



Category 3 Scoring Rubric

Rewards and Recognition

NOTE: all the activities and accomplishments listed in the application must be dated after January 1, 2014.

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>	
Wall plaques commemorating perioperative certified employees	<p>DESCRIPTION/NOTES</p> <p>1. 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.</p>
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 certified nurse (e.g., pinning)	
Gifts provided to certified nurse (AORN membership, keyring, CNOR pin)	



Category 3B - Organizational Recognition – 7 points

A written description measures or programs that exist at your facility to support 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.

	DESCRIPTION/NOTES
Clinical Ladder with awards for certification	1. 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.
Bonus or pay raise for attaining certification	
Nurses reimbursed for certification prep course	
Staff attended professional meetings (IE AORN Surgical Conference and Expo, OR Manager, OR Today Live)	
Requirement for preceptors to hold certification	
Employer pays/reimburses for certification exam fees	
Employer pays/reimburses for 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 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.

Department participates in the CCI Take 2 Program	DESCRIPTION/NOTES
Department holds CCI Strong Recognition	1. 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.
CNOR Coach in place at the department	
Department has perioperative journal club	
Certification study groups 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.

	DESCRIPTION/NOTES
Certificants published professional article	1. Scorers may award up to 5 points for achievements in this category. Higher award levels are reserved for facilities that have accomplished all or nearly all of these achievements.
Certificants presented at professional meetings	
Certificants presented exemplars for ANCC Magnet program	
Certificants have presented CE or in service education	
Certificants participated in volunteer role with certification organization (IE Test Development Committees)	



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 covered in other categories. This section is limited to 500 words of text. Text that exceeds the word limit will not be scored.

Other specific achievements.

DESCRIPTION/NOTES

1. Scorers may award up to 4 points for noteworthy achievements that were not covered in any of the previous categories.
2. Do not award additional points if you cannot specify the achievements.