



Home Health Aide Program Handbook

Table of Contents

Mission Statement.....	Page 2
Philosophy.....	Page 3
Student Learning Outcomes (SLOs).....	Page 5
The Six Pillars of Character.....	Page 6
Contractual Agreement.....	Page 7
Entrance Requirements.....	Page 8
Program Expenses.....	Page 9
Testing Make Up Policy.....	Page 10
Program Performance Standards.....	Page 11
Protocol for Student Interaction with Faculty and Office Staff.....	Page 12
Attendance Policy.....	Page 13
Expected Professional Conduct.....	Page 15
Evaluation of Student Progress.....	Page 18
Termination Policy.....	Page 19
Disciplinary Actions.....	Page 20
Sample of Record of Infraction.....	Page 21
Student Grievance Procedure.....	Page 22
Crime Awareness and Campus Security.....	Page 23
Renewal of Certification for Nurse Assistants.....	Page 24
Refund Policy.....	Page 25

PACIFIC HEALTH EDUCATION

MISSION STATEMENT

The purpose of Pacific Health Education is to offer lifelong educational opportunities and services which address the unique needs of our diverse community of adult students by providing the means to become productive community members, workers, effective family members, and lifelong learners.

Further, the staff of the Nursing Education Program believes that every person should have the opportunity to improve his or her quality of life through basic education, completion of secondary and post-secondary educational goals, vocational training, and retraining. We also believe that the opportunity to improve oneself and their position in life is through the pursuit of educational goals throughout a lifetime.

We believe that people are the nation's most important resource, and by improving that resource through continuing education and training, we build a stronger and better society.

PHILOSOPHY OF EDUCATION

The Philosophy of Education of Pacific Health Education is based upon the principle that each student shall be given an opportunity for systematic development of intellectual, social, and vocational competence. It is concerned with the promotion of physical and mental health, and the creation of satisfying human relationships in a setting of moral and ethical values.

Our concern for the welfare of the individual is based upon the concept that there are varieties of talent, motivation, aptitude, achievement and of excellence. Each student shall, therefore, be offered educational opportunities in terms of his/her own needs and abilities.

Students shall be given the benefit of an educational program designed to suit their capabilities and encouraged to develop to the limit of their potential. The educational environment within the school shall also provide for the development of critical thinking on the part of the students so they may attack all problems courageously and think and act intelligently.

Education is recognized as growth; therefore, our educational environment is designed to stimulate continual growth of the individual. The philosophy of Pacific Health Education affirms not only that education involves the transmission of national culture; but also, that it crystallizes thinking so that each person may create an inner culture of his/her own which will enable him/her to cope with circumstances rather than be subjected to them. The educational program will also provide the opportunity whereby pupils can gain knowledge and develop understand about their world. They must become cognizant of the human culture that will help them evaluate our past legacy and better understand the present to plan intelligently for the future.

PHILOSOPHY: HOME HEALTH AIDE

The faculty of Pacific Health Education.

We believe that the Home Health Aide:

- ✓ Is an important member of the health care team, who under the direction of licensed nursing staff, provides patient centered nursing care.
- ✓ Recognizes the patient as a unique entity, as well as, an integral part of the family, a culture and part of the community.
- ✓ Assists in meeting the patient's physical, emotional, psychological, and spiritual needs.
- ✓ Is a part of a helping profession and a caring person with a reverence for life.
- ✓ Is committed to the educational standards of excellence that will assist the graduate to have marketable skills and will permit articulation in the nursing profession.

**PACIFIC HEALTH EDUCATION
STUDENT LEARNING OUTCOMES
(SLOs)**

Pacific Health Education students will become:

PROBLEM SOLVERS

Apply critical thinking skills and problem-solving processes.

Utilize technology on the job and in day-to-day life.

RESPONSIBLE GOAL SETTERS AND ACHIEVERS

Establish and accomplish constructive short and long-term goals.

INVOLVED COMMUNITY MEMBERS

Respect the rights of others. Make a positive contribution to your family, school, workplace and community.

DEDICATED QUALITY PROCEDURES

Demonstrate a strong work ethic. Strive for excellence. Work well independently and with others.

EFFECTIVE COMMUNICATORS

Use spoken and written communications competently and confidently.

Use technology creatively and ethically.

THE SIX PILLARS OF CHARACTER

TRUSTWORTHINESS:

Be honest. Do not deceive, cheat, or steal. Be reliable- do what you say you will do. Have the courage to do the right thing. Build a good reputation. Be loyal- stand by your family, friends, and country.

RESPECT:

Treat others with respect: follow the Golden Rule. Be tolerant of differences. Use good manners, not bad language. Be considerate of the feelings of others. Do not threaten, hit, or hurt anyone. Deal peacefully with anger, insults, and disagreements.

RESPONSIBILITY:

Do what you are supposed to do. Persevere; keep on trying! Always do your best. Use self-control. Be self-disciplined. Think before you act—consider the consequences. Be accountable for your choices.

FAIRNESS:

Play by the rules. Take turns and share. Be open-minded; listen to others. Do not take advantage of others. Do not blame others carelessly.

CARING:

Be kind. Be compassionate and show your care. Express gratitude. Forgive others. Help people in need.

CITIZENSHIP:

Do your share to make your school and community better. Cooperate. Stay informed, vote. Be a good neighbor. Obey laws and rules. Respect authority. Protect the environment.

CONTRACTUAL AGREEMENT

All hospitals and other healthcare sites that have entered into a contractual agreement with Pacific Health Education to furnish clinical training sites for Home Health Aide students require students to comply with the following:

All Pacific Health Education students will:

1. Maintain confidentiality regarding any information learned during the administration of nursing care.
2. Show proof of physical, clearance and evidence of being negative for tuberculosis (skin test – CXR)
3. Wear the designated nursing uniform with student identification only in classroom and or during hospital/clinical rotations. HHA's will wear all white uniforms.
4. Always Demonstrate professional conduct as outlined in the policy manual for the Nurse Assistant and Home Health Aide programs.
5. Neither consume alcohol or drugs, during, or immediately prior to, coming to school or to a hospital/clinical assignment.
6. Not visit patients on days other than those assigned for clinical training experience.
7. Notify the school instructor at least 2 hours prior to the start of class (theory and or hospital/clinical) when planning to be absent. All absences will be made up hour for hour in consultation with the instructor. Upon the second clinical absence and the student will be dropped from the program. (1 clinical make up day is scheduled for the program.) All make-up hours are hour per hour missed.
8. Comply with the following "No cheating policy": The first offense of cheating will result in a zero for the assignment, and completion of a Record of Infraction will be signed by the student. Repetition of cheating will result in immediate referral to the Faculty Committee for disciplinary action to determine if student will be terminated from the program. This will also apply to students who give their work to other students, or give answers to others, or engage in talking during a test.
10. Will be in Nurse Assistant uniform dress code during the Graduation ceremony.

The undersigned verbalized the understanding of the contractual agreement and agrees to abide by its contents.

Signed: _____ Date: _____

ENTRANCE REQUIREMENTS

Applicants are required to:

- Be 18 years of age**
- Be a Certified Nurse Assistant**
- Pay required fees and tuition**
- Participate in state required Live Scan fingerprinting for all nursing program applicants on the first day of class: (paid for by the school)**

**PACIFIC HEALTH EDUCATION
PROGRAM EXPENSES**

Program Expenses Include:

Class Fee \$400.00 which includes:

- Work Book**
- Theory training**
- Clinical training**

The program is a 40-hour program with 20 hours in the classroom and 20 hours in clinicals as required by California Department of Public Health, please call Office staff at (559) 900-5150, should you have questions.

NOTE: Prices subject to change without notices

TESTING: MAKE UP POLICY

All absences and missed time must be made up hour for hour both in clinical and theory.

NOTE: Any make-up must be coordinated with Instructor/Program Director.

PROGRAM PERFORMANCE STANDARDS

Upon completion of the Home Health Aide Program, the graduate will be able to:

- Develop interpersonal caregiver-patient relationships.
- Contrast and explain the role change of the individual in illness and health.
- Assist patients to meet basic human needs.
- Relate scientific theory to the performance of nursing skills.
- Assist in providing patient-centered nursing care.
- Describe factors, which influence individual patient care including cultural, spiritual, socioeconomic, and respectful manner.
- Discuss the legal and ethical position of a home health aide, and other healthcare professionals, in relation to the care of patients.
- Relate with patients and visitors in an empathetic and tactful manner.
- Effectively utilize communication skills.
- Promptly report observations accurately and objectively to licensed personnel.
- Perform all clinical duties and assignments in a safe, professional manner.

PROTOCOL FOR STUDENTS' INTERACTIONS WITH FACULTY AND OFFICE STAFF

Due to the phenomenal growth of the Allied Health Careers programs in the last few years, it has become necessary to develop specific procedures and protocols to deal with situations that were previously handled informally.

GRADE INFORMATION

Weekly test grades and final grades will not always be available on the day of the test. Instructors provide grades by the next class session.

OFFICE CONFERENCES

Any student who desires to have a conference with the Program Director or office personnel, will make an appointment to do so with the Secretary. If the purpose of the conference is to discuss a complaint, student will put the complaint in writing prior to the conference.

PASSING GRADE REQUIREMENTS

A student must complete each class with a grade of 75% or above. It is important that early in the course, students in danger of not passing seek help by consulting their instructor. It is essential for all nursing students to put forth their best effort in achieving passing grades.

ATTENDANCE

The hourly requirements for attendance and curriculum in the Home Health Aide program is mandated by the California Department of Public Health Services and therefore must be **strictly** adhered to. The Home Health Aide is a short term, 40-hour program.

Additionally, students must obtain prior authorization from their instructor **before leaving early** from theory class or a hospital/clinical. The students **must submit in writing** their name, the time that the student expects to leave and the reason for leaving. This should only be done in the case of an emergency.

Students are expected to return from all breaks on time. If you are late in returning the door will be locked and you will be considered absent for that class. Leaving class without knowledge of the instructor is an **unexcused absence** and will result in disciplinary action.

Additional Concerns:

Pregnancy:

The student will be allowed to remain in the program during pregnancy providing they meet the following requirements:

Prior to attendance at Clinicals the student must provide a written clearance from physician stating the student may participate in clinical training without physical restrictions or limitations. The student's physical condition must permit them to meet all clinical objectives, as no light duty is available. This initial clearance needs to be presented to both the instructor and Director of Nursing Education. As the pregnancy continues, additional notes from the student's physician, stating that they can continue in Clinicals without any restrictions must be provided monthly.

Note: Students must notify their instructor as soon as they suspect they are pregnant. This will ensure the student is excluded from any observational experience involving the use of X-ray or any other activities which could jeopardize the pregnancy.

Personal Injury

A student must immediately report any personal injury occurring while on Pacific Health Education grounds or at any clinical training site, using the Student Accident Report form. This form must be completed by the student and the instructor and submitted to Pacific Health Education office immediately after the incident. If a doctor's treatment is required, please notify, the Office at 559-900-5150. A written medical release, from a physician, must be submitted prior to returning to class.

EXPECTED PROFESSIONAL CONDUCT

The personal appearance and demeanor of the student identifies them as a professional to the public. Their image reflects on the student as an individual, on the sponsoring school, and on the healthcare profession. A well-groomed and healthy nurse assistant student demonstrates pride in their profession.

Uniforms: Student uniforms must be worn during clinical hours. Uniforms are to be clean, neatly pressed, and in good repair. If wearing a long-sleeved shirt under the scrub top it must be plain white. The school patch is to be sewn securely on left sleeve 2" below shoulder seam. The school approved ID picture badge is to be always worn on the left side of the uniform.

All students are required to have, as part of their uniform, a watch with a second hand, a stethoscope, a gait belt, a writing pad, and a black ink pen.

Failure to comply with dress code policy will be grounds for dismissal from Theory and or Clinical for the day. This will constitute an absence and the student may not progress in the program.

Uniform dress will be evaluated daily for the following:

Neatness and appropriate fit of the uniform

Condition of shoes and uniform

Hair meeting dress code

Nail length and grooming

Absence of jewelry

Presence of odors- body, perfume, cologne

Any policies regarding professional dress or etiquette, which are enforced for employees of a Clinical facility in which students receive training, will also apply to students.

Hair: A student's hair must be neat, clean, and completely off the face and not covering the eyes. Long hair must be well secured, up and off the collar of the uniform. Hair may be worn in a high bun; no ponytails are allowed. Extreme hair styles or non-naturally occurring hair colors are not permitted.

For students with facial hair, beards, mustaches, and sideburns must be neatly trimmed.

Body piercing jewelry of the nose, tongue, and other facial areas must not be worn while in uniform. They are not allowed due to infection control issues.

Makeup and Perfume: Makeup is to be light and conservative. False eyelashes and heavy dark eye makeup are not allowed.

Perfumes and colognes are not allowed as they are maybe offensive to a sick patient.

Nails: Fingernails must be kept short (not to extend beyond the end of the finger). Only clear nail polish is acceptable when in uniform. Acrylic nails and/or nail art are not permitted.

Jewelry: One small pair of earrings may be worn. Dangle earrings and hoops are not permitted. A Wedding band and/or engagement ring may be worn, necklaces, bracelets and chains of any sort are not allowed due to safety and infection control.

Classroom Etiquette: No eating or drinking is allowed in the classroom. Please use your class breaks and the students break room for meals and refreshment.

Cell phones are not to be visible or used in the classroom unless under the direction of the instructor. Cell phones may be kept on vibrate for emergency purpose only. If an emergency call occurs, inform the instructor immediately. Be sure to always respect one another.

Clinical Site Etiquette: It has become vital to the availability of clinical training sites, that each student and faculty member project a professional image always.

Smoking and Eating: Smoking and eating during clinical is permitted in designated areas only. Any student found taking a break in a non-designated area, will be immediately dismissed from clinical, which constitutes a clinical absence. Any student taking an unassigned break will be dismissed at the Instructor's discretion. Dismissed students will be referred to the Nursing Director's office on campus.

Speech and Conversation: Be aware of your responsibility and legal implications in respect to the rights of others. Do not discuss any disease or symptoms in a place where you might be overheard and infringe on someone's right to privacy. Practice professional speech in all conversations with staff and fellow students always.

Conduct: Unprofessional conduct or profanity while on duty will not be tolerated. Any verbal bullying or physical abuse of a patient or fellow student will result in automatic program dismissal and potential legal action.

The student is expected to always respect the patient's rights and their personal belongings and. All students are urged to practice the 6 Pillars of Character, found on page 7.

EVALUATION OF STUDENT PROGRESS

Student Evaluation: The Home Health Aide Faculty will measure individual student progress and achievement of course objectives using the following methods:

Classroom Theory Instruction and Evaluation

Written Test:

- Students must achieve a grade of 75% to successfully complete this program.
- Student progress is also documented on the Individual Training Progress (ITP)

Skills Practical:

- Each student demonstrates competence in fundamentals and clinical nursing skills by participating in return demonstrations prior to clinical practice.
- During clinical, training skills mandated by the state, are checked off by the instructor and evaluated during patient care in the facility. Two student evaluation conferences are set-up with the student and instructor, to discuss progress and or needs of improvement at Midterm and at final.

Class Participation:

- The student will share ideas and learned experiences with peers.
- Participation in theory and clinical classes will be reflected in a student's overall performance evaluation.
- Disruptive behavior in the classroom will be considered failure to comply with student performance standards and will be referred to Director of Nursing and possibly the Faculty Committee for dismissal from the program.

A student, who has failed the course, may apply to repeat the course once if space is available.

Clinical Instruction and Evaluation

Each student will receive 2 state required clinical evaluations during clinical rotation.

Evaluations will be conducted according to the following procedures:

- Dates and times for each evaluation will be assigned.
- Student will meet with the instructor in clinical and their performance will be reviewed individually.
- There will be a mid-term evaluation and a final evaluation
- Grades for evaluations will be either "Pass" or "Fail."

TERMINATION POLICY

Program Termination:

A student maybe removed from the program for any of the following reasons such as:

A Failure to:

- meet academic performance standards.
- to meet clinical performance standards.
- to meet attendance requirements.
- to meet any other requirements as set forth in the student handbook.

Examples of these failures include, but are not limited to:

- Consistent poor judgment
- Patient/Resident endangerment
- Acts of dishonesty

Termination is handled on an individual basis and the initial recommendation to remove the student from the program is made by the instructor to the Nursing Director and may be taken to the faculty committee. Pacific Health Education administration has the right to review documentation and to make the final decision according to the policy.

DISCIPLINARY ACTIONS

For infractions of program regulations that result in a student being unable to meet course objectives, the following actions will be taken:

1. The student will be referred to the Director of Nursing Education, the Faculty Committee and/or Learning Director.

NOTE: Any student behavior which is interpreted as patient endangerment may result in the immediate dismissal of a student following a Faculty Committee hearing and without progressing through the steps of the disciplinary procedure.

SAMPLE OF RECORD OF INFRACTION
PACIFIC HEALTH EDUCATION
RECORD OF INFRACTION

NAME: _____

DATE: _____ **TIME:** _____

INFRACTION: (DESCRIBE AS OBSERVABLE BEHAVIOR)

Absent from clinical on 9/8/2021. Student did not notify facility, school, or instructor prior to clinical absence as required.

This is considered an unexcused absence. Student will need to sign a behavioral contract.

INSTRUCTOR'S SIGNATURE:

I HAVE READ AND UNDERSTAND THE REASON FOR THIS DOCUMENTATION.

STUDENT'S SIGNATURE:

THIS RECORD HAS BEEN READ AND REVIEWED BY THE NURSING FACULTY AND THE DIRECTOR OF NURSE EDUCATION DURING A STAFF MEETING ON:

ACTION TAKEN: A behavioral contract signed by student. Next absence without notification to Instructor will be evaluated by the Nurse Faculty Committee.

STUDENT GRIEVANCE PROCEDURE

Informal Process:

If for any reason you have a problem with your classes or with an employee here at Pacific Health Education, you should:

- Try to work out the problem by talking with your instructor or the employee. You must do this within (5) working days of the problem.
- If the problem is not resolved:
- You can make an appointment with the Program Director.

Formal Process:

If the issue is not resolved informally, you may file a complaint in writing to the appropriate Learning Director.

- A formal complaint form is available from the Learning Director. The Learning Director will respond within five (5) working days.

Pacific Health Education has a Uniform Complaint Procedures. Please see a full description of these procedures and contact personnel on page 27 of this handbook.

CRIME AWARENESS AND CAMPUS SECURITY

It is the responsibility of all students and staff to immediately notify the on-site administrator, or designee, of any criminal activity occurring on school property. Students may notify any adult education employee, who will notify the administration or, depending on the nature and severity of the incident, will directly contact the Police Services or Police Department.

Pacific Health Education are "Drug Free Zones," and are clearly posted as such. The possession, use or sale of alcoholic beverages and drugs is always prohibited. All federal, state, and local laws, and district rules and regulations, are strictly enforced. Pacific Health Education school/offices are smoke free.

RENEWAL OF CERTIFICATION

Please bear in mind, any student interested in the Home Health Aide program must be a Certified Nurse Assistant in good standing in the California registry to begin additional training as an HHA.

If you are a Certified Nurse Assistant in good standing in the California registry, you will qualify for a two-year renewal of your certificate if:

- ♣ You have worked at least one day in a long-term care facility for pay, providing nursing services in the last two years, and
- ♣ You can certify that you will have completed the 48 hours of in-service/or continuing education in the last two years, and at least 12 hours of education in one year.
- ♣ You are fingerprinted and subsequently cleared for criminal convictions.
- ♣ Specific in-service topics are mandated by SB11, OSHA, TITLE 22, and OBRA
- ♣ Check with your facility or agency for further independent requirements Certified Home Health Aides who have been issued HHA certificates and are in good standing on the California registry, will be required to renew for a two-year period, according to the month and year of their birth, as they renew their CNA.
- ♣ Individuals who are certified as both a CNA and an HHA will expire on the same date.

Renewal notices will be sent to all certificated HHAs, to the address of record, approximately five months before the certificate is due for renewal.

PACIFIC HEALTH EDUCATION REFUND POLICY CAREER TECHNICAL EDUCATION

Refund Policy.

Students Right to Cancel: A student has the right to cancel and get a full registration refund up until the first day of class. If cancelled after the first day of class, there will be no refund of the registration fee.