's Name:

Course Number:

Semester:

Students are expected to write professional feedback adhering to ANA Code of Ethics and CCD Student Conduct Policies and will refrain from offensive, degrading, or uncivil communication.

	POOR	AVERAGE	GOOD	EXCELLENT
1. The instructor's ability to foster my learning was:				
2. The instructor's ability to provide clear, well-organized instruction was:				
3. The instructor met my learning needs				

4. What was most effective about the instructor's teaching and presentation? What did the instructor do that worked well and what did the instructor do that didn't work well?

5. Please comment on the organization and materials of this course (for example: Syllabus, textbooks, handouts, assignments, labs, case studies, out-rotations). What helped you understand the material?

6. Discuss any areas that could be improved related to methods, delivery, personal style, instruction, innovation, rapport etc. and explain.

Textbook Evaluation by Student

Course: _____
Semester _____ Year _____
Name of Textbook _____ Edition _____

Your feedback is important to the faculty. One method for ensuring excellence in our course is to evaluate the textbook. Please assist us by completing this form.

Students are expected to write professional feedback adhering to ANA Code of Ethics and CCD Student Conduct Policies and will refrain from offensive, degrading, or uncivil communication.

Ratings

Strongly Disagree=1 Disagree=2 No Opinion=3 Agree=4 Strongly Agree=5

	Rating
Table of Contents and Index were helpful in locating topics.	
Organization of the text followed logical order.	
Content was delivered at an understandable level.	
Style of presentation stimulated my critical thinking skills.	
Examples, illustrations, charts, etc. helped explain and reinforce theory.	
Material was presented in a clear and interesting manner.	
Text was appropriate for this course.	

Lowry Hospital Simulation Agreement

I acknowledge that I have read the Lowry Hospital Simulation Center section of the PN program student handbook and will abide by the following rules during simulation:

1. I will not use ink pens near the simulation manikins
2. I will not bring food or drink into the lab and/or simulation areas
3. I will treat each patient with respect and dignity and not roughhouse simulation equipment
4. I will assist in cleaning and break down of simulation setups and maintain a care environment that is clean and safe.
5. I will respect the confidentiality of each patient and experiences that occur during simulated experiences.
6. I will uphold a safe learning environment of simulation for self and others
7. I give permission to be recorded during simulated scenarios for the specific purpose of evaluating student performance during scenarios for debriefing.
8. I will uphold all school and program policies on student conduct while in the lab and simulated environment.

Student Name (Print)

Date

S#

Student Signature

References

Cronenwett, L., Sherwood, F., Barnsteiner, J., Disch, J., Johnson, J., Mitchell, P., et.al. (2007). Quality and safety education for nurses. *Nursing Outlook*, 55(3), 122-131.

Institute of Medicine. (IOM). (2001). *Crossing the quality chasm. A new health system for the 21st century*. Washington (DC): National Academies Press (US).

National League for Nursing. (2010). *Outcomes and competencies for graduates of practical/vocational, diploma, associate degree, baccalaureate, master's, practice doctorate, and research doctorate programs in nursing*. New York: Author.