

## Competency Based Education Sample

# NA CBE Nursing Assistant CBE Program

### Program Information

*Instructional Level* Technical Certificate

*Career Cluster* Health Science

*CIP Code* 51.3902

### Description

The Certified Nursing Assistant program prepares students to provide essential direct patient care through a competency-based curriculum that allows flexible, self-paced learning while ensuring mastery of all skills required for state certification. Students demonstrate proficiency in fundamental nursing skills including infection control, vital signs, patient mobility, and communication through hands-on training in simulation laboratories and supervised clinical experiences with real patients. Upon successful completion, graduates are eligible for state certification and prepared for immediate employment in hospitals, nursing homes, and other healthcare facilities.

### Career/Job Titles

Certified Nurse Aide (CNA)

Licensed Nursing Assistant

Nurses' Aide

Nursing Assistant

Patient Care Aide

### Entry Requirements

- High School Diploma or GED
- CPR certification

### Core Abilities

1. Act responsibly
2. Communicate clearly
3. Demonstrate professionalism
4. Think critically and creatively

## External Standards

*Title*

*Federal Regulations for Nurse Aide Programs*

## Program Outcomes

### **1 Provide safe, compassionate direct patient care**

Summative Assessment Strategies

#### 1.1. Skill Demonstration

Criteria

- 1.1. Assist patients with activities of daily living
- 1.2. Follow safety protocols and report changes in patient condition
- 1.3. Communicate with patients in a caring, respectful manner

### **2 Demonstrate infection control procedures to prevent transmission of diseases and maintain a safe healthcare environment**

Summative Assessment Strategies

#### 2.1. Skill Demonstration

Criteria

- 2.1. Perform proper hand hygiene using soap and water or alcohol-based sanitizer according to CDC guidelines
- 2.2. Use personal protective equipment (PPE) based on transmission precautions
- 2.3. Follow standard precautions and environmental cleaning protocols to prevent cross-contamination

### **3 Communicate effectively with patients, families, and healthcare team members**

Summative Assessment Strategies

#### 3.1. Skill Demonstration

Criteria

- 3.1. Speak respectfully and clearly with patients and families
- 3.2. Document and report patient information accurately
- 3.3. Maintain patient confidentiality and establish appropriate professional boundaries i

## Program Course List

<i>Number</i>	<i>Title</i>	<i>Credits</i>	<i>Description</i>
<i>CNA-CBE</i>	<i>Certified Nursing Assistant - CBE Course Sample</i>	2	This competency-based course prepares you to demonstrate essential nursing assistant skills including patient care techniques, infection control procedures, vital signs measurement, mobility assistance, and professional communication in healthcare settings.

# CNA-CBE Certified Nursing Assistant - CBE Course Sample

## Course Design

### Course Information

Description	This competency-based course prepares you to demonstrate essential nursing assistant skills including patient care techniques, infection control procedures, vital signs measurement, mobility assistance, and professional communication in healthcare settings.
Total Credits	2
Prior Learning Assessments	<ul style="list-style-type: none"> <li>• Skill demonstration</li> <li>• Written exam</li> </ul>

### Types of Instruction

<b>Instruction Type</b>	<b>Credits/Hours</b>
Lecture	1
Lab	1

### Pre/Corequisites

Prerequisite	None
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### Textbooks

Open Educational Resources (OER) provided.

## Core Abilities

1. Act responsibly
2. Think critically and creatively

## Program Outcomes

1. Demonstrate infection control procedures to prevent transmission of diseases and maintain a safe healthcare environment

## External Standards

*Title* Federal Regulations for Nurse Aide Programs

*Target Standards*

Basic nursing skills

## Course Competencies

1. **Demonstrate hand hygiene and personal protective equipment procedures**

Assessment Strategies

- 1.1. Demonstration

Criteria

- 1.1. perform proper hand hygiene using both soap/water and alcohol-based sanitizer
- 1.2. select appropriate PPE based on transmission precautions
- 1.3. put on PPE in correct sequence
- 1.4. remove PPE in correct sequence without contamination
- 1.5. identify when each procedure is required in clinical scenarios

Learning Objectives

- 1.a. Examine the importance of hand hygiene
- 1.b. Identify transmission precaution categories
- 1.c. Outline the correct donning and doffing sequences for all PPE types without contaminating self, environment, or clean areas
- 1.d. Identify when specific infection control procedures are required based on patient diagnosis, clinical scenarios, and healthcare activities

2. **Perform basic health monitoring**
3. **Document in the electronic health record**
4. **Apply therapeutic communication techniques**
5. **Assist patients with restorative and rehabilitative care**
6. **Respond to medical emergencies**

## Hand Hygiene and PPE CBE Learning Plan

### Target Competencies

1. **Demonstrate hand hygiene and personal protective equipment procedures**

#### Assessment Strategies

- 1.1. Demonstration

#### Criteria

- 1.1. perform proper hand hygiene using both soap/water and alcohol-based sanitizer
- 1.2. select appropriate PPE based on transmission precautions
- 1.3. put on PPE in correct sequence
- 1.4. remove PPE in correct sequence without contamination
- 1.5. identify when each procedure is required in clinical scenarios

#### Learning Objectives

- 1.a. Examine the importance of hand hygiene
- 1.b. Identify transmission precaution categories
- 1.c. Outline the correct donning and doffing sequences for all PPE types without contaminating self, environment, or clean areas
- 1.d. Identify when specific infection control procedures are required based on patient diagnosis, clinical scenarios, and healthcare activities

### Learning Activities

1. **PRE-ASSESSMENT**

Complete the pre-assessment skills demonstration to determine your current competency level and identify areas for learning and review. Review your results with your clinical instructor.

2. **LEARNING ACTIVITIES AND RESOURCES**

Complete some or all of the following learning activities to prepare for the assessment.

- Watch the hand hygiene technique video and complete the interactive self-check
  - Complete the PPE selection module
  - Practice the virtual PPE selections
  - Study the assigned case studies
3. INSTRUCTOR CONFERENCE
- Attend your progress conference with your instructor to review your learning progress, demonstrate your skills, and receive feedback and coaching.
4. ASSESSMENT READY
- Participate in the optional peer practice sessions and obtain feedback from your instructor
  - Complete the required pre-assessments and submit them to your instructor
  - Schedule your summative assessment appointment

## Assessment Activities

1. COMPLETE ASSESSMENT
- Demonstrate proper infection control procedures during your assessment with your instructor.
  - Receive immediate feedback via the rubric.
  - If you do not meet the competency requirements, meet with your instructor to develop a plan to move forward.

# Hand Hygiene and PPE CBE Performance Assessment Task

## Directions

For this competency assessment you will complete three standardized patient care scenarios demonstrating proper infection control procedures

- Scenario 1: Routine patient care (standard precautions)
- Scenario 2: Patient with droplet precautions (pneumonia)
- Scenario 3: Patient with contact precautions (C. diff infection)

You will be observed by the clinical instructor and evaluated using a rubric. You will perform the assessment in the lab with equipment and supplies provided.

Target Course Competencies

1. Demonstrate hand hygiene and personal protective equipment procedures

Scoring Standard

You must achieve a rating of "Proficient" in all six criteria to demonstrate competence.

## Scoring Guide

	Criteria	Proficient (Met)	Approaching (Not Met)	Not Yet Proficient (Not Met)	Ratings
1.	<b>perform proper hand hygiene using both soap/water and alcohol-based sanitizer</b>	Demonstrates correct technique for both methods, appropriate duration (20+ seconds), covers all hand surfaces, proper drying technique	Minor technique issues but covers essential steps, adequate duration, mostly complete coverage	Significant steps missed, incorrect technique, insufficient duration, or incomplete coverage	MET NOT MET
2.	<b>select appropriate PPE based on transmission precautions</b>	Correctly selects all required PPE for standard, droplet, and contact precautions without prompting	Selects correct PPE with 1 minor omission or needs minimal prompting for one scenario	Multiple errors in PPE selection or requires significant guidance across scenarios	MET NOT MET
3.	<b>put on PPE in correct sequence</b>	Follows correct donning sequence for all PPE types, no contamination	Minor sequence errors but maintains safety, self-corrects when needed	Major sequence errors, contamination occurs, or requires step-by-step prompting	MET NOT MET
4.	<b>remove PPE in correct sequence without contamination</b>	Removes PPE in correct order, no self-contamination, proper disposal	Minor errors but avoids contamination of self or clean areas, mostly correct disposal	Contaminates self, environment, or clean areas during removal, improper disposal	MET NOT MET

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	Criteria	Proficient (Met)	Approaching (Not Met)	Not Yet Proficient (Not Met)	Ratings
5.	<b>identify when each procedure is required in clinical scenarios</b>	Correctly identifies appropriate precautions for all patient scenarios, explains rationale clearly and accurately	Mostly correct identification with minor hesitation or one small error in reasoning	Cannot identify appropriate precautions or provides incorrect rationale for multiple scenarios	MET  NOT MET