

Appendix B

Sonographer Career Ladder – Radiology General Sonographer and Breast Sonographer

	Associate Sonographer	Staff Sonographer	Senior Sonographer	Advanced Sonographer	Lead Sonographer
Education Required	High school graduate or equivalent and graduate of a certified CAAHEP school of Diagnostic Medical Sonography OR Radiologic Technology/two-year allied health equivalent with extensive on-the-job ultrasound training providing the ability to perform diagnostic medical ultrasound exams.	High school graduate or equivalent and graduate of a certified CAAHEP school of Diagnostic Medical Sonography OR Radiologic Technology/two-year allied health equivalent with extensive on-the-job ultrasound training providing the ability to perform diagnostic medical ultrasound exams. Staff member is ARDMS registered.	High school graduate or equivalent and graduate of a certified CAAHEP school of Diagnostic Medical Sonography OR Radiologic Technology/two-year allied health equivalent with extensive on-the-job ultrasound training providing the ability to perform diagnostic medical ultrasound exams. Staff member is ARDMS registered.	High school graduate or equivalent and graduate of a certified CAAHEP school of Diagnostic Medical Sonography OR Radiologic Technology/two-year allied health equivalent with extensive on-the-job ultrasound training providing the ability to perform diagnostic medical ultrasound exams. Staff member is ARDMS registered.	High school graduate or equivalent and graduate of a certified CAAHEP school of Diagnostic Medical Sonography OR Radiologic Technology/two-year allied health equivalent with extensive on-the-job ultrasound training providing the ability to perform diagnostic medical ultrasound exams. -Staff member is ARDMS registered. -Leadership focused course/courses from UVM MC staff development office.
Education Required (Breast Care Center Ultrasound)	High school graduate or equivalent, graduate of a certified CAAHEP school of Diagnostic Medical Sonography, Radiologic Technology or a two-year allied health equivalent. Staff member is ARDMS eligible.	High school graduate or equivalent, graduate of a certified CAAHEP school of Diagnostic Medical Sonography, Radiologic Technology or a two-year allied health equivalent. Staff member is ARDMS registered.	High school graduate or equivalent, graduate of a certified CAAHEP school of Diagnostic Medical Sonography, Radiologic Technology or a two-year allied health equivalent. Staff member is ARDMS registered.	High school graduate or equivalent, graduate of a certified CAAHEP school of Diagnostic Medical Sonography, Radiologic Technology or a two-year allied health equivalent. Staff member is ARDMS registered.	High school graduate or equivalent, graduate of a certified CAAHEP school of Diagnostic Medical Sonography, Radiologic Technology or a two-year allied health equivalent -Staff member is ARDMS registered. -Leadership focused course/courses from

7/15/22

VS 9/20/22

					UVM MC staff development office.
Certifications Required	-Board eligible and ARDMS within 1 year of hire.	ARDMS registered in Abdomen or OB/GYN	ARDMS registered in Abdomen and OB/GYN	ARDMS registered in any of the following advanced specialties : Breast MSK Pediatric Sonography Vascular Technology	ARDMS registered in Abdomen, OB/GYN and Vascular.
Certifications Required (Breast Care Center Ultrasound)	-Board eligible and ARDMS within 1 year of hire. 2 available pathways: ARRT mammography or ARDMS registry.	ARDMS registered with advanced certification in Breast.	ARDMS registered with advanced certification in Breast.	ARDMS registered with advanced certification in Breast.	ARDMS registered with advanced certification in Breast.
Skills Required	-Established Professional and Patient interpersonal skills. -Performs routine diagnostic ultrasound exams. -Works closely with more senior sonographers to help gain further competency and scanning skills. -Effectively communicates exam findings via	-Established Professional and Patient interpersonal skills. -Independent scanning capability, consultation with experienced Sonographers as required. -Triaging ability for requested imaging scans -Effectively communicates exam findings via examiner	-Established Professional and Patient interpersonal skills. -Independent scanning capability, consultation with experienced Sonographers as required. -Triaging ability for requested imaging scans. -Effectively communicates exam findings via	-Established Professional and Patient interpersonal skills. -Independent scanning capability, consultation with experienced Sonographers as required. -Triaging ability for requested imaging scans. -Effectively communicates exam findings via	- Well established Professional and Patient interpersonal skills. -Independent scanning capability, consultation with experienced Sonographers as required. -Triaging ability for requested imaging scans. -Effectively communicates exam

7/15/22

V.S 7/20/22

	<p>examiner worksheet and or verbally with Physician.</p>	<p>worksheet and or verbally with Physician.</p> <p>-Performs Biopsies and Procedures</p>	<p>examiner worksheet and or verbally with Physician.</p> <p>-Assists with the training of sonography students.</p> <p>-Must have a commitment to teaching their skills to other sonographers, residents and medical students.</p> <p>-Contributes to the development of policies, procedures, standards, objectives and quality assurance needs of the department.</p> <p>-Performs Biopsies and Procedures</p>	<p>examiner worksheet and or verbally with Physician.</p> <p>-Assists with the training of sonography students.</p> <p>-Must have a commitment to teaching their skills to other sonographers, residents and medical students.</p> <p>-Contributes to the development of policies, procedures, standards, objectives and quality assurance needs of the department.</p> <p>-Clinical instructors for assigned advanced specialty.</p> <p>-Point Technologists for exams focused in assigned specialty.</p> <p>-Members of dedicated QA team.</p> <p>-Provides educational presentations at staff meetings.</p> <p>-Performs training and teaching reviews in assigned specialty.</p> <p>-Actively involved in the development of protocols.</p> <p>-Unlimited number of Sonographers can qualify for this position based on</p>	<p>findings via examiner worksheet and or verbally with Physician.</p> <p>-Assists with the training of sonography students.</p> <p>-Must have a commitment to teaching their skills to other sonographers, residents and medical students.</p> <p>-Contributes to the development of policies, procedures, standards, objectives and quality assurance needs of the department.</p> <p>-Organizes and provides educational opportunities for the department. Presenter for scheduled training sessions/CME.</p> <p>-Involved in daily department operations, including workflow assignments, QA program, equipment maintenance.</p> <p>-Coordinates all teaching/training sessions.</p> <p>-Duties to include the running of assigned staff meetings.</p> <p>-Works closely with department's</p>
--	---	---	--	---	--

Handwritten signature

VS 7/20/22

				requirements, education, years of experience and skills required. -Performs Biopsies and Procedures	supervisory staff, acting as point person when supervisor is away. -Evolving organizational interpersonal and leadership skill set. A minimum of 8 hours a week allotted for Administrative time.
----- Skills Required (Breast Care Center Ultrasound)	----- -Established Professional and Patient interpersonal skills. -Performs routine diagnostic Breast Ultrasound exams under direct supervision. -Works closely with more senior sonographers to help gain further competency and scanning skills. -Effectively communicates exam findings with interpreting Physician.	----- -Established Professional and Patient interpersonal skills. -Independent scanning capability, consultation with experienced Sonographers as required. -Performs routine diagnostic Breast Ultrasound exams with and without direct supervision. -Triaging ability for requested imaging scans -Effectively communicates exam	----- -Established Professional and Patient interpersonal skills. -Independent scanning capability, consultation with experienced Sonographers as required. -Performs routine diagnostic and screening Breast Ultrasound exams without supervision. -Proficiently assists in ultrasound guided Breast Biopsies.	----- -Established Professional and Patient interpersonal skills. -Independent scanning capability, consultation with experienced Sonographers as required. -Performs routine diagnostic and screening Breast Ultrasound exams without supervision. -Proficiently assists in ultrasound guided Breast Biopsies.	----- - Well established Professional and Patient interpersonal skills. -Independent scanning capability, consultation with experienced Sonographers as required. -Performs routine diagnostic and screening Breast Ultrasound exams without supervision. -Proficiently assists with ultrasound guided Breast Biopsies.



VS 7/20/22

MOE 7/15/22

VS 7/20/22


		<p>findings with interpreting Physician.</p>	<ul style="list-style-type: none"> -Passed competency for hand held screens -Triaging ability for requested imaging scans. -Effectively communicates exam findings with interpreting Physician. -Assists with the training of sonography students. -Must have a commitment to teaching their skills to other sonographers, residents and medical students. -Contributes to the development of policies, procedures, standards, objectives and quality assurance needs of the department. 	<ul style="list-style-type: none"> -Passed competency for hand held screens. -Triaging ability for requested imaging scans. -Effectively communicates exam findings with interpreting Physician. -Assists with the training of sonography students. -Must have a commitment to teaching their skills to other sonographers, residents and medical students. -Contributes to the development of policies, procedures, standards, objectives and quality assurance needs of the department. -Primary clinical instructor for assigned advanced specialty. -Point person for exams focused in assigned specialty. -Member of dedicated QA team. -Provides educational presentations at staff meetings. 	<ul style="list-style-type: none"> -Passed competency for hand held screens. -Triaging ability for requested imaging scans. -Effectively communicates exam findings with interpreting Physician. -Assists with the training of sonography students. -Must have a commitment to teaching their skills to other sonographers, residents and medical students. -Contributes to the development of policies, procedures, standards, objectives and quality assurance needs of the department. -Organizes and provides educational opportunities for the department. Presenter for scheduled training sessions/CME. -Involved in daily department operations, including workflow assignments, QA
--	--	--	--	---	---

MSC 7/15/22
 VS 7/20/22

				<ul style="list-style-type: none"> - Performs training and teaching reviews in assigned specialty. -Actively involved in the development of protocols. -Unlimited number of Sonographers can qualify for this position based on requirements, education, years of experience and skills required. 	<ul style="list-style-type: none"> program, equipment maintenance. -Coordinates all teaching/training sessions. -Duties to include the running of assigned staff meetings. -Works closely with department's supervisory staff, acting as point person when supervisor is away. -Evolving organizational interpersonal and leadership skill set. <p>A minimum of 8 hours a week allotted for Administrative time.</p> <p>If the Departmental Supervisor is out for or more weeks Lead will receive a 3% differential.</p> <p>VS 7/20/22</p>
Years of Experience	Graduate from a two or four year school of Sonography.	One to five years scanning experience.	5+years of scanning experience.	5+years of scanning experience.	8 + years of scanning experience. Minimum .8FTE
Years of Experience (Breast Care)					8 + years of scanning experience. Minimum .8FTE

noe 7/15/22

VS 7/20/22

Center Ultrasound)	0-2 years of scanning experience.	3-5 years of scanning experience.	Five + years of scanning experience.	5+ years of scanning experience.	
Promotion on Career Ladder (General and Breast Care Center Ultrasound)	Next step on the clinical ladder will be Sonographer.	Next step on the clinical ladder will be Senior Sonographer.	Next step on the clinical ladder will be Advanced Sonographer.	Next Step on the clinical ladder will be Lead.	Supervisor/Manager/ Leadership.  VS 7/20/22

NOO 7/15/22
VS 7/20/22