



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. Organization policies and practices are in accord with the theology of Christian Science.

A1b. Board members are thoroughly oriented to the role of the Christian Science nurse.

A1c. The organization demonstrates support for the importance of *Journal* listing for Christian Science nurses in their staffing considerations.

A1d. Policies and procedures that impact the Christian Science nursing activity and/or Christian Science nurses training/education are reviewed and approved in consultation with Christian Science nurses, at least one whose card is in the current edition of *The Christian Science Journal*.

A1e. The Executive Director, or equivalent, Christian Science nurses, and Board members are members of The First Church of Christ, Scientist, Boston, Mass., active members of a *Journal*-listed society or branch Church of Christ, Scientist, or local members of The Mother Church, and have had primary class instruction. Christian Science nurses during their first year of training or who are preparing for primary class instruction, or who are in Sunday School, may be exempted from the primary class instruction requirement.

A1f. The organization designates, according to programs offered, an experienced Christian Science nurse whose card appears in the current edition of *The Christian Science Journal* to supervise all patient care, oversee the Christian Science nursing staff, and supervise all instruction of Christian Science nursing (Director of Christian Science Nursing, Director of Visiting Christian Science Nursing Services, Director of Christian Science Nurses Training Program (or comparable title)).

A1g. The organization employs Christian Science nurses who meet the standards of Article VIII, Section 31 of the *Church Manual*. All patient care is provided by Christian Science nurses.

A1h. Instruction in Christian Science nursing 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.”

A1i. The organization is aware of current guidelines related to Christian Science nursing issued by The First Church of Christ, Scientist, in Boston, Mass.

A1j. (This action applies only to Christian Science facilities and/or visiting Christian Science nursing services.)

A1k. (This action applies only to Christian Science facilities and/or visiting Christian Science nursing services.)

A1l. For both patient care and instruction in Christian Science nursing, Christian Science nursing records are non-condition oriented, unless, and only to the extent, required by law.

A2. The Organization's policies and practices are fully supportive of individual patients' prayer and study of Christian Science.

Actions which satisfy compliance

A2a. (This action applies only to Christian Science facilities and/or visiting Christian Science nursing services.)

A2b. (This action applies only to Christian Science facilities and/or visiting Christian Science nursing services.)

A2c. (This action applies only to Christian Science facilities and/or visiting Christian Science nursing services.)

A2d. (This action applies only to Christian Science facilities and/or visiting Christian Science nursing services.)

A3. The organization demonstrates that Christian Science nursing is a healing ministry.

Actions which satisfy compliance

A3a. (This action applies only to Christian Science facilities and/or visiting Christian Science nursing services.)

A3b. A summary of healing outcomes from the staff's application of a "demonstrable knowledge of Christian Science practice" (*Manual of The Mother Church*, Article VIII, Sect. 31).

A3c. Examples in which the organization encouraged and supported the staff in demonstrating that Christian Science nursing is a healing ministry.

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 that the three words “Christian Science nurse (or nursing)” be used as a unit. The organization uses the full, unabbreviated, and unbroken terms “Christian Science nurse” and “Christian Science nursing” in all of its formal and/or public communications.

A4b. The organization is aware of current guidelines related to Christian Science nursing communications issued by The First Church of Christ Scientist, in Boston, Massachusetts.

B. ORGANIZATION AND GOVERNANCE

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

Actions which satisfy compliance

B1a. The organization has obtained and maintains its not-for-profit status.

B1b. The organization has documentation that establishes its compliance with laws and regulations governing its not-for-profit status.

B1c. The organization 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 has a process to maintain its compliance with all applicable laws and regulations.

B2b. The organization 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 has a process to stay abreast of pertinent state, federal, and government labor/employment laws and regulations.

B3b. The organization complies with regulations regarding compensation, time off, workers insurance, grievance, background checks and other required provisions and benefits.

B3c. Current work authorization document(s) as required by law are on file 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 evaluate regularly 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 follows a process that encourages staff to identify ways and means to refine and improve the quality of service.

B5b. The organization conducts and documents regular in-service training with appropriate follow-up supervision and evaluation after instruction is given.

B5c. If specific training is required by government regulations, it is provided in a timely manner to new, temporary, and regular employees.

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

Actions which satisfy compliance

B6a. Proper controls and procedures are in place to monitor and safeguard the organization's financial resources.

B6b. The board has adopted a conflict of interest policy.

B6c. The organization complies with accepted accounting and auditing practices.

B6d. The organization conducts and makes available, as required by law, an annual audit or financial review.

B6e. (This action applies only to Christian Science facilities and/or visiting Christian Science nursing services.)

B6f. (This action applies only to Christian Science facilities and/or visiting Christian Science nursing services.)

B6g. If the organization offers financial assistance for Christian Science nurses training, it is given impartially based on individual program participant needs and circumstances and in accord with a written policy.

B6h. (This action applies only to Christian Science facilities and/or visiting Christian Science nursing services.)

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 board has adopted ethical policies including but not limited to confidentiality, conflict of interest, and harassment.

B7b. Training is provided regularly in the organization's ethical policies including but not limited to confidentiality, conflict of interest, and harassment.

B7c. Board members are thoroughly oriented to their legal, ethical, and fiscal obligations.



C. PROGRAM

C1. Instruction is consistent with the theology of Christian Science.

Actions which satisfy compliance

C1a. The program 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.”

C1b. The organization’s board has approved the policies for the training/education program.

C1c. The training/education program 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. Program policies and procedures are established and maintained with the oversight and concurrence of the Executive Director.

C2. The training/education program is clearly defined.

Actions which satisfy compliance

C2a. A training/education program is stated and established with clear expectations, requirements, and objectives that address meeting the *Church Manual* By-law requirements.

C2b. The classroom training includes:

C2b1. Comprehensive discussion and instruction regarding ethics and judgment and their application to the practice of Christian Science nursing.

C2b2. The demonstration of skills and instruction in class regarding patient care that encompasses the scope of services of the Christian Science nurse as identified by The Mother Church; this includes ministering to those with needs for nourishment, cleanliness, communication, mobility/activity, comfort, rest, and safe, appropriate surroundings.

C2b3. Practice of skills sufficient to demonstrate a readiness to provide support and assistance for compassionate and practical patient care.

C2c. Each classroom portion of the course is followed by mentored training that reinforces what is taught in the classroom regarding the practice of Christian Science nursing in a variety of settings, such as in a facility, in a home, at a camp.

C2c1. The mentored training is given by staff designated for this purpose.

C2c2. Mentoring is provided in a timely manner to meet the objectives of the program and commitments to the program participants.

C2c3. The Christian Science nurse's practice during the mentored training addresses patient care responsibilities consistent with the Christian Science nurse's training and demonstrated practice regarding care for the patient.

C2c4. The mentored instruction segment of the course is provided in an appropriate setting demonstrative of a sound practice of Christian Science nursing.

C2c5. Documentation is maintained regarding the extent of mentored instruction provided for the participant in the training/education program.

C2d. Mentoring is provided in a manner that respects patients' rights, upholds a healing atmosphere, and ensures that patient care is primary.

C2e. The training/education program courses should begin at an introductory level and continue in logical course sequence to advanced levels of practice and oversight in a variety of settings.

C2f. Consistency is maintained between classroom training and mentored instruction.

C2g. Curriculum and training are applicable to the practice of Christian Science nursing in a variety of settings, not exclusive to a facility setting or to only one facility.

C2h. At every level of training/education, the curriculum addresses ethics, judgment, and Christian Science nursing skills for ministering to the patient.

C2i. The curriculum includes instruction in ethics regarding the Christian Science nurse's relationship to the patient; the law; the organization or service for which the Christian Science nurse is working; the Christian Science practitioner; the patient's family; and co-workers.

C3. There is a thorough approach to the selection of prospective program participants.

Actions which satisfy compliance

C3a. All applicants must be members of The First Church of Christ, Scientist,

Boston, Mass., active members of a *Journal*-listed society or branch Church of Christ, Scientist, or local members of The Mother Church and have primary class instruction before starting the program. Participants during their first year of training or who are preparing for primary class instruction, or who are in Sunday School, may be exempted from the primary class instruction requirement.

C3b. The organization has a documented process for determining an applicant's eligibility as well as his/her readiness and suitability to pursue Christian Science nursing training/education. This process includes verification of the applicant's:

C3b1. Practical readiness and legal ability to participate in the course

C3b2. Expression of the nursing qualities specified by Mary Baker Eddy in the applicant's daily life



- C3b3. Membership in The Mother Church and a *Journal*-listed society or branch Church of Christ, Scientist, or local members of The Mother Church;
- C3b4. Demonstrable knowledge of Christian Science practice
- C3b5. Expression of sound judgment
- C3b6. Ability to participate in learning practical skills.
- C3b7. Completion of Christian Science primary class instruction* (see C3a)
- C3b8. Sound character references

C4. The training/education program has suitable facilities, equipment, and materials.

Actions which satisfy compliance

C4a. Classrooms and study areas are comfortable, clean, orderly, in good repair, large enough to accommodate necessary books, equipment, materials, furnishings, and the number of Christian Science nurses in the class, and to meet local health and safety requirements.

C4b. Instructors have the needed training aids, equipment, and materials for teaching the defined program.

C4c. The organization provides opportunity and support for on-the-job mentoring for program participants and coordinates with other mentoring sites for those participants returning to their home training facilities or other mentoring venues.

C4d. If housing is provided the accommodations are appropriate.

C4e. Program participant records are maintained and filed in a confidential manner and consistent with legal requirements.

C5. Instructors are well qualified.

Actions which satisfy compliance

C5a. Primary instructors are Christian Science nurses advertising in the current edition of *The Christian Science Journal*.

C5b. The organization provides evidence that instruction is taught in accord with and by those who have a clear understanding and practice of the teachings of Christian Science.

C5c. There is evidence that instructors are qualified and experienced in the areas they are teaching and mentoring.

C5d. Instructors have a demonstrated ability to teach/instruct.

C5e. Instructors have a demonstrated ability to effectively assess individual participant's progress and provide constructive correction.

C6. Mentors are qualified and experienced in the area of mentoring.

Actions which satisfy compliance

C6a. Mentors are Christian Science nurses advertising in the current edition of *The Christian Science Journal* or under the oversight of a Christian Science nurse advertising in the current edition of *The Christian Science Journal*.

C6b. There is evidence that mentors are qualified and experienced in the areas they are mentoring.

C6c. Mentors have a demonstrated ability to mentor others.

C6d. Mentors have the ability to evaluate performance and provide appropriate feedback to program participants.

C7. Appropriate methods are in place for assessing the program participant.

Actions which satisfy compliance

C7a. The program states the learning outcomes and standards that the participant must attain for satisfactory course completion.

C7b. The program includes regular, ongoing assessment and feedback of participant progress.

C7c. Program participant performance in on-the-job mentoring is a substantial component of progress assessment.

C7d. Sufficient mentoring for the program participant is documented.

C7e. Mentoring is individualized to the training needs of the program participant and his/her need of oversight and support for patient care assignments.

C7f. Appropriate records document the program participants' progress in their practice of Christian Science nursing.



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 Christian Science nurses training/education programs.
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).