



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, 2022 through November 30, 2024.

Total Category Point Value: 30 points																	
<p>Element 1: Structure Focus = How the facility supports nurses in their certification journey Total Element 1 Point Value: 6 points</p> <p>A written description that delineates the facility's 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 courses	Element 1 Scoring Ranges																
Bonus or pay raise is available for attaining certification	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr style="background-color: #d9e1f2;"> <th style="text-align: left; padding: 5px;"># of Items Demonstrated</th> <th style="text-align: left; padding: 5px;">Points Received</th> </tr> </thead> <tbody> <tr><td style="padding: 5px;">10-11</td><td style="padding: 5px;">6</td></tr> <tr><td style="padding: 5px;">8-9</td><td style="padding: 5px;">5</td></tr> <tr><td style="padding: 5px;">6-7</td><td style="padding: 5px;">4</td></tr> <tr><td style="padding: 5px;">4-5</td><td style="padding: 5px;">3</td></tr> <tr><td style="padding: 5px;">2-3</td><td style="padding: 5px;">2</td></tr> <tr><td style="padding: 5px;">1</td><td style="padding: 5px;">1</td></tr> <tr><td style="padding: 5px;">0</td><td style="padding: 5px;">0</td></tr> </tbody> </table>	# of Items Demonstrated	Points Received	10-11	6	8-9	5	6-7	4	4-5	3	2-3	2	1	1	0	0
# of Items Demonstrated	Points Received																
10-11	6																
8-9	5																
6-7	4																
4-5	3																
2-3	2																
1	1																
0	0																
Employer pays/reimburses for certification exam fees																	
Employer pays/reimburses for recertification fees																	
Employer provides contact hours for recertification																	
Preceptors required to hold certification																	
Certification study groups are organized/hosted by facility																	
Employer allows individuals seeking certification to use work hours to study for certification exam																	
Lending library with certification exam study materials is available																	
Employer pays/reimburses for purchase of certification 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 that delineates facility acknowledgment of 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	
Newsletters commemorating perioperative certified employees exist	# of Items Demonstrated	Points Received
	6-7	6
Facility sponsors meals or snacks commemorating perioperative certified employees	5	5
Gifts are provided to certified nurses (AORN membership, keyring, CNOR pin)	4	4
Certification Day celebrations exist	3	3
Special ceremonies for certified nurses exist (e.g., pinning)	2	2
Facility publicizes certification rates through a forum accessible to staff and the public (e.g., website, public magazine, newspaper, or other periodical)	1	1
	0	0



Element 3: Professional Engagement

Focus = How the facility promotes internal professional development activities

Total Element 3 Point Value: 6 points

A written description that 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.

	Element 3 Scoring Ranges	
	# of Items Demonstrated	Points Received
Certification Coach is in residence at facility	8	6
Take 2 program is in existence at facility	7	5
Certification Strong Award in existence at facility	6	4
Facility has submitted a previous True North application	4-5	3
Facility has received a previous TrueNorth award	2-3	2
Staff teaches college/trade school courses related to surgery or perioperative nursing	1	1
Staff participates in the orientation of healthcare disciplines (surgeons, surgical techs)	0	0
Nominated a department nurse at their hospital or in their system during the past calendar year for the Daisy Award		



Element 4: Dissemination

Focus = How employee outreach efforts and activities are reflected

Total Element 4 Point Value: 6 points

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

Nurses are paid/reimbursed for attending professional meetings (ex: AORN SC&E, OR Manager, etc.)
Nurses are encouraged to improve practice through quality improvement activities, evidence-based process improvements, and research
Evidence related to best practices about perioperative nursing is disseminated via multiple media outlets (podcasts, textual information, vodcasts, blogs, social media) Please provide examples.
Certified nurses have published article(s) related to perioperative nursing in any venue (e.g., newsletters, non-peer reviewed articles, peer-reviewed articles). Please provide examples.
Certified nurses have provided presentations related to perioperative nursing in any venue (e.g., facility education or training, local, regional, national forums)

Element 4 Scoring Ranges

# of Items Demonstrated	Points Received
5	6
4	5
3	4
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 that delineates volunteer service. This section is limited to 500 words of text; text exceeding the word limit will not be scored.

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