



Emerald Care Nursing Assistant Certification Training  
Program Catalog  
2025-2026

## **Emerald Care Nursing Assistant Certification Training Program Catalog**

### **2025-2026**

This catalog is designed to convey Emerald Care's policies and procedures to potential/current school applicants, students, and graduates for the period of 2025-2026.

**Mission Statement:** Emerald Care's NAC Training Program mission is to prepare individuals to become nursing assistants able to function efficiently and effectively in a variety of health care settings; to prepare them to pass the state required written or oral and skills competency evaluation; and to meet the federal and state requirements for nursing assistance training programs.

**Ownership/Location:** Emerald Care, a long-term skilled nursing facility, is a 501c not-for-profit corporation operated by a Board of Directors. In May 2019, Emerald Care began the process of obtaining approval to offer a certified nursing aide training program from the Washington State Nursing Commission, a division of the Washington Department of Health. Emerald Care's administrative office is located within the facility at 209 N. Ahtanum Ave., Wapato, WA 98951, where both classroom instruction and a hands-on practicum take place.

**Staff:** Our Program Director and Director of Nursing Esteban Rodriguez, RN, began his healthcare career as a Certified Nursing Assistant in 2019. He advanced quickly, earning his LPN license in 2021 and completing his Associate Degree in Nursing from Yakima Valley Community College in 2022. While pursuing his education, Esteban worked weekends as a medication nurse at Emerald Care and gained acute care experience in the Telemetry and Oncology units at Memorial Hospital.

In 2024, Esteban transitioned into the role of Resident Case Manager at Emerald Care, where he collaborates closely with providers and interdisciplinary teams to ensure the highest quality of resident care. He specializes in MDS accuracy, care coordination, and documentation compliance. As Program Director, Esteban brings a passion for mentorship, clinical excellence, and long-term care leadership to the next generation of nursing professionals.

Our Program Instructor, Julia Heilman, RN, has 28 years of nursing experience. She started her career as an RN at Yakima Regional Hospital in July 1997. She started working on the MED/Surg unit, where she had moved to many positions within Yakima Regional Hospital, from Administration nurse, Pediatric nursing, ortho/neuro, and Charge nurse. As a floor nurse, she had been a preceptor for new nurse hires and nursing students. Yakima Regional was a teaching hospital; they provided clinics for three local nursing programs. Julia started working at Emerald Care Nursing home in March 2025 to start teaching the NAC program as an instructor. Julia has extensive experience in bedside nursing.

Our back-up Program instructor, Jeanette Sexton, LPN, has 12 years of nursing experience. She started her career at Emerald Care following graduation from Heritage College. She

then went to work at a Yakima Facility for 6 years, where she was the Nursing Assistant Training Instructor as well as many other positions, gaining valuable experience. She is currently back working at Emerald Care as the Staff Development Director / Infection Control Preventionist. Katie has vast experience in long-term care.

**Licensure:** Emerald Care Skilled Nursing Facility provides this free training program without monetary or other type of reimbursement from its students. Emerald Care's application for the program is designated by the Department of Health and Pearson VUE.

*Emerald Care's NAC Training Program features a blended course in conjunction with Cinematic Health's Ready CNA Program.*

Emerald Care offers a blended/flipped program which contains online course/lab skills (in-house) and clinicals at Emerald Care Nursing Home.

STUDENTS WILL COMPLETE ALL ONLINE THEORY MODULES ON-SITE IN THE CLASSROOM WITH SUPERVISION AND SUPPORT FROM THE LICENSED INSTRUCTOR.

**Course Description:** The purpose of this program is to provide instruction in the basic bedside nursing skills required by the State of Washington to be a Nursing Assistant Certified. **The 136-hour training program is separated into two parts:**

**Online Theory Course (43)/Lab skills/Clinical (93 hours) This Theory course consists of:**

1. Introduction to the Nursing Assistant Role and Maslow's Hierarchy of Human Needs
2. Client or Resident Rights and Promoting Independence
3. Communication and Interpersonal Skills
4. Infection Control
5. Safety and Emergency Procedures
6. Basic Nursing Skills
7. Basic Restorative Services
8. Personal Care
9. Transitions

*See Ready CNA Washington 2024 for the Rationale of content placement*

**Clinical (48 hours): Hands-on clinical experience and skills training conducted at Emerald Care Nursing Home.**

Successful completion of the online theory course in house and clinical portions of this program makes students eligible to apply with the State of Washington for a Nursing Assistant Certified (NAC) license, a process that includes taking the Nursing Assistant Competency Evaluation. Licensure opens the door to possible employment as a Nursing Assistant Certified by a nursing home, hospital, or community health agency.

**Career Description:** Nursing assistants provide patient and resident care under the direct supervision of a licensed nurse. They assist patients and residents with activities of daily living, provide personal care and comfort, and maintain a safe and clean environment.

The Omnibus Reconciliation Act of 1987 set forth new provisions for Medicare and Medicaid sections related to new standards for care in the nursing home setting. One major provision was for nurse aide training. Within that provision there are four specified requirements: (1) nurse aide training for 75 hours, (2) competency evaluation of newly trained nurse aides, (3) competency evaluation of nurse aides already providing care, and (4) a registry for nurse aides. The primary implications of these requirements center on the responsibility of the individual nurse or nurse community in ensuring appropriate implementation of the new requirement. Without appropriate implementation, some of the provisions increase the liability of the nurse and the risk to the public. The reality of OBRA 1987 and its intent of bringing a measure of quality assurance to the nursing home industry should only serve as an impetus for the nursing community to better translate the nurse role and its contribution in the nursing home setting to policy makers at local, state, and federal levels. Additional information (i.e., median pay, working conditions, occupational outlook) can be obtained from the U.S. Department of Labor, Bureau of Labor Statistics website (<http://www.bls.gov/ooh/healthcare/nursing-assistants.htm>). Overall employment of nursing assistants and orderlies is projected to grow 4 percent from 2023 to 2033, about as fast as the average for all occupations.

**Course Objectives:** Course objectives are based directly on the laws of the State of Washington that govern the certification and practice of certified nursing assistants in the state. The most current version of these laws can be accessed via a search on the Washington State Department of Health website (<http://www.doh.wa.gov>) or directly from the Washington State Legislature website (<http://app.leg.wa.gov/wac/default.aspx?cite=246-841-400>). See Appendix A: WAC 246-841-400.

The objective of this course is to prepare individuals to become nursing assistants able to function efficiently and effectively in a variety of health care settings; to prepare individuals to pass the state required written or oral and skills competency evaluation; and to meet the federal and state requirements for nursing assistance training programs.

**Online Course Outline:** This course is designed to be completed in 11 days over 4 weeks of full-time participation. The official Emerald Care NAC Training Program Curriculum outlines 9 units of online course story-lined videos, quizzes, lab skills practices, and exams. See Emerald Care NAC Training program (refer to Cinematic Health Washington Alignment to Competencies) for further information on every unit in this program.

### **Emerald Care CNA Training Program Academic Calendar**

**Schedule:** Course dates, times, and make-up sessions are posted below. Pacing of instruction is outlined in the course Curriculum. Schedule, meeting sites, and curriculum

pricing are subject to change according to class needs, number of students, inclement weather, and other unforeseen conditions. The Program Instructor will inform the students of program changes. Students may contact the instructor as necessary.

**Example only:**

	<b>Online/Theory Course hours (43)/Lab Skills hours (45) <i>Instructional</i></b>	<b>Clinical Days (6) <i>Practicum</i></b>	<b>Make-Up (2)</b>	<b>Classroom (1) <i>Final Exam</i></b>	<b>Graduation Ceremony</b>
<b>Session 3: Jul-Aug</b>	Jul 15-19, 22-26	July 30-31, Aug 1-2, 5-9,12	<i>instructional:</i> Jul 29 <i>clinical:</i> Aug 13	Thursday Aug 14	Friday Aug 16
<b>Session 4: Sep-Oct</b>	Sep 7, 12-14, 19-21, 26-28	Oct 3-5, 10-12, 17-19	<i>instructional:</i> Sep 29 <i>clinical:</i> Oct 21	Friday, Oct 20	Saturday, Oct 28
<b>Session 5: Nov-Dec</b>	Oct 31; Nov 1-2, 7-9, 14-16, 21	Nov 28-30; Dec 5-7, 12-14	<i>instructional:</i> Nov 22 <i>clinical:</i> Dec 16	Friday, Dec 15	Thursday, Dec 22

*Note:* Students are required to attend make-up classes/hours when absent (see Attendance Policy). Proposed make-up dates are listed above (first date designated to make up missed classroom instruction, second date designated to make up missed clinical day). In case of inclement weather or other unavoidable cancellation of a program day, instructor will notify students as soon as possible of the program make-up date/s, which MAY include weekend date/s; students are required to attend the program make-up day/s in accordance with the Attendance Policy. All schedules are subject to change.

**STUDENT DAILY SCHEDULES**

**PROGRAM**

- 12 classroom days varying hours (start time 8am—varied) with half hour of lunch.
- 6 clinical days – 6 day shifts, 8 hrs (6:00am to 2:00pm with half-hour lunch)
- Final exam day (8am till finished).
- Online/Theory Course (In-house): 43 hours total
- 8 Lab Days – 45 Hours Total (Includes Mock Skills Days)
- **Final Exams:**
  - Day 19: Theory Course Final Exam
  - Day 26-28: Skills Final Exam

- **State Skills Testing:** To be announced
- **State Written Exam:** Per Credentia Site Scheduling

**Holidays:** Emerald Care observes and will not schedule the program on the following holidays: New Year’s Day, Memorial Day, 4th of July, Labor Day, Thanksgiving Day, Christmas Day.

**Application and Enrollment:** Applications are taken prior to a given course offering, with enrollment taking place on-site at the time of application following application acceptance. Application/Enrollment dates vary and will be announced via community-based advertising (Facebook, Emerald Care Website, word of mouth/referrals, etc). All enrollment forms must be submitted prior to start of classes.

**Method of Instruction:** A primary purpose of the certified nursing assistant training program is to prepare students for successful employment, 40 hours is spent in an “on-the-job” atmosphere. Attention is given to punctuality, attendance, appearance (to include personal hygiene), and student interactions with clients, professionals, and one another.

Academic instruction takes place in a classroom setting in multiple formats that may include online story base theory, lecture, class discussion, classroom activities and practical hands-on practice of skills. Students will be expected to participate in group activities and to do online classes that includes regular quizzes and tests. Clinical days will consist of hands-on application of skills taught in the classroom. This portion of the course will take place throughout various locations in the long-term care nursing facility. Skills checklists will be completed on a daily basis during this portion of the program.

**Staff-to-Student Ratio:** Class size is limited to 10 students, allowing a 1-to-10 staff-student ratio in both the classroom and clinical settings.

**Attendance:** Student are required to attend all classroom, skills lab, and clinical days. Students are required to contact the instructor to arrange to make up any missed days. Quizzes/exams may not be made up.

In case of inclement weather or other unavoidable cancellation of a program day, instructor will notify students as soon as possible of the program make-up date; students must attend the program make-up day. Any student who misses more than one day of either portion or who fails to make up a missed class will be dropped from the course. Those students are welcome to reapply to the school to attend a later course.

Likewise, students are expected to be in class during the entire time scheduled. Those who arrive late or leave early without prior notification to the instructor and without approval of

the instructor may be directed to attend a make-up class or possibly withdrawn from the class. Any student who anticipates an unexpectedly tardy arrival is required to call the instructor prior to commencement of class.

Every effort will be made to keep the site location and the curriculum plan as stated in the application. If any changes are needed, the Program Director will notify the nursing commission prior to any changes or implementation.

**Instructional Materials:** Emerald Care will provide each student with a skills checkbook, abbreviations handout, and other handouts as necessary as well as videos, and on-line CNA class.

Each student must provide their own laptop for the on-line NAC class.

Each student will have a BP cuff and stethoscope checked out to them for purpose of practicing skills outside of class. If lost, student will be responsible for cost of BP cuffs(cost).

**Instructional Classroom Setting:**

Instruction takes place in a dedicated room at Emerald Care, a long-term-care skilled nursing facility. The classroom is a 722.3-square-foot room, of which approximately 50 square feet will be used for storage (for the facility's cable system as well as an extra hoyer, etc.). Well over 650 square feet are dedicated to the instructional and lab components of the program.



The classroom contains four long tables and ten folding chairs. As needed, a whiteboard on an easel, paper, and pen is provided. Students will provide their own laptop.

A dedicated room used for for the laboratory component of the instructional time. Students can learn hands-on in a mock-up healthcare room with an electric hospital bed, anatomically correct (male/female convertible) mannequin, nightstand, call light, privacy curtain, and over-the-bed table such as what is in a nursing home or hospital room.

The school also provides training equipment and supplies, to include bedding and pillows, wheelchair, four-wheel walker, urinals and bedpans, bedside commode, personal protective equipment, retention catheter, retention bag, leg bag, leg brace, meal tray supplies, blood pressure cuffs and stethoscope with dual ear piece, and stethoscope, alcohol wipes, gait belts, scales, and more (i.e., necessities for providing bed baths, oral care, skin care, grooming, clothing protector, etc.).

**Clinical Setting:** The clinical portion of the course also takes place at Emerald Care. This 82-bed facility allows students to be exposed to a wide variety of patients typically ranging from teens to elders with numerous medical challenges that traverse the spectrum of physiological, emotional, and psychological issues.

**Facility Description:**

Emerald Care is in a one-story ADA-compliant building with no stairs and has an employees' breakroom available to students that includes a microwave, refrigerator, tables, chairs, and a sink.



A single room in the facility has a drop in level but it includes an ADA-compliant ramp for accessibility. In the dining room, students may purchase food and drink items from vending machines or from the kitchen. Three individual single-stall gender-neutral lavatories with sinks are available to students, including one off the break room. There is ample free parking located back side of the business office with student parking sign. Several handicapped parking spaces are reserved in front by the main door to the facility. There are also two outdoor seating areas with picnic tables. Fast food is available in the community.

**Admissions Requirements:** Applicants are not required to have a high school diploma or G.E.D. to be admitted into Emerald Care's Certified Nursing Aide Training program but must pass a written entrance exam. There is no application fee or cost to take the entry exam. The purpose of the exam is to ensure that all students have a reasonable expectation of being able to complete the program and benefit from it—that is, to assess whether students have the basic language, communication, and math skills to complete this program and be able to perform the tasks required of a certified nursing aide.

The brief entrance exam, administered upon application, ensures all students read and write English at a 6th grade or higher level and do basic math (add, subtract, multiply, and divide) without a calculator. At the time of application, applicants will discuss their application and assessment with Emerald Care staff, demonstrating their ability to speak and understand spoken English. Applicants who make a combined score of 75% or higher on the reading section (comprehension and vocabulary), make an 80% or higher on the mathematics section, and communicate effectively in spoken English may be admitted to the program; those who fail any criteria have the option to reapply and retest on the next or later application/enrollment date.

**Licensure:** Admission to and successful completion of the Emerald Care NAC Training program does not promise or imply eligibility to become a licensed certified nursing assistant. Applicants are notified that those who successfully complete the program and apply with the State of Washington for licensure will be required to divulge medical conditions (physiological, mental, or psychological) or use of controlled substances or chemical substances (in the last two years) which might interfere with performance of job duties; criminal history (as an adult or a juvenile in any state); adverse findings in a health care profession; and disciplinary action regarding and/or disqualification from working with vulnerable persons by the State of Washington Department of Social and Health Services (DSHS). Applicants with a “red flag” in any of these areas should discuss their situation with Emerald Care staff at the time of application. Emerald Care staff may provide basic information and acceptance into the Emerald Care program but are unable to provide advice or guarantees concerning eventual licensure for applicants with “red flags.” Complete licensing requirements can be obtained by searching the State of Washington Department of Health website (<http://www.doh.wa.gov>).

**Withdrawal/Non-Completion:** Students may elect to withdraw from the course for personal reasons, to include realization that this career does not appear to align with their schedules, needs, or personality. Some students may be withdrawn from the program by Emerald Care staff because of attendance or conduct issues. Others may fail the course by not meeting the grades standard. Students who do not successfully complete the program through withdrawal or failure may reapply for a subsequent course offering.

**Conduct:** Students who do not meet standards of conduct may be withdrawn from the class. Specific classroom policies include being seated in the classroom before the class begins; being prepared to work (to include having necessary materials at hand); having a positive, pleasant attitude; and participating willingly in all class activities. Standards include following Emerald Care’s facility policies (to be provided on or prior to the first day of instruction). In addition, students may not have cell phones during the class, in either the classroom or clinical setting. Students who are insubordinate, disruptive, verbally inappropriate, or physically aggressive at either setting may be removed from the premises and withdrawn from the course immediately.

**Transcript, Completion Certificate, and Evaluation:** Students who successfully complete the program will receive a certificate of completion showing hours completed in course and date of graduation. Student evaluations are based on attendance; class participation, completion of on-line course, quizzes, and final exams; and competency in required skills and procedures.

Students records will be maintained by Emerald Care for 50 years or until the facility closes (in which case, records may be forwarded to the Workforce Training and Education Coordinating Board). Upon successful completion of the course, each graduate will be given a copy of his or her transcript as well as a certificate of completion and an evaluation form. These records should be maintained indefinitely by the student. Students may request

copies by contacting Emerald Care in writing. Student records are available for review by the student at any time.

Emerald Care seeks to improve its NAC Training program and conducts program evaluations toward the end. Program evaluations include:

- A written evaluation of the bridge NAC program and instructor by students completing the class.
- Data collection on how students perform on the state approved written or oral competency evaluation as well as the skills competency evaluation; and
- Data collection on student employment following completion of the program.

**Grading:** Students require an overall grade of a B (80% or higher) to pass this course and must score an A or a B on both the on-line course final and the final skills exam as a requirement of passing this course.

Grades are calculated on a percentage system and are assigned the following values:

90-100% = A      80-89% = B      70-79% = C      60-69% = D      0-59% = F

The overall grade for the course is calculated by adding the following weighted scores:

Component	Criteria	Met/Not Met
Class/Theory	20%	Pass each unit with a score of $\geq 80\%$ and final online comprehensive exam with $\geq 80\%$
Online Final Exam	35%	Pass with a score of $\geq 80\%$
Skills Lab	35%	All required skills must be demonstrated satisfactorily and signed off by instructor.
In-Facility Clinical	10%	All 48 hours must be completed. Students must meet clinical objectives and demonstrate professional conduct.

Students who do not pass the course with an 80% or higher are encouraged to discuss their performance with the instructor. Students may reapply to Emerald Care to repeat the course in the future.

**Student Complaint/Appeals Process:** Nothing in this policy prevents the applicant or student from contacting the state licensing agency at any time with a concern or a complaint, however, applicants and students are encouraged to bring any concern or complaint to the attention of Emerald Care administration. Every effort will be made to

bring an amicable closure to the concern. Students who have a complaint or who would like to appeal a dismissal must request an appointment with Emerald Care staff in writing. The written request should include the student's full name, the student's phone number, and a brief statement notifying staff of the subject of the concern; the letter should be signed and dated. The student will be contacted to establish an appropriate meeting time and place.

**Expenses:** Emerald Care does not currently charge tuition or; application, admission test, instruction, practicum, classroom practice materials, transcripts, and parking are all free of charge. Students are responsible for the NAR fee (cost of \$85), if planning to work as a NAC while taking the class, prior to obtaining NAC License. The NAC License fee is \$85, and is required to register for state testing at the end of the course. The state written test (\$55) and state skills test (\$150) for a total of \$205. Students will need to provide their own laptop for the course. As there is no tuition at this school, Emerald Care does not offer financial aid of any kind.

**Cancellation and Refund Policy:** Emerald Care does not charge tuition or any fees in relation to this course, therefore if student's enrollment is terminated or student withdraws for any reason, there is no refund to be made.

**Placement Assistance:** Emerald Care does not currently offer formal placement assistance; however, the Yakima Valley currently has a shortage of certified nursing aides, making employment opportunities in this community readily available. Emerald Care staff will be happy to assist graduates informally. In addition, Emerald Care often has CNA openings thus the practicum will serve as an outstanding opportunity for students to network for possible employment.

## **APPENDIX A: WAC 246-841-400**

**CNA TRAINING PROGRAM COURSE OBJECTIVES are based on the following WAC:**

### **WAC 246-841-400: STANDARDS OF PRACTICE AND COMPETENCIES FOR NURSING ASSISTANTS**

WAC 246-841A-400 Standards of practice and competencies for nursing assistants. Competencies and standards of practice are statements of knowledge, skills, and behaviors. They are written as descriptions of observable, measurable actions. All nursing assistant competencies are performed under the direction and supervision of a licensed registered nurse or licensed practical nurse as required by RCW 18.88A.030. The following competencies are considered standards of practice for both nursing assistant-certified and nursing assistant registered:

1. The nursing assistant's role and knowledge of rules and regulations.
  - a. A nursing assistant demonstrates competency in providing holistic, person-centered care that supports the human needs of diverse individuals. The nursing assistant:
    - i. Identifies the holistic needs of clients or residents.
    - ii. Provides care to support holistic needs in accordance with nursing assistant competencies and clients' or residents' plans of care.
    - iii. Delivers person-centered care by adjusting care approaches to meet the unique needs and preferences of clients or residents.
  - b. A nursing assistant demonstrates knowledge of and can explain the practical implications of the laws and regulations that affect nursing assistant practice, including, but not limited to:
    - i. Mandatory reporting procedures related to client or resident abuse, neglect, abandonment, and exploitation (chapters 74.34 RCW and 246-16 WAC, and WAC 246-841A-720);
    - ii. Scope of practice.
    - iii. Opportunities for expanding scope:
      - A. Nurse delegation; and
      - B. Medication assistant certification endorsement.
    - iv. Workers' right to know (chapter 49.70 RCW);
    - v. The Uniform Disciplinary Act (chapter 18.130 RCW);
    - vi. Omnibus Budget Reconciliation Act (OBRA);
    - vii. Medicare and Medicaid.
2. Client or resident rights and promotion of independence. A nursing assistant demonstrates behavior which maintains and respects clients' or residents' rights and promotes independence, regardless of race, religion, lifestyle, sexual orientation, gender identity, disease process, or ability to pay. A nursing assistant:

- a. Recognizes that clients or residents have the right to participate in decisions about their care.
- b. Recognizes and respects each client's or resident's need for privacy and confidentiality.
- c. Promotes and respects clients' or residents' rights to make personal choices to accommodate their needs.
- d. Reports clients' or residents' concerns and gives assistance with resolving grievances and disputes.
- e. Provides assistance to clients or residents in getting to and participating in activities.
- f. Respects the property of clients or residents and the employer and does not take equipment, material, property, or medications for the nursing assistant's or another's use or benefit. A nursing assistant may not solicit, accept, or borrow money, material, or property from a client or resident for the nursing assistant's or another's use or benefit.
- g. Promotes clients' or residents' right to be free from abuse, mistreatment, and neglect.
- h. Intervenes appropriately on a client's or resident's behalf when abuse, mistreatment, or neglect is observed.
- i. Complies with mandatory reporting requirements by reporting to the Department of Health and the Department of Social and Health services instances of neglect, abuse, exploitation, or abandonment.
- j. Participates in the plan of care regarding the use of restraints in accordance with current professional standards.

3. Communication and interpersonal skills. A nursing assistant uses communication and interpersonal skills effectively to function as a member of the nursing team. A nursing assistant:

- a. Reads, writes, speaks, and understands English at the level necessary for performing the duties of a nursing assistant.
- b. Listens and responds to verbal and nonverbal communication in an appropriate manner.
- c. Recognizes how one's own behavior influences a client's or resident's behavior and uses resources for obtaining assistance in understanding the client's or resident's behavior.
- d. Adjusts one's own behavior to accommodate clients' or residents' physical or mental limitations.
- e. Uses terminology accepted in the health care setting to appropriately record and report observations, actions, and pertinent information accurately and timely.
- f. Is able to explain policies and procedures before and during care of clients or residents.

4. Infection control. A nursing assistant uses standard and transmission-based precautions to prevent the spread of microorganisms. A nursing assistant:

- a. Uses principles of medical asepsis and demonstrates infection control techniques and standard and transmission-based precautions including, but not limited to:
  - i. Demonstrates effective handwashing methods.
  - ii. Identifies different types of personal protective equipment (PPE) and demonstrates how and when to use each.
- b. Explains how disease-causing microorganisms are spread.
- c. Explains transmission of blood-borne pathogens.
- d. Demonstrates knowledge of cleaning agents and methods which destroy microorganisms on surfaces.

5. Safety and emergency procedures. A nursing assistant demonstrates the ability to identify and implement safety and emergency procedures, including the Heimlich maneuver. A nursing assistant:

- a. Provides an environment with adequate ventilation, warmth, light, and quiet.
- b. Promotes a clean, orderly, and safe environment including equipment for a client or resident.
- c. Identifies and uses measures for accident prevention.
- d. Demonstrates principles of good body mechanics for self and clients or residents, using the safest and most efficient methods to lift and move clients, residents, and heavy items.
- e. Demonstrates proper use of protective devices in the care of clients or residents.
- f. Demonstrates knowledge of and follows fire and disaster procedures.
- g. Identifies and demonstrates principles of health and sanitation in food service.
- h. Demonstrates the proper use and storage of cleaning agents and other potentially hazardous materials.

6. Basic nursing skills. A nursing assistant demonstrates basic technical skills which facilitate an optimal level of functioning for clients or residents, recognizing individual, cultural, and religious diversity. A nursing assistant:

- a. Demonstrates proficiency in cardiopulmonary resuscitation (CPR) and can perform CPR independently.
- b. Takes and records vital signs.
- c. Measures and records height and weight.
- d. Measures and records fluid and food intake and output.
- e. Recognizes normal body functions, deviations from normal body functions and the importance of reporting deviations in a timely manner to a supervising nurse.
- f. Recognizes, responds to, and reports clients' or residents' emotional, social, cultural, and mental health needs.
- g. Recognizes, responds to, and reports problems in clients' or residents' environment to ensure safety and comfort of clients.
- h. Participates in care planning and the nursing reporting process.

7. Basic restorative services. The nursing assistant incorporates principles and skills in providing restorative care. A nursing assistant:

- a. Demonstrates knowledge and skill in using assistive devices in ambulation, transferring, eating, and dressing.
- b. Demonstrates knowledge and skill in the maintenance of the range of motion.
- c. Demonstrates proper techniques for turning, positioning, and repositioning clients or residents in a bed and chair.
- d. Demonstrates proper techniques for transferring and ambulating clients or residents.
- e. Demonstrates knowledge about methods for meeting the elimination needs of clients or residents.
- f. Demonstrates knowledge and skill for the use and care of prosthetic devices by clients or residents.
- g. Uses basic restorative services by training clients or residents in self-care according to their capabilities.

8. Personal care. A nursing assistant demonstrates basic personal care skills. A nursing assistant:

- a. Assists clients or residents with bathing, oral care, and skin care.
  - b. Assists clients or residents with grooming and dressing.
  - c. Provides toileting assistance to clients or residents.
  - d. Assists clients or residents with eating and hydration.
  - e. Uses proper oral feeding techniques.
9. Life transitions. A nursing assistant demonstrates the ability to support the care needs of clients or residents during life transitions with competency in the following areas:
- a. Uses basic procedures for admitting, transferring, and discharging clients or residents and maintains professional boundaries.
  - b. Applies knowledge of psychosocial and mental health considerations during life transitions. Examples include, but are not limited to:
    - i. Human responses to stress and stressors.
    - ii. Stages of psychosocial development across the lifespan; and
    - iii. Human responses to grief and loss.
  - c. Demonstrates ability to support clients' or residents' holistic needs at the end of life.
  - d. Demonstrates knowledge of legal documents affecting care and the nursing assistant role in using the documents:
    - i. Advance directives (living wills, durable power of attorney);
    - ii. Portable orders for life sustaining treatment (POLST);
    - iii. Do not resuscitate (DNR).
  - e. Demonstrates the ability to provide postmortem care with respect for clients' or residents' rights and sensitivity to the grieving process of their loved ones.
  - f. Demonstrates awareness of the need for self-care and support in response to grief and loss.

10. Care of clients or residents with developmental disabilities. A nursing assistant demonstrates basic care of clients or residents with developmental disabilities. In accordance with developmental disability specialty training (WAC 388-112A-0430), a nursing assistant:
- a. Demonstrates a basic understanding of developmental disabilities and awareness of the unique needs of residents with developmental disabilities.
  - b. Promotes and supports a resident's self-determination.
  - c. Provides culturally compassionate and individualized care by utilizing a basic understanding of each client or resident and each client's or resident's history, experience, and cultural beliefs.
  - d. Uses person-centered and interactive planning when working with clients or residents with developmental disabilities.
  - e. Uses a problem-solving approach and positive support principles when dealing with challenging behaviors.
  - f. Supports clients or residents experiencing a crisis and gets assistance when needed.
  - g. Promotes and protects the legal and resident rights of clients or residents with developmental disabilities.

11. Mental health and social service needs. A nursing assistant demonstrates the ability to identify psychosocial needs of clients or residents based upon awareness of the developmental and age-specific processes. A nursing assistant:
- a. Addresses individual behavioral needs of the client or resident.

- b. Knows the developmental tasks associated with the developmental and age specific processes.
- c. Allows the client or resident to make personal choices but provides and reinforces behaviors consistent with the client's or resident's dignity.
- d. Is sensitive and supportive and responds to the emotional needs of the clients or residents and their sources of emotional support.
- e. Applies the knowledge, skills, and behaviors from mental health specialty training in the care of residents and clients (WAC 388-112A-0450).

12. Care of clients or residents with cognitive impairment. A nursing assistant demonstrates basic care of clients or residents with cognitive impairment. A nursing assistant:

- a. Uses techniques for addressing the unique needs and behaviors of individuals with cognitive impairment including Alzheimer's, dementia, delirium, developmental disabilities, mental illnesses, and other conditions.
- b. Communicates with clients or residents with cognitive impairment in a manner appropriate to their needs.
- c. Demonstrates sensitivity to the behavior of clients or residents with cognitive impairment.
- d. Appropriately responds to the behavior of clients or residents with cognitive impairment.

[Statutory Authority: RCW 18.79.110, 18.79.260, 18.88A.030, 18.88A.060, 18.88A.090, 18.88A.082, 18.88A.087, 43.70.040, 43.70.250, and 43.70.280. WSR 23-20-117, § 246-841A-400, filed 10/3/23, effective 11/3/23.]

*Accessed from <https://app.leg.wa.gov/WAC/default.aspx?cite=246-841A-400&pdf=true> on May 1, 2025*

# INDEX

Address .....	
1 .....	
Admission .....	
6 .....	
Appeals..... 8	Instruction ..... 4
Application ..... 3	Instructional materials ..... 4
Attendance..... 4	Instructional setting..... 5
Calendar..... 3	Instructor ..... 1
Cancellation policy ..... 8	Location ..... 1
Career description: CNA..... 2	Licensure, CNA..... 6, 7
Certificate..... 6	Licensure, school..... 1
Classroom ..... 5	Make-up policy..... 3, 4
Clinical setting..... 5	Mathematics ability required ..... 6
CNA, career description..... 2	Mission ..... 1
Complaints..... 8	Non-completion..... 6
Conduct..... 6	Nursing facility..... 5
Cost..... 8	Ownership/Management ..... 1
Course description ..... 2	Objectives..... 2
Data collection..... 7	Outline ..... 2
Department of Health..... 6	Placement assistance..... 8
Dismissal ..... 6	Practicum setting ..... 5
Emerald Care ..... 5	Ratio ..... 4
Employment..... 7, 8	Reading ability required..... 6
English language requirement..... 6	Refund policy ..... 8
Enrollment..... 3	Schedule..... 3
Evaluation ..... 6	Staff..... 1
Expenses..... 8	Tardy..... 4
Financial aid..... 1	Textbook..... 4, 8
Gait belt..... 4, 8	Transcript ..... 7
Grading..... 6	WAC 246-841-400 ..... 10-11
Holidays..... 3	Washington State Dept. of Health..... 1
	Washington State Nursing Commission..... 1
	Weather ..... 3
	Withdrawal..... 6
	Workforce (WTECB) ..... 1

