

## MCPS Certified Athletic Trainer Performance Standards, Performance Criteria, Sample Claims

*Each performance standard is clarified by performance criteria and sample claims of observable behaviors and/or observable athletic trainer performance. The purpose of the sample claims is to provide a sample picture of what managing and maintaining high-quality sports medicine and athletic training programs looks like when it meets and when it does not meet the MCPS performance standards. They are designed to show examples of what could be included as claims in **post-observation conference reports**. When changed to the present tense, these sample claims can be used to document an athletic trainer's current level of knowledge and skills based on data collected over an entire professional growth cycle (**evaluation**).*

**STANDARD I:** Athletic trainers, in conjunction with the principal and/or designee, provide leadership and facilitate a shared vision of high-quality sports medicine programs that support safe participation for all student-athletes.

### Performance Criteria

- A. The athletic trainer facilitates the development, implementation, and stewardship of a high-quality sports medicine program.
- B. The athletic trainer extends their mission beyond the academic growth of students.
- C. The athletic trainer develops the leadership capacity of staff to share the responsibility for implementing emergency action planning, posting, and rehearsing for students, coaches and across the program.
- D. The athletic trainer serves as a culturally responsive leader who infuses equity and access in all aspects of athletic program operations.
- E. The athletic trainer promotes high expectations for the delivery of sports medicine care to all student athletes.

### SAMPLE CLAIMS

POSITIVE	NEEDS IMPROVEMENT
The athletic trainer promoted the R.A.I.S.E. core values of the MCPS systemwide athletics program.	The athletic trainer did not promote the R.A.I.S.E. core values.
The athletic trainer held all students, coaches, and stakeholders, regardless of race, gender, ethnic/cultural background, socioeconomic status to high standards of sportsmanship and excellence.	The athletic trainer did not hold all students and coaches to high standards of sportsmanship and excellence.
The athletic trainer met with the Health and Safety Coordinator regularly to offer input, solicit advice, and discuss program initiatives.	The athletic trainer did not meet with the Health and Safety Coordinator to offer input, solicit advice, and/or discuss program initiatives.
The athletic trainer provided equitable opportunities in all aspects of the athletic program and established goals and initiatives appropriately, such as: <ul style="list-style-type: none"> <li>• access to sports medicine facilities</li> <li>• supply/equipment equity</li> <li>• care and coverage of all teams and student-athletes</li> <li>• communication with students and families</li> </ul>	The athletic trainer did not provide equitable opportunities for all stakeholders.
The athletic trainer offered supportive services to all student athletes participating within MCPS Athletics, regardless of race, gender, religion, etc.	The athletic trainer did not promote an inclusive environment.
The athletic trainer coordinated CPR/AED training for coaches/athletic staff.	The athletic trainer did not coordinate CPR/AED training for coaches/athletic staff.
The athletic trainer implemented COVID-19 protocols and procedures aligned with the Return to R.A.I.S.E. plan for MCPS Athletics and MCPS.	The athletic trainer did not implement COVID-19 protocols and procedures aligned with the Return to R.A.I.S.E. plan for MCPS Athletics and MCPS.

**STANDARD II:** Athletic trainers ensure a high-quality sports medicine program is developed, articulated, and implemented.

**Performance Criteria**

- A. The athletic trainer is knowledgeable about current practices and policies/procedures relating to safety.
- B. The athletic trainer communicates their knowledge clearly to coaches, students, parents/caregivers, and staff.
- C. The athletic trainer uses comprehensive, collaborative planning skills to design effective sports medicine programs and instruction.

**SAMPLE CLAIMS**

POSITIVE	NEEDS IMPROVEMENT
The athletic trainer provided multiple opportunities for coaches and staff to engage in educational review of current policies and procedures.	The athletic trainer did not provide multiple opportunities for coaches and staff to review policies and procedures.
The athletic trainer properly utilized the Medstar Health partnership to escalate sports medicine care when necessary.	The athletic trainer did not utilize the Medstar Health partnership as outlined.
The athletic trainer scheduled necessary classes to achieve compliance at their local school.	The athletic trainer did not schedule classes.
The athletic trainer rendered first aid and emergency care during practices and contests.	The athletic trainer did not render first aid and emergency care during practices and contests
The athletic trainer performed preventative taping, bracing, wrapping, and padding of injured areas.	The athletic trainer did not perform preventative taping, bracing, wrapping, and padding of injured areas.
The athletic trainer assisted in the proper fitting of athletic equipment.	The athletic trainer did not assist in the proper fitting of athletic equipment.
The athletic trainer planned and promoted strategies and programs related to mental health and character education for the local school program.	The athletic trainer did not plan or promote strategies and programs related to mental health and character education for the local school program.
The athletic trainer planned, supported, and/or assisted with training regarding the Emergency Action Plans for each school and athletic facility.	The athletic trainer did not plan, support, and/or assist with training regarding the Emergency Action Plans for each school and athletic facility.
The athletic trainer supported the implementation, monitoring, and supervision of clinical observation sites.	The athletic trainer did not thoroughly implement, monitor, and supervise clinical observation sites.

**STANDARD III:** Athletic trainers are responsible for establishing and managing a sports medicine program that fosters a positive learning environment.

**Performance Criteria**

- A. The athletic trainer manages operations and resources to ensure a safe, efficient sports medicine program.
- B. The athletic trainer develops and supervises efficient processes in order to maximize performance.
- C. The athletic trainer is mindful of the comprehensive athletic budget and discusses sports medicine equipment and supply orders with the principal and/or designee.

**SAMPLE CLAIMS**

POSITIVE	NEEDS IMPROVEMENT
The athletic trainer adhered to all existing policies and procedures relating to weather (heat, lightning, etc.) and educated school personnel on the importance of compliance.	The athletic trainer did not adhere to existing policies and procedures relating to weather (heat, lightning, etc.) and did not educate school personnel on the importance of compliance.
The athletic trainer promoted a positive and collaborative environment of learning and support for all constituents.	The athletic trainer did not promote a collaborative and/or supportive environment.
The athletic trainer met regularly with the school principal and/or designee to determine the supply needs of the program within budget, including annual prediction/forecast.	The athletic trainer did not meet school personnel and was not mindful of the budget.

POSITIVE	NEEDS IMPROVEMENT
The athletic trainer worked with appropriate staff members, including the administration, security team, and the extracurricular activities director to develop and supervise emergency action planning and rehearsal, consistent with MCPS policies and procedures.	The athletic trainer did not work collaboratively with appropriate staff members to develop and supervise emergency action planning and rehearsal, consistent with MCPS policies and procedures.
The athletic trainer maintained health and safety equipment (including but not limited to wet bulb thermometers, AEDs, splint bags, durable medical goods, and the like).	The athletic trainer did not maintain health and safety equipment (including but not limited to wet bulb thermometers, AEDs, splint bags, durable medical goods, and the like).
The athletic trainer managed athletic training facilities and equipment, to ensure safe and sanitary conditions in compliance with county, state, and national guidelines.	The athletic trainer did not oversee and/or manage athletic training facilities and equipment, to ensure safe and sanitary conditions in compliance with county, state, and national guidelines.

**STANDARD IV:** Athletic trainer provides proper assessment and maintains accurate records and makes modifications as needed based on data.

#### Performance Criteria

- A. The athletic trainer implements a variety of formal and informal monitoring systems to ensure accurate data collection.
- B. The athletic trainer uses data to recommend programmatic decisions.

#### SAMPLE CLAIMS

POSITIVE	NEEDS IMPROVEMENT
The athletic trainer maintained accurate and timely injury reports and documentation pertaining to assessment, rehabilitation, and functional progression for return to play on ATS injury tracking software platform.	The athletic trainer did not maintain proper documentation.
The athletic trainer provided competent injury assessment and proper escalation of care, leveraging school resources and community partnerships to provide proper care.	The athletic trainer did not provide competent injury assessment and proper escalation of care, leveraging school resources and community partnerships to provide proper care.
The athletic trainer met with appropriate school personnel for periodic assessment of competencies and skills associated with the care of student-athletes.	The athletic trainer did not meet with appropriate school personnel for periodic assessment of competencies and skills associated with the care of student-athletes.
The athletic trainer distributed ImPACT testing notifications and maintained ATS injury tracking database in a comprehensive and timely fashion.	The athletic trainer did not distribute ImPACT testing links and did not maintain ATS injury database.

**STANDARD V:** Athletic trainers are committed to continuous improvement and professional development.

#### Performance Criteria

- A. The athletic trainer seeks and uses feedback and reflects on their leadership.
- B. The athletic trainer is an active member of professional learning communities and participates in assigned/volunteered committees within the sports medicine program.
- C. The athletic trainer actively pursues professional growth and educational experiences.
- D. The athletic trainer maintains the required certifications.

#### SAMPLE CLAIMS

POSITIVE	NEEDS IMPROVEMENT
The athletic trainer meets quarterly with the principal and/or designee and the Health and Safety Coordinator to gather feedback on performance and critique themselves.	The athletic trainer does not fulfill feedback/review recommendations.

POSITIVE	NEEDS IMPROVEMENT
The athletic trainer participates in internal committee assignments and searches for opportunities at the county, state, and national levels to promote the program and profession.	The athletic trainer does not actively engage in learning communities and pursue additional opportunities.
The athletic trainer maintains current NATA CEU requirements and state licensure requirements.	The athletic trainer does not maintain current NATA CEU and state licensure requirements.
The athletic trainer adheres to local, state, and/or national code of ethics, especially as it relates to interacting with minors and NATA code of ethics.	The athletic trainer does not adhere to local, state, and/or national code of ethics.
The athletic trainer participates in systemwide training, as directed by the health and safety coordinator of systemwide athletics.	The athletic trainer does not participate in systemwide training, as directed by the health and safety coordinator of systemwide athletics.
The athletic trainer maintains First Aid certification.	The athletic trainer does not maintain First Aid certification.
The athletic trainer maintains the American Heart Association CPR/AED instructor certification.	The athletic trainer does not maintain AHA CPR/AED instructor certification.

**STANDARD VI:** Athletic trainers exhibit a high degree of professionalism.

**Performance Criteria (collaboration, partnership, assistance for visiting teams)**

- A. The athletic trainer understands and responds to cultural, economic, and other factors that influence the success of the sports medicine program, including access to health care.
- B. The athletic trainer views himself/herself as a leader in the educational community.
- C. The athletic trainer acts as a liaison between or among various entities and stakeholders.
- D. The athletic trainer represents the interests of the program and school system when engaging with local, state, national, and governmental groups/agencies.
- E. The athletic trainer follows MCPS policies and procedures relating to the creation and implementation of student intern/clinical observation sites.

**SAMPLE CLAIMS**

POSITIVE	NEEDS IMPROVEMENT
The athletic trainer appropriately and efficiently informs parents/caregivers, the principal and/or designee, and the Health and Safety Coordinator of sports medicine related issues.	The athletic trainer does not inform appropriate individuals in relation to sports medicine issues.
The athletic trainer assists in the care and coverage of visiting team personnel, including injury evaluation and management, assistance with ice/water needs for visiting teams, timely communication with partner athletic trainers, and prioritizing home event coverage.	The athletic trainer does not assist in the care of visiting teams, does not communicate with partner ATC's, and/or does not prioritize home event coverage.
The athletic trainer respects leave requests during the athletic calendar to minimize operational disruption.	The athletic trainer does not minimize operational disruption.
The athletic trainer participates in countywide initiatives (PE-22, CPR certification, weight certs, playoff coverage, etc.).	The athletic trainer does not participate in countywide initiatives.
The athletic trainer responds timely to requests from principals, athletic specialists, and the Health and Safety Coordinator.	The athletic trainer does not timely respond to requests from principals, athletic specialists, and the Health and Safety Coordinator.
The athletic trainer follows all MCPS guidelines in the creation of student intern.	The athletic trainer does not follow guidelines in the implementation of student interns.
The athletic trainer fulfills all countywide expectations and responsibilities as directed by the Health and Safety Coordinator.	The athletic trainer does not fulfill countywide expectations and responsibilities.