

Nursing Assistant (2025)

PROFESSIONAL ORGANIZATIONS AND LEADERSHIP 1.0

1 Student Leadership in Career Technical Student Organizations (CTSO) and Professional Associations 1.1

- 1 Explore the role of professional organizations and/or associations in the nursing assistant industry. 1.1.1
- 2 Define the value, role, and opportunities provided through career technical student organizations. 1.1.2
- 3 Engage in career exploration and leadership development. 1.1.3

THE NURSING ASSISTANT IN HOLISTIC CARE 2.0

1 Roles and Responsibilities 2.1

- 1 Differentiate between healthcare facilities and settings. 2.1.1
- 2 Identify the members of the healthcare and nursing teams. 2.1.2
- 3 Describe roles and responsibilities of the CNA in healthcare settings. 2.1.3
- 4 Describe the primary employer and facility policies that affect the CNA. 2.1.4
- 5 Define state regulations and delegated tasks that affect the CNA. 2.1.5
- 6 Describe the certification requirements for Certified Nursing Assistants (CNA) in Idaho. 2.1.6
- 7 Identify the personal characteristics and behaviors of effective nursing assistants. 2.1.7

ETHICS AND LAW 3.0

1 Ethical Considerations 3.1

- 1 Describe the ethical behavior needed to deliver safe and quality care. 3.1.1
- 2 Describe the professional boundaries of a nursing assistant. 3.1.2
- 3 Describe the implications and consequences of social media and confidentiality in regard to patients' rights. 3.1.3
- 4 Describe the nursing assistant's ethical responsibility in incident reporting, investigation, and recording. 3.1.4

2 Legal Considerations 3.2

- 1 Describe legal issues related to nursing assistant practice (e.g., liability, negligence, abuse, tort laws, incident reporting). 3.2.1
- 2 Describe the legal importance of documentation. 3.2.2
- 3 Define Omnibus Budget Reconciliation Act (OBRA) regulations affecting CNAs. 3.2.3

- 4 Define Health Information Portability and Accountability Act (HIPAA) regulations affecting CNAs. 3.2.4

3 Dignity and Rights 3.3

- 1 Define the client's rights within the healthcare setting. 3.3.1
- 2 Describe how the resident's rights promote dignity and quality of life. 3.3.2
- 3 Describe signs of abuse and neglect, and how to report them. 3.3.3
- 4 Describe procedures that promote privacy. 3.3.4

COMMUNICATION 4.0

1 Effective Communication 4.1

- 1 Describe the process for effective communication and adherence to professional communication etiquette (e.g., telephone, email, texting, radio, call lights). 4.1.1
- 2 Describe barriers to effective communication. 4.1.2
- 3 Identify alternative methods for effective communication. 4.1.3
- 4 Describe the communication process within the healthcare team regarding changes in residents' condition and preferences. 4.1.4

2 Proper Documentation Processes 4.2

- 1 Describe guidelines for recording and reporting. 4.2.1
- 2 Describe subjective and objective symptoms of residents. 4.2.2
- 3 Demonstrate required documentation (e.g., medical record, incident report, witness statement). 4.2.3

DIVERSITY, HUMAN NEEDS, GROWTH AND DEVELOPMENT 5.0

1 Diversity 5.1

- 1 Describe how to show respect and empathy for diverse populations. 5.1.1
- 2 Describe the impact of religious and cultural values on behaviors of self and others. 5.1.2
- 3 Identify resources available to understand residents' behavior and better assist in care. 5.1.3

2 Basic Human Needs, Growth and Development 5.2

- 1 Prioritize aspects of residents' well-being by applying Maslow's Hierarchy of Needs. 5.2.1
 - 2 Identify physical, mental, psychosocial, and sexual needs throughout residents' lifespans. 5.2.2
 - 3 Identify the stages of growth and development throughout residents' lifespan. 5.2.3
 - 4 Describe methods to promote residents' independence. 5.2.4
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INFECTION CONTROL 6.0

1 Infection Prevention Processes 6.1

- 1 Describe the chain of infection. 6.1.1
 - 2 Identify standard and transmission-based precautions (e.g., personal protective equipment [PPE], handwashing, bloodborne pathogens, airborne pathogens, droplet pathogens). 6.1.2
 - 3 Describe medical and surgical asepsis, disinfection, and sterilization. 6.1.3
 - 4 Define healthcare-acquired infections and prevention techniques. 6.1.4
 - 5 Describe multi-drug resistant organisms (MDROs) and their causes. 6.1.5
 - 6 Identify signs and symptoms of localized and systemic infections. 6.1.6
 - 7 Describe the recommended immunizations for healthcare workers. 6.1.7
 - 8 Describe personal and environmental processes that prevent infection. 6.1.8
 - 9 Demonstrate safe cleaning of equipment to prevent the transmission of infection. 6.1.9
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SAFETY AND EMERGENCY CARE 7.0

1 Safety and Emergency 7.1

- 1 Identify general rules of safety and accident prevention in healthcare settings for residents and staff. 7.1.1
 - 2 Describe safety measures related to use and care of medical devices. 7.1.2
 - 3 Identify major causes of fire in any setting and list fire prevention guidelines. 7.1.3
 - 4 Describe fire response (i.e., rescue, alarm, contain, extinguish/evacuate [RACE]) and suppression procedures (e.g., fire emergency protocols) and use of fire extinguishers (i.e., pull, aim, squeeze, sweep [PASS]). 7.1.4
 - 5 Describe emergencies and disasters and response protocols. 7.1.5
 - 6 Describe safety guidelines in the workplace regarding use of oxygen supplies, electrical hazards, and biohazards. 7.1.6
 - 7 Describe procedures to place malfunctioning equipment out-of-service. 7.1.7
 - 8 Pass a BLS CPR training course. 7.1.8
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2 Resident Safety 7.2

- 1 Identify potential hazards in the resident's environment. 7.2.1
 - 2 Identify safety measures used for resident care (e.g., patient identifiers, restraints, gait belts, call lights). 7.2.2
 - 3 Describe corrective actions when hazards are identified. 7.2.3
 - 4 Describe fall risk and prevention. 7.2.4
 - 5 Describe patient identifiers (e.g., name, birthdate, bracelet/name band). 7.2.5
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ADMISSION, DISCHARGE, TRANSFER, AND UNIT CARE 8.0

1 Facility Policies and Procedures 8.1

- 1 Describe the process of admission, unit orientation, transfer, and discharge, according to facility policy. 8.1.1

- 2 Secure and return personal belongings, according to facility policy. 8.1.2

2 Unit Care 8.2

- 1 Describe the importance of creating a comfortable, safe, and clean workplace environment. 8.2.1
- 2 Describe the OBRA room and environmental requirements. 8.2.2

VITALS 9.0

1 Vital Signs and Measurements 9.1

- 1 Identify normal and abnormal vital signs. 9.1.1
- 2 Identify when to report abnormalities in the client's vital signs and symptoms. 9.1.2
- 3 Describe physiological and environmental factors that can affect vital signs. 9.1.3
- 4 Describe contraindications for vital sign measurements. 9.1.4
- 5 Measure and record vital signs (e.g., blood pressure, pulse and respiration, temperature, oxygen saturation, pain scale, blood glucose) and height and weight. 9.1.5

MOVING, LIFTING, POSITIONING, AND TRANSFERS 10.0

1 Patient Mobility 10.1

- 1 Describe proper body mechanics during transfers and ambulation (e.g., wheelchairs, beds, mechanical lifts). 10.1.1
- 2 Describe the use of assistive devices and positioning aids. 10.1.2
- 3 Demonstrate moving, transferring, and positioning residents (e.g., care guidelines, IV lines, tubes, medical devices) with attention to staff and resident injury prevention. 10.1.3
- 4 Describe measures to prevent resident injuries. 10.1.4
- 5 Instruct residents on fall prevention techniques, including the benefits of exercise and activity. 10.1.5
- 6 Describe factors that compromise skin integrity. 10.1.6
- 7 Identify pressure points. 10.1.7

PERSONAL CARE 11.0

1 Hygiene and Grooming 11.1

- 1 Describe the importance of hygiene and grooming (e.g. skin care, oral hygiene, bathing, dressing and undressing, shaving, perineal care, catheter care, nail care, hair care). 11.1.1
- 2 Describe the functions of skin. 11.1.2

2 Normal and Abnormal Elimination 11.2

- 1 Compare normal and abnormal characteristics of elimination. 11.2.1
- 2 Describe the use of elimination devices. 11.2.2

- 3 Summarize elimination observations that must be reported and documented. 11.2.3
 - 4 Describe diseases or conditions that may interfere with normal elimination. 11.2.4
 - 5 Describe nursing care required for the incontinent resident, including preventive measures. 11.2.5
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DIETARY AND NUTRITION CARE 12.0

1 Nutrition and Hydration 12.1

- 1 scribe general nutritional requirements, including state and federal guidelines. 12.1.1
 - 2 Describe common special diets for patients. 12.1.2
 - 3 Describe signs and symptoms of dehydration. 12.1.3
 - 4 Identify culturally significant dietary practices. 12.1.4
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2 Meal Service 12.2

- 1 Demonstrate preparing, serving, and feeding of the client who requires assistance. 12.2.1
 - 2 Document calculated and measured portions in the intake and output (I & O) record. 12.2.2
 - 3 Describe assistive devices for eating that are available to patients. 12.2.3
 - 4 Describe the nursing assistant's role in providing a dignified dining experience. 12.2.4
 - 5 Summarize strategies for the safe handling of food and prevention of foodborne illness. 12.2.5
 - 6 Describe diseases or conditions that may interfere with the normal eating process (e.g., aspiration, dysphagia). 12.2.6
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CARE OF COMPLEX NEEDS 13.0

1 Mental Health and Illness 13.1

- 1 Define common symptoms of mental health illnesses. 13.1.1
 - 2 Describe the role of the nursing assistant in caring for people with mental illness. 13.1.2
 - 3 Describe indicators of suicide risk, immediate interventions, and reporting guidelines. 13.1.3
 - 4 Describe the differences between dementia, developmental disability, and mental illness. 13.1.4
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2 Cognitive Disorders 13.2

- 1 Describe the levels of care that cognitive disorders require. 13.2.1
- 2 Describe how to implement a care plan to assist a resident with cognitive needs. 13.2.2
- 3 Describe key methods of de-escalation in aggressive situations. 13.2.3

- 4 Describe interventions for behaviors (e.g., wandering, hoarding, sun downing, hallucinations). 13.2.4
- 5 Describe how reality orientation, validation therapy, and reminiscence are used in caregiving. 13.2.5

3 Safety in Caring for Residents with Complex Needs 13.3

- 1 Identify potential safety risks related to residents with complex needs. 13.3.1
- 2 Follow safety protocols for identified risks for residents with complex needs. 13.3.2

REHABILITATION AND RESTORATIVE CARE 14.0

1 Rehabilitation and Restorative Care 14.1

- 1 Identify the goals of rehabilitation and restorative care. 14.1.1
- 2 Describe the role of the resident's family as part of the rehabilitation team. 14.1.2
- 3 Describe how physical and mental deficits (i.e., disability) can impact a person's ability to perform activities of daily living (ADL). 14.1.3
- 4 Describe safety considerations for ambulating a person with the use of assistive devices (e.g., cane, crutches, gait belt, walker). 14.1.4
- 5 Describe application and removal of established prosthesis, orthotics, immobilizers, braces, and postural support. 14.1.5

END OF LIFE CARE 15.0

1 Death and the Grief Process 15.1

- 1 Describe factors affecting attitudes toward death (e.g., age, culture, religion, degree of illness). 15.1.1
- 2 Describe the grieving process. 15.1.2
- 3 Describe strategies for meeting the physical, psychological, social, and spiritual needs of a dying person. 15.1.3
- 4 List the rights and choices of the dying person. 15.1.4
- 5 Describe needs unique to the loved ones in the life of the dying person. 15.1.5
- 6 Identify the goal of hospice care and palliative care. 15.1.6
- 7 Describe legal and ethical issues surrounding death. 15.1.7
- 8 List the signs of dying and imminent death. 15.1.8

PROFESSIONAL DEVELOPMENT 16.0

1 Professional Development 16.1

- 1 Define the purpose of the Idaho CNA Registry. 16.1.1
- 2 Create a plan for personal stress management and selfcare (i.e., how to cope/deal effectively with residents and others in the workplace). 16.1.2
- 3 Describe how professionalism impacts residents, family, and coworkers. 16.1.3
- 4 Describe the CNA certification, testing, and renewal process. 16.1.4

BODY SYSTEMS 17.0

1 Structure and Function of Body Systems 17.1

- 1 Identify basic structure, function, and terminology associated with the following body systems: 17.1.1
 - 1 cardiovascular 17.1.1.1
 - 2 respiratory 17.1.1.2
 - 3 nervous 17.1.1.3
 - 4 gastrointestinal 17.1.1.4
 - 5 urinary 17.1.1.5
 - 6 reproductive 17.1.1.6
 - 7 integumentary 17.1.1.7
 - 8 musculoskeletal 17.1.1.8
 - 9 endocrine 17.1.1.9
 - 10 immune 17.1.1.10
- 2 Identify accepted abbreviations found in the healthcare setting. 17.1.2
- 3 Describe the effects of cancer on the immune system. 17.1.3
- 4 Compare disease and disorder of each body system and normal age-related changes. 17.1.4
- 5 Describe nursing assistant observations related to each body system and when to report to the supervising nurse. 17.1.5
- 6 Describe nursing assistant measures to prevent diseases and care for clients with diseases or disorders of each body system. 17.1.6