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Student Medication Administration Testing Requirement

1. Purpose


This policy ensures that nursing students demonstrate competency in medication administration before participating in clinical experiences. It outlines the testing, remediation, and retesting process to maintain patient safety and promote student success. Students who pass the first attempt meet competency requirements and may administer medications in the clinical setting. Students who fail three attempts will not meet clinical course outcomes and will be unable to progress in the program. Faculty and coordinators are committed to individualized support, encouraging students to seek additional tutoring, Open Lab practice, and faculty guidance proactively. By following this structured process, students will have multiple opportunities to develop safe medication administration skills.

2. Scope & Duties

This policy applies to all students enrolled in the Associate Degree in Nursing (ADN) Program and requires adherence from both faculty and students.

Roles & Responsibilities

- **Clinical Course Coordinator:**
 - Schedules and administers the required Medication Administration Exam before clinical begins each quarter.
 - Ensures remediation is completed before students retake the exam.
 - Communicates exam results to Clinical Faculty to support supervision.
 - Oversees CPIP implementation for students requiring additional support.
 - Utilizes Open Lab and Clinical Faculty for remediation and competency demonstration.
- **Clinical Faculty:**
 - Monitors student exam results and oversees medication administration competency.
 - Supports remediation by working with students in the clinical setting.
 - Ensures students do not administer medications in clinical until competency is met.
 - Collaborates with the Course Coordinator and Open Lab Faculty to ensure student success.
- **Open Lab Faculty:**
 - Facilitates remediation and competency demonstrations as assigned.
 - Provides structured practice opportunities for safe medication administration.
- **Students:**
 - Complete the Medication Administration Exam before their first clinical shift.

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- Follow all remediation and improvement plans if they do not pass.

3. Procedures

3.1 Required Exams by Course

Students will have a **maximum of THREE** opportunities to demonstrate medication administration competency by achieving a score of 90% or higher using standardized testing.

Students will complete the following practice exams related to their course:

- Dosage Calculation RN Fundamentals Online Practice Assessment
- Dosage Calculation RN Medical Surgical Online Practice Assessment
- BC/ATI Custom Dosage Calculation Practice Assessment
- Dosage Calculation RN Maternal Newborn Online Practice Assessment
- Dosage Calculation RN Mental Health Online Practice Assessment
- Dosage Calculation RN Nursing Care of Children Online Practice Assessment
- Dosage Calculation RN Critical Care Online Practice Assessment


Students will complete the following proctor exams related to their clinical course:

- Dosage Calculation RN Fundamentals Assessment NURS 121
- Dosage Calculation RN Medical Surgical Online Assessment NURS 123
- BC/ATI Custom Dosage Calculation Assessment NURS 125
- Dosage Calculation RN Maternal Newborn Assessment NURS 257
- Dosage Calculation RN Mental Health Assessment NURS 249
- Dosage Calculation RN Nursing Care of Children Assessment NURS 255
- Dosage Calculation RN Critical Care Assessment NURS 261

3.2 Medication Administration Exam Process

The Medication Administration Exam ensures students demonstrate safe medication administration before clinical practice.

- The Clinical Course Coordinator schedules and administers the exam before clinical begins.
- The exam will not be administered on the first day of class to allow students to adjust to coursework.
- All students must complete the exam before their first clinical shift, as scheduled by the clinical coordinator.
- A minimum score of 90% is required to demonstrate competency.

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- Students who pass on the first attempt meet the competency requirement and may administer medications in clinical per facility policies.
- Students who do not pass will follow a structured remediation process before attempting a retake.

3.3 Remediation & Retesting Process

Step 1: First Attempt – Score Below 90%

Students who do not pass the first attempt must complete a structured remediation plan before scheduling a retake. Retakes will not be scheduled until at least 24 hours after the initial exam to allow time for review and preparation. Supportive Remediation Plan Includes:

- Individual Faculty Support: One-on-one review of specific areas for improvement.
- ATI Module Review: Completion of assigned ATI medication administration modules.
- Hands-On Practice: Additional learning opportunities in Open Lab or simulation, as needed.


Step 2: Second Attempt – Score Below 90%

If a student does not achieve 90% or higher on the second attempt, the Clinical Course Coordinator or Clinical Faculty will initiate a Clinical Performance Improvement Plan (CPIP).

- The CPIP remains in place for the entire quarter until the student has met all clinical course requirements.
- The student may attend clinical but will practice medication administration in simulation only until they meet all competency requirements outlined in this document.
- The student may not administer medications in the clinical setting until they have successfully demonstrated competency as defined by the Student Medication Administration Testing Requirement.

The CPIP will include, but is not limited to:

- Remediation with the most current course-related ATI medication modules.
- Increased faculty oversight and check-ins with Clinical and Course Faculty.
- Referral to tutoring services (nursing tutors, math tutors, medication calculation specialists, etc.).
- Completion of the Clinical Medication Calculation and Safe Administration Checklist as a required step toward competency demonstration. This checklist will be attached to the CPIP and documented in the CET to provide a clear expectation for skill demonstration.

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- Student progress regarding medication administration competency will be documented in the Clinical Evaluation Tool (CET) and CPIP, ensuring transparency in assessment, progress tracking, and advance notice of expectations.


Step 3: Third and Final Attempt – Score Below 90%

If a student does not achieve 90% or greater on the third and final attempt, they will not meet medication administration competency requirements for clinical.

- The student will not be allowed to administer medications in the clinical setting.
- This will result in not meeting clinical course outcomes, and the student will be unable to progress in the Nursing Program.
- Students who successfully achieve 90% or higher on the third attempt will continue under CPIP monitoring for the remainder of the clinical course.

Exception for NURS 121: This policy applies to all nursing students; however, an exception is made for students enrolled in NURS 121, as medication administration is not part of the clinical experience in this first-quarter course.

- Failure to achieve 90% on the third attempt in NURS 121 will not impact progression in the course or the program.
- Remediation and a supportive improvement plan will be initiated, as determined by the Clinical Faculty and Clinical Course Coordinator, to help the student build competency in medication administration before advancing to future clinical courses.

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Student name: Faculty assessor name: Course number:	Met	Self-corrected error/Need for prompting	Not Met	Comments
1. Calculates correct medication dosage, volume, amount, and concentration based on medication administration record orders provided.				
2. Prepares medications correctly for administration as ordered and inclusive of a minimum of three different routes.				
3. Documents medications to be given with verbal explanation of route, dosage, relevant patient history, and purpose for this patient.				
4. Administers medications safely demonstrating six rights of medication administration; review allergies. Verbalize immediate nursing considerations.				

4. References

Osler, C., Brigham, G., & Kilpatrick, M. (2024, January 16). *Avoiding preventable harm*. Washington State Nurses Association. <https://www.wsna.org/news/2024/avoiding-preventable-harm>