



## Category 1 Rubric: Five Elements of Nursing Specialty Certification Excellence

**All activities and accomplishments listed in the application must fall within the time period of January 1, 2021 through November 30, 2023.**

<b>Total Category Point Value: 30 points</b>																			
<p><b>Element 1: Structure</b>  <b>Focus = How the facility supports nurses in their certification journey</b>  <b>Total Element 1 Point Value: 6 points</b></p> <p>A written description which delineates facility support for certification. This section is limited to 500 words of text; text exceeding the word limit will not be scored.</p>																			
Nurses are reimbursed for certification prep course	<table border="1" style="margin-left: auto; margin-right: auto; border-collapse: collapse;"> <thead> <tr> <th colspan="2" style="background-color: #e1eef6;">Element 1 Scoring Ranges</th> </tr> <tr> <th style="background-color: #e1eef6;"># of Items Demonstrated</th> <th style="background-color: #e1eef6;">Points Received</th> </tr> </thead> <tbody> <tr><td>10-11</td><td>6</td></tr> <tr><td>8-9</td><td>5</td></tr> <tr><td>6-7</td><td>4</td></tr> <tr><td>4-5</td><td>3</td></tr> <tr><td>2-3</td><td>2</td></tr> <tr><td>1</td><td>1</td></tr> <tr><td>0</td><td>0</td></tr> </tbody> </table>	Element 1 Scoring Ranges		# of Items Demonstrated	Points Received	10-11	6	8-9	5	6-7	4	4-5	3	2-3	2	1	1	0	0
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1		1																	
0		0																	
Bonus or pay raise is available for attaining certification																			
Employer pays/reimburses for certification exam fees																			
Employer pays/reimburses for recertification fees																			
Employer provides CE (contact hours) needed for recertification																			
Requirement exists for preceptors to hold certification																			
Certification study groups are organized/hosted by facility																			
Test takers are granted work hours to study for certification exam																			
Lending library is available for certification exam study materials																			
Reimbursement is available for purchase of study materials																			
Facility has documented plan in place to increase certification levels																			



**Element 2: Recognition**

**Focus = How the facility acknowledges and supports perioperative certified employees**

**Total Element 2 Point Value: 6 points**

A written description which delineates facility acknowledgment for certified employees. This section is limited to 500 words of text; text exceeding the word limit will not be scored.

Wall plaques commemorating perioperative certified employees exist	Element 2 Scoring Ranges	
	# of Items Demonstrated	Points Received
Newsletters commemorating perioperative certified employees exist	6-7	6
Facility sponsors meals or snacks commemorating perioperative certified employees	5	5
	4	4
Gifts provided to certified nurse (AORN membership, keyring, CNOR pin)	3	3
	2	2
Certification Day celebrations exist	1	1
	0	0
Special ceremonies for certified nurse exist (e.g., pinning)		
Facility publicizes certification rates to inform staff		



**Element 3: Professional Engagement**

**Focus = How the facility promotes internal professional development activities**

**Total Element 3 Point Value: 6 points**

A written description which delineates facility support for internal professional development. This section is limited to 500 words of text; text exceeding the word limit will not be scored.

<b>Element 3 Scoring Ranges</b>	
<b># of Items Demonstrated</b>	<b>Points Received</b>
10-11	6
8-9	5
6-7	4
4-5	3
2-3	2
1	1
0	0

  

Certification Coach is in residence at facility	
Certification Coach participates in Coach Locator Program	
Take 2 program is in existence at facility	
Certification Strong Award in existence at facility	
Facility has submitted a previous True North application	
Facility has received a previous TrueNorth award	
Facility has received a previous TrueNorth Compass award	
Facility has received TrueNorth Special Commendation Award(s)	
Staff teaches college/trade school courses related to surgery or perioperative nursing	
Staff participates in the orientation of healthcare disciplines (surgeons, surgical techs)	
CFPN is utilized	



**Element 4: Dissemination**

**Focus = How employee outreach efforts and activities are reflected**

**Total Element 4 Point Value: 6 points**

A written description which delineates employee outreach efforts. This section is limited to 500 words of text; text exceeding the word limit will not be scored.

Payment/reimbursement is available for attending professional meetings (ex: AORN SC&E, OR Manager, etc.)	<b>Element 4 Scoring Ranges</b>	
Research activity exists	<b># of Items Demonstrated</b>	<b>Points Received</b>
Evidence of dissemination of findings and best practices exists (ex: newsletter articles)	6-7	6
Certificants have published professional article(s)	5	5
Certificants have presented at professional meeting(s)	4	4
Certificants have presented exemplars for ANCC Magnet program	3	3
Certificants have presented CE or in-service education	2	2
	1	1
	0	0



**Element 5: Volunteer Service**

**Focus: How nurses participate in volunteer service in the community and beyond**

**Total Element 5 Point Value: 6 points**

A written description which delineates volunteer service. This section is limited to 500 words of text; text exceeding the word limit will not be scored.

Participation in Test Development or volunteer service (ex: CCI, ABPANC, AST, HSPA, etc.)	<b>Element 5 Scoring Ranges</b>	
Participation in service on AORN committees/workgroups	# of Items Demonstrated	Points Received
Participation in service with other professional organizations (ex: State Board of Nursing, etc.)	6	6
Participation in volunteer service with local AORN chapter (ex: Officer/Committee Chair)	5	5
Participation in community service (ex: Project C.U.R.E., Operation Smile, etc.)	4	4
Participation in Mission trips	3	3
	2	2
	1	1
	0	0