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**MEMORANDUM**

**Date:** October 16, 2013  
**To:** Board Members  
**From:** Ronda Doolen RN, MS  
Education Program Administration  
**RE:** Changes to CNA Testing

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The annual review of the CNA Manual Skills and Written Tests and testing procedures was conducted on October 11, 2013, at the meeting of the ad hoc Test Advisory Panel (TAP) at the Arizona Board of Nursing.

**TAP Panel Members 2013**

Bill Adams, Job Corps  
Delores Brindle, CareGiver Training Institute  
Susan Jamison, Northland Pioneer College  
Stacy Hatton, Rio Rico High School  
Janina Johnson-Carter, Brookline College  
Christina Mooroiian-Pennington, Glendale CC  
Janice Podwika, Paradise Valley CC  
Jacqueline Cushard, Paradise Valley Community College  
Linda Niemeyer, Central Arizona College  
Diane Christoffer, Gardens Rehab & Care Center

**Board Staff:**

Pamela Randolph  
Ronda Doolen  
Fran Breed

**D and S Diversified Staff**

Paul Dorrance  
Teresa Whitney

**Background:**

The ad hoc Test Advisory Panel (TAP) is made up of volunteer CNA instructors. Attendees at the CNA Retreat are asked if they would like to serve on this panel and selection is made based upon past attendance, past or potential contributions to the process and representation of rural/urban areas and program types. Most volunteers are offered at least one opportunity to participate on a TAP.

**RECOMMENDATIONS**

**Testing Processes/Evaluation**

- Change process of administering test survey to ensure it is administered after completion of written and skills portion of test.
- Three survey questions were removed with two new questions added. New questions focus on areas and interventions that help candidate prepare for test.
- D and S will continue to follow up and instruct consolidated sites to use appropriate site code(s).
- Registration of applicants will occur up to 14 days after start of CNA program and prior to completion of 50% of instruction.
- Beginning in January 2014 D and S will be utilizing new model of reliability in training observers to improve consistency.
- D and S will provide information to candidates and programs on maximum waiting time for testing date.

**Written Exam**

1. The TAP panel considered raising the passing standard due to a 90% first time pass rate which is very high and unlikely to discriminate sufficiently between safe and unsafe CNAs. The Board asked D and S for data evaluating the effects of increasing the passing standard. D and S suggested that instead of increasing the passing standard, nondiscriminatory items be removed. These items were identified as those that 97% or more of the candidates answered correctly. This will result in approximately 50 items being removed from the test bank of 1216 items, leaving 1166 active items. We anticipate that with this change, the test will become slightly more difficult and be a more robust measure of competency.
- RECOMMENDATION: Elimination of items from the CNA test bank that are correctly answered by 97% or more of candidates

**Manual Skills Exam**

- Manual Skill testing time changed from 35 minutes to 40. (*Currently as long as the student had started the fifth and final skill before the 35 minutes were up they were allowed to finish resulting in prolonged test times. The test will now be stopped at 40 minutes.*)

## AGENDA ITEM VII.B.11.

- Ambulation with Gait Belt: Change wording on step (10) from “assists resident to pivot and sit in the wheelchair” to “assists resident to turn and sit in the wheelchair”.
  - Rationale: Students are trying to pivot an ambulatory resident changing wording removes confusion with “Pivot Transfer a Weight Bearing, Non-Ambulatory Resident from Bed to Wheelchair Using a Gait Belt”.
- Ambulation with Walker: Change wording on step (12) from “assists resident to pivot and sit in wheelchair” to “assists resident to turn around and sit in wheelchair”.
  - Rationale: Students are trying to pivot an ambulatory resident changing wording removes confusion with “Pivot Transfer a Weight Bearing, Non-Ambulatory Resident from Bed to Wheelchair Using a Gait Belt”.
- Denture Care: Add step “Places dirty dentures in emesis basin” before rinsing denture cup and cleaning dentures.
  - Rationale: Students are taking dentures out of denture cup to rinse the cup in step (7) and placing dentures in sink on wash cloth or other contaminated surface.
- Range of Motion Hip & Knee: Add step “Position bed flat” between steps (3) and (4).
  - Rationale: In order to perform this skill correctly the resident needs to be supine with the bed flat.

**Board Option:** Accept and approve the proposed changes to the CNA Testing with effective date on February 1, 2014.

Board approved the above option on November 22, 2013