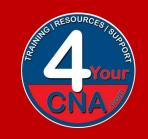




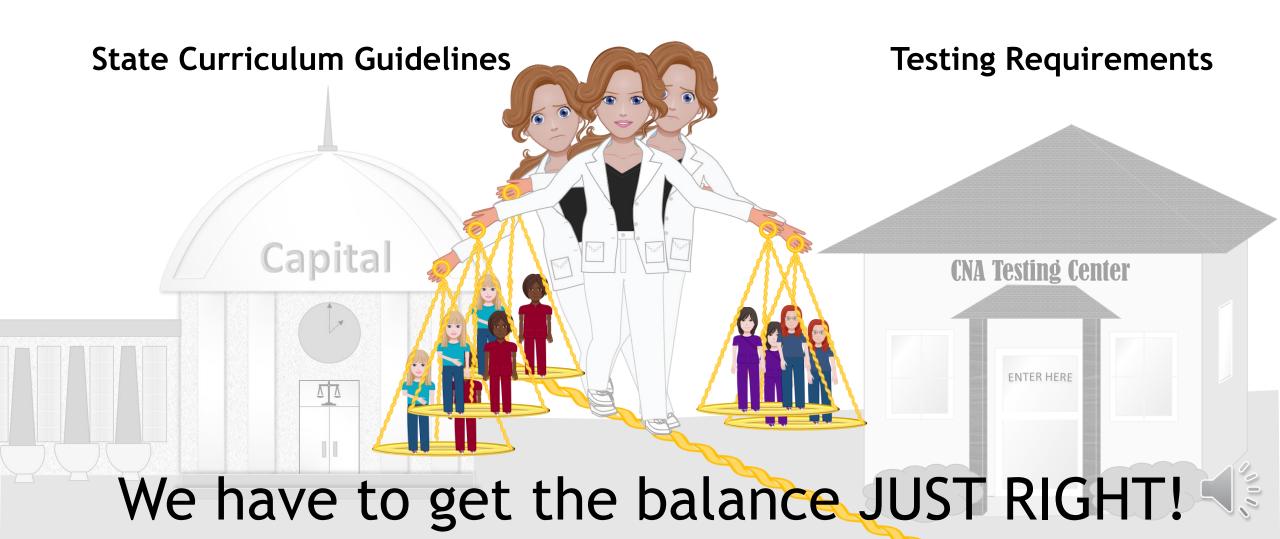
The Care Plan,
The Whole Care Plan &
Nothing But the Care Plan



Future Proof your CNA Training Programs



It's a Balancing Game

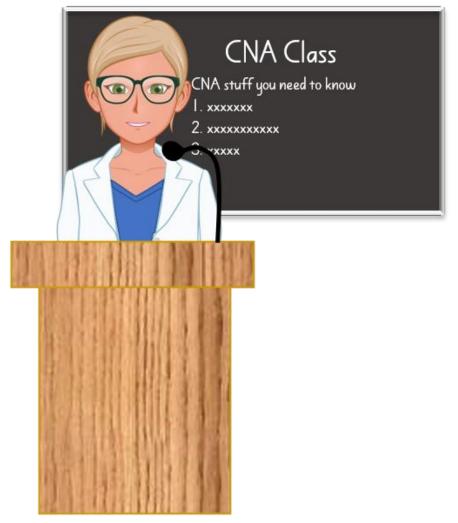


So much to teach!

There is a lot to cover in a CNA class, especially at the high school level where your content will span one to two years! Dementia & Related Disorders Policy & Procedures Healthcare settings Healthcare Growth & Development **Body Systems & Functions** personne Intake and Output **Medical Terminology** Math for Healthcare

Don't Teach to the Test

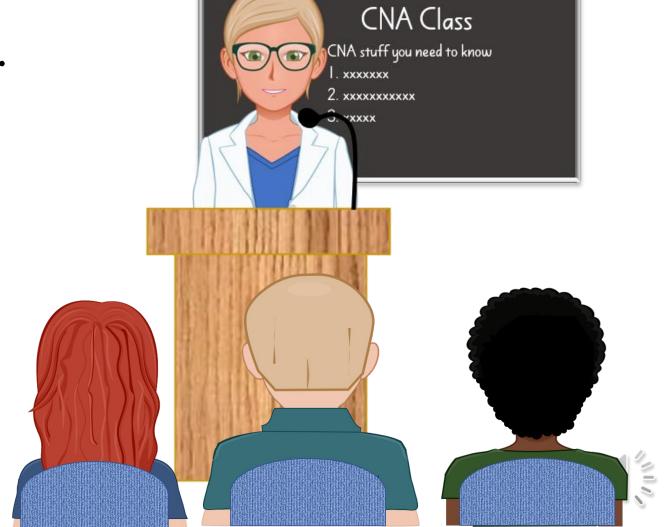
We also have to avoid the temptation to "Teach to the Test" which doesn't effectively prepare the CNAs for the workplace.





Why is this important?

There are a lot of people counting on you to get it right. And it goes way beyond the students sitting in your classroom!



Stakeholders - Schools

Career and Technical education programs provide a significant source of income for school districts.





The Stakes are High

Your program's very existence depends on you maintaining an acceptable passing percentage. If your pass rate drops too low, your program may go on probation. If it doesn't improve, your school can lose your CNA program.





Stakeholders - Students

If your students are unsuccessful at passing the state exam, they won't be able to work as a CNA and may have trouble re-testing due to low confidence, poor selfesteem and inability to afford re-testing fees.





The Stakes are High

When students don't pass the CNA exam, they are less likely to recommend your program to others, meaning decreasing enrollments.



Stakeholders - Healthcare Facilities

We are in the midst of a nation-wide shortage of qualified direct care providers. Facilities in your community cannot operate without CNAs!





The Stakes are High

If your students fail, it will decrease the number of certified workers available. Without workers, these facilities will have to turn away patients.





Stakeholders

There are a LOT of patients right now that need direct care assistance...but aren't getting the care they need because of the shortage.





The Stakes are High

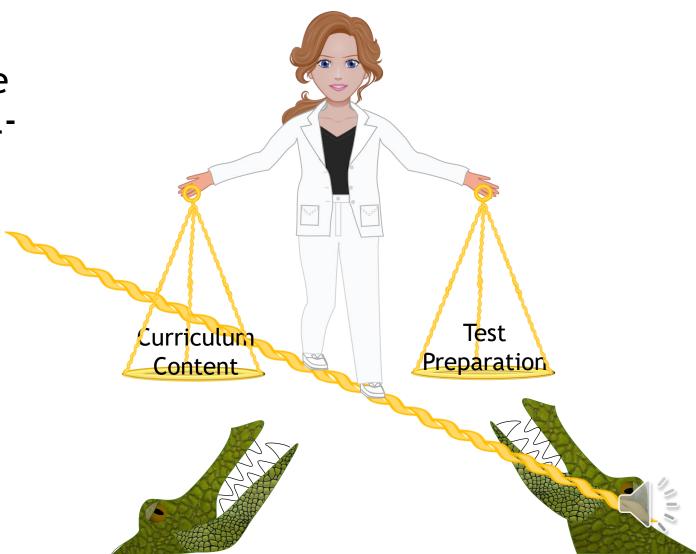
And many newly certified CNAs often leave the industry shortly after certification when they discover that they got lucky on the test but aren't actually prepared to BE a CNA!





The Bottom Line

It is critical for our ENTIRE healthcare system to operate effectively by producing well-trained candidates that can pass the test AND function competently in the workplace.

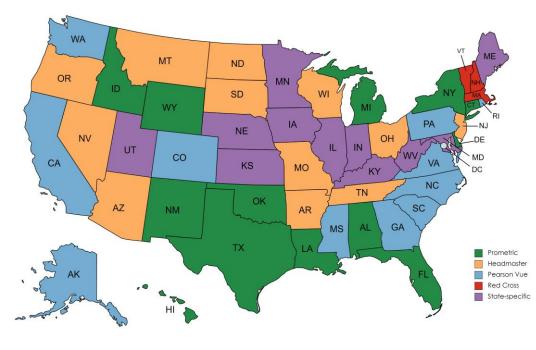


The New Kid on the Block

Having various testing agencies across the country really complicates things... because now YOU (the instructor) don't know what to expect!













Testing Agency Issues

So, how can you prepare your students if YOU don't know what the test is like?

Remember, focusing on the wrong topics can cost you.



Instructor Sabotage

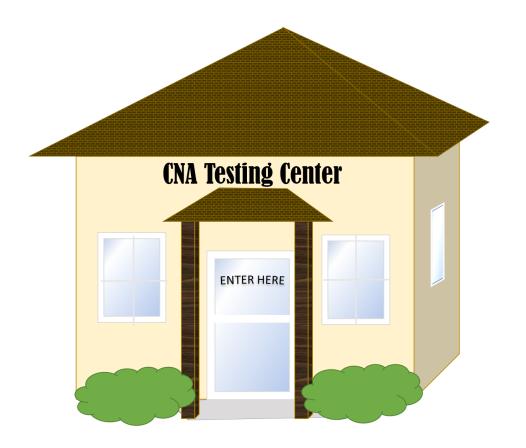


To make matters worse, many instructors sabotage their own programs by trying to create "Mini-nurses" that can think critically - but this very action can cause them to fail the test!



Secrets Ahead...

Fortunately, there is one simple change you can make to your program that will ensure that it meets BOTH your curriculum guidelines AND prepares the student for the CNA Exam!





Before I give you the secret to perfecting your teaching strategies so that your student's pass the CNA state exam, I would like to play a game.





Let's quickly review the rules:

In order to win, you must listen very carefully.

When an action starts with, "Simon says...", you must quickly perform that action.





If you don't perform that action quickly, you are out!

If a phrase does NOT start with "Simon says," you must NOT do that action, or you are out!





Simon says, "Stand up where you are."

Simon says, "Remain standing until you are out."

Simon says, "You should sit immediately when you are out."





Simon says, "Pat your head

with your left hand."





Simon says, "Introduce yourself to a neighbor and smile."





"Stop patting your head now."





Okay, for the rest of you, Simon says, "Stop patting your head."

Phew!



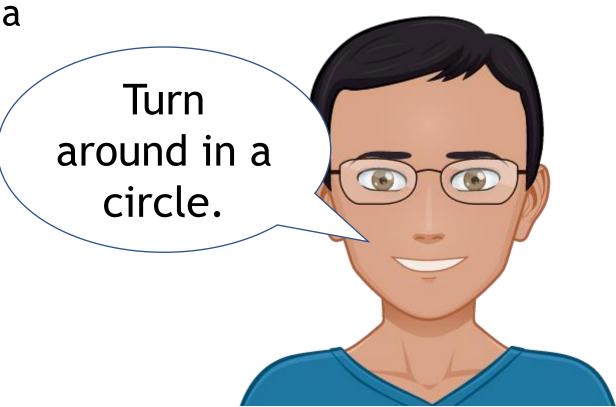


Simon says, "Clap your hands to appreciate all the hard-working teachers here today."





Simon says, "Turn around in a circle."





Simon says, "Stop clapping now."





Simon says, "Make a funny face at the person next to you until they laugh."





Simon says, "Extend an arm above your head like you are asking a question."

Extend your arm above your head.

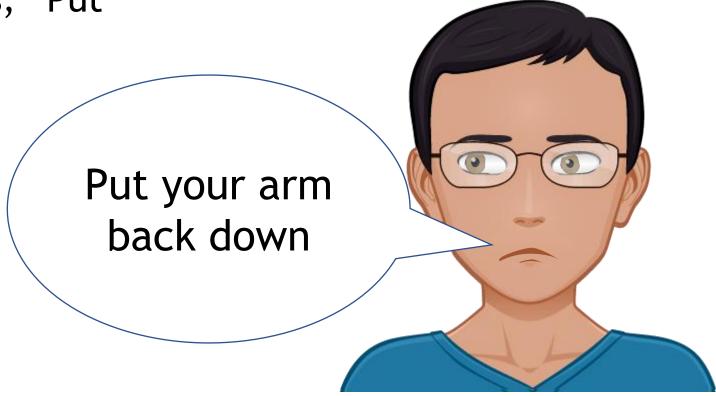


"Now bring it down to your side like you are making a snow angel."





Okay, NOW Simon Says, "Put your arm back down."





If you are still standing, with both arms at your sides, you WON!

Simon says the game is over and you may now have a seat!





The Toolbox

This game is actually the most important teaching tool in my toolbox. It's fun, gets people laughing and introduces the entire foundation of the program on Day ONE!



Core Principle

Because, as a CNA, it's all about the care plan. In fact, it's actually about:

The Care Plan,
The WHOLE Care Plan &
Nothing but the Care Plan!

Care Plan

Room 2:

- Maintain prone position 4 hours after lumbar puncture then out of bed to chair BID with 1 person assist
- Bedpan/urinal while in prone position, bedside commode with assist after
- Low-sodium diet, feeds self, encourage fluids after lumbar puncture
- Provide mouth care with toothbrush and toothpaste QAM and QPM
- Provide bedbath daily, dress in clean hospital gown
- Shave prn with electric razor
- Grooming items should be in reach
- Change linens Q3days while patient is out of bed
- Perform Passive Range of I shoulder: flexion/extension
- Vital signs q2hours, report vision changes or back paid.



Core Principle

Every single care plan will be different, because every patient is different. The CNA is responsible for following the instructions for THAT patient.

Care Plan

Room 7:

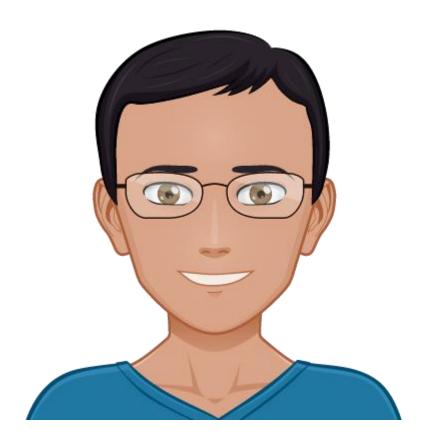
- Assist to bathroom before and after meals and q2h while awake
- Prompt for meals in dining room, snacks at bedtime, 1800 calorie ADA diet, encourage intake
- Provide mouth care with toothbrush and toothpaste QAM and QPM
- Assist with dressing every morning,
 Provide bedbath nightly, dress in clean hospital gown for sleep
- Grooming qam
- Change linens Q3days and prn
- Out of bed to wheelchair with gait belt and 1 person assist
- Watch for signs of dizziness report immediately



The Rules

So, after playing "Simon Says" we go over the rules again:

- Only do what Simon says
- Do it exactly how Simon tells you to
- Do it quickly when Simon tells you to
- Do not do anything that Simon didn't tell you to do





The Rules

Then, we change Simon to the Care Plan:

- Only do what the Care Plan says
- Do it exactly how the Care Plan tells you to
- Do it quickly when the Care Plan tells you to
- Do not do anything that the Care Plan didn't tell you to do



Room 7:

- Assist to bathroom before and after meals and q2h while awake
- Prompt for meals in dining room, snacks at bedtime, 1800 calorie ADA diet, encourage intake
- Provide mouth care with toothbrush and toothpaste QAM and QPM
- Assist with dressing every morning, Provide bedbath nightly, dress in clean hospital gown for sleep
- Grooming qam
- Change linens Q3days and prn
- Out of bed to wheelchair with gait belt and 1 person assist
- Watch for signs of dizziness report immediately

Background Simon Says The Care Plan Test Specifics

The Rules

This concept is better remembered by:

The Care Plan,
The WHOLE Care Plan &
Nothing but the Care Plan!



Room 7:

- Assist to bathroom before and after meals and q2h while awake
- Prompt for meals in dining room, snacks at bedtime, 1800 calorie ADA diet, encourage intake
- Provide mouth care with toothbrush and toothpaste QAM and QPM
- Assist with dressing every morning, Provide bedbath nightly, dress in clean hospital gown for sleep
- Grooming gam
- Change linens Q3days and prn
- Out of bed to wheelchair with gait belt and 1 person assist
- Watch for signs of dizziness report immediately

Passing the State Exam

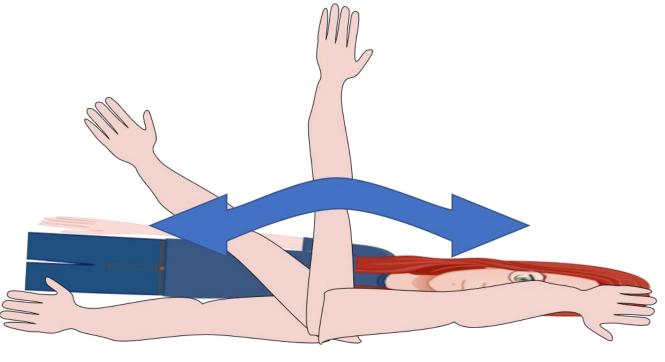
This is actually the basis of the entire CNA exam, as well. So, if you want your students to pass the state exam, teach them to follow the care plan... EXACTLY.





Follow the Care Plan

If the care plan says to perform flexion/extension Range of Motion exercises to the left shoulder, they can ONLY perform those actions on the left shoulder.



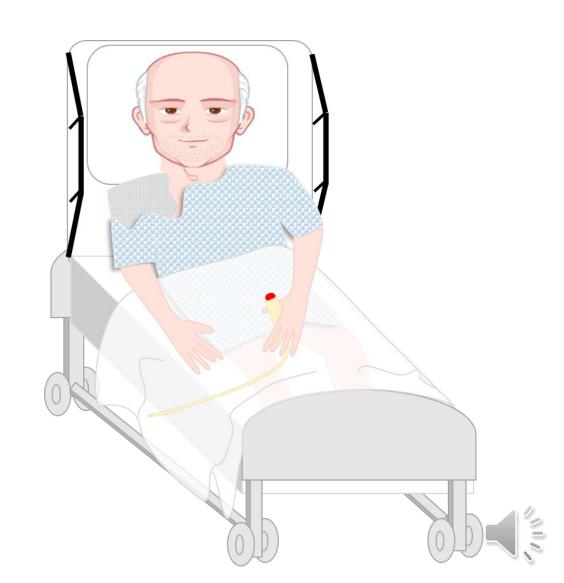


Why?

Maybe the patient just had surgery on the right shoulder.

Maybe they have an unstable blood clot in the right subclavian vein.

Maybe the right arm is immobilized.



It Doesn't Matter WHY

The CNA does not need to know WHY. They just have to follow the care plan!

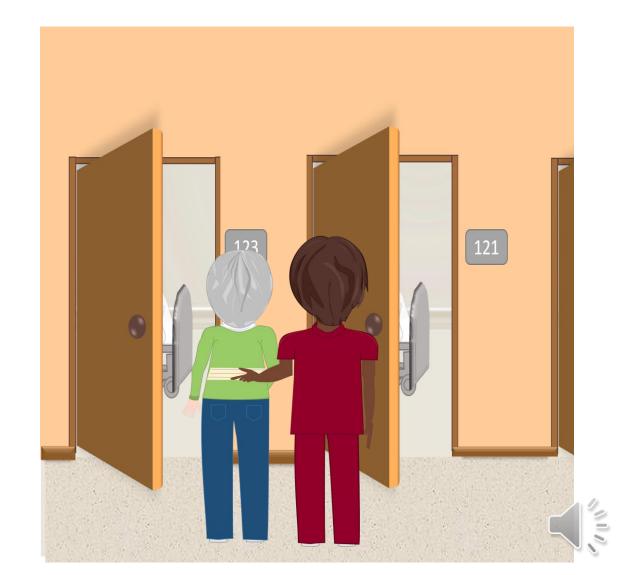


The Care Plan,
The WHOLE Care Plan &
Nothing but the Care Plan!



Follow the Care Plan

If the care plan says to walk the patient 10 steps, they can ONLY walk the patient 10 steps.



Why?

Maybe the patient has anemia and is currently short of breath.

Maybe the patient has CHF with severe dyspnea on exertion.

Maybe the oxygen tubing won't reach any further.





It Doesn't Matter WHY

The CNA does not need to know WHY. They just have to follow the care plan!

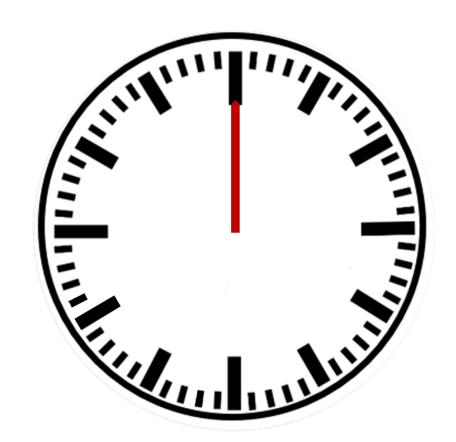


The Care Plan,
The WHOLE Care Plan &
Nothing but the Care Plan!



Follow the Care Plan

If the care plan says to count the pulse for one full minute, then they MUST count for one full minute.





Why?

Maybe the patient has A-Fib with an irregular RVR.

Maybe the nurse needs to give Digoxin and needs a baseline pulse of at least 60 to give the medication.

Maybe the patient is on a dopamine drip and needs pain medication.



It Doesn't Matter WHY

The CNA does not need to know WHY. They just have to follow the care plan!

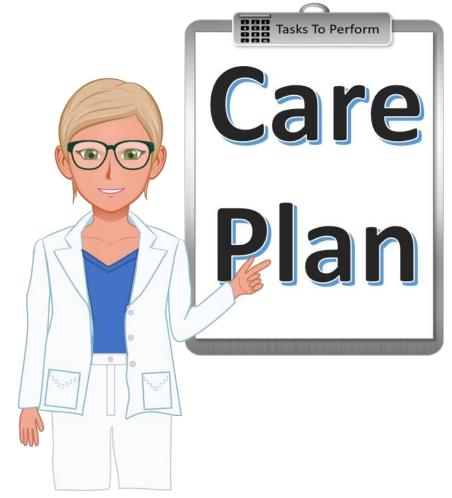


The Care Plan,
The WHOLE Care Plan &
Nothing but the Care Plan!



Teaching the Care Plan

When a student asks you a question about the skill, like, "which arm should I exercise", the best response is...what does the care plan say?





Stay the course!



This is where many instructors go off-track. If you teach your students to think critically, to reason things out, to determine an action or response...they are no longer operating in their scope of practice!



Teaching the Care Plan

To effectively instill this principle in the student, It is helpful to read the care plan before performing the skill, talk about possible accommodations for different patients that they may see on OTHER care plans, and then review the care plan at the end of the skill as well.



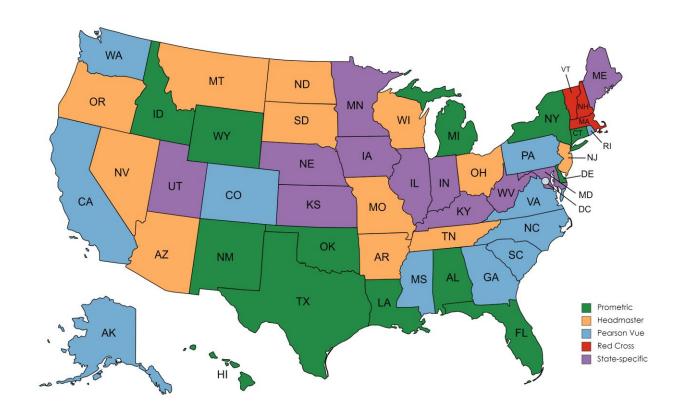






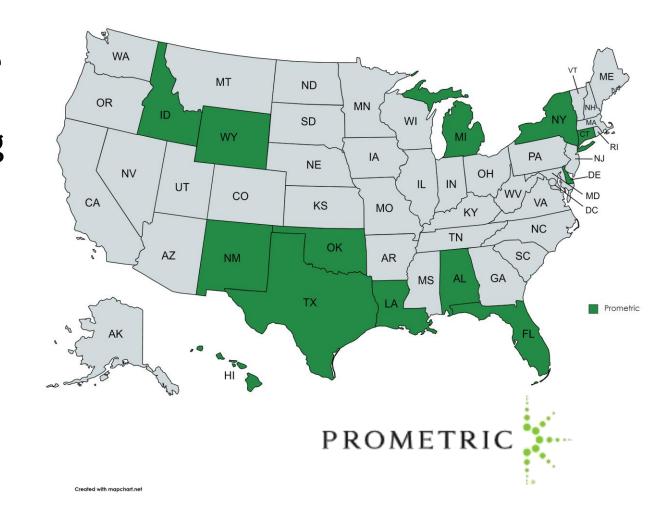
So, Let's Talk About the Test

There are many different CNA testing agencies that are used in different states. And states are changing all the time.



Some are uniform!

Some testing agencies, like Prometric, are uniform across all Prometric-testing states. This means that all Prometric-testing states use the exact same scenario care plans.

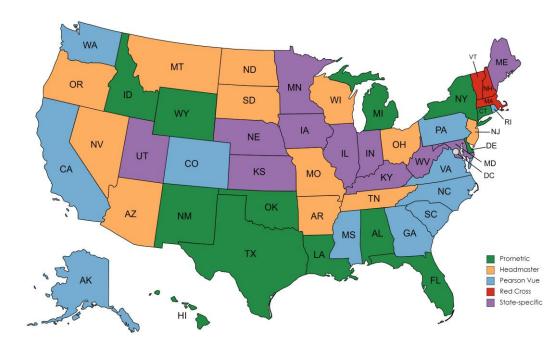


So, Let's Talk About the Test

But every skills test, no matter who the testing agency is, will be in the form of a care plan... because that is the basis of the nursing process!







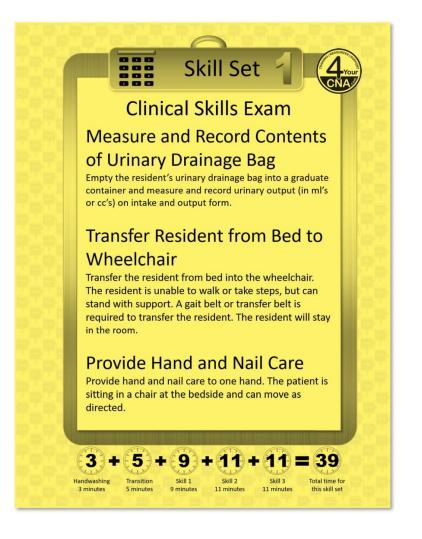






Testing Scenarios

The scenarios might be different from state to state, but the foundation of the test never changes. Every scenario will be presented as a care plan. Follow the care plan!





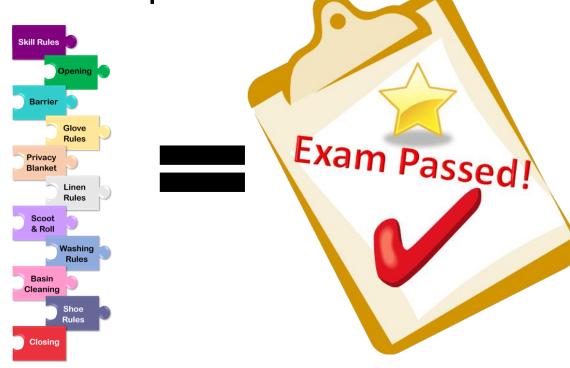
Follow the Care Plan!

The care plan will tell them WHAT to do. Principles will tell them HOW to do it. This is how you ensure that all students will pass the

state exam AND function well in the workplace!

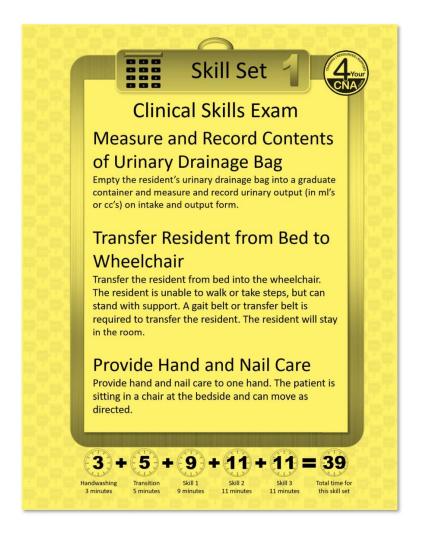






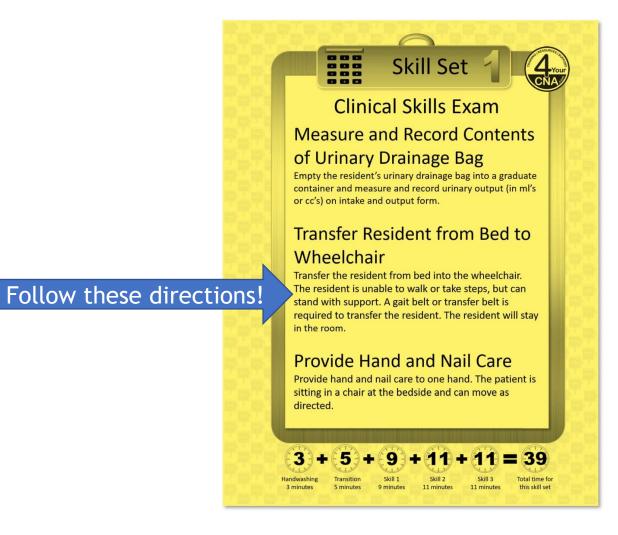
The Care Plan, The Whole Care Plan...

Once the student understands the purpose of the care plan, and it is reinforced during the demonstration of every skill, the student will learn to rely on the care plan for the test.



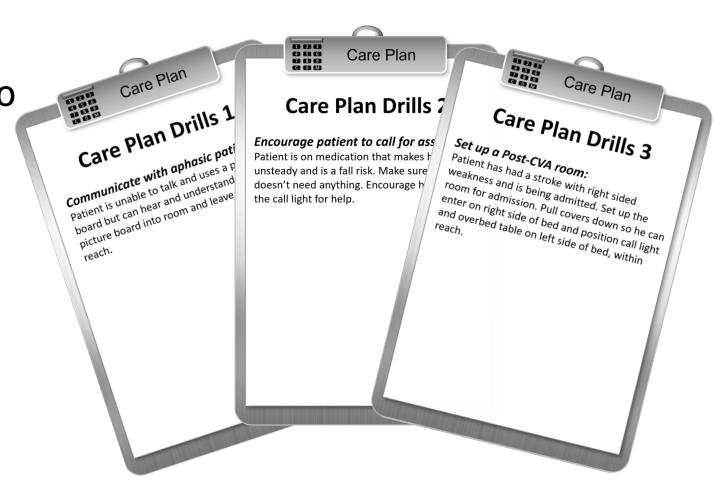
& Nothing But the Care Plan!

And if they rely on the care plan to tell them what to do for the test, they are more likely to pass!



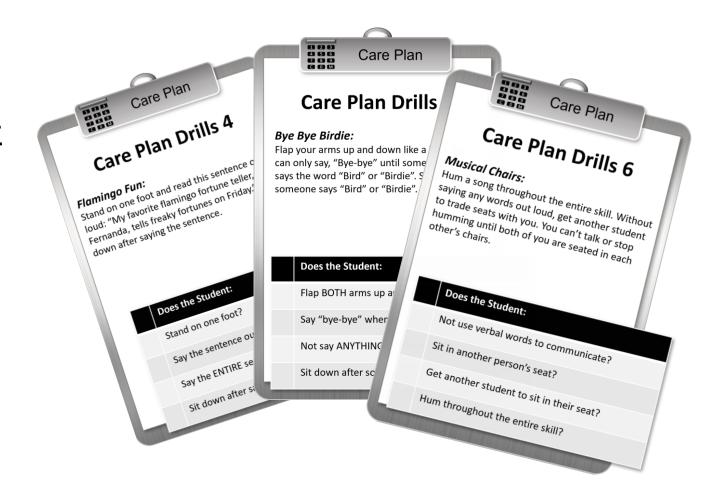
Make it real!

To really illustrate this concept, it can be helpful to create some sample CNA care plans that instruct students to do very simple (non-clinical) tasks - but they have to do them the way the care plan tells them. No thinking - just follow the directions.



Or...Make it FUN!

Put your students in the evaluator's shoes. Give one student a fun care plan that has them stand on one foot or flap their wings. Give another student a grading checklist - they can only check it off if it is done exactly as the checklist says.



Follow the Care Plan!

If the student understands from the very beginning that they don't need to figure out WHAT to do (that is always on the care plan), they are ready to learn HOW to do the skills.





















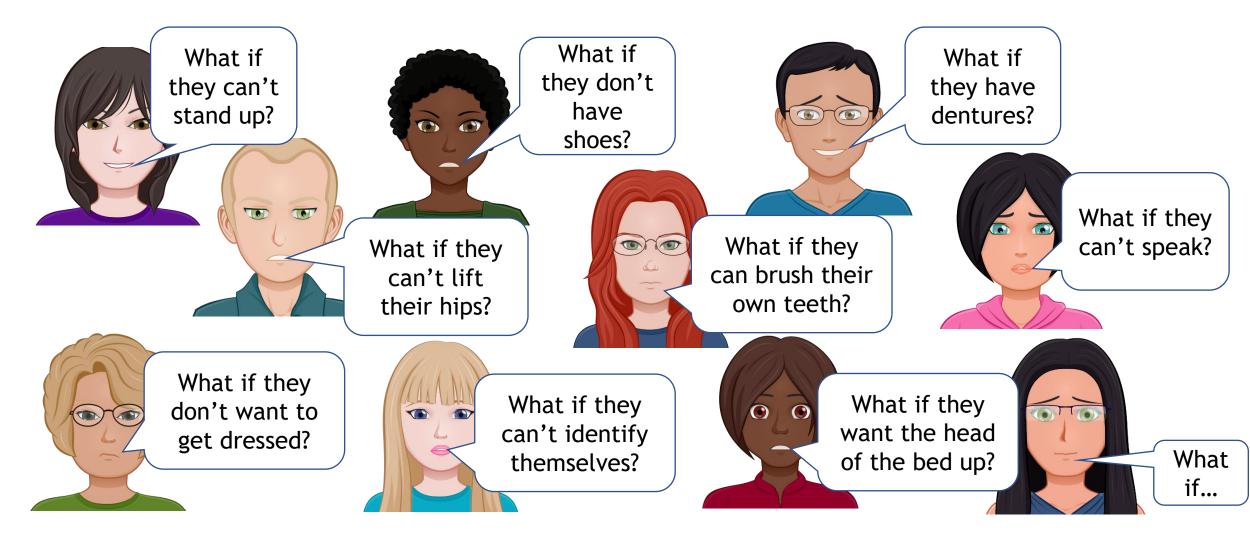


The "What if..." Gang!

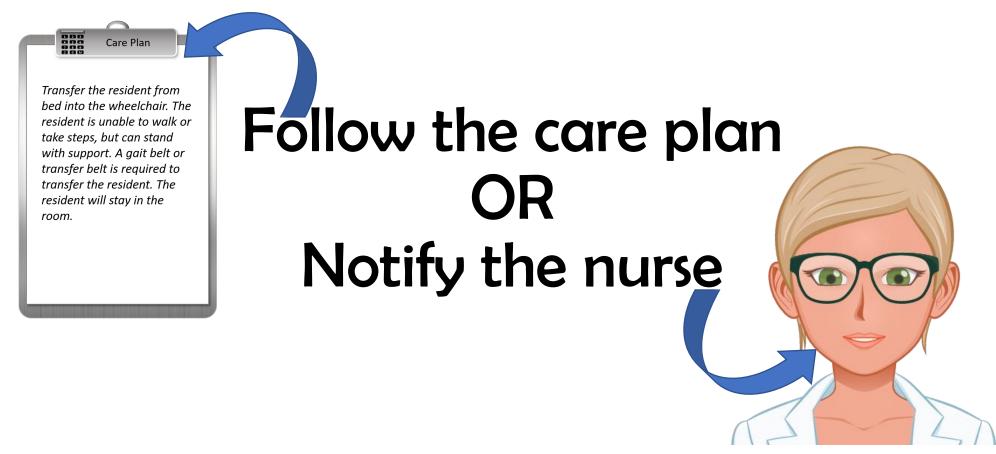
In the beginning, CNA students have no idea what their scope of practice is. They will assume that they need to know EVERYTHING. This creates a lot of pressure and uncertainty. And that creates a LOT of student questions!



The "What if..." Gang!

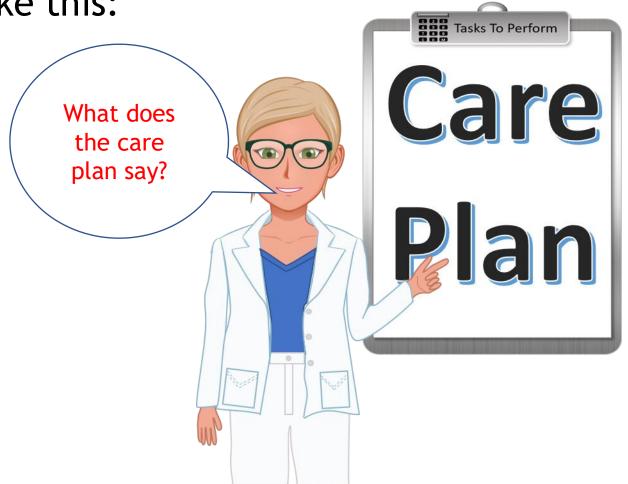


It can be helpful to teach them that CNAs only have TWO choices:

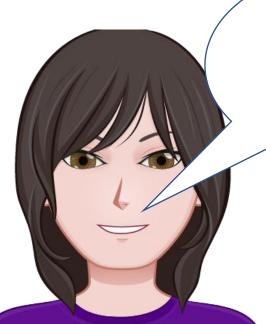


So, the conversation should go like this:





And continue like this:



It says they can stand but can't take steps. But what if they CAN'T?



Transfer the resident from bed into the wheelchair. The resident is unable to walk or take steps, but can stand with support. A gait belt or transfer belt is required to transfer the resident. The resident will stay in the room.

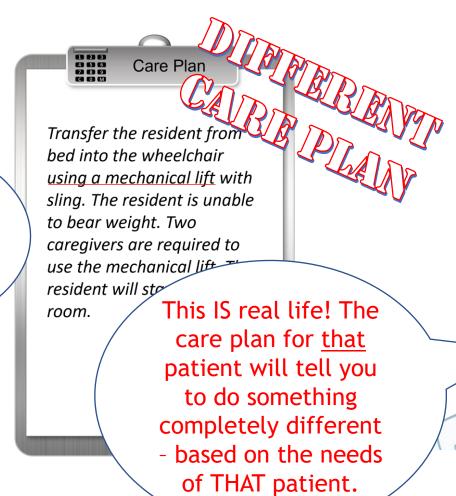
Then put them in a safe position and notify the nurse!



And continue like this:



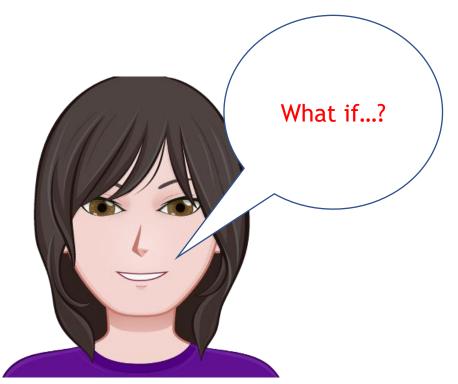
But I mean...in real life, what if they can't stand?



First Answer...Always.

So, when a student asks "What if...", the first answer

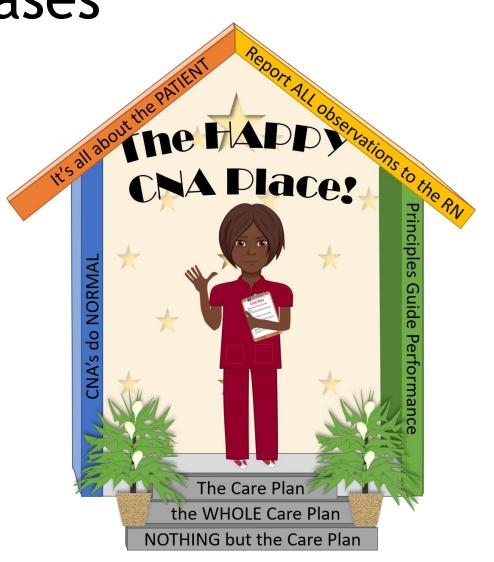
is ALWAYS:





The Five Phrases

There are 5 phrases that instructors can use to help keep CNAs safe within their Scope of Practice. These define the WHAT, WHY, HOW, WHO and WHEN that govern all CNA skills.



The Foundation

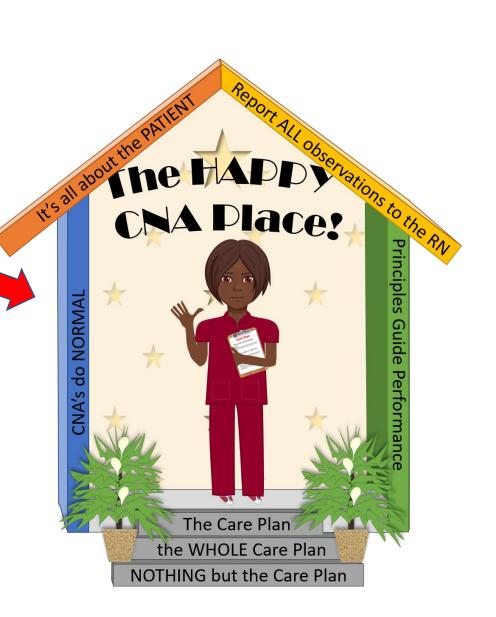
We have already covered the foundation of the CNA role:

The Care Plan,
The WHOLE Care Plan &
Nothing but the Care Plan!



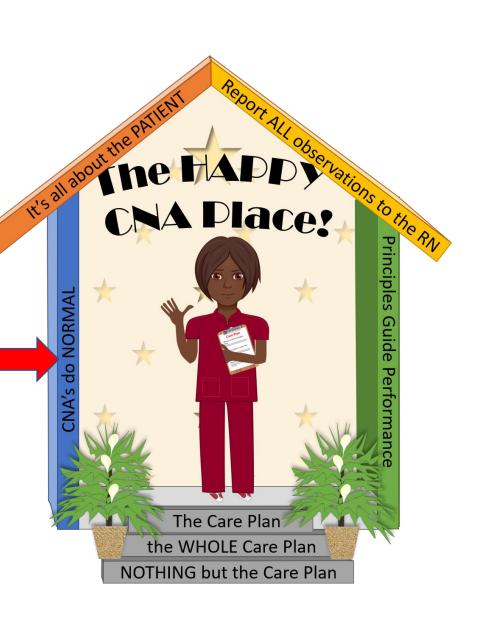
The Walls

To define the tasks that the CNA is allowed to do, the "walls" keep them securely in their scope of practice.



The Walls

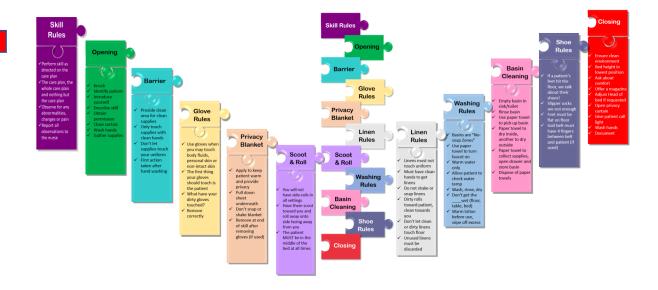
CNAs are assistants that perform routine tasks on stable patients to free nurses up to do advanced tasks on unstable patients. In other words, "CNAs do NORMAL!"



The Walls

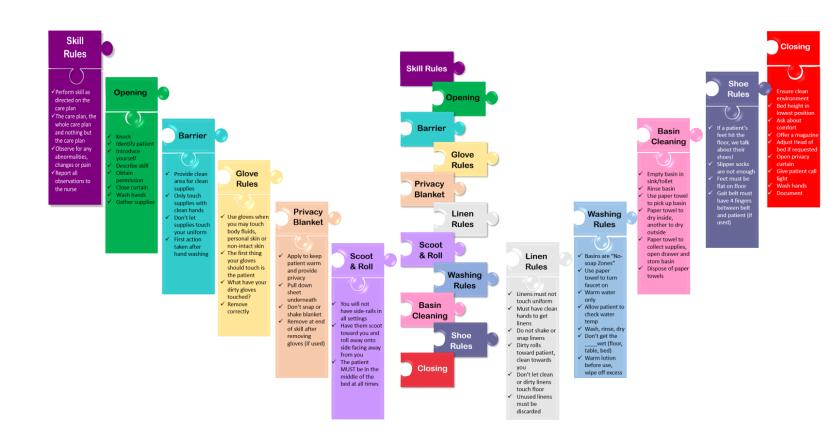
The HADDY CNA Place! Guide The Care Plan the WHOLE Care Plan NOTHING but the Care Plan

4YourCNA teaches skills using PRINCIPLES that apply to all patients (general skill "Rules") that dictate how the skill will be done.



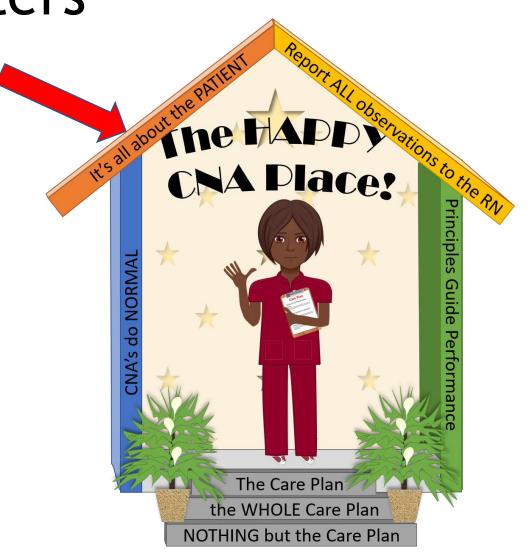
Introducing the Principles

These uniform principles, demonstrated in skill after skill, takes the guess work out of skill performance - both on the test and in the workplace.

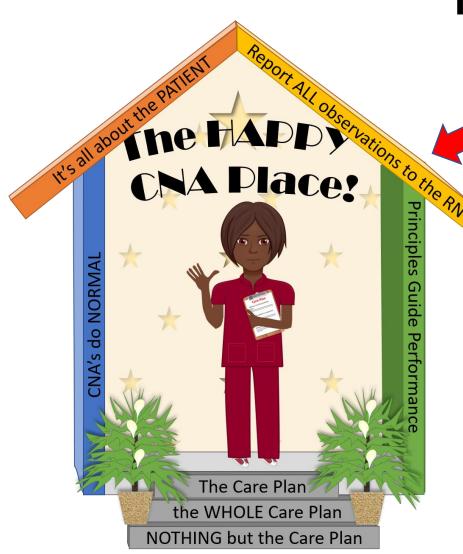


The Limiters

The roof phrases are there to keep the CNA grounded. Reminding them that it is ALWAYS about the patient reinforces patient centered care.



The Limiters



Reporting observations is the most important job the CNA has - and it must be reinforced daily during training so the student doesn't try to make decisions or think critically with incomplete information.

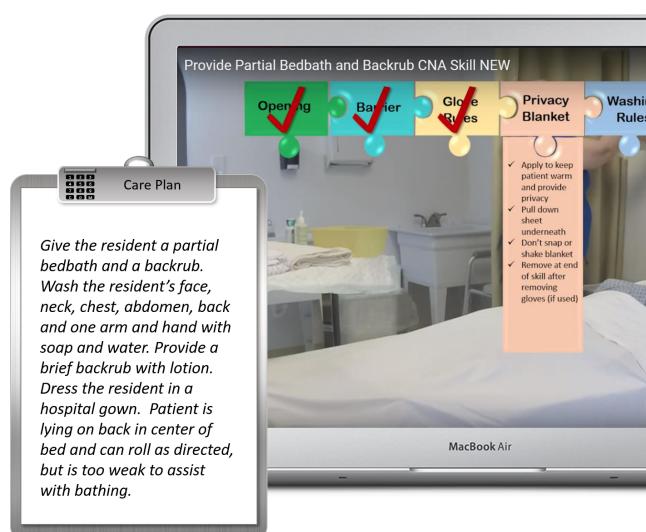
But It All Begins with the Care Plan

This one small change will make all the difference when preparing your students for the CNA State Exam and the workplace.



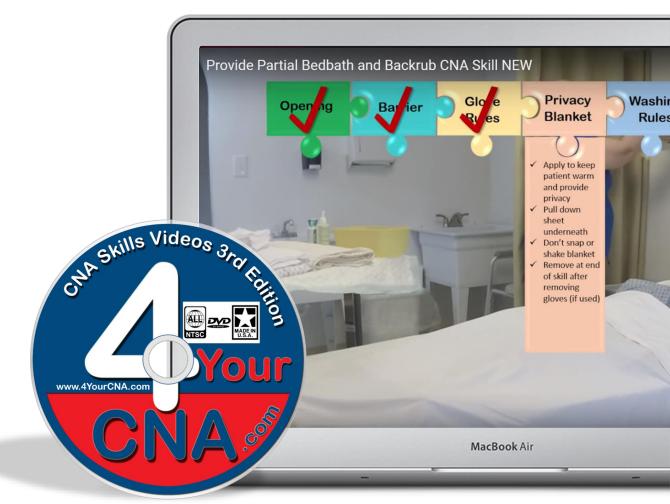
Test-specific Demonstrations

4YourCNA uses Prometric testing care plans in all of our skills demonstration videos - so the student can easily see how the skill should look for the test.



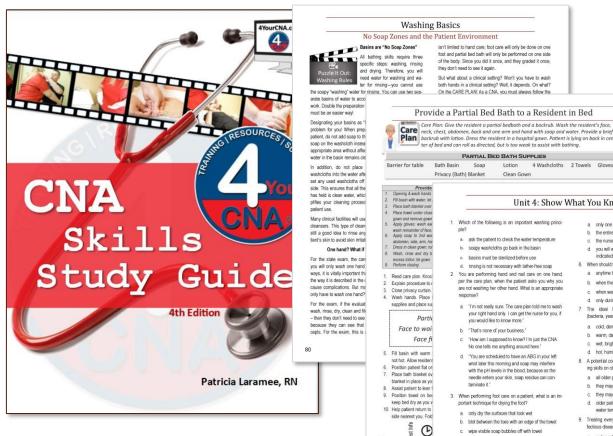
Test-specific Demonstrations

This isn't the ONLY way the skill can be done...but the demonstration DOES meet testing standards. These skills videos are available on DVD for classroom review on you can view them for free on our website.



Lots of Learning Options

These videos coordinate with our **CNA Skills Study** Guide for step-by-step skills instruction featuring the testing care plans, along with theory lessons, learning activities and quizzes.



Washing Basics

No Soap Zones and the Patient Environment

pecific steps: washing, rinsing nd drying. Therefore, you will

ed water for washing and wa-

not hot. Allow residen 6. Position patient flat or 7. Place bath blanket ov

blanket in place as vo 8. Assist patient to lean 9. Position towel on ber keep bed dry as you y 10. Help patient return to

a. only dry the surfaces that look wet

b. blot between the toes with an edge of the towel

c. wipe visible soap bubbles off with towel

portant technique for drying the foot?

d. use a hair dryer on low speed 4. During washing skills, where is the soap applied

a in the basin

b. on the patient's skin

c. on the dry washcloth

d. on the wet (wrung-out) washcloth

5. You are assigned to perform a partial bed bath including the face, neck, chest, abdomen, both arms and hands and back. Which of the following is true regarding this skill?

Unit 4: Show What You Know!

Lotion 4 Washcloths 2 Towels Gloves

Which of the following is an important washing princi-

isn't limited to hand care; foot care will only be done on one foot and partial bed bath will only be performed on one side of the body. Since you did it once, and they graded it once

But what about a clinical setting? Won't you have to wast

both hands in a clinical setting? Well, it depends. On what? On the CARE PLAN! As a CNA, you must always follow the

ter of bed and can roll as directed, but is too weak to assist with bathing

Privacy (Bath) Blanket

PARTIAL BED BATH SUPPLIES

- a. ask the patient to check the water temperature
- b. soapy washcloths go back in the basin

you would like to know more."

b. 'That's none of your business.

c. 'How am I supposed to know? I'm just the CNA.

wrist later this morning and soap may interfere

with the pH levels in the blood, because as the

needle enters your skin, soap residue can con-

3. When performing foot care on a patient, what is an im

No one tells me anything around here.

- d. rinsing is not necessary with lather-free soap You are performing hand and nail care on one hand
- a. anytime the patient is uncovered or undressed per the care plan, when the patient asks you why you b when the patient requests it are not washing her other hand. What is an appropriate c. when washing wet body openings
- d. only during foot care a. 'I'm not really sure. The care plan told me to wash 7. The ideal breeding environment for pathogens your right hand only. I can get the nurse for you, if
 - (bacteria, yeast, viruses, etc.) would be described as:
 - b. warm, dark, moist

a only one arm will be washed

b the entire body will be washed

indicated on the care plan

c. the nurse forgot to include the peri-area

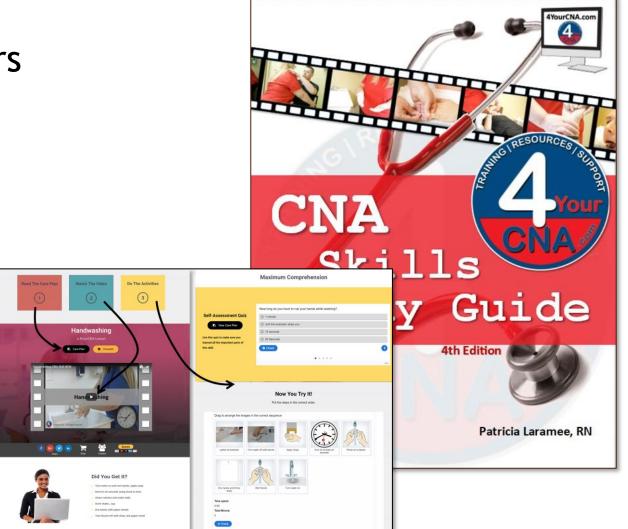
d. you will wash, rinse and dry only the areas

6 When should the "leaves method" of washing be used?

- c. wet, bright, cold d. hot, humid, sunny
- 8. A potential consequence of aging that may affect washing skills on older patients would be
- a. all older people lose all feeling in their hands
- b. they may lose the layer of fat beneath their skin
- c. they may need to bathe several times a day
- d older natients should not be asked to check the
- water temperature
- 9 Treating every patient as if they have an unknown infectious disease is called
- a rude and disrespectful
- standard precautions
- transmission based precautions
- d. donning and doffing
- 10. The first item to be put on when applying PPE is:
- a gown
- b. gloves
- c. mask d eyewea

Online CNA Test Prep

Best of all, 4YourCNA offers a FREE online CNA Test Prep Interactive Course, which is included for free with all BULK orders of 10 or more *CNA Skills Study Guides*!



Lots of Learning Options

Student flashcards and a fun CNA Principles card game expand learning options. Classroom banners provide great visual displays of the concepts!







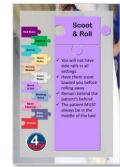










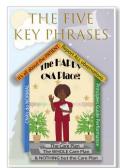












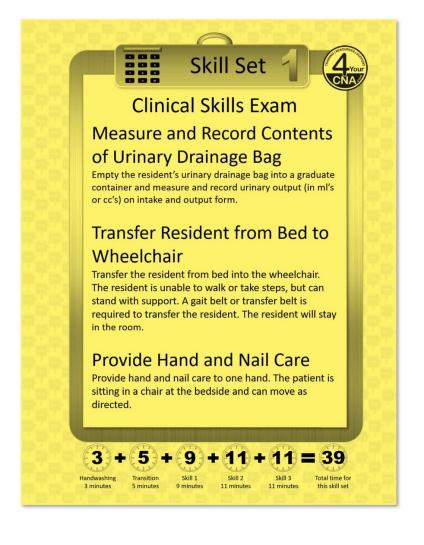
Student Practice Kit

Moving your program outside of the clinical lab is much easier with our Student Practice Kits, which allows students to practice ANYWHERE!



Prometric Skill Sets

If you are looking for classroom practice tools, Prometric skills testing care plans are a great place to start! These sets follow a very specific format used by Prometric testing agency. During testing, each student will receive one set of three pre-selected skills. This is called a "Skill Set".





Skill Set Composition

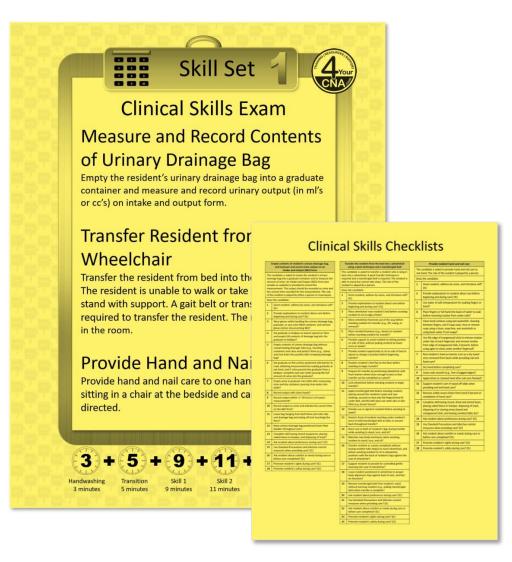
Each "Skill Set" will contain a care plan for each of the three pre-selected skills. There will be one Documentation Skill, one Mobility Skill and one ADL Skill on each "Skill Set".





Testing Care Plans

The "Care Plan" for each skill will give the student specific instructions on how that skill is to be done. The grading checklist is on the back for easy test simulation. Each set also contains test timing information to use in your classroom.



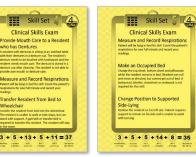
All About the Skill Sets

There are 11 total "Skill Sets" used by Prometric testing. Testing students WILL get one of these specific "Skill Sets". You can order your Testing Care plans Bundle from 4YourCNA!





















4YourCNA is Here to Help!

We are here to help! With over 15 years of experience with CNA Program Administration and Prometric Testing Standards, we know the test inside and out! Stop by our booth to learn more!

