



## **Pennsylvania Society for Respiratory Care**

### **Best Practices Document to Support Award Submissions**

The PA Society for Respiratory Care honors exceptional departments and practitioners in respiratory care yearly. The submissions are made yearly in the following categories. This document is to provide guidance on best practices while submitting for awards.

Submitting a department or a practitioner is of utmost importance to highlight and acknowledge the exceptional work done by respiratory therapists across Pennsylvania.

### **Lifetime Achievement Award**

In 2016, the PSRC began awarding the PSRC Lifetime Achievement Award to honor a PSRC member annually who has best demonstrated throughout their career the qualities of excellence, compassion, collaboration, volunteerism, and extreme competence to the field of Respiratory Care. It is an honor bestowed on those that personify the dedication and spirit of those committed to the practice of respiratory care and best exemplify the mission and vision of the PSRC.

#### **Nomination Criteria:**

- Nominee must have maintained AARC / PSRC membership for a period of at least twenty (20) years or longer.
- The nominee must have a demonstrated relationship to the field of Respiratory Care for a period of at least twenty-five (25) years or longer during their career.
- The nominee must have demonstrated a significant contribution to the PSRC during their career. Examples of significant contributions include serving as a member of the PSRC Board of Directors and/or serving as a member or chair of one or more PSRC committees.

#### **Submission Best Practices:**

- CV is required
- Collect and submit maximum information articulated eloquently addressing components listed in the nomination criteria, as well as other relevant information.

## Practitioner of the Year Awards

**Required (all categories):** In order to be eligible, the following are required for all nominations/candidates:

- Currently practicing in the state of Pennsylvania
- Active PA respiratory license
- Active AARC membership
- Registered Respiratory Therapist (RRT) credential awarded by the NBRC.

**Preferred Attributes of Nominations (will be considered, please list below)**

**Examples:**

- *Academic Preparation – BS, BA, BSRT, MS, MBA, MHA, PhD, etc.*
- *Years of experience*
- *Certifications/Registry – NPS, ACCS, AE-C, COPD Educator, RPSGT, PMP, CPHQ, etc.*
- *Honorary Fellowships – FAARC, FACHE, FAACVPR, etc.*
- *Professional Involvement – Local coalitions & support groups, district committees, regional officer, PSRC, AARC, etc.*
- *Work Related Committees – Committees, shared governance, interdisciplinary groups, governing boards, quality improvement projects, etc.*

### **Award Categories**

#### ***Clinical Practitioner***

- Displays significant contributions to the field of respiratory care that directly relates to the quality and safety of patient care.
- Must spend > 50% of professional time caring for patients directly.

#### ***Education Practitioner***

- Displays significant contributions to the education of future respiratory therapists which enhances the field of respiratory care.
- Must spend > 50% of professional time educating future respiratory therapists.

#### ***Leadership Practitioner***

- Displays significant contributions to the leadership and development of the field of respiratory care. Displays leadership qualities that sustain a model of continuous improvement.
- Must spend > 50% of professional time managing and leading people.

#### ***Research Practitioner***

- Displays significant contributions to the growth and development of respiratory care through research and quality improvement. Displays mentorship and support to future researchers.
- Must have at least one publication in a peer reviewed journal in the last 18 months
- Abstract or full publication
- Number of publications

***Future Leader***

- Displays significant contribution to their personal & professional development, departmental improvement, and/or the field of respiratory care.
- Must have < 5 yrs. experience as a licensed respiratory care practitioner

**Submission Best Practices:**

- CV is optional but highly recommended.
- Collect and submit maximum information articulated eloquently addressing components listed in the nomination criteria, as well as other relevant information.
- Refer the requirements criteria (appendix 1) to submit relevant information.

## Department of the Year

The PSRC Department of the Year Award recognizes outstanding departments managed and staffed primarily by Respiratory Care Practitioners. The PSRC may honor DOY to all outstanding departments meeting criteria. Criteria increase each stage to progressively prepare departments for AARC APEX criteria, with the highest level of PSRC award being higher standards than the APEX award.

Examples of award criteria include but are not limited to:

- Percentage of RRT Credential
- Percentage of AARC membership amongst staff
- Percentage of advanced degrees amongst staff (BS, MS, etc.)
- Annual competency testing
- Clinical ladder availability
- Participation on interdisciplinary committees
- Availability of High School student job shadowing
- Availability of evidence-based policies/protocols

### **Submission Best Practices:**

- Collect and submit maximum information articulated eloquently addressing components listed in the nomination criteria, as well as other relevant information.
- Refer the requirements criteria (appendix 2) to submit relevant information.
- Plan and prepare to submit for APEX and PSRC awards. All hospitals/educational programs receiving AARC APEX award will automatically be recognized by the PSRC.

## Appendix 1

### PSRC POY PROPOSAL

	Student	Clinical Practitioner	Education	Leadership	Research	Future Leader
<b>Requirements:</b>						
Currently employed and practicing Respiratory Care in the state of Pennsylvania, in good standing	NA	Yes	Yes	Yes	Yes	Yes
PA Licensure in good standing	NA	Yes	Yes	Yes	Yes	Yes
RRT Credential (active)	NA	Yes	Yes	Yes	Yes	Yes
Minimum Degree Required	NA	BS	BS	BS	BS	AS
Years of experience	0	> 5	> 10	> 10	> 10	< 5
Active AARC/PSRC member - Nominee	Yes	Yes	Yes	Yes	Yes	Yes
Active AARC/PSRC member - Nominator	Yes	Yes	Yes	Yes	Yes	Yes
<b>Award Specific Requirements:</b>						
PD & DCE membership to PSRC/AARC	Yes	NA	NA	NA	NA	NA
> 50% of time spent with direct patient care	NA	Yes	NA	NA	NA	Yes
> 50% of time spent educating students or therapists	NA	NA	Yes	NA	NA	NA
>50% of time spent managing and leading respiratory care practitioners and other healthcare providers	NA	NA	NA	Yes	NA	NA
1 publication in a peer reviewed journal in the last 18 months (does not include abstracts)	NA	NA	NA	NA	Yes	NA
<b>Additional Contributions:</b>						
Advanced Credentials (awarded by NBRC, NAECB, etc.) - 1 pt each	NA					
Honorary Fellowships (FAARC, FCCP, FACHE, etc.) - 2 pts each	NA					NA
Advanced Degree (BS - 1 pt, MS - 2 pts, PhD - 4 pts)	NA					
Years of experience (20 - 1 pts, 30 - 2 pts, 35 - 3 pts, 40 - 4 pts)	NA					NA
PSRC involvement (officiary, committee involvement) - 1 pt each						
AARC involvement (officiary, HOD) - 2 pt each						
Sputum Bowl Participant - 1/2 pt, 1 pt if captain, bonus if win?		NA	NA	NA	NA	NA
The individual is actively involved in promoting public awareness of respiratory care through health fairs, community outreach events, school recruitment, etc. - 1/2 pt each event						
The individual actively participates in a formal mentoring program - 1/2 pt for student, 1 point for therapist	NA		NA			
The individual presents evidence-based respiratory care, education, leadership, and/or research in the form of public or virtual speaking engagement. - 1/2 pt each local or regional event, 1 pt at national event						
The individual participates in collaborative and multidisciplinary committees within their organization that promotes patient safety, quality, experience, and/or growth. Directly promotes the value of the respiratory care profession. - Within the department 1/2 pt., organizationally 1 pt.						
Has documented direct contribution to the quality and safety of patient care delivered by respiratory care - 3 pts per initiative that meets this criteria within the last 18 months						
Has documented significant contribution to the education, direction, and future growth of respiratory therapists and/or the respiratory care profession - 3 pts per initiative that meets this criteria within the last 18 months						
Has published material in a peer reviewed journal in the last 18 months - 1/2 point per abstract contributor, 1 point per abstract primary investigator, 1 1/2 point per manuscript contributor, 2 pts per manuscript primary investigator						
<b>Total Points</b>						
	1 award given per school, per year, that meets qualifications. Highest point scorer receives award	1 award given per district, per year, that meets qualifications. Highest point scorer receives award	1 award given per district, per year, that meets qualifications. Highest point scorer receives award	1 award given per district, per year, that meets qualifications. Highest point scorer receives award	1 award given per district, per year, that meets qualifications. Highest point scorer receives award	1 award given per district, per year, that meets qualifications. Highest point scorer receives award

Only 1 award per individual per year

## Appendix 2

	Silver	Gold	Platinum	APEX	PSRC harder than APEX
	100%	100%	100%	APEX	Titanium
PA Licensure	100%	100%	100%	100%	100%
RRT Credential	65%	70%	75%	80%	Policy to hire RRT only
All respiratory therapists (full-time, part-time, PRN, and contract employees) must undergo annual competency testing on low volume, problem-prone, and/or high-risk procedures on a regular basis	100%	100%	100%	100%	100%
The department offers educational events to staff and provides continuing education credit (PSRC Award Only)	Yes	Yes	Yes	Yes	Yes
The department has a mechanism by which qualifying employees are eligible for professional advancement (in job title or in salary) through the use of a clinical ladder (or similar program).	present or pursuing	present or pursuing	present or approved by organization	Fully completed and executed	Program includes AARC membership
The department has a shared governance structure and/or staff participation on interdisciplinary committees or teams (PSRC Award Only)	Yes	Yes	Yes	Yes	Yes
The department is actively involved in promoting public awareness of respiratory care through health fairs, community outreach events, speaking engagements, etc. (PSRC Award Only)	Yes	Yes	Yes	Yes	Yes
The department allows for job shadowing for those interested in the respiratory care profession and/or presents to middle or high school students (PSRC Award Only)	Yes	Yes	Yes	Yes	Yes
The department is an active participating clinical site for a respiratory care program and allows students hands-on learning (PSRC Award Only)	Yes	Yes	Yes	Yes	Yes
Respiratory therapists are available 24 hours within the facility.	Yes	Yes	Yes	Yes	Yes
The department has a defined staffing plan that is used to project anticipated staffing and is used consistently for scheduling and flexing of the staff.	Minimum Core Staffing Level	Minimum Core Staffing Level	Minimum Core Staffing Level	Minimum Core Staffing Level	Minimum Core Staffing Level
	Flexible Staffing	Flexible Staffing	Flexible Staffing	Flexible Staffing	Flexible Staffing
	xxxxx	Evidence Based RVU Model	Evidence Based RVU Model	Evidence Based RVU Model	Evidence Based RVU Model
Department policy prohibits the routine delivery of care to multiple patients simultaneously.	Present	Present	Present	Present	Present
Evidence-based protocols are established, approved by the medical director and utilized ___ of the time.	>50%	>60%	>70%	>75%	>80%
A department policy and procedure manual is available to staff and is driven by evidence based practice (including references)	present or pursuing	Present	Present	Present	All provided services are evidence based
There must be a tool used to measure and track quality, patient satisfaction, safety, staff satisfaction and/or operational performance	Proof of participation in at least one QI program	Proof of participation in at least one QI program	Proof of participation in at least one QI program	Proof of participation in at least one QI program	Proof of participation in all areas outlined
A doctor of medicine or osteopathy is designated as Medical Director of Respiratory Care Services.	Yes	Yes	Yes	Yes	Yes
The senior RT leader (e.g. Director, Administrative Director, Technical Director, Manager etc.) whose principle role is to lead and manage the RT department must:	Bachelor Degree or pursuing	Bachelor Degree or pursuing	Bachelor Degree or Higher	Bachelor Degree or Higher	Bachelor Degree or Higher
	RRT credential	RRT credential	RRT credential	RRT credential	RRT credential
	AARC member	AARC member	AARC member	AARC member	AARC member
Respiratory staff are active AARC/PSRC members	>35%	>40%	>45%	>50%	>60%
Respiratory staff have a BS degree or pursuing	>35%	>40%	>45%	>50%	policy to hire BS only