



Christian Science Nurses Training/Education Accreditation Standards

INTRODUCTION

The Commission offers accreditation for its member organizations. The primary purpose of member organizations is to provide Christian Science nursing. The purpose of The Commission includes encouragement of member organizations to identify and implement policies and procedures for improving the Christian Science nursing they provide.

The Commission has identified the following standards for specific aspects of the operation of member organizations. These standards are based on and support the theology of Christian Science, which is found in the Bible, *Science and Health with Key to the Scriptures*, and other writings of Mary Baker Eddy, especially the *Church Manual* bylaw, "Christian Science Nurse," (Article VIII, Section 31).

The standards are intended to uphold the following:

- Expectation of Christian Science healing
- Loving and appropriate Christian Science nursing care
- Accommodation of individual needs
- Respect for individual dignity

The actions indicated for compliance with these standards are intended to assist each member organization to meet the care needs of patients in a supportive and safe environment. An organization shall be deemed to be in compliance with a standard by meeting each of the actions listed for that standard. The organization may submit alternative evidence, including third-party inspections and/or licensing, to the review team and request consideration of that evidence as compliance with a standard(s).

A Christian Science nursing organization's policies and practices, together with careful oversight, guide and support the organization's staff in providing ethical, skilled, attentive and efficient services.

Accreditation by The Commission is the result of a peer review process. Well-qualified and experienced teams of reviewers conduct on-site visits to assess a member organization's adherence to the standards. An accreditation review team will evaluate an organization's compliance with each of the following standards and will make an accreditation recommendation that is supported by a written report of its findings.

The standards are the foundation of the Commission accreditation process which requires both

internal and external evaluations of the extent to which the standards are being met. Organizations seeking initial accreditation or re-accreditation must conduct a self-assessment of their compliance with all of the standards at least every three years. Review teams analyze the most recent self-assessment reports prior to their site visits.

An objective evaluation of the Reviewers' report is made by the Independent Accreditation Audit Committee (IAAC), none of whose members have any affiliation with the organization being accredited. The IAAC audits the information from the review team and makes a recommendation to The Commission board on the appropriate accreditation status. The Commission board makes the final accreditation decision.

ACCREDITATION STANDARDS CHRISTIAN SCIENCE NURSES TRAINING/EDUCATION

A. RELIGIOUS

A1. Christian Science nursing care is consistent with the theology of Christian Science and with the bylaws of the *Manual of The Mother Church*, especially Article VIII, Section 31, "Christian Science Nurse."

Actions which satisfy compliance

A1a) The organization ensures Christian Science nursing is consistent with the theology of Christian Science in the following ways:

- 1) All Patient Care:
 - a. is provided by Christian Science nurses;
 - b. follows current guidelines related to Christian Science nursing issued by the Manager of CS Nursing Activities of The First Church of Christ, Scientist, in Boston, MA
- 2) Policies, Procedures and Records:
 - a. are in accord with the theology of Christian Science;
 - b. affecting Christian Science nursing and Christian Science nurses training/education are reviewed and approved in consultation with Christian Science nurses (at least one who is listed in the current issue of *The Christian Science Journal*);
 - c. are non-condition oriented, unless, and only to the extent, required by law.
- 3) Staffing:
 - a. The organization requires that Executive Director or equivalent, Director of Christian Science Nursing or equivalent, Christian Science nurses, and Board members:
 - i. are members of The First Church of Christ, Scientist, Boston, MA;
 - ii. are active members of an informal Christian Science group, a

A3a) The organization gives evidence of Christian Science healing by providing:

- 1) a summary of patients' healings since the last review;
- 2) a summary of employee healings since the last review from their application of a "demonstrable knowledge of Christian Science practice" (*Manual*, p. 49);
- 3) a summary of how the organization encourages and supports Christian Science nurses in demonstrating the healing ministry of Christian Science nursing. For example:
 - a) scheduling which enables Christian Science nurses to join and participate in branch church services, committees, and Sunday School;
 - b) regular metaphysical meetings;
 - c) inspirational talks by Christian Science practitioners;
 - d) any other unique expressions of support.

A4. In accordance with the *Manual of the Mother Church*, Article VIII, Section 31, "Christian Science Nurse," the organization consistently uses the full title of that office and consistently describes the care given by a Christian Science nurse as "Christian Science nursing."

Actions which satisfy compliance:

A4a) The organization follows a policy which requires the three words "Christian Science nurse" or "Christian Science nursing" be used:

- 1) as a unit each time;
- 2) to consistently describe the care given by a Christian Science nurse or nurses;
- 3) in their full, unabbreviated, and unbroken form in all formal and public communications.

B. ORGANIZATION AND GOVERNANCE

B1. The organization is legally established as a not-for-profit entity.

Actions which satisfy compliance

B1a) The organization:

- 1) has documentation that establishes its compliance with laws and regulations governing its not-for-profit status;
- 2) files complete and accurate financial and organizational reports as required by law.

B2. The organization is aware of and complying with all applicable local, state, government and federal laws and regulations.

Actions which satisfy compliance

B2a) The organization:

- 1) has a process to maintain its compliance with all applicable laws and regulations. (For example email subscriptions for certified public accountant, employment law, IRS, CMS, etc.);
- 2) maintains records that confirm it is in compliance with all relevant health, sanitation, and safety requirements, including fire and emergency procedures.

B3. The organization abides by all applicable labor/employment laws and regulations.

Actions which satisfy compliance

B3a) The organization:

- 1) has a process to stay abreast of pertinent state, federal, and government labor/employment (HR) laws and regulations;
- 2) complies with regulations regarding compensation, time off, workers insurance, grievance, background checks and other required provisions and benefits included above;
- 3) maintains current work authorization documents as required by law for each employee.

B4. Employees and participants in Christian Science nurses training programs are thoroughly oriented to their roles and responsibilities within the organization.

Actions which satisfy compliance

B4a) The organization orients employees and participants in Christian Science nurses training programs to policies applicable to their position.

B4b) The primary duties and responsibilities of each position are in writing, e.g., job descriptions.

B4c) Training is provided as appropriate for all employees, including orientation to Christian Science nursing.

B4d) The organization orients employees and participants in Christian Science Nurses training programs to pertinent organization policies and to buildings, equipment and vehicles, as applicable.

B4e) There is a system in place to regularly evaluate the performance of employees. A record is kept of these evaluations, as required by law.

B5. The organization refines and improves the quality of its services.

Actions which satisfy compliance

B5a) The organization:

- 1) follows a process that encourages employees to identify ways and means to refine and improve the quality of service;
- 2) conducts and documents regular in-service training with follow-up supervision and evaluation after instruction as appropriate;

3) provides in a timely manner any specific training that may be required by government regulations to all employees.

B6. The organization's fiscal policies and operations are transparent and supportive of financial stability.

Actions which satisfy compliance

B6a) The organization:

- 1) complies with accepted accounting and auditing practices:
 - a) controls and procedures are documented and in place
 - b) audit (if required by law) is available for review
- 2) has policies in place for:
 - a) conflict of interest;
 - b) financial assistance (impartial and needs based)--
 - i) for Christian Science Nursing care
 - ii) for Christian Science Nurse training
- 3) has procedures in place for:
 - a) communicating changes in cost of services;
 - b) granting benevolence for patients.

B7. Board members, employees and participants in Christian Science nurses training programs are thoroughly oriented to their ethical obligations.

Actions which satisfy compliance

B7a) The organization:

- 1) has adopted ethical policies such as confidentiality, conflict of interest, harassment etc.;
- 2) regularly orients /trains board members in their legal, ethical, and fiscal obligations;
- 3) regularly orients /trains employees, CSN trainees, and volunteers in their legal and ethical obligations.

C. PROGRAM

C1. The organization ensures instruction is consistent with the theology of Christian Science.

Actions which satisfy compliance

C1a) The organization ensures that the training/education program:

1. is based on and consistent with the theology of Christian Science and the requirements in the *Manual of The Mother Church*, Article VIII, Section 31, "Christian Science Nurse";
2. includes a written curriculum developed by *Journal*-listed Christian Science nurses

and adopted and/or approved by the Executive Director and the organization's board;
3. utilizes the *Core Topics* document from the AOCSN Education Committee.

C1b) The organization ensures that policies and procedures used by the program:

1. have board approval;
2. are established and maintained with the oversight of the Executive Director

C1c) The program director is represented on the AOCSN Education Committee and conference calls.

C2. The organization ensures the training/education program is clearly defined.

Actions which satisfy compliance

C2a) The organization ensures that the program expectations, requirements, and objectives:

1. are clearly stated;
2. address meeting the *Church Manual* By-law requirements.

C2b) The organization ensures the classroom training includes:

1. comprehensive discussion and instruction regarding ethics and judgment and their application to the practice of Christian Science nursing;
2. the demonstration of skills and instruction in class regarding patient care that encompasses the *Christian Science Nurse Scope of Services* and ministering to those with needs for nourishment, cleanliness, communication, mobility/activity, comfort, rest, and safe, appropriate surroundings;
3. practice of skills sufficient to demonstrate a readiness to provide support and assistance for compassionate and practical patient care.

C2c) The organization ensures the mentoring:

1. is consistent with and reinforces what is taught in the classroom;
2. supports practice in a variety of settings, such as in a facility, in a home, or at a camp;
3. is given by Christian Science nurses designated for this purpose;
4. is provided in a timely manner to meet the objectives of the program;
5. matches program participants' skill level with patient care needs;
6. is provided in an appropriate setting;
7. is documented;
8. begins at an introductory level and continues in logical course sequence to advanced levels of practice;
9. provides for oversight in a variety of settings;
10. respects patients' rights;
11. upholds a healing atmosphere.

C2d) The organization ensures its curriculum and training:

1. are applicable in a variety of settings (not exclusive to a Christian Science facility setting or to only one facility);
2. address ethics, judgment and ministering of practical skills at every level;

3. include instruction in ethics regarding the Christian Science nurse's relationship to the patient, the law, the organization, the Christian Science practitioner, the patient's family, and co-workers.

C3. The organization ensures the training/education program has suitable facilities, equipment, and materials.

Actions which satisfy compliance

C3a) The organization provides suitable training areas/classrooms which:

1. are comfortable, clean, orderly and in good repair;
2. are large enough to accommodate the necessary books, equipment, materials, and furnishings for the size of the class;
3. meet local health and safety requirements;
4. supply needed training aids, equipment and materials for the instructor to teach the curriculum.

C3b) The organization ensures:

1. participants' records are maintained in a confidential manner consistent with legal requirements;
2. housing is appropriate (if provided by the organization).

C4. The organization ensures Instructors are well qualified.

Actions which satisfy compliance

C4a) The organization provides evidence that instruction is in accord with the teachings of Christian Science by:

1. observation of instructors' teaching;
2. records of participants' progress;
3. evaluation of instruction by participants.

C4b) The organization ensures that instructors:

1. advertise in the current edition of *The Christian Science Journal*
2. verify their qualifications and experience in the areas they are teaching;
3. demonstrate an ability to teach;
4. effectively assess each participant's progress.

C5. The organization ensures mentors are qualified and experienced in the area of mentoring.

Actions which satisfy compliance

C5a) The organization provides evidence that mentors have the ability to mentor others by:

1. observation of the mentor's work;
2. participant's progress;
3. evaluation of mentoring by participants.

C5b) The organization ensures that mentors:

1. advertise in the current edition of *The Christian Science Journal*;
2. verify their qualifications and experience in the areas they are mentoring;
3. demonstrate an ability to mentor;
4. evaluate performance and provide appropriate feedback to mentees.

C6. The organization ensures there is a thorough approach to the selection of prospective program participants.

Actions which satisfy compliance

C6a) The organization requires training program applicants:

1. be members of The First Church of Christ, Scientist, Boston, Mass.;
2. be active members of a *Journal*-listed society or branch Church of Christ, Scientist, or Informal Group, or local members of The Mother Church;
3. have had primary class instruction.

C6b) Participants (students) during their first year of training may be exempted from the primary class instruction requirement if:

1. preparing for primary class instruction;
2. attending Christian Science Sunday School.

C6c) The organization has a documented process to verify an applicant's:

1. legal status (e.g. R-1 and visa status, I-9, etc.);
2. membership in The Mother Church and a *Journal*-listed society or branch Church of Christ, Scientist, Informal Group, or local members of The Mother Church;
3. completion of Christian Science primary class instruction;
4. sound character references.

C6d) The organization has a documented process to determine an applicant's:

1. expression of the nursing qualities specified by Mary Baker Eddy on page 395 of *Science and Health*;
2. demonstrable knowledge of Christian Science practice;
3. expression of sound judgment;
4. capacity to learn practical skills

C7. The organization ensures appropriate methods are in place for assessing the program participant.

Actions which satisfy compliance

C7a) The organization supports and assesses the participant's progress by:

1. clearly stating the standards and learning outcomes to attain satisfactory course completion;
2. regular, ongoing assessment and feedback;

3. substantial on-the-job mentoring;
4. documenting program-specific mentoring;
5. tailoring mentoring to the individual's needs (appropriate oversight during care assignments).

Definitions:

Classroom: The term classroom may be used for any appropriate setting where instructors and program participants gather for effective instruction.

Policy: In each case when a policy is referred to as part of an action to comply with a standard, the policy must be in written form.

Qualified: Having the experience and skill.

Explanations:

1. **Core Standards:** Sections A through C of these standards shall be considered the core standards for visiting Christian Science nurses services.
2. **Substantial Compliance:** Substantial compliance is evident when an activity or result is fulfilling most of what the standard requires; any areas of weakness or non-compliance are not jeopardizing the success of the activity.
3. **Evidence of Compliance:** An organization shall be deemed to be in compliance with a standard by meeting each of the actions listed for that standard. The organization may submit alternative evidence, including third-party inspections and/or licensing, to the review team and request consideration of that evidence as compliance with a standard(s).