

**Performance Standards for Allied Health Programs
MLT and Phlebotomy Programs**

The Community College of Philadelphia's Department of Allied Health has adopted the following Core Performance Standards for all applicants to the Allied Health degree and certificate programs. These standards are based upon required abilities that are compatible with effective performance in allied health programs. If an applicant is not able to meet the Core Performance Standards, he/she is responsible to **identify** his/her inability to perform the required tasks, with or without accommodation. If while in the program, a student fails to meet the Core Performance Standards, with or without accommodation, the student will be removed from the program as the Performance Standards are considered Essential Functions for health care professionals.

All students are required to meet these performance standards. Allowing for individual differences, and encouraging program completion for students with a documented disability, the allied health programs will work with the student and the Center on Disability to provide any reasonable accommodation to meet these performance standards when appropriate.

Capability	Standard	Examples of Activities (Not All Inclusive)
Cognitive-Perception	The ability to perceive events realistically, to think clearly and rationally, and to function appropriately and efficiently in routine and stressful situations	Identify changes in patient/client health status. Handle multiple priorities in stressful situations and remain calm.
Critical Thinking	Critical thinking ability sufficient for sound clinical judgment	Identify cause-effect relationships in clinical situations. Develop plans of care Respond competently within scope of practice. Interpret patient condition and apply appropriate intervention.
Interpersonal	Interpersonal abilities sufficient to interact with individuals, families, and groups from a variety of social, emotional, cultural, and intellectual backgrounds.	Establish rapport with patients/ clients and colleagues appropriately. Demonstrate high degree of patience. Manage a variety of patient/client expressions (anger, fear, hostility) in a calm and professional manner. React appropriately to constructive criticism.
Communication	Communication abilities in English sufficient for appropriate interaction with others in verbal and written form.	Read, understand, write and speak English competently. Explain treatment procedures. Initiate health teaching. Document patient/client responses. Validate responses/messages with others. Obtain medical history accurately and document clearly. Read (decode), write, and understand on demand.
Mobility	Ambulatory capability to sufficiently maintain a center of gravity.	Ability to ambulate without assistive devices in confined areas, reach laboratory benches and equipment.
Motor Skills	Gross and fine motor abilities sufficient to safely use blood collection equipment and lab analyzers.	Reach, manipulate, and operate equipment, instruments, and supplies to include VP needles and micropipettes.

Hearing	Auditory ability sufficient to monitor and assess, or document health needs/information.	Hear monitor alarms, emergency signals, and cries for help. Hear telephone interactions. Hear dictation being given from multiple directions and when facemasks are being used.
Visual	Visual ability sufficient for observation and assessment necessary in patient/client care, and perform accurate color discrimination.	Observe patient/client responses. Discriminate color changes. Accurately read measurement on patient/client related equipment. Visual dexterity with eye/hand coordination.
Tactile	Tactile ability sufficient for physical assessment, inclusive of size, shape, temperature, and texture.	Performs palpation. Performs functions of examination and/or those related to physical therapeutic intervention, (e.g., insertion of a needle) safely and competently.
Activity Tolerance	The ability to tolerate lengthy periods of physical activity.	Move quickly and/or tolerate long periods of standing and/or sitting. Perform tasks accurately under time constraints.
Environmental	Ability to tolerate environmental stressors.	Adapt to rotating shifts. Work with chemicals and detergents. Tolerate exposure to fumes and odors. Work in areas that are close and crowded. Perform with minimal supervision. React quickly to emergency situations and control emotions.