

POST TEST ANSWER KEY –

NURSING SERVICES: BUILDING COMPETENCY EVALUATIONS

Question	Answer
1. A Certified Nursing Assistant who has not worked for 24 months can work again as a CNA if they go through the facility orientation program.	False- If the individual has had a continuous period of 24 consecutive months in which no nursing or nursing-related services for monetary compensation was completed, the individual must complete a new training and competency evaluation or a new competency evaluation program.
2. Certified Nursing Assistants will not all have to attend the same training topics in the facility.	True- while there will be many topics required for ALL CNA's, facilities are required to also plan individual training based upon the annual performance review, therefore topics may be different.
3. The nurse competency evaluations will be based on the acuity and need of resident the facility is caring for.	True – the facility will be required to complete a facility resource assessment identifying the current resident population, need, acuity, special training and education and competency will be based on those items.
4. A Certified Nursing Assistant is required to have at least 15 hours of in-service education per year.	False – The CNA is required to have at least 12 hours of in-service education per year.
5. Once nursing staff are educated, the facility will need to evaluate evidence of competency such as: skills check sheets, return demonstration, post-test, etc.	True – Staff will be required to sign in for all education and the facility will also evaluate understanding and competency by skills check sheets, return demonstration (satisfactorily) and post-tests.
6. Cultural competency means how staff are getting along together.	False - include approaches to help staff to communicate effectively with residents and their families to assist in the provision of care and services appropriate to the culture and the individual. The term cultural competence (also known as cultural responsiveness, cultural awareness, and cultural sensitivity) refers to a person's ability to interact effectively with persons of cultures different

	from his/her own. With regard to health care, cultural competence is a set of behaviors and attitudes held by clinicians that allows them to communicate effectively with individuals of various cultural backgrounds and to plan for and provide care that is appropriate to the culture and to the individual.
7. Once I have been trained and evaluated for the year, I don't have to have training for a year.	False – If the resident population need changes or if there is a new skill that needs to be trained and evaluated, additional training will need to be completed.
8. I need to show competency in identification and reporting of early changes in resident condition.	True -Identification of early changes of condition of a resident will help with early evaluation, treatment and monitoring with a goal that the condition will not deteriorate so the resident is not able to maintain their highest level of functioning and health and to prevent hospitalization whenever possible.