



Category 3 Scoring Rubric

Rewards and Recognition

All activities and accomplishments listed in the application must fall within the time period of January 1, 2018 through December 1, 2020.

Category 3 REWARDS AND RECOGNITION								
Point Value – 30 points								
<p>Category 3A - Evidence of Recognition – 7 points</p> <p>A written description that delineates recognition activities for certified nurses. Suggestions for activities that may be covered are included below. This list is not intended to be inclusive. This section is limited to 500 words of text. Text that exceeds the word limit will not be scored.</p>								
<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="padding: 5px;">Wall plaques commemorating perioperative certified employees</td> </tr> <tr> <td style="padding: 5px;">Newsletters commemorating perioperative certified employees</td> </tr> <tr> <td style="padding: 5px;">Posters commemorating perioperative certified employees</td> </tr> <tr> <td style="padding: 5px;">Facility sponsored meals or snacks commemorating perioperative certified employees</td> </tr> <tr> <td style="padding: 5px;">Certification Day celebration</td> </tr> <tr> <td style="padding: 5px;">Special ceremonies for recognizing periop certified nurses (e.g., pinning)</td> </tr> <tr> <td style="padding: 5px;">Gifts provided to certified nurses (AORN membership, keyring, CNOR pin)</td> </tr> </table>	Wall plaques commemorating perioperative certified employees	Newsletters commemorating perioperative certified employees	Posters commemorating perioperative certified employees	Facility sponsored meals or snacks commemorating perioperative certified employees	Certification Day celebration	Special ceremonies for recognizing periop certified nurses (e.g., pinning)	Gifts provided to certified nurses (AORN membership, keyring, CNOR pin)	<p>DESCRIPTION/NOTES</p> <ul style="list-style-type: none"> Scorers may award up to 7 points in this category. Higher award level are reserved for facilities that have accomplished all or nearly all of these achievements.
Wall plaques commemorating perioperative certified employees								
Newsletters commemorating perioperative certified employees								
Posters commemorating perioperative certified employees								
Facility sponsored meals or snacks commemorating perioperative certified employees								
Certification Day celebration								
Special ceremonies for recognizing periop certified nurses (e.g., pinning)								
Gifts provided to certified nurses (AORN membership, keyring, CNOR pin)								

Category 3B - Organizational Recognition – 7 points

A written description of measures or programs that exist to support periop certified nurses. Suggestions for activities are included below. This list is not inclusive. This section is limited to 500 words. Text exceeding the word limit will not be scored.

	DESCRIPTION/NOTES
Clinical Ladder with awards for certification	<ul style="list-style-type: none"> • Scorers may award up to 7 points in this category. • Higher award level are reserved for facilities that have accomplished all or nearly all of these achievements.
Bonus or pay raise for attaining certification	
Nurses reimbursed for certification prep course	
Staff attended professional meetings (e.g., AORN Surgical Conference and Expo, OR Manager, OR Today Live)	
Requirement for preceptors to hold certification	
Employer pays/reimburses certification exam fees	
Employer pays/reimburses recertification fees	
Employer provides CE (contact hours) needed for recertification	

Category 3C - Perioperative Department Recognition – 7 points

A written description of programs and structures in place in your department to support certified nurses. Suggestions for activities are included below. This list is not inclusive. This section is limited to 500 words. Text that exceeds the word limit will not be scored.

Department participates in the CCI Take 2 Program	<p>DESCRIPTION/NOTES</p> <ul style="list-style-type: none"> • Scorers may award up to 7 points for achievements in this category. • Higher award levels are reserved for facilities that have accomplished all or nearly all of these achievements.
Department holds CCI CNOR Strong Recognition	
CNOR Coach is in place in the department	
Department has perioperative journal club	
Certification study groups are organized/hosted by department	
Test takers are granted work hours to study for certification exam	
Lending library for certification exam study materials or reimbursement for purchase of materials	
Department has documented plan in place to increase certification levels	
Facility publicizes certification rates to inform staff	

Category 3D - Demonstration of Expertise by Certificants – 5 points

A written description of the achievements of certified nurses. Suggestions for activities that may be covered are included below. This list is not intended to be inclusive. This section is limited to 500 words of text. Text that exceeds the word limit will not be scored.

Certificants published professional article	DESCRIPTION/NOTES
Certificants presented at professional meetings	<ul style="list-style-type: none"> • Scorers may award up to 5 points in this category. • Higher award levels are reserved for facilities that have accomplished all or nearly all of these achievements.
Certificants presented exemplars for ANCC Magnet program	
Certificants have presented CE or in service education	
<p>Certificants participated in volunteer role with certification organization (e.g., Test Development Committees)</p> <p>Certificants hold membership in AORN. Additional points may be awarded for active engagement with AORN chapter/organization e.g. holding officer positions, committee chairs, volunteer service.</p> <p>Certificants hold membership in professional nursing organizations (e.g., ANA, SVN, ASCA, ASMBS, etc.)</p>	

Category 3E – Other Achievements – 4 points

A written description of any other activity related to the promotion of certification or the recognition of certified nurses may be included here. This section is intended to capture activities not previously scored in other categories. This section is limited to 500 words. Text exceeding the word limit will not be scored.

Other specific achievements.

DESCRIPTION/NOTES

- Scorers may award up to 4 points for noteworthy achievements not covered in any previous categories.
- Do not award additional points if you cannot specifically identify the achievements.