**CNA Competency Checklist for Behavioral Health**

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**Name:**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  **Title:** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ **Hire Date**:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

| **Skill Area** | | **Evaluation**  **(Check One)** | | **Method of Evaluation**  **(Check One)**  D = Skills Demonstration  O = Performance Observation  W = Written Test  V = Verbal Test | | | | **Verification**  **(Initials/Date)** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Competency**  **Demonstrated/**  **Meets**  **Standards** | **Needs Additional Training** |
| **D** | **O** | **W** | **V** |
| **CNAs** | Define communication, including verbal and non-verbal formats and alternative communication techniques such as communication boards, cards, gestures, etc. |  |  |  |  |  |  |  |
| Describe behaviors that promote communication between people |  |  |  |  |  |  |  |
| Identify factors that may block effective communication between the residents and their family and friends. |  |  |  |  |  |  |  |
| Identify factors that may block effective communication between residents and their family and friends. |  |  |  |  |  |  |  |
| Identify factors that promote effective communication between CNAs and their immediate supervisors. |  |  |  |  |  |  |  |
| Describe the procedures for answering resident call lights. |  |  |  |  |  |  |  |
| Describe procedures for answering the facility telephone. |  |  |  |  |  |  |  |
| Identify techniques to communicate with the confused, withdrawn, depressed, restless, agitated, or combative residents. |  |  |  |  |  |  |  |
| Identify physical and psychosocial losses that may decrease independence. |  |  |  |  |  |  |  |
| Identify aspects of independent living a person may lose when they resident in a long-term care facility. |  |  |  |  |  |  |  |
| Identify positive techniques a CNA can use to promote the resident’s independence. |  |  |  |  |  |  |  |
| Identify choices available to the resident to gain the highest level of independence. |  |  |  |  |  |  |  |
| Identify the legal rights of the resident. |  |  |  |  |  |  |  |
| Discuss ways to respect residents’ rights. |  |  |  |  |  |  |  |
| Demonstrate understanding that residents’ rights are the cornerstone of person-centered care. |  |  |  |  |  |  |  |
| Demonstrate provision of person-centered care daily. |  |  |  |  |  |  |  |
| Identify the basic emotional needs of residents in a long-term care facility:   * Independence * Supportive environment * Social interaction * Recognition as an individual * Self-actualization |  |  |  |  |  |  |  |
| Demonstrate actions to meet the emotional needs of the resident. |  |  |  |  |  |  |  |
| Identify common behaviors displayed when emotional needs are not met.   * Anger * Demanding behavior * Self-centered behavior * Withdrawal * Inappropriate sexual behavior |  |  |  |  |  |  |  |
| Describe therapeutic intervention to respond to resident’s behavior. |  |  |  |  |  |  |  |
| Describe role of the person-centered care plan and care conferences in responding to resident’s behavior. |  |  |  |  |  |  |  |
| Discuss appropriate responses to perceived sexual advances from a resident. |  |  |  |  |  |  |  |
| Define mental health and mental illness. |  |  |  |  |  |  |  |
|  | Define developmental disability. |  |  |  |  |  |  |  |
| Define intellectual disability. |  |  |  |  |  |  |  |
| Discuss methods to identify and to utilize the resident’s strengths as a way to reinforce appropriate behavior or toe reduce or to eliminate inappropriate behavior. |  |  |  |  |  |  |  |
| Discuss the role and responsibility of the CNA while caring for residents with ID/DD and mental illness. |  |  |  |  |  |  |  |
| Define depression. |  |  |  |  |  |  |  |
| Identify signs and symptoms of depressed mood. |  |  |  |  |  |  |  |
| Describe the possible causes of depressed mood. |  |  |  |  |  |  |  |
| Discuss the role and responsibility of the CNA in caring for a resident with clinical depression or a depressed mood. |  |  |  |  |  |  |  |
| Discuss possible interventions in caring for a resident with clinical depression or a depressed mood. |  |  |  |  |  |  |  |
| **Other (Describe)** |  |  |  |  |  |  |  |  |
| **Other (Describe)** |  |  |  |  |  |  |  |  |

**References**

Centers for Medicare & Medicaid Services State Operations Manual, Appendix PP – Guidance to Surveyors for Long Term Care Facilities (Rev. 173, 11-22-17): <https://www.cms.gov/Regulations-and-Guidance/Guidance/Manuals/downloads/som107ap_pp_guidelines_ltcf.pdf>

LTC Survey Pathways (Download) CMS-20067 “Behavior and Emotional Status Critical Element Pathway”

<https://www.cms.gov/medicare/provider-enrollment-and-certification/guidanceforlawsandregulations/nursing-homes.html>

Ohio NATCEP Standards and Guidelines June 27, 2018 (Download)

<https://odh.ohio.gov/wps/portal/gov/odh/know-our-programs/nurse-aide-training-and-competency-evaluation-program-natcep/resources/nacteptrainingstandardsandguideliens>

**\*I certify that I have received orientation in the above-mentioned areas.**

**\*Employee:**

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**Initials**  **Signature**  **Date**

**Evaluator/Trainer:**

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**Initials Signature Date**

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