

# A PROPOSAL FOR DEALING WITH NON-CREDIT HEALTH STUDENTS WHO HAVE MENTAL AND EMOTIONAL DISABILITIES

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Experience has shown us that Health Programs students often enter our courses with considerable personal baggage, stress and occasionally, pre-existing mental health problems. Participating in a CNA course often increases the stress being experienced with these individuals. Stressors include:

- Keeping up grades
- Learning clinical procedures
- Finding time to study
- Contending with amount of material to learn
- Dealing with instructors
- Fear of doing something wrong to a patient/resident
- Interpersonal conflicts with peers, facility staff
- Existing personal life

The present of mental health problems is usually first detected by the CNA course instructor either in the classroom or during the clinical practicum. Behaviors most commonly noticed by instructors are:

- Excessive absenteeism or tardiness
- Disruptive classroom dynamics
- Lack of logical thought
- Decline in quality of work
- Inability to sequence procedural steps
- Inability to correlate theory with practice
- Irresponsible behavior during clinical experience

SMTC CNA course faculty have concerns regarding the need for the nurse adult educators to meet the needs of the student while protecting and advocating for the patient/resident population. One objective cannot be sacrificed in order to meet the other.

This proposal is designed to answer these questions:

1. How do we assist this particular student group to maximize their abilities?
2. What kind of protocol of action and strategies will comply with the Americans with Disabilities Act, safeguard the rights of the students and protect the patients/residents?

Below is a brief outline of our Protocol of Action:

1. Instructor identifies possible student problem



2. Instructor conducts informal conferences with student and keeps detailed, factual anecdotal notes and shares this information via our Student at Risk Memorandum. Coordinator is notified of possible student problem.



Resolution

3. Instructor and coordinator conference with student and present to student a written plan of action with a designated time frame for correcting the problem. The Dean of CED is informed.



Resolution

4. Instructor/Coordinator meet with student within the designated time frame to assess whether or not the student has met the requirements. Dean kept informed.



Resolution



5. Instructor consults with Coordinator to decide if student's situation warrants referral to the Dean.



Repeat steps 2, 3, 4



6. Student is referred to the Dean for possible administrative dismissal.

SOUTHERN MAINE TECHNICAL COLLEGE  
Certified Nurse Assistant Course  
NOTICE OF PROBATION

This notice of probation shall serve as both a warning to you and a chance to improve. Your instructor has described behaviors, grade levels, and/or performance deficiencies that have resulted in your being placed on probation. He/she has outlined what you must do to change your current situation. Failure to change behaviors, grade levels, or performance deficiencies will result in dismissal.

REASON FOR PROBATION

1. \_\_\_\_\_ Academic
2. \_\_\_\_\_ Chronic Tardiness
3. \_\_\_\_\_ Clinical performance
4. \_\_\_\_\_ Unacceptable behaviors

Description of Behavior(s) with Dates

Probation Options

1. Probation from \_\_\_\_\_ to \_\_\_\_\_
2. Probation shall be active beginning \_\_\_\_\_ until notification by instructor.

During your probation time, your instructor will expect you to develop a plan to correct the reason(s) for your probation. If you need assistance with your plan, please arrange to meet with your instructor. Below, your instructor has listed the goals you must meet in order to have your probation lifted. Failure to meet these goals in the time specified will result in your dismissal.

GOALS

I have read this notice of probation and understand that the consequence of my not meeting the goals outlined for me by my instructor WILL BE DISMISSAL FROM THE CNA COURSE.

\_\_\_\_\_  
Student

\_\_\_\_\_  
Date

\_\_\_\_\_  
Instructor

*Please see back of page*

OUTCOME OF PROBATIONARY PERIOD: (to be completed by the instructor)

Was the circumstance(s) that led to probation resolved?

If yes, please describe:

If no, please indicate what actions were taken:

\_\_\_\_\_ Dismissal

\_\_\_\_\_ Extension of probation

\_\_\_\_\_ Other