Hibbing Community College
Associate Degree
Program in Nursing

Student Handbook
2020 – 2021
# TABLE OF CONTENTS

WELCOME .................................................................................................................................................. 1

THE COLLEGE & THE NURSING PROGRAM – A BRIEF HISTORY ....................................................... 2

THE NURSING EDUCATION UNIT .......................................................................................................... 3
  - Nursing Program Mission Statement ................................................................................................. 3
  - Commitments ....................................................................................................................................... 3
  - Program Philosophy .............................................................................................................................. 3
  - Program Accreditation/Approval ........................................................................................................ 6
  - Core Concept Definitions .................................................................................................................... 7
  - The Nursing Process ............................................................................................................................ 8
  - Nursing Program/Curriculum Integration Model ................................................................................ 9
  - Learning Outcomes ............................................................................................................................. 10
  - Program Outcomes ............................................................................................................................. 10
  - Associate in Science Degree in Nursing Two Year Curriculum Program Plans ............................. 11
  - Estimated Costs .................................................................................................................................. 13
  - After Acceptance & Important Considerations ............................................................................... 14

GENERAL INFORMATION ....................................................................................................................... 15
  - Registration ......................................................................................................................................... 15
  - Program Expenses ............................................................................................................................... 15
  - Student Health Status Declaration & Immunization Form and Health Status Update Form ........... 15
  - LPN Licensure ..................................................................................................................................... 15
  - Student Physical and Mental Health ................................................................................................. 15
  - Blood Borne Pathogens ..................................................................................................................... 15
  - Basic Life Support (BLS) Certification ............................................................................................... 15
  - Criminal Background Study ............................................................................................................... 16
  - Current Student Contact Information .............................................................................................. 16
  - Liability Insurance .............................................................................................................................. 16
  - Children in Class ............................................................................................................................... 16
  - Student-Instructor Communication ................................................................................................. 16
  - Informing Students of Program Changes ......................................................................................... 16
  - Disruptive In-Class Behavior .......................................................................................................... 16
  - Laptop Computer Use in the Classroom ....................................................................................... 16

NursAppl\Nursing Program Student Guide #34 8/2005 Rev. yearly last August 14, 2020
- Cell Phones/Pagers ........................................................................................................ 17
- Grade Appeals and Student Grievances ........................................................................ 17
- Accessibility Services/Tutoring Services ...................................................................... 17
- Zoom and Online Conference Etiquette ......................................................................... 17
-Nursing Student Responsibilities .................................................................................... 18
- Responsibilities in the Clinical Area ............................................................................. 19
- Dress Code and Clinical Behavior Guidelines ............................................................... 20
- Minnesota State Associate Degree Nursing Programs Performance Standards .......... 21
- Clinical Performance Evaluation .................................................................................... 22
- Confidentiality Statement ............................................................................................... 22
- National Council Licensing Exam for Registered Nurses (NCLEX-RN) Review Course 22
- Program Dismissal ......................................................................................................... 23
- Student Opportunities for Involvement ......................................................................... 23

POLICIES.......................................................................................................................... 25
- Program Progression Policy ........................................................................................... 25
- Readmission Policy ......................................................................................................... 26
- Nursing Math Competency Testing Policy ..................................................................... 26
- Student Grading Policy .................................................................................................. 27
- Laptop Testing Policy ...................................................................................................... 27
- Assessment Technology Institute (ATI) Policy .............................................................. 27
- Assessment Technology Institute (ATI) Testing Policy ................................................. 28
- Student Attendance Policy ............................................................................................. 29
- Late Test Taking and Assignments .................................................................................. 29
- Clinical Absence Policy .................................................................................................. 30
- Return to School Policy .................................................................................................. 31
- Academic Honesty Policy .............................................................................................. 31
- Immunization Record Policy .......................................................................................... 31
- Work & Nursing School Policy ....................................................................................... 31
- Nursing Student Resource Library Policy ......................................................................... 32
- Social Networking Policy .............................................................................................. 32
- American Psychological Association (APA) Format Policy ............................................. 33
- Clinical Medication Error Policy .................................................................................... 33
- Safe Clinical Practice Policy .......................................................................................... 34

Nursing Program Student Guide #34 8/2005  Rev. yearly last August 14, 2020
- Testing and Exam Review Policy ................................................................. 35
- Alignment with other States’ Initial RN Licensure .................................................. 37

APPENDIX ........................................................................................................... 38
- Return to School Policy Form/Official Disability Guidelines ........................................ 39
- Nursing Student Readmission Request Form .................................................................. 40
- Confidentiality Contract & Academic Honesty Statement ............................................ 42
- HCC Clinical Performance Evaluation Tools .................................................................... 43
- Determination of Clinical Performance ........................................................................ 51
- Care Plan Grading Grid and Grading Rubric .................................................................. 52
- Rules of Rounding for Dosage Calculations .................................................................. 54
- APA Guidelines for HCC Nursing Written Work .......................................................... 55
- Nursing Student Occurrence Form .............................................................................. 57
- Resource Instructor Referral Form .................................................................................. 58
- Technical Standards for Entry-Level Nursing Programs ............................................... 59
- COVID Policy ............................................................................................................. 61
Welcome to the Hibbing Community College (HCC) Program in Nursing! The Nursing Student Handbook is a supplement to the HCC College Catalog and Student Handbook and is made available annually to all students upon entry or readmission to the program. It is designed to assist you to understand your rights, responsibilities, and opportunities as a nursing student at HCC. The purpose of this handbook is to provide you with information which is specific to the nursing program. It is very important that you refer to this handbook throughout your nursing program studies. This handbook is not intended to form a contract, and these materials are subject to change at any time. As policies and guidelines change, you will be notified, and the handbook will be revised.

The nursing program director and faculty are committed to your success. If you have any questions or problems, please do not hesitate to contact the nursing program director, nursing faculty, or nursing support personnel.

NURSING PROGRAM DIRECTOR: Sandy Gustafson C218, 262-7240, sandygustafson@hibbing.edu

FACULTY: Will provide contact information on course syllabi.

NURSING SUPPORT PERSONNEL: Cynthia Pogorels C217, 262-7381 cynthiapogorels@hibbing.edu

PROGRAM TUTOR: Jennifer Brearley C208, 218-263-2975 Jennifer.brearley.2@hibbing.edu

NURSING SIM LAB COORDINATOR: Janet Fleck C219, 218-262-7282 janet.fleck@hibbing.edu
HIBBING COMMUNITY COLLEGE  * A SNAP-SHOT

**Hibbing Community College (HCC): Where students start with a dream and finish with a future…**

**HCC Mission Statement:**
Hibbing Community College provides life-changing education and opportunities in a dynamic learning environment.

**HCC Vision Statement:**
Hibbing Community College will be recognized for educational innovation and excellence and as a leader for economic development and community vitality.

**HCC Core Concepts:**
In order to fulfill its Mission, HCC strives to:
*Build Relationships – Lead within the community, communicate with intention, inspire charitable partners, and connect students with community services.*
*Provide a Holistic Student Experience – Engage proactively with students, enhance the collegiate atmosphere on campus, embed community service into student experience, and utilize data to inform student programming.*
*Champion Inclusion and Equity – Attract diverse students and employees, advance the community in embracing diversity, promote a culture of acceptance and future, and understanding.*
*Secure the Future – Serve new audiences, promote professional development, and plan for succession.*

**HCC Partnerships:**
Essential to HCC’s success are its productive and mutually beneficial partnerships with business and industry, K-12, the Minnesota State (MnSCU) system, the Minnesota Legislature, and the community – all of which enhance HCC’s ability to act responsively, cooperatively, and innovatively.

**HCC Governance:**
HCC is a member of the Minnesota State System, a collection of 37 colleges and universities, and benefits from the variety of resources presented through this configuration, including legal services, instructional technology, data systems support, lobbying, and fiscal and facilities support. Also, as a member of a collection of colleges through NHED, HCC enjoys collegial relationships with its sister institutions. NHED is a unique governance structure within Minnesota State. The individually accredited five colleges are autonomous, strongly connected to their communities, and provide access and opportunity to higher education in their regions. As a district, this alignment creates more opportunities to collaborate and leverage additional resources. At the same time, there can be competition for students and program offerings.
Hibbing Community College Program in Nursing: Where students start with a dream and finish with a future…

Program Mission Statement:
Challenged to respond to a diverse and growing need for qualified nurses, Hibbing Community College Program in Nursing is dedicated to providing nursing students with entry level theory and clinical skills needed to understand and assume the responsibilities of a Registered Nurse in an individual, family, community, or acute, long-term, and/or rural community based setting as well as fostering within each student a commitment to lifelong learning and professional growth.

Program Commitments:
Hibbing Community College Program in Nursing is committed to:
*student success;
*the dignity of people;
*uniqueness of the individual;
*contributing to the well-being of others;
*inclusion of diversity;
*the discovery and utilization of scientific knowledge;
*the design and maintenance of an innovative curriculum current with today’s health care trends;
*integrity in all aspects of performance;
*interdependence, cooperation, and collaboration among all people;
*enabling and facilitating educational and career mobility;
*enrichment of cultural awareness;
*lifelong learning;
*fostering the personal and professional growth of students;
*professional development of faculty;
*high academic standards;
*excellence in teaching and learning.

Program in Nursing Philosophy:
The philosophy of the Associate Degree Nursing Program parallels the mission statement of Hibbing Community College. It is the Program’s endeavor to prepare students who are eligible to apply for registered nurse licensure and further, to function fully in basic entry level nursing positions while fostering a commitment to lifelong learning and professional growth.

The nursing faculty believe that nursing is both an art and a science. The nurse demonstrates the art and science of nursing while assuming a variety of roles including care provider, communicator, teacher, counselor, client advocate, change agent, leader, and manager of care. Nurses use cognitive, psychomotor, and affective skills within the context of the nursing process to engage in “the protection, promotion, and optimization of health and abilities, prevention of illness and injury, alleviation of suffering through the diagnosis and treatment of human responses, and the advocacy in the care of individuals, families, communities, and populations” (ANA, 2003, p. 6).*

The nursing student is prepared to assume the registered nurse role through curricular exposure to nursing theory and clinical practicum experiences. In order to deliver wholistic nursing care, knowledge from the humanities and the behavioral, physical, and social sciences are incorporated throughout the nursing curriculum and the required non-nursing support courses as evidenced in the Program Plan (see pages 9-11). The scope of nursing practice requires the student to develop and use critical thinking skill that is theoretically based to facilitate clinical decision making. The quality of nursing care is linked to students’ ability to transfer theory to practice, therefore the curriculum incorporates current professional standards and guidelines from the 2010 National League for Nursing’s (NLN) Associate Degree Outcomes & Competencies, Quality and Safety Education for Nurses, and the NLN Standards of Nursing Practice. These resources were utilized to guide development of student learning outcomes and curriculum. A variety of learning activities are employed, and evaluative feedback provided to foster achievement of student learning outcomes.

The Program philosophy and the subsequent curriculum further reflects the knowledge that optimum learning occurs within a supportive and respectful environment in which frequent evaluative feedback is provided. The Program goals are accomplished through a variety of instructional and technological modalities designed to address the diverse learning needs of our students. Nursing faculty facilitates learning as they motivate, impart knowledge, and role model professional nursing behaviors.

Past, Present, and Future:
Initial exploration of the possibility for the establishment of an Associate Degree Nursing Program in Hibbing, Minnesota began in 1956, with formal planning underway in 1958. Consultants from the National League for Nursing and representatives of the Minnesota Board of Nursing met with administrative personnel from the then named Hibbing Junior College and Hibbing General Hospital as well as representatives of a Lay Advisory Board to study the advisability of establishing such a program in the Junior College. Many details and challenges lay ahead of those striving to bring this vision to fruition, including the legislatively mandated minimum length for a program preparing students to become registered nurses. In 1961, after considerable time and effort expended in attempts to amend the Nurse Practice Act, the law was changed so the minimum length for a program preparing students to become registered nurses was reduced from thirty to twenty-two months. As a result of this change, more definitive action could be taken toward establishing an associate degree nursing program at Hibbing Junior College. The Board of Education of the school district authorized the college to initiate the program to begin in September 1962. The authorized program, in accordance with state law, would be 22 months in length and would require two academic years and two summer sessions for completion. Failure to find a qualified person as director resulted in a decision to postpone program initiation. In 1964, Hibbing Community College Program in Nursing admitted its first nursing class with eighteen students enrolled. In 1966, this first class of eleven nursing students graduated. The Program was one of the first two associate degree nursing programs receiving initial approval by the Minnesota Board of Nursing on August 23, 1964 with full approval following in June 1966 with continuous Board approval since. Fifty years later, students continue to benefit from the program’s excellent curriculum and expertise of highly credentialed instructors invested in student, program, and college success in the best interest of serving the immediate community and beyond.

From a historical perspective, it would be remiss not to reference the significance of the establishment of the Itasca Nursing Education Consortium (INEC) in relation to fulfilling the College and Program Missions. INEC was developed in 1982 with a grant from the Blandin Foundation in Grand Rapids, Minnesota and was modeled after its predecessor: Agassiz Region Nursing Education Consortium (ARNEC). INEC represents a partnership of educational institutions throughout Northeastern Minnesota offering one or more of five levels of nursing education (Nursing Assistant, Practical Nurse, Associate Degree Nurse, Baccalaureate Nurse, and Master’s degree Nurse). The impetus behind formation of the Consortium included:
-the need to increase the supply of registered nurses in the geographically vast but rural region of Northeastern Minnesota;
-the desire to develop an educational model that would promote educational mobility for graduates across the various levels of nursing education while maximizing and optimizing the utilization of existing post-secondary institutions.

Embedded in this model is the concept of articulation and each consortium member program plays a role in enabling educational and thereby career mobility for the students within their individual programs. And so, beginning in 1982, Hibbing Community College Program in Nursing added an Advanced Standing/LPN to Associate Degree Nursing Track option to its already well-established Generic/Traditional Associate Degree Nursing Track. The advanced standing track curriculum was built through a collaborative effort among the member programs to level curriculum across four of the five levels (nursing assistant, practical nursing, associate degree nursing, and baccalaureate degree nursing). The leveling of curriculum was to enable seamless transition between the four levels thereby serving to promote educational and thus career mobility. In the Spring of 2013, INEC disbanded having achieved its mission and with articulation firmly entrenched as a means of enabling education and career mobility.

The Program is shaped in the present and as it moves forward by its longstanding and proud history of distance site education. The Program’s commitment to distance education first began in the early 1980s with the establishment of the advanced standing track as mentioned above. Since its inception, the Program has run the advanced standing track on-campus as well as in Grand Rapids and International Falls and will continue to do so as long as a need exists, and the Program is able to sustain delivery of a quality program in nursing. Additional advanced standing track sites have included Cloquet and Duluth, Minnesota. Eventually, these two distance sites morphed into separate associate degree programs under the auspices of community colleges in their separate communities, but their start was with Hibbing Community College Program in Nursing. As recent as 2010, the Program witnessed the graduation of the most distant of the distance site cohorts, a group of three students in the advanced standing track in Baudette, Minnesota. Beginning in 2002 to present date and likely onward, the Program has successfully brought the Generic/Traditional Associate Degree Nursing Track to a variety of rural Minnesota communities including Bigfork, Cook, Ely, and Grand Marais. The distance site endeavors certainly give life to the old adage “Growing Our Own”.

The Program is shaped in the present and as it moves forward by its longstanding and proud history of distance site education. The Program’s commitment to distance education first began in the early 1980s with the establishment of the advanced standing track as mentioned above. Since its inception, the Program has run the advanced standing track on-campus as well as in Grand Rapids and International Falls and will continue to do so as long as a need exists, and the Program is able to sustain delivery of a quality program in nursing. Additional advanced standing track sites have included Cloquet and Duluth, Minnesota. Eventually, these two distance sites morphed into separate associate degree programs under the auspices of community colleges in their separate communities, but their start was with Hibbing Community College Program in Nursing. As recent as 2010, the Program witnessed the graduation of the most distant of the distance site cohorts, a group of three students in the advanced standing track in Baudette, Minnesota. Beginning in 2002 to present date and likely onward, the Program has successfully brought the Generic/Traditional Associate Degree Nursing Track to a variety of rural Minnesota communities including Bigfork, Cook, Ely, and Grand Marais. The distance site endeavors certainly give life to the old adage “Growing Our Own”.
Program Accreditation and Approval:
The ultimate intent of the Program is to provide high quality nursing education. Accreditation by the Accreditation Commission for Education in Nursing, Inc. (ACEN), formerly known as the National League for Nursing Accrediting Commission, Inc. (NLNAC) is optional for nursing programs. However, since accreditation reflects excellence in the profession, our Program sought and achieved full, initial ACEN accreditation, granted in July of 2012. The program received continued ACEN accreditation in August 2017 and the next accreditation visit will be in Spring 2025.

ACEN Contact Information:
Accreditation Commission for Education in Nursing, Inc.
3343 Peachtree Road NE Suite 850, Atlanta, GA 30326
Phone: 404-975-5000
Website: www.acenursing.org

In addition to this, national accreditation (ACEN), the Hibbing Community College meets full approval of the Minnesota Board of Nursing (MBON).

MBON Contact Information:
1210 Northland Drive Suite 120
Mendota Heights, MN 55120
Phone: 612-317-3000
Fax: 651-688-1841
Email: Nursing.Board@state.mn.us
Core Concept Definitions:
The Hibbing Community College Program in Nursing has adopted and adapted core concept definitions as proposed by Betty Neuman’s System Model. Neuman’s philosophy addresses the following four major concepts that provide the foundation for the Program’s curriculum design*:

PERSON is a unique wholistic system yet possesses a common range of characteristics and responses. Persons are a dynamic composite of physiologic, psychologic, sociocultural, developmental, and spiritual dimensions making the wholistic system of the person an open system. Human responses associated with the interaction between the interrelated multidimensional components and environmental stressors have an impact on the level of health. When the person adapts to environmental stressors, they perceive themselves as healthy. The person is unique and has innate value and worth. The health needs of individuals, families, communities, and populations are recognized, valued, and integrated into nursing care to facilitate the person’s ability to retain, attain, and maintain optimal wellness.

NURSING is a unique profession focused on the variables that affect a person’s response to stressors. Nursing is concerned with the whole person. Nursing focuses on establishing a trusting relationship while applying the nursing process to “protect, promote, and optimize health and abilities, prevent illness and injury, alleviate suffering through the diagnosis and treatment of human responses to stressors which impact health, and to advocate for the care of individuals, families, communities, and populations” (ANA, 2003, p. 6).* The nursing process is utilized to provide safe and competent wholistic nursing care to individuals across the lifespan, families, communities, and populations. Optimal client health is pursued through the collaborative efforts of the client, nursing, and other health care professionals.

HEALTH is the state of harmony or homeostasis. Disharmony reduces the wellness state. Person is an interacting open system with the environment and is either in a dynamic state of wellness (needs or met) or experiencing some degree of ill health (needs not met). The nurse promotes an adaptive and responsive environment to assist clients well and ill to retain (primary prevention), attain (secondary prevention) or maintain (tertiary prevention) optimal health.

ENVIRONMENT variables interact with internal and external stressors. Intrapersonal, interpersonal, and extrapersonal stressors disturb the person’s normal line of defense. As an open system, the person interacts with, adjusts to, and is adjusted by the environment. The person attempts to retain harmony through negotiating the interaction between the environmental variables.

*As adapted from:
The Nursing Process:

Nursing care is designed and delivered using the nursing process. The nursing process is a problem-solving framework that requires the skills of critical thinking, problem solving, and decision making to assess, identify, and prioritize client needs (nursing diagnoses), plan care systematically by establishing client goals and nursing strategies, and implement and evaluate the outcomes of the care provided. The nursing process is a dynamic and cyclic process that involves the following activities:

1. **Assessment:** The establishment of a client data base through ongoing data gathering utilizing the methods of Observation, Interview, and Physical Examination. Assessment is equal to data gathering + data organization + data validation + data documentation.

2. **Nursing Diagnosis:** Analysis of the data gathered during assessment yields the identification of the individual client needs/nursing diagnoses.

3. **Planning:** The planning process within the structure of the nursing process involves setting priorities, establishing client goals, and selecting nursing strategies/interventions. The product of these planning activities is the individualized nursing care plan.

4. **Implementation:** The implementation phase of the nursing process involves putting the individualized nursing care plan ‘into action’. While carrying out the plan of care, the nurse continues with ongoing assessment and modifies the plan of care as appropriate to the assessment findings.

5. **Evaluation:** During evaluation the nurse determines the extent to which client goals have been met and if nursing interventions have been effective in preventing, reducing, and/or resolving client needs. Evaluation findings determine the need for further modifications to the plan of care.

Though listed as separate activities, the above represent overlapping, ongoing sub-processes that are tightly intertwined. Delivering care from the nursing process benefits the client by improving the quality of care they receive and the nurse benefits in the assurance that they are delivering care that meets the client’s needs and the standards of their profession.
Hibbing Community College

NURSING PROGRAM / CURRICULUM INTEGRATION MODEL

CURRICULAR THREADS
- Wholism (person & client)
- Internal / External Stressors
- Patient Autonomy
- Patient Safety
- Clinical Reasoning
- Clinical Competence
- Nursing process
- Nursing Knowledge
  - nursing science
  - nursing esthetics
  - nursing ethics
  - personal knowledge

STUDENT LEARNING OUTCOMES*
- Professional Behaviors
- Safety
- Evidence-Based Practice
- Patient-Centered Care
- Teamwork and Collaboration
- Nursing Judgements
*Adapted from QSEN and NLN

PREVENTION AS INTERVENTION MODES
- Primary Prevention (retain)
- Secondary Prevention (attain)
- Tertiary Prevention (maintain)

End-of-Program Student Learning Outcomes:

The Hibbing Community College Program in nursing has developed the end-of-program learning outcomes within the context of professional standards. Upon completion of the Hibbing Community College Program in Nursing, the graduate will apply the nursing process in providing wholistic care while:

1. demonstrating professional behavior that reflects integrity, accountability, responsibility, and ethical nursing practice. **Professional Behaviors**
2. minimizing risk of harm to patients through system effectiveness and individual performance. **Safety**
3. integrating best current evidence with clinical expertise and patient/family preferences and values for delivery of optimal health care. **Evidence-Based Practice**
4. providing compassionate care that is respectful to patient preference, values, and needs which guides all clinical decisions. **Patient-Centered Care**
5. participating effectively with members of the inter-professional team to achieve quality patient care. **Teamwork and Collaboration**
6. making judgements in practice substantiated with evidence, utilizing informatics to provide safe, quality care to patients and their families. **Nursing Judgments**

Program Outcomes:

Parallel to the Program’s Mission, Philosophy, and Commitments, the faculty has identified the following Program Outcomes:

1. The program's most recent annual NCLEX licensure examination pass rate will be at least 80% for all first-time test-takers during the same 12-month period aggregated the program as a whole and by program option, location and completion date.

2. 65% of the students who begin the first nursing courses will graduate from the nursing program within 150% of the timeframe (6 semesters).

3. Exhibit an employment rate of 80% of graduates employed in nursing within six (6) months of graduation.

4. Students’ will achievement each end-of-program student learning outcome.
# PROGRAM PLANNING FORM 2020-2022

**PROGRAM NAME:** Generic/Traditional Associate Degree Nursing Track  
**Credits Required for Graduation:** A.S. Degree - 64 Credits  
**SUMMER - PRIOR to Fall Entry - 2020**  

<table>
<thead>
<tr>
<th>COURSE #</th>
<th>COURSE TITLE</th>
<th>CREDITS</th>
<th>SEMESTER</th>
<th>GRADE</th>
</tr>
</thead>
<tbody>
<tr>
<td>ENGL1085</td>
<td>Composition 1</td>
<td>4 or</td>
<td></td>
<td></td>
</tr>
<tr>
<td>BIOL1270 OR BIOL1280</td>
<td>Human Anatomy and Physiology 1 or 2</td>
<td>4 or</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*Completion of Nursing Assistant course is required.  
*Achievement of a minimum cutscore of 69 on the Classic Accuplacer Arithmetic test or a 250 on the NextGen Accuplacer Arithmetic test is required by July 20th each year.

## FIRST YEAR

### FALL SEMESTER - 2020

<table>
<thead>
<tr>
<th>COURSE #</th>
<th>COURSE TITLE</th>
<th>CREDITS</th>
<th>SEMESTER</th>
<th>GRADE</th>
</tr>
</thead>
<tbody>
<tr>
<td>NURS0605</td>
<td>Essential Mathematics for Nurses (Test-Out Option Available)</td>
<td>1 or</td>
<td></td>
<td></td>
</tr>
<tr>
<td>NURS1250</td>
<td>Foundations of Nursing</td>
<td>8 or</td>
<td></td>
<td></td>
</tr>
<tr>
<td>PSYC1205</td>
<td>General Psychology</td>
<td>4 or</td>
<td></td>
<td></td>
</tr>
<tr>
<td>HLTH2010</td>
<td>Nutrition</td>
<td>2 or</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### SPRING SEMESTER - 2021

<table>
<thead>
<tr>
<th>COURSE #</th>
<th>COURSE TITLE</th>
<th>CREDITS</th>
<th>SEMESTER</th>
<th>GRADE</th>
</tr>
</thead>
<tbody>
<tr>
<td>NURS1350</td>
<td>Care of the Client Affected by Chronic Stressors</td>
<td>8 or</td>
<td></td>
<td></td>
</tr>
<tr>
<td>BIOL1270 OR BIOL1280</td>
<td>Human Anatomy and Physiology 1 or 2</td>
<td>4 or</td>
<td></td>
<td></td>
</tr>
<tr>
<td>PSYC1350</td>
<td>Lifespan Development</td>
<td>3 or</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### SUMMER SESSION - 2021

<table>
<thead>
<tr>
<th>COURSE #</th>
<th>COURSE TITLE</th>
<th>CREDITS</th>
<th>SEMESTER</th>
<th>GRADE</th>
</tr>
</thead>
<tbody>
<tr>
<td>BIOL1120</td>
<td>Microbiology (all students entering the second year of nursing)</td>
<td>3 or</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Note:** All of the above courses must be completed before entering the second year of the program.

## SECOND YEAR

### FALL SEMESTER - 2021

<table>
<thead>
<tr>
<th>COURSE #</th>
<th>COURSE TITLE</th>
<th>CREDITS</th>
<th>SEMESTER</th>
<th>GRADE</th>
</tr>
</thead>
<tbody>
<tr>
<td>NURS2050</td>
<td>Care of Women and Children</td>
<td>4 or</td>
<td></td>
<td></td>
</tr>
<tr>
<td>NURS2150</td>
<td>Care of the Client Affected by Acute Stressors</td>
<td>5 or</td>
<td></td>
<td></td>
</tr>
<tr>
<td>PHIL1300</td>
<td>Ethics</td>
<td>3 or</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### SPRING SEMESTER - 2022

<table>
<thead>
<tr>
<th>COURSE #</th>
<th>COURSE TITLE</th>
<th>CREDITS</th>
<th>SEMESTER</th>
<th>GRADE</th>
</tr>
</thead>
<tbody>
<tr>
<td>NURS2250</td>
<td>Care of the Client Affected by Complex Stressors</td>
<td>6 or</td>
<td></td>
<td></td>
</tr>
<tr>
<td>NURS2350</td>
<td>Foundations of Leadership</td>
<td>1 or</td>
<td></td>
<td></td>
</tr>
<tr>
<td>PSYC1010</td>
<td>Psychology of Adjustment</td>
<td>2 or</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Total of 64 Semester Credits (32 Nursing, 32 Non-nursing)**

### Nursing Electives:

- NURS1755 | Clinical Simulation in Nursing | 1 or   |
- NURS2600 | Transition to Practice Essentials   | 1 or   |
- NURS2002 | Cultural Diversity in Health Care | 1 or   |

### Communication Electives:

- ENGL1070 | Technical Report Writing | 3 or   |
- ENGL1060 | Advanced Composition | 3 or   |
- SPCH1010 | Fundamentals of Speech | 3 or   |
- SPCH1030 | Intercultural Communication | 3 or   |
- SPCH1040 | Introduction to Communication | 3 or   |

**Articulation Agreements with ALL Minnesota State Colleges & Universities.**
PROGRAM PLANNING FORM 2020-2021

PROGRAM NAME: Advanced Standing/LPN to Associate Degree Nursing Track

Credits Required for Graduation: A.S. Degree - 64 Credits

Prior to Summer Session Entry

<table>
<thead>
<tr>
<th>COURSE #</th>
<th>COURSE TITLE</th>
<th>CREDITS</th>
<th>SEMESTER</th>
<th>GRADE</th>
</tr>
</thead>
<tbody>
<tr>
<td>ENGL1065</td>
<td>Composition 1</td>
<td>4 cr</td>
<td></td>
<td></td>
</tr>
<tr>
<td>PSYC1205</td>
<td>General Psychology</td>
<td>4 cr</td>
<td></td>
<td></td>
</tr>
<tr>
<td>PSYC1350</td>
<td>Lifespan Development</td>
<td>3 cr</td>
<td></td>
<td></td>
</tr>
<tr>
<td>BIOL1270</td>
<td>Human Anatomy and Physiology 1</td>
<td>4 cr</td>
<td></td>
<td></td>
</tr>
<tr>
<td>BIOL1280</td>
<td>Human Anatomy and Physiology 2</td>
<td>4 cr</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

SUMMER SESSION - 2020

<table>
<thead>
<tr>
<th>COURSE #</th>
<th>COURSE TITLE</th>
<th>CREDITS</th>
<th>SEMESTER</th>
<th>GRADE</th>
</tr>
</thead>
<tbody>
<tr>
<td>BIOL1120</td>
<td>Microbiology (all students entering the second year of nursing)</td>
<td>3 cr</td>
<td></td>
<td></td>
</tr>
<tr>
<td>NURS1750</td>
<td>Nursing Bridge (Must be taken by all Advanced Standing/LPN students)</td>
<td>5 cr</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Note: All of the above courses must be completed before entering the second year of the program.

SECOND YEAR

FALL SEMESTER - 2020

<table>
<thead>
<tr>
<th>COURSE #</th>
<th>COURSE TITLE</th>
<th>CREDITS</th>
<th>SEMESTER</th>
<th>GRADE</th>
</tr>
</thead>
<tbody>
<tr>
<td>NURS2050</td>
<td>Care of Women and Children</td>
<td>4 cr</td>
<td></td>
<td></td>
</tr>
<tr>
<td>NURS2150</td>
<td>Care of the Client Affected by Acute Stressors</td>
<td>5 cr</td>
<td></td>
<td></td>
</tr>
<tr>
<td>PHIL1300</td>
<td>Ethics</td>
<td>3 cr</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

SPRING SEMESTER - 2021

<table>
<thead>
<tr>
<th>COURSE #</th>
<th>COURSE TITLE</th>
<th>CREDITS</th>
<th>SEMESTER</th>
<th>GRADE</th>
</tr>
</thead>
<tbody>
<tr>
<td>NURS2250</td>
<td>Care of the Client Affected by Complex Stressors</td>
<td>6 cr</td>
<td></td>
<td></td>
</tr>
<tr>
<td>NURS2350</td>
<td>Foundations of Leadership</td>
<td>1 cr</td>
<td></td>
<td></td>
</tr>
<tr>
<td>PSYC1010</td>
<td>Psychology of Adjustment</td>
<td>2 cr</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Second Communication course (See list below)</td>
<td>3 cr</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*The above stated required nursing and non-nursing courses total 51 credits. Added to this total is the
11 nursing credits of advanced standing and 2 credits for Nutrition for a total of 64 semester credits.
(32 Nursing, 32 Non-Nursing.)*

Nursing Electives:                                          Communication Electives:
NURS1755 Clinical Simulation in Nursing 1 cr ENGL1070 Technical Report Writing 3 cr
NURS2000 Transition to Practice Essentials 1 cr ENGL1090 Advanced Composition 3 cr
NURS2002 Cultural Diversity in Health Care 1 cr SPCH1010 Fundamentals of Speech 3 cr
NURS1755 Clinical Simulation in Nursing 1 cr SPCH1030 Intercultural Communication 3 cr
NURS1755 Clinical Simulation in Nursing 1 cr SPCH1040 Introduction to Communication 3 cr

Articulation Agreements with ALL Minnesota State Colleges & Universities.
Hibbing Community College
Estimated Costs

TUITION and FEES (2020-2021 school year)
- Nursing $224.53 per credit (tuition & fees)
- General education (non-nursing) $181.70 per credit (tuition & fees)
- Online courses $204.70 per credit (tuition & fees)
(These costs reflect Minnesota Resident rates. Please contact the Business Office for non-Resident rates.)

NURSING LEARNING RESOURCES
- ATI Program Supplies/Live Review $1700 (divided in 2 payments)
- Nursing Textbooks/Resources $1056.50 (first year) $200 (second year)
- Laptop computer $300.00 approx

CLINICAL SUPPLIES
- Skills bags $80.00 (first year) $60.00 (second year)
- Uniform, shoes, etc $200.00
- Liability insurance $10.00 each fall semester
- Background study/fingerprinting fee $30.00

AFTER GRADUATION FEES
- NCLEX-RN Test Registration Fee (Pearson-Vue) $200.00
- Minnesota Licensure Fee $105.00
- MN Board of Nursing Background Check $33.25
- Nursing pin at graduation (optional) $40.00-120.00

*NOTE: Please note that these are ESTIMATED costs. Before making any payments check with appropriate department for exact costs.
AFTER ACCEPTANCE & IMPORTANT CONSIDERATIONS

1. Admitted Nursing students will be notified of the date and time for a mandatory information/registration session as well as a mandatory Nursing Program Orientation. Failure to attend these mandatory sessions may result in loss of the student’s seat.

2. State law requires that any person who provides services that involve direct contact with patients and residents at a Minnesota licensed health care facility have a background study including fingerprints conducted by the State of Minnesota (Minnesota Department of Human Services/DHS background study). An individual who is disqualified from having direct patient contact as a result of the background study, and whose disqualification is not set aside by the Commissioner of Health or accepted by the clinical facility, will not be permitted to participate in a clinical placement in a licensed health care facility. Failure to participate in clinical placement required by this program will result in ineligibility to qualify for a degree, diploma, and/or certificate and will result in withdrawal from the program. Criminal background studies are completed annually. Initiation of the background check is upon direction of the program director only.

3. Clinical practicum agencies can establish more stringent standards (as compared to the program’s standards) in regard to background checks to meet regulatory requirements for their facility. Clinical practicum agencies can conduct additional (in addition to the aforementioned DHS study) background checks at their discretion. In this event there will be further fees involved.

4. Successful completion of a DHS criminal background check (qualification to provide direct patient contact) does not ensure eligibility for licensure or future employment within the chosen field. Students are strongly encouraged to contact the Minnesota Board of Nursing regarding specific eligibility requirements for licensure.

5. New entering students must submit their completed Required Health & Immunization information to CastleBranch. All required health and immunization documents MUST be uploaded and approved by August 1st or the student may lose their place in the program. These requirements must be maintained throughout the program and if any lapse, the student will be removed from clinical which may cause a failure of the course. Specific access information will be communicated at orientation sessions.

6. Successful completion of a Nursing Assistant course within the last 15 months is required before entering the Nursing Program’s Generic/Traditional Associate Degree Nursing Track. Additionally, if the nursing assistant course was completed more than 15 months ago, current registry on Minnesota’s Nursing Assistant Registry is also required.

7. Applicants/students are responsible for maintaining current legal name and contact information with the Nursing Support Office AND Hibbing Community College Student Services.

8. Licensed Practical Nurses (LPNs) entering the Program must hold a current and unencumbered Minnesota LPN license by August 15. The LPN’s license must remain unencumbered throughout the duration of the Program.
GENERAL INFORMATION

Registration
All nursing classes are controlled registration. The nursing department controls the registration and reserves places in each class for all nursing students maintaining program progression criteria throughout the entire program. It is your sole responsibility to meet with your advisor and register each semester following the nursing program curriculum and using the standard HCC registration process. Only students accepted into the nursing program are allowed to register for and attend nursing classes.

Program Expenses
In addition to tuition, there are additional costs which include items such as nursing textbooks, skills lab kits, laptop, and Assessment Technology Institute (ATI) program fees which includes a NCLEX-RN Review Course. All costs are the responsibility of the student. See Estimated Cost sheet on page 13.

Student Health Status Declaration & Immunization Form and Health Status Update Form
New entering students must document their completed Health Status & Immunization documents in CastleBranch prior to August 1st or have the potential to lose their seat in the program.

Students must continue to have all required immunizations, health status declarations, TB testing, and CPR current throughout the program. If not, the student will not be allowed to enter clinical and may be withdrawn from the program.

LPN Licensure
LPN applicants who have been accepted into the second year of the nursing program must hold an unencumbered MN LPN Licensure BEFORE fall entry (August 15). Nursing Support Personnel will monitor LPN licensure status through the Minnesota Board of Nursing Licensure Registry. It is the student’s responsibility to submit their LPN license number for monitoring by August 1st. The LPN license must remain current and unencumbered throughout the student’s nursing program stay.

Student Physical and Mental Health
Students must maintain physical and mental health throughout the program. If, in the judgment of a nursing instructor, a student manifests a potential or existing health problem, the student may be required to consult a health care professional for appropriate evaluation and/or treatment and to present evidence of good health as a requisite for remaining or re-entering the Nursing Program.

Blood Borne Pathogens
Potential student exposure to blood borne pathogens will be addressed according to College policy. Compliance with this expectation may be at the student’s expense. Student exposure in the clinical facility will be addressed by the facility policy.

Basic Life Support (BLS) Certification
Students are required to upload proof of valid and current certification in either Basic Life Support (American Heart Association) or CPR for Healthcare Providers (Red Cross) to CastleBranch prior to program start. This certification MUST include a hands-on component and not be a completely online course. The certification must remain valid/current throughout the program or the student will NOT be allowed in clinical settings. (updated 2/24/2020)
Criminal Background Study
See “AFTER ACCEPTANCE & IMPORTANT CONSIDERATIONS” on page 14. The cost of the background study ($20.00) is included in course fees. Fingerprinting costs are not included and are paid directly to the vendor. Current cost is: $9.10. Please remember that clinical practicum facilities may impose additional background studies, and if so, further fees will be involved.

Successful completion of a DHS criminal background check (qualification to provide direct patient contact) does not ensure eligibility for licensure or future employment within the chosen field. Students are strongly encouraged to contact the Minnesota Board of Nursing regarding specific eligibility requirements for licensure.

Current Student Name/Contact Information
Any name change must be reported to the nursing support office and college student services by showing legal documentation. You must keep your most current home address, email address and phone number/s on file with the nursing support office and Hibbing Community College Student Services office. Class lists with contact information will be typed up and distributed to nursing faculty.

Liability Insurance
All nursing students must purchase liability insurance through the college. This nominal ($10-15) yearly fee will be attached to a nursing course and taken care of at the time you pay for tuition.

Children in Class
Under NO circumstances are children to accompany you to clinical practicum sites, nursing skills labs, or clinical postconference/self-awareness sessions. This mandate is in the interest of safety and confidentiality.

Student-Instructor Communication
All faculty have posted office hours on their office door. Students are encouraged to contact faculty or the Nursing Program Director if they wish to discuss their progress, a problem, or need assistance in completing nursing program studies. Faculty will indicate their contact information on course syllabi.

Informing Students of Program Changes
Nursing Program policies and procedures are communicated to nursing students via the HCC Associate Degree Program in the Nursing Student Handbook. The handbook is reviewed and revised regularly to reflect current and accurate information. As policy and procedures change, the changes will be announced in each class, sent to all nursing student e-mails, and posted in the D2L message centers as well as on the nursing department bulletin boards located outside room C-213.

Disruptive In-Class Behavior
Disruptive in-class behavior, as interpreted by faculty or by other students, will not be tolerated. This includes but is not limited to tardiness, leaving class early, working crossword puzzles, reading the newspaper, sleeping, talking to other students, unacceptable use of your laptop, and using a cell phone. Disruptive students may be asked to leave the classroom. Please keep in mind your future as health care professionals and treat our classroom space as you would any other professional setting.

Laptop Computer Use in the Classroom
If you choose to use a laptop computer in the classroom, you must refrain from instant messaging, e-mailing, surfing the Internet, playing games, writing papers, doing homework, etc. while in class. Acceptable uses of your laptop include taking notes, following along with the instructor on PowerPoint, with demonstrations or other classroom activities, as well as working on assigned in-class activities, projects, and discussions that require laptop use. It is easy for your laptop to become a distraction to you AND to those around you. Unacceptable uses will be noted.
**Cell Phone/Pagers**
Under **NO** circumstances should cell phone and/or pagers be turned on or used during any classtime (theory or clinical). The only exception to this rule would be under potential emergency situations and with prior approval of appropriate faculty.

**Grade Appeals and Student Grievances**
Please see the Hibbing Community College’s College Student Handbook for policies and procedures related to grade appeals and student grievances. You may access the College Student Handbook at [http://hibbing.edu/academics/student-handbook.pdf](http://hibbing.edu/academics/student-handbook.pdf)

**Accessibility Services/Tutoring Services**
If you have a documented disability and are in need of services, please contact the Disability Services Coordinator. Students are encouraged to discuss their individual needs with their instructor.

Jennifer Boben  
Accessibility Services Coordinator  
Office: M-128  
(218) 262-7363  
jenniferboben@hibbing.edu

If you are interested in free tutoring in any subject or would like to become a tutor, contact the Academic Center, which is located inside the library. Academic Center number: 262-6745

**Zoom and Online Conference Etiquette**
- Find a quiet location with no or minimal background noise, shut the door, and log in a few minutes early. If the class has a waiting room, wait until faculty admit you to the meeting.
- Video should remain on throughout the virtual meeting. This provides a more complete interactive experience for the meeting.
- Professional behavior during meeting includes sitting upright, not lying down; being dressed appropriately as you would if on campus; no driving while in meeting; make sure your physical background is appropriate, and avoid multitasking activities.
- Speak clearly and in a normal voice. There is no need to shout. When not speaking, make sure your audio is muted.
- Asking questions and commenting should be done using the virtual meeting tools.
  - Chat tool:
    - In Zoom, questions or comments should be entered into the Zoom chat.
    - Private/side conversations in the chat box are discouraged.
  - Raise hand tool:
    - In Zoom, you should click on “Participants” in the tool bar at the bottom of the page and use the “Raise Hand” tool to indicate you wish to verbally ask a question.
    - You may also ask a question by physically raising your hand.
      - Once called on by faculty, you may ask the question.
      - Start your comment or question by stating your name.
Nursing Student Responsibilities

1. The student is ultimately responsible for their success in the Nursing Program. Each student must successfully meet stated course and program requirements. Tutoring is available through the Nursing Student Teaching and Tutoring (NSTAT) lab and the Academic Center. It is the student’s responsibility to utilize a tutor.

2. The student attends all scheduled classes and clinical labs including skills lab, clinical practicum and self-awareness/seminar. **Transportation is the responsibility of each student.**

3. It is **unsafe** practice for a student to work a midnight shift before a scheduled clinical practicum. Any student found to have worked a night shift before a clinical practicum will be asked to leave the clinical setting. This would be considered an unexcused clinical absence.

4. The student comes to the clinical experience prepared. Preparation for clinical experiences will be discussed in each course. The initial client interview is to be conducted during the clinical preparatory period which is outside of class time.

5. The student utilizes the nursing process to optimize nursing care.

6. The student establishes, maintains, and terminates therapeutic relationships with clients and families.

7. The student utilizes therapeutic communication with clients and communicates effectively with peers, nursing staff, instructors, and community members. (This includes appropriate professional language and non-verbal cues.)

8. The student demonstrates accountability within the Nursing Profession’s legal and ethical parameters.

9. The student appropriately engages in clinical self-awareness and post-conference sessions.

10. The student demonstrates accountability in personal and professional development.

11. **The clinical area cannot be considered a safe environment. Your education will allow you to protect yourself and others from illness and/or injury. Students may be assigned to all areas and all clients.** The student is responsible for their own personal safety.

12. The student must keep all health and immunization records up-to-date on CastleBranch.

13. The student must submit a Criminal Background Study. The student must receive and maintain background clearance in order to remain in the nursing program.

14. The student must meet policy requirements of the health care agencies to which they are assigned. **Students receiving emergency care or other health services at these agencies will be responsible for charges incurred.**

Updated July 2018
Responsibilities in the Clinical Area

Student Responsibilities
- Be prepared for clinical assignment (be familiar with assigned client’s condition, plan of care and medications).
- Meet with client’s staff nurse and clinical instructor for brief discussion of plan of care at the beginning of the shift.
- Complete physical assessment. This includes but is not limited to vital signs, personal care, procedures, and medications. All charting must be complete and promptly documented on the appropriate facility EHR, assessment forms, check lists and MAR.
- Report changes in client’s condition, vital signs, or lab reports immediately to staff nurse and clinical instructor. Document the condition changes and report in the EHR.
- Check all medications and treatments with clinical instructor (or designated staff nurse when appropriate) before administering.
- Make the clinical instructor and the client’s staff nurse aware if you have to leave the unit for any reason.
- Review the EHR and MAR with the client’s staff nurse to be checked for completeness before surgery and before discharge.
- Give Bedside Report to the client’s assigned nurse prior to leaving the unit at the end of each shift. Review the EHR and MAR to check for completeness. Document the Handoff in the EHR.

* Observational clinical sites – Use initiative and self-direction to maximize learning opportunity

Faculty Responsibilities
- Become familiar with each assigned client’s condition and plan of care.
- Monitor student’s decision making and care.
- Act as coordinator between client, staff and student.
- Supervise skills, medication administration, and treatments performed by students.
- Review documentation and provide feedback to student.
- Assure completeness of assignment and end of shift report for each student.
- Evaluate clinical performance of each student.

Staff Nurse Responsibilities
- Ultimate responsibility for client regardless of student involvement.
- Monitor student’s care and decision making related to the client’s plan of care.
- Act as a resource person. Make sure the student is aware that you are the responsible staff nurse, to report any changes in patient condition, and available to check medications or treatments if needed and with clinical instructor’s consent.
- Check the client’s EHR for completeness before a client goes to surgery or is discharged.
- Participate in Bedside Report while checking the EHR and MAR for completeness before the student leaves the area.
- Keep clinical instructor informed of any concerns related to student performance.
Dress Code and Clinical Behavior Guidelines

Personal appearance reflects attitude and professionalism. While in uniform, you are representing the HCC nursing program. The nursing student must present clean and groomed. The uniform worn at the clinical site must be CLEAN and UNWRINKLED and should allow for a wide range of movement with dignity and modesty. **The nursing instructor has the right to dismiss you from the clinical area if you do not present a professional appearance.**

**Full Uniform:** is to be worn for all clinical lab experiences unless otherwise instructed. A professional uniform designated by the HCC Nursing Program is required: any black, professional uniform is acceptable. Lab coats must be white and long-sleeved. The HCC nursing student ID badge and patch must be properly displayed. The patch is to be completely SEWN around the patch perimeter to the upper left sleeve of both the uniform and lab coat – not pinned or velcroed. Head scarves that are required for cultural beliefs may be worn at clinical. They must be short-shoulder length and white or black. White or flesh-toned stockings, clean principally white or black shoes (no open back/toe) with crepe or rubber soles, pen, bandage scissors, stethoscope, ID badge and watch with a second hand are mandatory. It is taken for granted that when you arrive on duty your uniform will be clean and pressed and shoes will be clean/polished.

**OR, OB, Psych:** Check with your instructor for specific information on dress required.

**Prep Work:** A white, long-sleeved lab coat must be worn over professional street clothes when in the clinical facility for any experience other than direct client care (i.e. touring, clinical prep, researching charts, etc.). The HCC nursing student ID badge and patch must be properly displayed. The patch is to be completely SEWN around the patch perimeter to the upper left sleeve – not pinned or velcroed. Dress appropriately for prep time---no jeans, shorts, low-cut shirts, or sandals/heels. At no time may a student photocopy or take pictures of any portion of a client’s chart.

**Sweater:** If worn, must be white and clean.

**Personal Belongings:** It is recommended that you do **not** bring a purse or any valuables to the clinical facility.

**Grooming:** Students must arrive for clinical experiences with evidence of good hygiene and grooming. No perfumed products allowed in clinical areas. **Hair** - clean and off the collar. **Nails** - length must be short for safety. Only clear nail polish is allowed. No artificial nails are allowed. Special attention must be given to keeping nails clean. **Jewelry** – no jewelry may be worn in the clinical area with the exception of wedding ring/set and one pair of small studs for pierced ears. Face must be clean-shaven or have beard/mustache that is clean and trimmed.
Body Piercing: Students should refrain from wearing any earrings that extend below the ear. Studs may be worn in the ears, but hoops of any size or any dangling earrings are prohibited. All other visible piercings must be removed during clinical.

Cell Phones: Cell phone use is prohibited. No cell phone is to be carried on your person any time during clinical. (This includes clinical prep time.)

Gum Chewing: Prohibited in clinical areas.

Food/Drinks: Prohibited in clinical areas. Breaks may be taken in the cafeteria---the only place food or drinks should be consumed.

Smoking: Prohibited before or during clinical. The breath of a student who smokes may be offensive to clients. The scent of smoke should not be detectable on breath or clothing.

Visiting: Maintain visiting hours posted by each clinical facility. No visiting of friends or relatives during clinical hours. When visiting friends or relatives, nursing students should not be in their nursing student uniform.

Clinical Site: Students are NOT permitted to leave the clinical site premises during the scheduled clinical time without instructor permission.

*Note: Any particular clinical facility’s dress code policy will always supercede HCC’s Nursing Department dress code policy.

Revised October 2017

Minnesota State Associate Degree Nursing Programs Performance Standards

The system of Minnesota State Colleges provides examples of performance standards, based on the Minnesota Nurse Practice Act, that nursing students are required to meet and maintain to provide safe and effective care, to be successful and progress in nursing programs.

Each standard includes required skills and a list of example behaviors necessary to provide safe and effective care. The examples listed are for illustrative purposes only and are not intended to be a complete list of all tasks in a nursing program. Some specific behavioral examples included under each standard vary depending upon the level of education being pursued.

Students with documented disabilities, or who believe they may have a protected disability, can request accommodation, which may assist with meeting the standards for nursing programs. For assistance, contact Accessibility Services (page 17 above).

A copy of the Performance Standards for the Associate Degree Nursing Program is found in the Appendix on page 59-60.
Clinical Performance Evaluation

Clinical performance will be evaluated using the HCC Clinical Performance Evaluation Tool which has been leveled to coincide with Program progression (see Appendix: Clinical Performance Evaluation Tool). The tool evaluates clinical performance as S/satisfactory, P/progressing, U/unsatisfactory and is graded as Pass or Fail. Should a student receive a Fail in any area of the evaluation tool, they will not pass the clinical or course and therefore are unable to progress through the nursing program.

Confidentiality Statement

Students enrolled in the Hibbing Community College Program in Nursing are obligated to uphold and adhere to the *American Nurses Association Code of Conduct for Professional Nurses*.

The nurse-client relationship is built on trust. The ANA Code for Nurses requires an adherence to confidentiality. Any violation of confidentiality is unacceptable and will initiate an investigation that may subsequently result in dismissal from the program.

Discussion about client situations are conducted in private educational settings among nursing students enrolled in the program and supervised by nursing faculty during regularly scheduled course times. NO other such discussion of clients should ever take place outside of what was just described. Any client information gathered for assignments must not contain any client identifiers such as the client’s name or hospital number before the information is removed from the building. Specifics regarding means for safeguarding client confidentiality will be provided in all nursing courses within the program. Should a student ever be unsure about any aspect of confidentiality, it is an expectation that the student seeks out nursing faculty assistance in deciding how to proceed while continuing to safeguard the client’s confidentiality.

Yearly confidentiality contracts are signed by each enrolled nursing student and kept on file in the Nursing Department (see Appendix: Confidentiality Contract and Academic Honesty Statement).

Revised July 2013

National Council Licensing Exam for Registered Nurses (NCLEX-RN) Review Course

All graduates of the Hibbing Community College Program in Nursing are required to take the faculty designated NCLEX-RN review course at the end of the 4th semester. The cost of the review course has been bundled into the Assessment Technology Institute (ATI) Bundle which is a required purchase for all students. Further information regarding this will be given throughout the program.
Program Dismissal

Students enrolled in the Hibbing Community College Program in Nursing are accountable to the moral and ethical responsibilities inherent to the profession of nursing and thus are obligated to uphold and adhere to the professional Code of Ethics. This Code serves as the standard by which ethical conduct is guided and evaluated by the profession. The Nursing Program has a societal and professional obligation to graduate students who are able to provide safe and competent nursing care while upholding the moral and ethical principles held by the profession of nursing. As such, students who fail to meet the moral, ethical, and/or professional behavioral standards of the nursing profession are not eligible to progress in the nursing program. In addition, students are held accountable for adherence to the College’s standards of academic performance and the Student Code of Conduct. Sample behaviors that demonstrate a violation of moral, ethical, and/or academic standards include (PLEASE NOTE THIS IS NOT A COMPLETE LIST):

- Unsafe behavior in a clinical setting
- Academic dishonesty (see the college student catalog and college student handbook for specifics and examples)
- Behaviors that violate the Student Code of Conduct (see the college student catalog and college student handbook for specifics and examples)
- Violation of professional boundaries
- Confidentiality/ HIPAA breach INCLUDING ANY TYPE OF SOCIAL MEDIA BREACH (see Appendix: American Nurses Association’s Social Media Recommendations and Fact Sheet
- Behavior unbecoming of the Nursing Profession (using the Code of Ethics as a standard for evaluation)

Students who fail to adhere to the HCC Student Code of Conduct and/or the moral and ethical standards put forth by the Code of Ethics are ineligible to progress in the nursing program. You may reference the HCC student handbook at http://hibbing.edu/academics/student-handbook.pdf for procedures and policies related to grade appeals and student grievances.

Student Opportunities for Involvement

*Class Representatives (Reps)*
Each class (1st & 2nd year) and each cohort within the class will elect a class rep and alternate within the first weeks of the new academic year. The elected class reps and their alternates must maintain an 80% or better theory average to remain in that position.

The class representatives serve principally as a liaison between their class peers and the nursing program director and faculty. The main forum for the liaison role is the monthly nursing faculty meetings but student business can also be conducted by appointment with the program director or appropriate nursing faculty. Class reps are invited to attend monthly nursing faculty meetings as they, the rep, deems necessary. Meeting agendas and meeting minutes are sent via e-mail to class reps and the alternates. Minutes are also posted on the nursing bulletin board outside room C-213 and posted in the SNA D2L Course. A standing agenda item for each monthly nursing faculty meeting is ‘Student Business’ as presented by the class reps.

*Student Nurses’ Association (SNA)- Hibbing Community College Chapter*
Nursing students are invited and encouraged to join the Student Nurses’ Association (SNA)- Hibbing Community College Chapter. The SNA is a College sanctioned student organization with established by-laws. Each mid-Spring Semester, first year nursing students nominate and elect SNA officers who serve in their elected capacity for the duration of their second year in the nursing program. Faculty serve as advisors.
The SNA is a pre-professional organization for nursing students and serves as a platform for socialization into the nursing profession whether your participation is as an officer or a member. Please consider joining, participating, and supporting your chapter of the SNA!

*Nursing Program Advisory Board*
Each year, nursing faculty invite 1-2 current students from both the first and second year class to serve on the Nursing Program Advisory Board. This opportunity serves as a platform for students to provide input and gain information regarding the means and process by which nursing faculty develop standards, policies, and guidelines in the interest of maintenance and optimization of their educational experience at HCC’s Program in Nursing.

*Survey Respondents*
Students are requested to participate in a variety of program surveys throughout their time in the nursing program and beyond for the purposes of:
- providing invaluable feedback regarding their educational experience at HCC’s Program in Nursing.
- evaluating the student achievement of established learning and program outcomes.
- to provide direction in the program’s unending endeavor to excel beyond the bar.

*Pinning Ceremony Planning Committee*
The pinning ceremony is a celebration of successful completion of the nursing program and a welcome to the entry into the profession of nursing. Those students qualified to graduate participate in the pinning ceremony which is typically held close to the date of graduation. Early Spring Semester, the program director will begin to solicit the first and second year students to plan and conduct a successful pinning ceremony celebration. The pinning ceremony is fully funded by the nursing program. Faculty serve as co-advisors on this committee.

*Academic Center Tutor*
The Academic Center actively seeks to employ student tutors. Please contact Torie Kutz in the Academic Center, located in the library or 262-6745.

*Phi Theta Kappa (Honors Society)*
The official national honors society for community college students. The society recognizes achievement of high academic standing, leadership, and service to the college and the community. All students who maintain a 3.35 GPA after completing 12 credits are invited to become members.

*Student Senate*
The college organization responsible for coordinating students’ social life events at the college as well as presenting student concerns to college administration.

*Towards a Sustainable Campus (TASC)*
A student organization whose mission is to work collaboratively with the Hibbing Community College Green Team to raise awareness of and advocate for greater campus and community sustainability.

*Philosophy Club*
The purpose of this organization is to foster growth and interest in philosophy while developing critical thinking. The organization works toward the betterment of the college.

*Multicultural Club*
Opportunity to explore and engage with the various cultures our faculty, staff and student population represent.
Hibbing Community College Program in Nursing

Progression Policy

ALL nursing and required non-nursing courses must be passed with a C or higher. Grades of (C-) accepted in transfer cannot be used to fulfill nursing graduation requirements. NURS 0950: Nursing Math AND NURS 1250: Foundations of Nursing (Fall semester, first year nursing courses) are prerequisites to the Spring semester first year nursing course. NURS 1350: Care of the Client Affected by Chronic Stressors, is prerequisite to Fall semester second year nursing courses. NURS 1750 Nursing Bridge (summer session required nursing course for accepted LPN students entering the 2nd year) is a prerequisite for LPN students entering Fall semester of the second year. Students who are unable to meet prerequisites for nursing courses as specified thus far will be withdrawn from the nursing program.

In addition, NURS 2150: Care of the Client Affected by Acute Stressors (Fall Semester, second nursing year course), is prerequisite to NURS 2250: Care of the Client Affected by Complex Stressors AND NURS 2350: Foundations of Leadership (Spring Semester, second year nursing course). Students who have been unsuccessful in one (1) nursing course in the second year may continue in the nursing program IF prerequisites are met, AND MUST repeat the nursing course in which they were unsuccessful on a SPACE AVAILABLE BASIS the following year.

Also, Traditional Track and Advanced Standing Track students must complete the following courses with a C or higher: Freshman Composition, General Psychology, Lifespan (Developmental) Psychology, Nutrition, Microbiology, and Anatomy/Physiology 1 and 2 prior to entry into the second year. Any student unable to meet these prerequisites will be withdrawn from the nursing program.

Please also note:

- Nursing students will have three opportunities to pass any return demonstration scheduled in nursing courses. If a student is not successful passing a return demonstration after two attempts, the student must provide the instructor of the course with documentation of remedial instruction. If the student is unsuccessful passing the return demonstration on the third attempt, the student will be withdrawn from the nursing course of which the return demonstration is a part.
- If a student withdraws from any nursing course, and has non-passing work at the time of the withdrawal, this withdrawal will be considered a failure for progression purposes.
- A cumulative grade point average of 2.0 in all college courses must be maintained throughout enrollment in the nursing program.
- Students withdrawn from the nursing program have a one (1) time option for re-admission within two (2) years of the last successfully completed nursing course. See Re-Admission Policy for specific criteria for re-admission.
- Failure to demonstrate math competency as detailed in the Nursing Math Competency Testing Policy will result in student withdrawal from the nursing course of which it is a part.

The school reserves the right to drop a student from the nursing program for any direct compromise to patient safety, if academic or clinical standards are not maintained and/or for behavior which is considered grounds for disciplinary action as described in the Minnesota Statutes regarding nursing practice. (updated 2-24-20)
Re-admission Policy for Nursing Students

If a student fails a nursing course and wishes to be considered for re-admission, a written re-admission request form must be submitted to the Director of Nursing. The deadline for this request is the end of the semester following the one the student either withdrew from or failed. The decision for re-admission to the nursing program is made by all members of the nursing faculty. The student will be notified of the faculty’s decision concerning readmission. The decision for readmission may be approved, approved with conditions, or denied. Any re-admission granted is on a SPACE AVAILABLE BASIS ONLY. Students may be readmitted to the nursing program one time.

*If a student fails or withdraws from nursing courses during the first program semester, they must reapply through nursing admissions for a future fall start. If the that student fails or withdraws a second time in the subsequent semester, there is no option for readmission for two years.

*Nursing students may repeat only a single course during the nursing program. Students who earn a D or F or withdraw failing from a second nursing course are not eligible to return to the nursing program. Exception: If both 2150 and 2050 result in D, F, or withdrawal when failing, it will be counted as one failure for readmission purposes.

*If the student withdraws from a nursing course voluntarily because of non-academic reasons and academic and clinical performance records were satisfactory, the student may re-enter the program on a space available basis by submitting a Nursing Student Request for Readmission form to the Director of A.D. Nursing.

* After the first semester, students electing to not enroll in the next required nursing course or withdraw prior to the 10th day of the course will be expected to inform the Director of Nursing of their intention to continue in the program. Future progression will be on a space available basis within two years of last successfully completed nursing course.

Note: If there are more requests than seats available, the order of acceptance will be by current nursing course GPA, if ties result then next by required non-nursing GPA, and if more ties then by overall college GPA.

(updated 2-24-20)

Nursing Math Competency Testing Policy

Nursing math competency will be tested in semester two (2) for the generic track nursing students and in summer session for the LPN advanced standing track students. All students have three attempts to achieve a 100% on a Nursing Math Competency Test in the designated semester or summer session. Failure to achieve a 100% on the test after three attempts will result in student withdrawal from the nursing course of which it is a part with the option to request readmission per the Program Readmission Policy. Nursing course syllabi will detail information pertaining to the preparation for Nursing Math Competency Testing, the process for testing, and the remediation rules in regard to taking the test beyond the first attempt.

All math competency testing will be graded according to the Program’s adopted rules of rounding (see Appendix: Rules of Rounding for Dosage Calculations).
**Student Grading Policy**

The following percentages reflect course grades to be used in the nursing program of Hibbing Community College:

- 92-100 = A
- 86-91.9 = B
- 80-85.9 = C
- 75-79.9 = D
- 74.9 and below = F

In all courses that contain both a theory and a clinical component the nursing student must achieve a minimum of 80% average in the theory component AND a Passing/Satisfactory clinical performance grade in order to pass the course.

Each individual course syllabus will detail the course’s grading details and requirements for satisfactory course completion (course grade of ‘C’ or higher).

**NOTE:** Grades are NOT rounded.

**Laptop Testing Policy**

ALL students will be required to own (or be in possession of) a laptop for computerized testing. As to the laptop specifications for its intended purpose within the Nursing Program, there are only a few:

- must have wireless capability.
- must be fully charged for the scheduled testing period.
- must have the speed necessary to allow you to finish the exam within the designated time period

It is the student’s responsibility to come to testing with an uncluttered working computer. It is not the responsibility of the college’s Instructional Technology Department to fix/service students’ computers!

In addition to using your laptops for testing, all students may choose to use their laptops in class as deemed appropriate. Please refer to the ‘General Information’ section of this handbook for information on Laptop Computer Use in the Classroom.

**Assessment Technology Institute (ATI) Policy**

The Hibbing Community College Program in Nursing has chosen to use Assessment Technology Institute’s (ATI) Assessment and Review Program which is designed to provide students with various learning tools that will assist students in reviewing course content, identifying strengths and weaknesses, improving test-taking abilities, and ultimately successfully passing the NCLEX-RN for professional licensure on the first attempt. The nursing program requires students to complete the ATI Review Program by engaging in review modules (books and online resources), skill modules, online practice assessments, virtual simulations and proctored assessments. The review program measures student’s comprehension and evaluates their knowledge in relation to the most current NCLEX-RN testplan, nursing process, critical thinking, and priority setting.

All nursing students are required to participate in the ATI Assessment-Driven Review Program. The program assists faculty and students in early identification of strengths and challenges so that:

1. The nursing student will have the greatest opportunity to successfully complete the nursing program.
2. The nursing student graduate will have the nursing knowledge required for NCLEX-RN success and therefore licensure and for entry-level competence for professional nursing practice.

In addition, data gleaned from the testing and remediation program is used for program outcome evaluation.
The Assessment-Driven Review Program involves, in part, the ATI Self-Assessment Inventory, assessment of critical thinking at the beginning and end of the nursing program (entrance and exit), an assessment of nursing knowledge after core nursing courses, and a comprehensive NCLEX-RN readiness examination that is administered at the end of the second year prior to graduation. All nursing program syllabi will outline the assessment timelines applicable to each individual nursing course along with the established benchmarks, consequences of not achieving prescribed benchmarks, remediation methods, as well as the weight the ATI assessments carry in the course grade. In addition, during course orientations, instructors will further explain and demonstrate all the products contained within the ATI package. The student also is provided a three-day live NCLEX-RN review course at the end of the nursing program. ATI products are purchased with two payments through the bookstore (fall each year for traditional students and summer and fall for advanced standing students).

**Assessment Technology Institute (ATI) Testing Policy**

1. Prior to taking any ATI proctored exam (except Critical Thinking), a student must present a “ticket to test”. The “ticket to test” will be proof of attaining a minimum of 90% correct on the corresponding practice exam with rationales open.
2. Proctored exams will be scheduled as listed in individual course syllabi.
3. Scoring for proctored exams except Critical Thinking and Comp Predictor (see course syllabus) explained below:

**Proficiency Level Based Scoring**

If a student scores:

Proficiency Level 3 – no remediation required, receives 100% of points

Proficiency Level 2 – remediate as follows to receive 100% of points
   a. Print an individualized focused review in ATI to determine areas to review
   b. Based on the focused review, complete a minimum of five (5) remediation templates.
   c. Templates can be typed or handwritten – no cutting and pasting – use own words and thinking.
   d. Templates due within two (2) weeks of proctored test date or as stated in course syllabi.
   e. Proficiency Level 1 - remediate as follows to receive 75% of points
      a. Print an individualized focused review in ATI to determine areas to review
      b. Based on the focused review, complete a minimum of ten (10) remediation templates.
      c. Templates can be typed or handwritten – no cutting and pasting – use own words and thinking.
      d. Templates due within two (2) weeks of proctored test date or as stated in course syllabi.
      e. Take a second non-proctored exam and achieve 85% or higher with no rationales

Proficiency BELOW Level 1 - remediate as follows to receive 50% of points
   a. Print an individualized focused review in ATI to determine areas to review
   b. Based on the focused review, complete a minimum of fifteen (15) remediation templates.
   c. Templates can be typed or handwritten – no cutting and pasting – use own words and thinking.
   d. Templates due within two (2) weeks of proctored test date or as stated in course syllabi.
   e. Take a second non-proctored exam and achieve 85% or higher with no rationales
**Student Attendance Policy**
Each student is expected to attend all assigned learning activities. Attendance is required so that nursing students may gain full benefit of learning opportunities through such activities as class discussion and participation in group activities. Absences will be recorded. Each student is expected to be punctual for all learning activities and to complete assignments. Tardiness or early departure from a class may be recorded as an absence by the instructor. Each student is responsible for work missed because of absence.

**Late Test Taking and Assignments**
Exams must be taken at the **time and date** specified in the syllabus. Exams may be made up for excused* absences only. An unexcused** absence from an exam will result in a zero for that exam. A student who does not call prior to the test time to notify the instructor will receive a zero (0) for the exam.

Time for taking a make-up examination is to be **arranged mutually** by the student and the instructor **no later than two (2) days** of the student's return to school. It is the student's responsibility to initiate this arrangement. Failure to do so, or failure to take the make-up exam within one week of return to campus, will result in a zero for the examination. The makeup exam will differ from the exam given on the scheduled exam day. Points will be taken off the test score as follows:

1) **The first time in a course that a test is not taken on the scheduled date AND time will have five (5) points deducted, then one (1) point deducted each additional day test is taken late (see course syllabus).**

2) **The second time in that same course that a test is not taken on the scheduled date AND time will have ten (10) points deducted and then one (1) point deducted each additional day test is taken late.**

3) **The third time in that same course that a test is not taken on the scheduled date AND time will have fifteen (15) points deducted and then one (1) point deducted each additional day test is taken late.**

4) **The fourth time (and any additional times) in that same course that a test is not taken on the scheduled date AND time will have twenty (20) points deducted and then one (1) point deducted each additional day test is taken late.**

All assignments not handed in on the due date will be considered late. **Late assignments will result in a lowered grade. (See course syllabus)**

* An excused absence means a documented illness or personal or family emergency. The student must call the instructor prior to class time or notify the clinical facility prior to clinical experience to be missed.

** An unexcused absence is any other absence. This includes absences where no phone call is made to instructor or clinical facility prior to class time or clinical experience, as well as undocumented illness/emergency.
**Clinical Absence Policy**

Attendance at all assigned clinical experiences (in-person or virtual) including but not limited to, clinical orientation, in-house clinical, clinical simulation, post conferences, self-awareness, and skills labs, are **mandatory**. In the event that the student finds it necessary to be absent from an assigned clinical experience due to an illness or an emergency, the student must report the clinical absence to the clinical area of assignment (ie: in-house clinical site or on-campus) at least one hour prior to the scheduled clinical experience. In addition, some individual faculty may require that a student notify them **directly** when an absence from a clinical experience is necessary. Make sure you follow the individual faculty member’s directive in this regard. It is always the **student’s** responsibility to initiate the communication of, and make up arrangements for, **any** clinical absence (clinical orientation, in-house clinical, clinical simulation, post conference, self-awareness, skills lab) with the appropriate faculty.

The policy for absence from **in-house clinical (this includes clinical simulation) (either may be virtual)** is as follows:

a. The policy applies to an individual clinical rotation per course per semester (it is NOT a lump sum policy).

b. Make up for the first in-house clinical absence is **solely** at the discretion of the nursing faculty involved in the course. It will NOT be made up in-house, but rather, may involve a written assignment or a project to help the student achieve the clinical objectives set for the course. Whether or not the absence is made up, one missed in-house clinical experience will result in a ‘**progressing**’ clinical grade as noted on the Hibbing Community College (HCC) Clinical Performance Evaluation Tool. It is the **student’s** responsibility to speak with the appropriate faculty to obtain any make up assignments **within 2 school days** of return to campus/school.

c. Make up for a second in-house clinical absence will be in-house and at the expense of the student. The student will be required to make up **all** in-house clinical absences in excess of **one** clinical day per course per rotation. Please note that in-house clinical make up for a second in-house clinical absence is reliant on an available and willing current HCC clinical faculty, an available and appropriate clinical site, and make up must be completed within the confines of the semester and/or course for which the in-house clinical was missed. The cost to the student for in-house clinical make up reflects the cost to the College to add faculty for make up clinical hours. Payment for the make up must be made by the student **prior** to the date of in-house clinical make up. It is the **student’s** responsibility to initiate with the program director in-house clinical make up **within 2 school days** of return to campus/school. Remember, **all** missed in-house clinical days will be reflected in the student’s HCC Clinical Performance Evaluation as ‘**progressing**’ regardless of make up of in-house clinical.

d. Should a student miss a **third** in-house clinical day, the student fails the course. There is **no** make up opportunity. Please refer to the HCC Nursing Program Progression Policy and the HCC Readmission Policy for Nursing Students located in the Nursing Program Student Handbook for information regarding returning to the Nursing Program post course failure.

The consequences of being absent for a clinical experience **other than in-house clinical and/or clinical simulation** (example: self-awareness, skills lab, etc.) are detailed in each individual course syllabus.

**Any exception** to this policy will be considered individually and such consideration **must** be initiated by a student petition submitted to the nursing program director. A quorum of nursing faculty will meet to analyze and discuss the facts and circumstances of the individual student’s petition after which the faculty will render a decision regarding exception that will be binding. Please note exceptions will be rare at best and must involve extreme extenuating circumstances.
Return to School Policy
Nursing faculty have adopted a policy directing the procedure for returning to school post-childbirth (natural or Cesarean delivery), extended illness or injury, surgery and/or hospitalization (see Appendix: Return to School Policy). Under NO circumstances will the student be allowed to return to school without student and physician signatures. It is the student’s responsibility to obtain the form from, and submit the form to, nursing support personnel who will notify the appropriate instructor.

Academic Honesty Policy
Nursing students are expected to follow the Hibbing Community College Code of Conduct while a student at the college. The HCC Standards of Conduct address academic dishonesty. Examples of violations of this standard in the nursing program include, but are not limited to:

- Cheating on course requirements (tests, written hand-ins, etc.);
- Copying, in part or whole, other student’s written material;
- Falsifying information and attendance relating to independent assignments;
- Failure to report known clinical errors;
- Falsifying information in the clinical setting

The first substantiated incident of academic dishonesty/cheating in the nursing program will result in a zero for the work involved (whether a test, return demonstration, or other hand-in). A student who has had an incident of academic dishonesty/cheating substantiated will be referred to the faculty progression committee and may be withdrawn from the nursing program. Any student who has been withdrawn from the nursing program due to academic dishonesty/cheating will not be allowed to request re-admission to the program (see Appendix: Academic Honesty Statement).

Please note that a returning student may NOT resubmit papers or assignments that were handed in previously. For example, a journal review paper must be on a different article than used previously.

Immunization Record Policy
Immunization Records: Documentation of immunizations must be uploaded to CastleBranch by the communicated deadline. If a student does not have the required immunizations, a clinical site may refuse to accept the student at its facility. The Nursing Program does not guarantee an alternative facility placement, and if no alternative facility placement is available, the student cannot complete the clinical requirements of the program and therefore will not be eligible to progress in the Nursing Program. This policy includes students who are conscientious objectors to immunizations.

Work and Nursing School Policy
Students are strongly encouraged to limit outside jobs during the academic year, and are responsible for ensuring that should they work, the job does not interfere with their student responsibilities and obligations. If you must work, then work must fit around school versus fitting school around work. Not attending class, class activities, or other mandatory events because you have to work is not a valid excuse (unexcused absence) and may be attached to untoward consequences (ie: charged with a clinical absence).

Please also note that a nursing student may NOT work in any capacity a 11 pm to 7 am shift, or any portion of said shift, and then report to a clinical experience (in-house or observational) that same morning! This is an issue of safety and NO exceptions will be made!
**Nursing Student Resource Library Policy**

Nursing faculty have compiled a Nursing Student Resource Library located in C-221, Nursing Student Teaching and Tutoring (NSTAT) Lab. The library consists of up-to-date and relevant nursing resources in textbook and learning games format. This is a lending library whereby the catalogued holdings may be checked/signed-out for a period not to exceed three (3) days. The signing-out and the returning of the resources must be witnessed and co-signed by a nursing faculty member or nursing support personnel. Please be courteous regarding the lending rules.

Please note that the College Library is an additional source of nursing resources for lending. Required textbook copies are on reserve in the library as well as NCLEX review books, care planning books, and other resources.

**Social Networking Policy**

Hibbing Community College Program in Nursing utilizes a variety of electronic tools to complement student learning. The faculty realizes that the student today likely utilizes additional social media over-and-beyond that which is a designated learning activity. Nursing students are accountable for their actions regarding their use of social media whether that use is school-related or simply personal. The expectation is that students use social media in a professional and ethical manner to guard the privacy of all those vulnerable as well as to protect the reputation and credibility of the Hibbing Community College Program in Nursing and its valued relationships with their contracted host clinical facilities.

The following are general guidelines regarding the use of social media networks:

- Be accountable and act ethically. Please reference the Appendix section for the *American Nurses Association’s Fact Sheet on Navigating the World of Social Media* or go to: www.NursingWorld.org
- Be aware of mixing your personal and professional lives….there is no such thing as privacy on the worldwide web!
- Conduct yourself with courtesy and professionalism
- Keep ALL coursework (theory and clinical) information confidential
- Maintaining a professional image extends to all venues…including the worldwide web!
- Do NOT ‘friend’ patients/clients, their family members or anyone else involved in patient/client decision making.
- Do NOT ‘friend’ a nursing faculty member while a student in the program.
- If you are unsure if your posting is appropriate…it probably isn’t. Do not post it.

The following are potential consequences to any breaches in the proper utilization of social media networks:

- Completion of an assignment designed to illustrate the importance of HIPAA.
- Failing grade for the learning activity or the course that breach was committed.
- Suspension or failure to progress status.
**American Psychological Association (APA) Format Policy**

Nursing student written work (article reviews, topical papers, etc.) must abide APA format. The latest edition of the APA guidelines is available for checkout from the NSTAT-C221 library (see Appendix: APA Guidelines for HCC Written Work for a summary of APA format).

**Clinical Medication Error Policy**

The intent of this policy is to aid in the creation of a culture of safety within the Hibbing Community College Program in Nursing in the hope that we, your nursing faculty, may better prepare nursing students to practice safely, competently, and effectively in today’s ever-increasingly complex health care environment.

Medication errors are defined as any error/s related to lack of proper patient identification just prior to patient administration, failure to check medications with clinical instructor prior to patient administration and/or the six rights of medication administration:

1. Right medication.
2. Right patient.
3. Right dose.
4. Right route.
5. Right time.
6. Right documentation.

In the best interest of patient safety, it is imperative that all medication errors are acknowledged, reported, acted upon, and documented per facility policy and Hibbing Community College Program in Nursing Medication Error Policy. Failure to do so will result in dismissal from the nursing program.

1. All/any errors as described above, will be tracked, trended, documented, reviewed, and placed in the student file as an error regardless of when the error was discovered in relation to patient administration.
2. The student is expected to have completed three (3) checks on the medications employing 1-5 of the 6 above stated rights of medication administration being prepared for any one patient at any one time. After the student has fully prepared the medications (having done all 3 checks), the student must present the medications and the MAR to their clinical instructor for further and final checking before patient administration. If an error is discovered during this final check, it is still considered a student medication error even though the error has not reached the patient.
3. All medication errors, whether discovered by the clinical instructor, facility staff, or reported by the student committing the error, will initiate the following:
   a. If the medication error reached the patient, the patient’s condition will be assessed as appropriate for any untoward outcomes of the error and the nurse manager will be notified.
   b. The nursing student committing the error will complete required facility documentation with the assistance of their clinical instructor before ending the clinical shift. This documentation will be filed per agency policy.
   c. The nursing student committing the error will complete the Hibbing Community College Program in Nursing Student Occurrence Form with the assistance of their clinical instructor before ending the clinical shift. The clinical instructor is responsible for
submitting this form to the Program Director within 24 hours of the error. The error form will be brought to a nursing faculty meeting for review after which it will be maintained in the nursing student’s file. (See Appendix: Student Occurrence Form)

d. As part of the documentation process, the nursing student will be counseled after a medication error and there may be expectations of remediation as appropriate. Faculty will complete a Resource Instructor Referral Form if remediation is necessary.

4. All medication errors will be tracked and trended on the program’s Medication Tracking Form.

5. All submitted Student Occurrence Forms for medication errors will be brought to a nursing faculty meeting at which time the following is considered:
   a. The number of errors committed by said student.
   b. A thorough review of the error itself in order to determine appropriate student and program development action. Action may be directed at student performance and/or how to change the process or system that may have contributed to the error. This review will also involve consideration of trending patterns.
   c. If the student has accumulated 3 medication errors (over the total time within the Program), a Medication Error Intervention Contract will be initiated. The program director, clinical instructor, and the student will all be involved in completing this contract. (See Appendix: Medication Error Intervention Contract)
   d. A Medication Error Intervention Contract as mentioned above will be initiated again should a student commit a fourth medication error. The fourth medication error may lead to course clinical failure OR program dismissal regardless of degree of harm to the patient.
   e. ALL medication errors, regardless of the number committed, may lead to course clinical failure OR program dismissal. Furthermore, medication errors that endanger the patient’s life or actually cause patient harm, may be grounds for immediate dismissal from the nursing program.

Please reference the following in the appendix section of the Nursing Student Handbook: Student Occurrence Form and the Medication Error Intervention Contract.

Adopted/Approved 3-5-13 (Revised 7-11-19)

**Safe Clinical Practice Policy**

Students who do not exhibit safe clinical practice while a student in the Hibbing Community College Program in Nursing are subject to Program dismissal. Dismissal may be immediate when related to a serious incident at any point in the student’s course of Program study or may occur at the completion of a course as a result of cumulative unsafe performance. Safe clinical practice is defined as:

- Performs nursing actions (to include medications and all treatment and procedures) consistent with the American Nurses Association’s Standards of Clinical Practice, the Minnesota State Nurse Practice Act and when applicable, guidelines defined by specialty bodies.

- Takes nursing actions to correct, minimize, and/or prevent risk to patients.
When a faculty member recognizes a student is exhibiting unsafe practices, they will complete a Student Occurrence Form. This will allow evaluation of the situation and potential remediation for the student to be able to successfully complete the clinical experience. The procedure is as follows:

1. Faculty who determines a student is not meeting clinical/course outcomes will complete a Student Occurrence Form.
2. The form is then given to the student to complete their section and return to the faculty member within 24 hours.
3. The next step is dependent on faculty recommendations and might include: student self-reflection, meeting with director of nursing program, college counselor meeting, and/or resource instructor (RI) referral as noted on the Student Occurrence Form.
4. The instructor will complete a Student Advisement Form and supply a copy to the student with original being placed in the student’s file.

Resource Instructor (RI) Referral Process
1. If the faculty determines the student should work with the RI, a Resource Instructor Referral Form will be completed. The form will be given to the RI and a copy to the student.
2. The student is required to contact the RI within 2 days to set up a time for remediation.
3. The RI will review the Resource Instructor Referral Form and Student Advisement Form to determine plan of action.
4. Remediation will be scheduled and must be completed within two weeks.
5. RI will complete the second half of the Resource Instructor Referral Form and provide copies to student, referring faculty, and original to program director.

Adopted/Approved 3-5-13 (updated 7-11-19)

Testing and Exam Review Policy (Revised/Approved 2-12-18)

General Exam Guidelines
- Once sitting in the testing room, there are to be NO materials at your desk for last minute studying. All last-minute studying can be done in the hallway.
- Calculators will either be available online or from the nursing program supply. No sharing of calculators between students is permitted.
- Use the bathroom prior to beginning the exam, once testing begins students may not leave the testing room without ending the exam. Extenuating circumstances will be considered.
- There will be no belongings on or under desks/ chairs or on students’ person e.g. smart or regular watches, hats, drinks, book bags, purses, coats, electronics, cell phones, flash drives, or fit bits. Electronics must be turned off and all items must be off to the sides of the room prior to testing.
- Students may only have pens/pencils, paper, and computer (for computer exams) at the table during the exam. Scratch paper will be available from the proctor. Scratch paper must always be kept covered. Students will sign the scratch paper and turn it in to the proctor prior to leaving the testing area.
- Students arriving late for an exam are not permitted entrance once the exam has been completed and submitted by a student. Students who arrive late for an exam are not allowed additional time. Taking an exam at a time other than scheduled will trigger the Late Testing Policy in the Nursing Student Handbook.
- Students arriving at the early time for an exam are not allowed to leave the exam room until students arriving at the scheduled time are in the testing room and testing. This is to minimize disruption.
- Any students taking a make-up examination may receive a different exam.
- ExamSoft exams must be downloaded prior to entering the testing room. Students who have not
downloaded the exam will not be allowed to exam and this will trigger the late testing policy.
• Only questions regarding typographical or technical issues may be asked during the exam.

Specific Computer Exam Guidelines (in addition to general guidelines above)
• The student is expected to come with his or her own assigned username and password (ExamSoft, ATI, or HCC computer login).
• Computer must be fully charged and able to have power for the duration of the exam.
• Computer must meet requirements for ATI, D2L, and ExamSoft use. See specific sites for details.
• Exams must be downloaded during the specified download availability AND prior to the beginning of the testing period. (Examsoft only)
• Your computer can be set up prior to the start of the exam, but you are not allowed to sit in the exam room and do any last-minute studying.
• Before leaving the exam area (if using ExamSoft), the student will raise hand for proctor to verify green screen and check mark are present, indicating successful upload.

Review of Exams
• Individual exam reviews are scheduled with the instructor giving the exam.
• Each exam may be reviewed only once.
• Exams are available for review for five school days after all exams have been taken.
• Only questions that are marked wrong will be shown during the review.
• Students are not allowed to bring any items into exam review. This includes book bags, skill bags, coats, purses, all watches, cell phones, recorders, etc. The same requirements as for a testing situation will be followed.
• Off campus cohort students must review exams either on-campus or off campus in the presence of an approved proctor.
• Challenging of an exam question must be done in writing within five (5) class days of the review. Student must request consideration and provide citations from course-required materials as evidence for their request.

Consequences
• Any giving, receiving, or obtaining of exam materials is considered academic dishonesty. (This includes for self, current or future students.)
• Any violation of the above testing or test review guidelines will require the student meeting with a faculty board to determine if the action will trigger the Academic Honesty Policy located in the Nursing Student Handbook.
Hibbing Community College’s Registered Nurse
Educational Requirements Alignment with Other States’ Initial RN Licensure

The U.S. Department of Education has implemented regulations (Regulation 34 CFR 668.43 (a) (5) (v)) which requires Hibbing Community College’s Associate Degree Nursing Program to provide a list of all states/jurisdictions where the institution’s curriculum meets state educational requirements for professional licensure or certification.

Please go to the National Council of States Boards of Nursing (NCSBN) website to look up each state’s initial licensure educational requirements: https://www.ncsbn.org/14730.htm

1. This information is only for initial licensure by exam requirements for the state listed.

2. Students should contact the Board of Nursing in the state they would like to be initially licensed in for more specific information.

3. This information DOES NOT apply to transferring Minnesota RN Licensure to another state.

<table>
<thead>
<tr>
<th>STATE</th>
<th>Does Hibbing Community College’s curriculum meet the state educational requirements for initial professional RN licensure?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alabama</td>
<td>Undetermined</td>
</tr>
<tr>
<td>Alaska</td>
<td>Undetermined</td>
</tr>
<tr>
<td>Arizona</td>
<td>Undetermined</td>
</tr>
<tr>
<td>Arkansas</td>
<td>Undetermined</td>
</tr>
<tr>
<td>California</td>
<td>Undetermined</td>
</tr>
<tr>
<td>Colorado</td>
<td>Undetermined</td>
</tr>
<tr>
<td>Connecticut</td>
<td>Undetermined</td>
</tr>
<tr>
<td>Delaware</td>
<td>Undetermined</td>
</tr>
<tr>
<td>Florida</td>
<td>Undetermined</td>
</tr>
<tr>
<td>Georgia</td>
<td>Undetermined</td>
</tr>
<tr>
<td>Hawaii</td>
<td>Undetermined</td>
</tr>
<tr>
<td>Idaho</td>
<td>Undetermined</td>
</tr>
<tr>
<td>Illinois</td>
<td>Undetermined</td>
</tr>
<tr>
<td>Indiana</td>
<td>Undetermined</td>
</tr>
<tr>
<td>Iowa</td>
<td>Undetermined</td>
</tr>
<tr>
<td>Kansas</td>
<td>Undetermined</td>
</tr>
<tr>
<td>Kentucky</td>
<td>Undetermined</td>
</tr>
<tr>
<td>Louisiana</td>
<td>Undetermined</td>
</tr>
<tr>
<td>Maine</td>
<td>Undetermined</td>
</tr>
<tr>
<td>Maryland</td>
<td>Undetermined</td>
</tr>
<tr>
<td>Massachusetts</td>
<td>Undetermined</td>
</tr>
<tr>
<td>Michigan</td>
<td>Undetermined</td>
</tr>
<tr>
<td>Minnesota</td>
<td>Meets requirements</td>
</tr>
<tr>
<td>Mississippi</td>
<td>Undetermined</td>
</tr>
<tr>
<td>Missouri</td>
<td>Undetermined</td>
</tr>
<tr>
<td>Montana</td>
<td>Undetermined</td>
</tr>
<tr>
<td>Nebraska</td>
<td>Undetermined</td>
</tr>
<tr>
<td>Nevada</td>
<td>Undetermined</td>
</tr>
<tr>
<td>New Hampshire</td>
<td>Undetermined</td>
</tr>
<tr>
<td>New Jersey</td>
<td>Undetermined</td>
</tr>
<tr>
<td>New Mexico</td>
<td>Undetermined</td>
</tr>
<tr>
<td>New York</td>
<td>Undetermined</td>
</tr>
<tr>
<td>North Carolina</td>
<td>Undetermined</td>
</tr>
<tr>
<td>North Dakota</td>
<td>Undetermined</td>
</tr>
<tr>
<td>Ohio</td>
<td>Undetermined</td>
</tr>
<tr>
<td>Oklahoma</td>
<td>Undetermined</td>
</tr>
<tr>
<td>Oregon</td>
<td>Undetermined</td>
</tr>
<tr>
<td>Pennsylvania</td>
<td>Undetermined</td>
</tr>
<tr>
<td>Rhode Island</td>
<td>Undetermined</td>
</tr>
<tr>
<td>South Carolina</td>
<td>Undetermined</td>
</tr>
<tr>
<td>South Dakota</td>
<td>Undetermined</td>
</tr>
<tr>
<td>Tennessee</td>
<td>Undetermined</td>
</tr>
<tr>
<td>Texas</td>
<td>Undetermined</td>
</tr>
<tr>
<td>Utah</td>
<td>Undetermined</td>
</tr>
<tr>
<td>Vermont</td>
<td>Undetermined</td>
</tr>
<tr>
<td>Virginia</td>
<td>Undetermined</td>
</tr>
<tr>
<td>Washington</td>
<td>Undetermined</td>
</tr>
<tr>
<td>West Virginia</td>
<td>Undetermined</td>
</tr>
<tr>
<td>Wisconsin</td>
<td>Undetermined</td>
</tr>
<tr>
<td>Wyoming</td>
<td>Undetermined</td>
</tr>
</tbody>
</table>
Appendix
I, ____________________________________, have made an informed decision to return to school post childbirth (natural or Cesarean delivery), extended illness or injury, surgery and/or hospitalization. I have received physician clearance/authorization required to do so (see below). I understand and agree that Hibbing Community College and the individual clinical practicum facilities are free of liability should an untoward consequence related to this informed decision occur. I further understand that should my physician indicate restrictions for participation in the course (theory class or practicum) the restrictions may interfere with my ability to successfully meet all course requirements.

_____________________________________________  __________________
(Student signature)  (Date)

My patient, _________________________________, may return to the nursing school program on __________________________ to participate in all theory class and clinical practicum requirements of the program under the circumstances indicated below. I have read the above waiver signed by my patient and give clearance to this patient to return with:

___  a. no restrictions
___  b. with restrictions

SPECIFY RESTRICTIONS:

_____________________________________________  __________________
(Physician signature)  (Date)
ASSOCIATE DEGREE NURSING PROGRAM
NURSING STUDENT REQUEST FOR READMISSION

Student: Attach current unofficial college transcript/degree audit report to this form. Complete form and submit to the Nursing Program Director. An incomplete form and/or one that is not accompanied by an unofficial transcript/DAR will not be considered.

Name ________________________________ Date of Filing Request ________________

Address ________________________________ City, State, Zip ________________

Phone ________________________________

Home e-mail ________________________________

Attending: On-campus cohort ______-or- Distance site cohort ______ Specify which site_________________

Date last attended nursing program ____________________.

I do respectfully request the Hibbing Community College Nursing Faculty to consider my request for readmission to the nursing program.

1. Identify specifically which nursing course or courses from which you have withdrawn or failed.

2. If you withdrew, what was your reason for withdrawing?

3. List specifically what you studied, how you studied, and when you studied for the nursing course or part of nursing course you failed. Indicate how many total hours per day/week/semester you studied. BE COMPREHENSIVE IN YOUR ANSWER.

*See other side*
4. In your estimation, what is the reason you were not successful in the nursing course.

5. Outline your plan for achieving success if you are readmitted; include resources and support systems available to you.

Optional information:

6. What is your goal after graduation?

7. What are your long-range goals?

__________________________________________________________________________
Student Signature ____________________________ Date ____________________________

Did you remember to attach your transcript/degree audit report?

<table>
<thead>
<tr>
<th>Action by Nursing Faculty</th>
<th>Comments/Conditions:</th>
</tr>
</thead>
<tbody>
<tr>
<td>_____ Approved</td>
<td>Space Available basis for: ____________________________</td>
</tr>
<tr>
<td>_____ Approved with Conditions</td>
<td>Course(s) Semester</td>
</tr>
<tr>
<td>_____ Denied</td>
<td>ATI assignments/due date: ____________________________</td>
</tr>
<tr>
<td>_________________________</td>
<td>Auditing of course lectures: ____________________________</td>
</tr>
<tr>
<td></td>
<td>Other Recommendations: ____________________________</td>
</tr>
<tr>
<td>Date Student Notified</td>
<td>____________________________</td>
</tr>
<tr>
<td>_________________________</td>
<td>____________________________</td>
</tr>
<tr>
<td>Signature ____________________________</td>
<td>____________________________</td>
</tr>
</tbody>
</table>
Hibbing Community College  
Nursing Program  
Confidentiality Contract  
&  
Academic Honesty Statement

I, __________________________, agree to adhere to the professional Standards of confidentiality while enrolled in the Nursing Program at Hibbing Community College. I understand the unique and personal nature of client care that is involved in the educational experience of nursing students and fully intend to safeguard the privacy of all clients for whom I give care as well as their families. I will not disclose any information about my clients, their families or information about fellow students that may be obtained during my Nursing studies. I understand the essential nature of confidentiality within the nursing profession and that any violation of confidentiality is unacceptable and will result in my dismissal from the nursing program.

_________________________________  _____________________________
Signature of Student  Date

_________________________________
Signature of Witness

I, __________________________, am aware that any incident of alleged dishonesty may be subject to investigation in accordance with the policy set forth in the HCC Student Handbook. Further, I am aware that a nursing student determined to have been dishonest on an exam or assignment will suffer consequences as outlined in the Nursing Student Handbook.

_________________________________  _____________________________
Signature of Student  Date

_________________________________
Signature of Witness
The purpose of the Clinical Performance Evaluation Tool is to evaluate student progress towards meeting the program learning outcomes. The Clinical Performance Evaluation Tool is based on QSEN and NLN 2010 Outcomes and Competencies.

<table>
<thead>
<tr>
<th>Professional Behaviors</th>
<th>Course</th>
<th>Semester/ Year</th>
<th>Number of Clinical Absences</th>
</tr>
</thead>
<tbody>
<tr>
<td>Demonstrates professional behavior that reflects integrity, accountability, responsibility, and ethical nursing practice.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Demonstrates accountability for own nursing practice.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Demonstrates understanding of ethical and legal standards for safe nursing practice with assistance.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Is punctual for all scheduled clinical activities.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Contacts the clinical site and instructor regarding clinical absence.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Maintains organizational and patient confidentiality.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Follows HCC Nursing dress code</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Arrives to clinical site with completed prep sheets.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Identifies areas for continued growth.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Comments:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Satisfactory</td>
<td>Progressing</td>
<td>Unsatisfactory</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Safety</th>
</tr>
</thead>
<tbody>
<tr>
<td>Minimizes risk of harm to patients through system effectiveness and individual performance.</td>
</tr>
<tr>
<td>• Provides safe care to patient(s) in long term care setting.</td>
</tr>
<tr>
<td>• Uses principles of asepsis and sterile technique when performing patient care.</td>
</tr>
<tr>
<td>• Identifies patient safety needs with assistance.</td>
</tr>
<tr>
<td>• Safely administers medications: oral, nasal, transdermal, IM, subQ, rectal.</td>
</tr>
<tr>
<td>• Performs basic psychomotor nursing skills in a safe and competent manner.</td>
</tr>
<tr>
<td>• Identifies changes in patient’s condition and reports to appropriate personnel.</td>
</tr>
<tr>
<td>Comments:</td>
</tr>
<tr>
<td>Satisfactory</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Evidence-Based Practice</th>
</tr>
</thead>
<tbody>
<tr>
<td>Integrates best current evidence with clinical expertise and patient/family preferences and values for delivery of optimal health care.</td>
</tr>
<tr>
<td>• Identifies the components of evidence-based practice when developing patient care or teaching plans with assistance.</td>
</tr>
<tr>
<td>• Uses evidence from basic sources such as textbooks, faculty and clinical agency nurses as basis for nursing care.</td>
</tr>
<tr>
<td>Comments:</td>
</tr>
<tr>
<td>Satisfactory</td>
</tr>
</tbody>
</table>
### Patient-Centered Care
Provides compassionate care that is respectful to patient preference, values, and needs which guides all clinical decisions.

- Identifies the importance of patient values, preferences, and expressed needs when planning care with assistance.
- Identifies therapeutic communication techniques that are appropriate to the individual patient and family.
- Identifies opportunities for teaching in the patient plan of care.
- Understands the role of nurse advocate.
- Demonstrates caring behaviors towards the patient and family.

Comments:

<table>
<thead>
<tr>
<th>Satisfactory</th>
<th>Progressing</th>
<th>Unsatisfactory</th>
</tr>
</thead>
</table>

### Teamwork and Collaboration
Participates effectively with members of the inter-professional team to achieve quality patient care.

- Develops beginning understanding of the need for teamwork and collaboration with assistance.
- Identifies the responsibilities of the members of the inter-professional team.
- Describes own strengths, limitations, and values in functioning as a member of a team.
- Recognizes the importance of adapting one’s own communication style to meet the needs of the team and situation with assistance.

Comments:

<table>
<thead>
<tr>
<th>Satisfactory</th>
<th>Progressing</th>
<th>Unsatisfactory</th>
</tr>
</thead>
</table>

### Nursing Judgment
Making judgements in practice substantiated with evidence, utilizing informatics to provide safe, quality care to patients and their families.

- Begins to implement the nursing process when developing a plan of care with assistance.
- Begins to identify concepts related to prioritizing care according to individual needs.
- Begins to use appropriate technologies in the process of assessing and monitoring patients with assistance.
- Begins to navigate the electronic medical record.

Comments:

<table>
<thead>
<tr>
<th>Satisfactory</th>
<th>Progressing</th>
<th>Unsatisfactory</th>
</tr>
</thead>
</table>

Final Clinical Grade:  Pass _____  Fail_____  
Clinical Facility_____________________________  Date__________
Instructor______________________________  I have reviewed this evaluation.  Student______________________________Date__________
The purpose of the Clinical Performance Evaluation Tool is to evaluate student progress towards meeting the program learning outcomes. The Clinical Performance Evaluation Tool is based on QSEN and NLN 2010 Outcomes and Competencies.

<table>
<thead>
<tr>
<th>Student</th>
<th>___________</th>
<th>Course</th>
<th>___________</th>
<th>Semester/Year</th>
<th>___________</th>
<th>Number of Clinical Absences</th>
<th>___________</th>
</tr>
</thead>
</table>

**Professional Behaviors**

Demonstrates professional behavior that reflects integrity, accountability, responsibility, and ethical nursing practice.

- Demonstrates accountability for own nursing practice.
- Practices nursing within ethical, legal, and regulatory frameworks.
- Is punctual for all scheduled clinical activities.
- Contacts the clinical site and instructor regarding clinical absence.
- Maintains organizational and patient confidentiality.
- Follows HCC Nursing dress code.
- Arrives to clinical site with completed prep sheets.
- Identifies areas for continued growth.

Comments:

Satisfactory_________ Progressing_________ Unsatisfactory_________

**Safety**

Minimizes risk of harm to patients through system effectiveness and individual performance.

- Provides safe care to patient(s) in acute and/or long term care setting.
- Uses principles of asepsis and sterile technique when performing patient care.
- Identifies patient safety needs with assistance.
- Safely administers medications: oral, nasal, transdermal, IM, subQ, rectal.
- Performs intermediate psychomotor skills in a safe and competent manner.
- Identifies changes in patient’s condition and reports to appropriate personnel.

Comments:

Satisfactory_________ Progressing_________ Unsatisfactory_________

**Evidence-Based Practice**

Integrates best current evidence with clinical expertise and patient/family preferences and values for delivery of optimal health care.

- Identifies the components of evidence-based practice when developing patient care or teaching plans.
- Expands resources beyond textbooks to build on concepts of evidence to provide nursing care with assistance.

Comments:

Satisfactory_________ Progressing_________ Unsatisfactory_________
**Patient-Centered Care**
Provides compassionate care that is respectful to patient preference, values, and needs which guides all clinical decisions.

- Demonstrates an understanding of patient assessment, values, preferences, and expressed needs when planning care with assistance.
- Begins to use therapeutic communication in the nurse-patient relationship.
- Begins to utilize teaching strategies to meet patient and family educational needs.
- Recognizes the role of nurse advocate.
- Demonstrates caring behaviors towards the patient, family, and peer group.

Comments:

<table>
<thead>
<tr>
<th>Satisfactory</th>
<th>Progressing</th>
<th>Unsatisfactory</th>
</tr>
</thead>
</table>

**Teamwork and Collaboration**
Participates effectively with members of the inter-professional team to achieve quality patient care.

- Develops beginning understanding of the need for teamwork and collaboration.
- Participates at a beginning level as a member of the inter-professional team.
- Describes own strengths, limitations, and values in functioning as a member of a team.
- Recognizes the importance of adapting one's own communication style to meet the needs of the team and situation.

Comments:

<table>
<thead>
<tr>
<th>Satisfactory</th>
<th>Progressing</th>
<th>Unsatisfactory</th>
</tr>
</thead>
</table>

**Nursing Judgment**
Making judgements in practice substantiated with evidence, utilizing informatics to provide safe, quality care to patients and their families.

- Implements nursing process in developing a plan of care with assistance.
- Identifies priorities of care according to patient and family needs.
- Begins to use appropriate technologies in the process of assessing and monitoring patients.
- Begins to utilize the electronic medical record with assistance.

Comments:

<table>
<thead>
<tr>
<th>Satisfactory</th>
<th>Progressing</th>
<th>Unsatisfactory</th>
</tr>
</thead>
</table>

Final Clinical Grade:  Pass _____ Fail_____  Clinical Facility___________________________________________  Date________
Instructor____________________  I have reviewed this evaluation.  Student____________________ Date________
The purpose of the Clinical Performance Evaluation Tool is to evaluate student progress towards meeting the program learning outcomes. The Clinical Performance Evaluation Tool is based on QSEN and NLN 2010 Outcomes and Competencies.

<table>
<thead>
<tr>
<th>Professional Behaviors</th>
<th>Course</th>
<th>Semester/Year</th>
<th>Number of Clinical Absences</th>
</tr>
</thead>
<tbody>
<tr>
<td>Demonstrates professional behavior that reflects integrity, accountability, responsibility, and ethical nursing practice.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Demonstrates accountability for own nursing practice in a variety of settings.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Practices nursing within ethical, legal, and regulatory frameworks.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Is punctual for all scheduled clinical activities.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Contacts the clinical site and instructor regarding clinical absence.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Maintains organizational and patient confidentiality.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Follows HCC Nursing dress code</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Arrives to clinical site with completed prep sheets.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Identifies areas for continued growth.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Comments:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Satisfactory________ Progressing________ Unsatisfactory________</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

| Safety |        |               |                             |
| Minimizes risk of harm to patients through system effectiveness and individual performance. |        |               |                             |
| • Provides increasingly complex care to various aged patients in an acute care setting. |        |               |                             |
| • Uses principles of safety in the care of a group of patients in a team leader role. |        |               |                             |
| • Uses principles of asepsis and sterile technique when performing patient care. |        |               |                             |
| • Implements patient safety needs with minimal prompts. |        |               |                             |
| • Safely administers medications: oral, nasal, transdermal, IM, IV, IV piggyback, IV push, subQ, rectal. |        |               |                             |
| • Performs advanced psychomotor skills in a safe and competent manner. |        |               |                             |
| • Identifies changes in patient’s condition, reports and discusses with appropriate personnel. |        |               |                             |
| Comments: |        |               |                             |
| Satisfactory________ Progressing________ Unsatisfactory________ |        |               |                             |

| Evidence-Based Practice |        |               |                             |
| Integrates best current evidence with clinical expertise and patient/family preferences and values for delivery of optimal health care. |        |               |                             |
| • Utilizes the components of evidence-based practice when developing patient care or teaching plans with assistance. |        |               |                             |
| • Builds on concepts of evidence and uses current evidence to guide clinical practice with assistance. |        |               |                             |
| Comments: |        |               |                             |
| Satisfactory________ Progressing________ Unsatisfactory________ |        |               |                             |
## Patient-Centered Care
Provides compassionate care that is respectful to patient preference, values, and needs which guides all clinical decisions.

- Implements a nursing plan of care by incorporating patient assessment, values, preferences, and expressed needs with assistance.
- Implements therapeutic communication techniques that are appropriate to the individual patient and family.
- Develops a variety of individualized teaching strategies to meet patient and family needs.
- Practices as a nurse advocate with assistance.
- Demonstrates caring behaviors towards the patient, family, peers and other members of the health care team.

Comments:

Satisfactory_________ Progressing_________ Unsatisfactory_________

## Teamwork and Collaboration
Participates effectively with members of the inter-professional team to achieve quality patient care.

- Demonstrates ability to collaborate with the inter-professional team in the delivery of patient care with assistance.
- Describes own strengths, limitations, and values in functioning as a member of a team.
- Recognizes the importance of adapting one’s own communication style to meet the needs of the team and situation.

Comments:

Satisfactory_________ Progressing_________ Unsatisfactory_________

## Nursing Judgment
Making judgements in practice substantiated with evidence, utilizing informatics to provide safe, quality care to patients and their families.

- Incorporates knowledge from nursing, biopsychosocial sciences, and liberal arts in developing, implementing and evaluating an individualized plan of care with assistance.
- Uses nursing process to make clinical judgements and decisions in providing optimal patient care.
- Demonstrates ability to establish priorities of care according to patient and family needs with assistance.
- Uses appropriate technologies in the process of assessing and monitoring patients with assistance.
- Builds on previous knowledge in utilizing the electronic medical record.

Comments:

Satisfactory_________ Progressing_________ Unsatisfactory_________

Final Clinical Grade: Pass _____ Fail_____
Clinical Facility________________________________________________ Date_______
Instructor_________________________ I have reviewed this evaluation. Student_________________________ Date_______
HCC Clinical Performance Evaluation 4th Semester

The purpose of the Clinical Performance Evaluation Tool is to evaluate student progress towards meeting the program learning outcomes. The Clinical Performance Evaluation Tool is based on QSEN and NLN 2010 Outcomes and Competencies.

<table>
<thead>
<tr>
<th>Student ______________________</th>
<th>Course ______</th>
<th>Semester/ Year __________</th>
<th>Number of Clinical Absences ______</th>
</tr>
</thead>
</table>

### Professional Behaviors
Demonstrates professional behavior that reflects integrity, accountability, responsibility, and ethical nursing practice.

- Demonstrates responsibility and accountability for care given by self and delegated to others while within the RN scope of practice.
- Practices nursing within ethical, legal, and regulatory frameworks.
- Is punctual for all scheduled clinical activities.
- Contacts the clinical site and instructor regarding clinical absence.
- Maintains organizational and patient confidentiality.
- Follows HCC Nursing dress code
- Arrives to clinical site with completed prep sheets
- Identifies areas for continued growth.

Comments:

Satisfactory_________ Progressing_________ Unsatisfactory_________

### Safety
Minimizes risk of harm to patients through system effectiveness and individual performance.

- Provides complex care to two or more patients in an acute care setting.
- Uses principles of asepsis and sterile technique when performing patient care.
- Uses principles of safety in the complex care of a group of patients in a team leader role.
- Implements patient safety needs independently.
- Safely administers medications: oral, nasal, transdermal, IM, IV, IV piggyback, IV push, subQ, rectal.
- Demonstrates increasing independence in the practice of safe and competent nursing.
- Identifies changes in patient’s condition, reports and discusses with appropriate personnel.

Comments:

Satisfactory_________ Progressing_________ Unsatisfactory_________

### Evidence-Based Practice
Integrates best current evidence with clinical expertise and patient/family preferences and values for delivery of optimal health care.

- Utilizes the components of evidence-based practice when developing patient care or teaching plans independently.
- Integrates sources of evidence to improve delivery of care across the life span in multiple settings.

Comments:

Satisfactory_________ Progressing_________ Unsatisfactory_________
**Patient-Centered Care**

Provides compassionate care that is respectful to patient preference, values, and needs which guides all clinical decisions.

- Develops a nursing plan of care by incorporating patient assessment, values, preference, and expressed needs independently.
- Establishes and maintains effective therapeutic communication techniques with patients, family and inter-professional team.
- Applies teaching and learning principles to promote health of the patient throughout the lifespan.
- Evaluates the effectiveness of teaching.
- Incorporates the role of nurse advocate into clinical practice.
- Demonstrates caring behaviors towards the patient, family, peers and other members of the health care team.

Comments:

Satisfactory        Progressing        Unsatisfactory

**Teamwork and Collaboration**

Participates effectively with members of the inter-professional team to achieve quality patient care.

- Demonstrates ability to collaborate with the inter-professional team in the delivery of patient care in a variety of settings.
- Describes own strengths, limitations, and values in functioning as a member of a team.
- Recognizes the importance of adapting one’s own communication style to meet the needs of the team and situation.
- Works cooperatively with others to achieve desired patient and family outcomes.

Comments:

Satisfactory        Progressing        Unsatisfactory

**Nursing Judgment**

Making judgements in practice substantiated with evidence, utilizing informatics to provide safe, quality care to patients and their families.

- Incorporates knowledge from nursing, biopsychosocial sciences, and liberal arts in developing, implementing and evaluating an individualized plan of care independently.
- Uses nursing process to make clinical judgments and decisions in providing optimal patient care.
- Demonstrates ability to establish priorities and develop a plan of care according to patient and family needs independently.
- Uses appropriate technologies in the process of assessing and monitoring patients.
- Independently utilizes the electronic medical record for patient care.

Comments:

Satisfactory        Progressing        Unsatisfactory

Final Clinical Grade: Pass Fail

Instructor I have reviewed this evaluation. Student Date
Determination of Clinical Performance

The instructor has the responsibility of determining whether the student’s performance objectives have been met. The clinical objectives are specified in the course outline. Performance criteria are delineated on the HCC Clinical Performance Evaluation Tool. The evaluation tool will be used at the conclusion of each clinical rotation.

Student performance will be evaluated in relation to the ability to demonstrate a procedure/behavior with increasing efficiency and independence. The underlying principle of clinical learning is the safety of the client. Therefore, students are evaluated in relation to safe nursing practice. All students are expected to practice in the clinical settings in a safe manner. Unsafe nursing practice will result in a failure of the course or immediate dismissal from the nursing program, depending on faculty review and the severity of the incident. Examples of unsafe nursing practice include, but are not limited to:

- creates a life-threatening situation
- leads to client harm and/or neglect
- breaches ethical standards and privacy
- breaches legal standards of practice
- failure to follow institutional policies
- impaired judgment or performance (use of chemicals, sleep deprivation)
- fails to report omission or error in treatment or medication

A Satisfactory or Progressing grade must be achieved in the clinical component for the student to pass the course and progress in the nursing program. An Unsatisfactory grade will result in the final course grade being lowered to a non-passing grade. (Example: All assignments/tests equal B and the student receives S or P in clinical performance, the final grade will be a B. However, if the student’s assignments/tests equal B and the student receives U in clinical performance, the final grade will be lowered to D which is non-passing.)

An unsatisfactory in any Core Components and Competencies category will constitute a failing grade.

S = Satisfactory
Efficient, coordinated, and confident; usually independent or needs occasional supportive cues; accurate each time; safe

P = Progressing
Skillful in parts of behavior and/or procedures/interventions related to clinical performance; lacks efficiency and coordination; needs occasional verbal and/or physical directive cues in addition to supportive ones; requests supervision appropriately; safe

U = Unsatisfactory
Unable to demonstrate behavior and/or procedures/interventions related to clinical performance; lacks confidence, coordination and efficiency; needs frequent verbal and physical cues; unprepared; unsafe.

Nursing Forms\Faculty forms\Determination of Clinical Performance 7/2011
CARE PLAN GRADING GRID (rev. 3-1-2013)

The student

1. presents data as appropriate to client following complete assessment.
2. uses terminology descriptively and appropriately.
3. identifies patient equipment with rationale.
4. interprets diagnostic studies and identifies nursing implications.
5. interprets medications and evaluates effectiveness.
6. discusses patient’s diet with rationale. (oral, parenteral and/or enteral)
7. transfers identified diagnostic labels from history to the care plan.
8. correctly states prioritized nursing diagnoses.

PLANNING

The student
9. identifies long/short-term outcomes, based on the diagnostic label of each nursing diagnosis.
10. writes outcomes which are patient-oriented, specific, realistic, measurable, with timeframe.
11. formulates a discharge plan which is accurate, realistic, and appropriate.

IMPLEMENTATION

The student
12. identifies nursing interventions which are specific, measurable, and based on etiology statement of nursing diagnoses.
13. gives appropriate theory based rationales for each intervention.
14. selects appropriate information to meet teaching needs.

EVALUATION

The student
15. evaluates outcome attainment and interventions.
16. revises plan and/or outcomes as appropriate.
Care Plan Grading Grid Rubric

4=Well above typical student 92-100%
Uses all resources to collect data for assessment (chart, physical assessment, client interview, objective and subjective data)
All relevant information is presented, accurate & organized
Priority nursing diagnoses identified and correctly stated
Plans (teaching, discharge), & goals realistic, achievable, comprehensive to client’s priority needs
Diagnostic & medication data interpreted correctly & comprehensively
Comprehensive interventions supported with precise scientific rationale
Information clearly communicated, understandable
 Demonstrates depth of thought, critical thinking
Descriptive, grammar/spelling correct
Evaluations specific to client responses, Revisions realistic & appropriate

3=Above acceptable level 86-91.9%
Utilizing pertinent resources to collect data
Information is accurate
Relevant assessment data present with few details missing
2 nursing diagnoses identified and correctly stated
Plans appropriate with some data missing
Data interpreted with some omissions
Interventions appropriate, some relevant actions missing or not specific
Some rationale unclear
Minor errors in grammar, spelling
Evaluations directed toward client responses, more data needed to interpret if met
Revision process incomplete

2=At minimal acceptable level 80-85.9%
Uses 2 resources to collect data for assessment
Information is presented with partial supporting data
Some of relevant information missing
Presentation of information sometimes vague, unclear, some errors noted
1 priority nursing diagnosis identified and correctly stated
Interventions appropriate, at times non-specific, generic & lacking depth
Some interventions not based on etiology of problems
Minimal interventions presented to adequately care for client
Several spelling-grammatical errors noted
Some evaluations non-specific, difficult to interpret, Revisions nonspecific or lacking

1=Below acceptable level 75-79.9%
Minimal use of resources to collect data
Brief history collected, relevant assessment data missing
Large gaps noted
Nursing diagnoses not prioritized and not correctly stated
Minimal planning without consideration of client’s priority needs
Interventions minimal, vague & not based on etiology
Info difficult to follow, rationales made up by student
Little to no interpretation of diagnostics & medications or errors in interpretation
Evaluations do not explain client responses to interventions, Revisions lacking

Revised 1/10/12
Rules of Rounding for Dosage Calculations (4-2010)

I. General math rule
   \( \geq 0.5 \) round up to nearest whole number
   Example: \( 2.8 = 3 \)
   \(< 0.5 \) round down to nearest whole number
   Example: \( 1.4 = 1 \)

II. Rounding tablets
   Round to \( \frac{1}{2} \) or whole tablet; tablets are never written with decimal places
   Example: 2.5 tabs = 2 whole tabs and a \( \frac{1}{2} \) tab or 2 \( \frac{1}{2} \) tabs
   Example: 2.8 tabs = 3 tablets

III. Liquid oral medication
   Use the general math rule to round.

   For Adults: round to the whole number
   Example: \( 6.73 = 7 \) mL

   For Children: round to the tenths
   Example: \( 6.73 = 6.7 \) mL

IV. Injection medication
   If giving less than one mL, round to the hundredths; if giving more than one mL, round to the tenths
   Example (less than one mL): \( 0.677 \) mL = 0.68 mL
   Example (more than one mL): \( 1.677 \) mL = 1.7 mL

V. IV rate
   Use the general math rule to round to the nearest whole number for gtts / min and mL / hr.
   Example: 83.8 gtts / min = 84 gtts / min
   Example: 27.4 mL / hr = 27 mL / hr

VI. You must always include a zero before any decimal point.
   Example: \( .4 \) mL should be written as 0.4 mL
   BUT, do not include them at the end: Example NOT 0.4000

VII. Weights
   Kilograms: round to the 10th.
   Example: 15.1 kg
   Pounds: Use pounds and ounces combination
   Example: 20 \( \frac{1}{2} \) lb = 20 lb 8 oz.

*All rounding is done at the end of calculations, EXCEPT: When performing weight-based calculations, round client’s weight in kilograms to the nearest 10ths FIRST and then continue the problem – only rounding per above rules at the end of the remaining calculations*

Rev Spring 2010
APA Guidelines for HCC Nursing Written Work

Here are the basic American Psychological Association (APA) components required for all written work, including papers or literature reviews. Basic tutorials and videos can be accessed at https://apastyle.apa.org/instructional-aids/tutorials-webinars

Components of paper:

- Title page - separate page, center paper’s title 3 to 4 lines down from top of page, bold. All double spaced. Put your name, Department of Nursing, Instructor name, Due Date all on separate lines after the title. Student papers do not require a running head.
- Introduction, discussion, conclusion.
- Reference page - separate page, centered, not bolded

Format:

- Double-space entire paper
- Use same font throughout paper such as: Times New Roman 12 point or Arial 11 point font
- One-inch margins, indent the first line of each paragraph ½ inch.
- Page number in upper right header for all pages.

Citing references within text: Cite the work of others (journals, books, websites) whose ideas, theories, or findings influenced your paper. Citing is required even if paraphrasing or describing another’s ideas. Paraphrasing does not require page numbers; direct quotes do.

Examples:

- Smith and Johnson (2018) found nursing students prefer to participate in active learning in the classroom setting. one reference paraphrased with two authors
- Active learning was found to be preferred among second year nursing students (Marner et al., 2019). one reference paraphrased with 3 or more authors
- Ignatavicius (2013) describes ethnicity as “common social customs, values, and beliefs of a group” (p. 31). direct quote

Reference page:

- All citations used in the content of your paper are listed on a separate reference page. Start new page with title “References” in bold and centered at top of page (omit quotation marks).
- All text is double spaced.
- For each entry use hanging indent for all lines after first.
- Alphabetical order by authors’ last names. Only use initials for authors’ first and middle names.
- List all authors up to and including 20 authors.
- Capitalize only the first word in publication title the first word after a colon or dash and proper nouns. Italicize journal name and volume. Include page numbers. Made DOI as hyperlinked URL
Examples:

Author’s last name, First initial. (publication date). Title of the article. *Journal name, volume number* (issue number), pages. https://doi.org/xx.xxx/yyyy


Content tips:

- Begin your paper by creating an outline. Review the paper rubric or assignment content.
- Paper should be proof-read for clarity, purpose, and grammar. Utilize spell check and grammar tools. Use minimal abbreviations; spell out initially.
- Organize similar thoughts in separate paragraphs.
- Use only reliable, current, and trustworthy references in your paper.
- Reference any work that is not your own thoughts. *Plagiarism occurs* whenever another’s words, ideas, research, or claims are used but not cited.
- Your finished paper can be enhanced by setting aside and re-reading before final submission. Review assignment criteria.

Reviewed and updated: (js2013, sg2015, sg2020)
HIBBING COMMUNITY COLLEGE PROGRAM IN NURSING STUDENT OCCURRENCE FORM

Faculty complete 1-3 then provide to student to complete 4-5 and return back to faculty.

<table>
<thead>
<tr>
<th>Course:</th>
<th>Faculty:</th>
</tr>
</thead>
</table>

Date and Time of Occurrence:

Clinical Site:

1. What type of problem occurred?

<table>
<thead>
<tr>
<th>Medication Occurrence</th>
<th>Non-Medication Occurrence</th>
</tr>
</thead>
<tbody>
<tr>
<td>☐ Incorrect drug</td>
<td>☐ Did not follow Universal Precautions</td>
</tr>
<tr>
<td>☐ Incorrect dose</td>
<td>☐ Procedural error</td>
</tr>
<tr>
<td>☐ Incorrect time</td>
<td>☐ Not prepped for clinical</td>
</tr>
<tr>
<td>☐ Incorrect patient</td>
<td>☐ Organization/time problems</td>
</tr>
<tr>
<td>☐ Incorrect technique</td>
<td>☐ Unprofessional conduct</td>
</tr>
<tr>
<td>☐ Mixing error</td>
<td>☐ Failure to follow care plan</td>
</tr>
<tr>
<td>☐ Did not check patient ID</td>
<td>☐ Did not have sufficient drug knowledge</td>
</tr>
<tr>
<td>☐ Did not check allergies</td>
<td>☐ Safety Issue (side rails down, bed high, patient sustained injury, left patient in unsafe position, etc)</td>
</tr>
<tr>
<td>☐ Infusion compatibility error</td>
<td>☐ Left unit without reporting to staff nurse</td>
</tr>
<tr>
<td>☐ Other</td>
<td>☐ Breach of confidentiality</td>
</tr>
</tbody>
</table>

2. Faculty description of occurrence:

3. Faculty Recommendations:

☐ Review relevant content/procedures independently
☐ Referral to Resource Instructor (fill out Resource Instructor Referral Form and give to Resource Instructor)
☐ Student Advisement (Fill out Student Advisement Form, copy to student, original in student file)
☐ Other:

Faculty Signature: Date:

4. Student description of event and corrective action taken:

5. Describe actions to prevent reoccurrence:

Student Signature: Date

3/2019 (updated 7/2019)
### Hibbing Community College Program in Nursing

**Resource Instructor Referral Form**

*Clinical or theory faculty to complete and return to student and Resource Instructor.*

<table>
<thead>
<tr>
<th>Field</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Student:</td>
<td></td>
</tr>
<tr>
<td>Course:</td>
<td></td>
</tr>
<tr>
<td>Faculty:</td>
<td>(clinical or theory)</td>
</tr>
<tr>
<td>Date of Referral:</td>
<td></td>
</tr>
<tr>
<td>Date to be Completed:</td>
<td></td>
</tr>
</tbody>
</table>

**Area needing improvement:**

**Faculty recommendation for lab/theory practice:**

**Faculty Signature:**

**Date:**

**To be completed after remediation:**

**Resource Instructor Comments:**

**Resource Instructor Signature:**

**Date:**

**Student Comments (if desired):**

**Student Signature:**

**Date:**

Completed form to student file, Copies to student and referring faculty 3/2019 (updated 7/2019)
Minnesota State Associate Degree Nursing Programs Performance Standards

The system of Minnesota State Colleges provides the following example of performance standards, based on the Minnesota Nurse Practice Act, that associate degree nursing students are required to meet and maintain to provide safe and effective care, to be successful and progress in nursing programs.

The examples listed are for illustrative purposes only and are not intended to be a complete list of all tasks in a nursing program.

Students with documented disabilities, or who believe they may have a protected disability, can request accommodation, which may assist with meeting the standards for nursing programs. For assistance, contact Accessibility Services.

<table>
<thead>
<tr>
<th>Requirements</th>
<th>Standards</th>
<th>Examples include but are not limited to...</th>
</tr>
</thead>
</table>
| Critical-thinking Skills | Critical thinking ability for effective clinical reasoning and clinical judgment consistent with level of educational preparation | • Ability to assess, plan, implement, and evaluate care.  
• Organize workload to manage time effectively and prioritize the delivery of client care.  
• Use resources effectively to understand the evidence, context of situations, and perspectives (their own and others) to make logical and informed decisions.  
• Possess problem-solving skills, including the ability to reason, measure, calculate and use data to make decisions in time-pressured environment.  
• Assimilate information from class, lab and clinical to demonstrate achievement of learning outcomes.  
• Ongoing demonstration of skills mastery while integrating and mentally sorting new information. |
| Interpersonal Skills | Interpersonal skills sufficient for professional interactions with a diverse population of individuals, families, and groups | • Maintain and protect client confidentiality and privacy.  
• Establish professional and ethical relationships with others.  
• Accept feedback and integrate new understanding into behavior.  
• Display personal accountability, integrity, understanding that student behavior affects others.  
• Practice the ability to delegate.  
• Promote a team-building environment.  
• Provide effective and therapeutic care in a variety of cultural settings.  
• Convey empathy, compassion and sensitivity in interactions and relationships. |
| Communication Skills | Communication skills sufficient for verbal and written professional interactions | • Assimilate verbal and non-verbal information, process and exchange information with clients, families, instructors and members of the healthcare team.  
• Accurately interpret and document nursing actions and client responses.  
• Display the capacity to engage in successful conflict resolution and advocate for client rights and needs.  
• Effectively communicate in English in verbal, written, and electronic resources with colleagues, school staff, and members of the interdisciplinary team.  
• Use therapeutic communication techniques to provide support to peers, clients and families.  
• Process relevant information; accurately and timely communicate to the healthcare team.  
• Ability to design teaching plans for client education and assess effectiveness.  
• Provide disease prevention and health promotion, care coordination and case findings. |
| Psychomotor Skills | Psychomotor skills sufficient for providing safe, effective nursing care | • Move about client’s room and/or workspaces to complete client assessment.  
• Administer rescue procedures - cardiopulmonary resuscitation.  
• Demonstrate the ability to work for long periods.  
• Safely use and calibrate equipment in a variety of settings.  
• Perform procedures necessary to safely admit, transfer, or discharge a client.  
• Prepare and administer medications and treatments.  
• Perform nursing skills safely and efficiently. |
| --- | --- | --- |
| Assessment Skills | Assessment skills sufficient for providing safe, effective nursing care | • Ability to provide comprehensive assessment of client’s health status through collection and synthesis of data to establish baseline status for client.  
• Ability to integrate assessment information to form a plan of care.  
• Recognize emergent needs; perform appropriate targeted assessment, interventions and evaluation.  
• Assume accountability for delivered care; recognize limits of knowledge, skills and licensure scope.  
• Understand and process healthcare provider orders according to assessment data, evaluate effectiveness of interventions and communicate with members of the healthcare team.  
• Demonstrate distinction between provider-dependent and independent nursing interventions. |
| Emotional-Behavioral Skills | Demonstrates appropriate behavior to function effectively under stress and assume accountability for one’s actions | • Demonstrate emotional stability while encountering a wide variety of emotions in self and others.  
• Communicate empathy, recognize own values, attitudes, beliefs, emotions and experiences affect perceptions and relationships with others.  
• Personal flexibility to adapt to rapidly changing environments.  
• Ability to apply sound judgment in pressured situations. |
| Professional Conduct Skills | Process attributes that include compassion, altruism, integrity, honesty, responsibility and tolerance | • Provide safe and effective care to patients along the age continuum without regard to disability, ethnic origin, gender status or social standing.  
• Recognize and preserve individual human dignity.  
• Advocate for the client’s best interest.  
• Demonstrate professional accountability and ability to work in hierarchical environment.  
• Demonstrate intent to follow the ANA Code of Ethics.  
• Practice participation in development of healthcare policies, procedures.  
• Demonstrate understanding of nursing theory and practice. |
| Environmental Stressors | Other considerations | • Ability to work with infectious agents and blood-borne pathogens.  
• Ability to work in area with potential chemical and radiation hazards, potential allergens such as latex.  
• Ability to work in areas of potential violence.  
• Ability to work in close proximity to others. |
| Other | Sensory | • Visual and auditory ability to perform assessments, safe nursing care, and meet program outcomes. |

References
Minnesota Nurse Practice Act – Minnesota Statute Section 148.171.
Revised and approved by AD and PN Nursing Directors of Minnesota State June 2020.
COVID INFECTION CONTROL PLAN

Skill and hands-on clinical education is essential for readiness of all entry level nurses. Understanding this, the Associate Degree Nursing Program has developed an Infection Control Plan that is to be implemented for all in-person activities that occur during COVID-19 restricted times. Additionally, all students, staff and faculty must read and adhere to Hibbing Community College’s COVID-19 Campus Preparedness Plan.

1. Health screening. All students, staff and instructors must complete the online COVID-19 Self-Assessment Screening Tool prior to entering the campus each day. You may only enter if you receive a green notification approving you to be on campus.

2. All students, staff, and faculty are required to wear either procedure mask or reusable cloth mask when entering the college campus prior to presenting to the nursing classroom/lab.

3. All students, staff, and faculty will be further screened with touchless temperature readings prior to entering the classroom/lab. Persons with a temperature of 100.4 F or higher will not be allowed into the classroom/lab and will be sent home.

4. When entering the classroom/lab, all persons must perform handwashing and/or use hand sanitizer (at least 60% alcohol content) immediately. Hand hygiene should be performed frequently throughout the session.

5. Activities should be only conducted with small groups. Groups of no larger than 10 (5 preferable) including faculty/staff will be utilized, following proper social distancing procedures as much as possible.

6. If unable to maintain social distance, all participants will wear goggles and mask or face shield and mask. Disposable gloves will also be required anytime touching other person, simulators or medical equipment.

7. Hand hygiene required each time disposable gloves are removed.

8. Rooms will be cleaned and disinfected prior to the first student group each day, after each student group change, and at the end of the day. Manikin will be cleaned with soap and water followed by 70% alcohol. All other high-touch surfaces will be cleaned with a disinfectant listed on the EPA “List-N”. Linen will be washed in hot water.

9. Infection Control Officer. Nursing program director will be appointed infection control officer for the department and will ensure compliance with screening and other infection control procedures. All faculty/staff will assist in compliance monitoring. The college will also appoint its own infection control officer.

10. If an individual begins to feel unwell during the day, they will be immediately isolated from the group until they can go home. The area used by the ill person will be closed for 24 hours or if not able to close for that period of time, for as long as possible and then the area and all equipment which came in contact with the ill person will be cleaned and disinfected before new group of students use space.

11. If any student becomes ill during class/lab or you become aware of a known confirmed COVID-19 case involving a student or employee, this must be reported to the nursing program director and College Provost immediately. MN Department of Health will guide next steps to be taken.

12. Faculty must complete the “Classroom Lab Screening Tool” for each session with students and submit to program director after the session is complete.