

# Appendix D

## Sonographer Career Ladder - Cardiology

	Associate Sonographer	Sonographer	Senior Sonographer	Advanced Sonographer	Lead Sonographer
<b>Education Required</b>	High School graduate or equivalent graduate of accredited cardiac ultrasound program preferred. Must acquire certification within 2 years of date of hire by ARDMS (RDSCS certification) or CCI/Cardiovascular Credentialing Institute (RCS)	Current: high school graduate or equivalent accredited cardiac ultrasound program preferred or extensive on-the-job training. Must be certified by ARDMS (RDSCS certification) or CCI/Cardiovascular Credentialing Institute (RCS)	Current: high school graduate or equivalent accredited cardiac ultrasound program preferred or extensive on-the-job training. Must be certified by ARDMS (RDSCS certification) or CCI/Cardiovascular Credentialing Institute (RCS)	Current: high school graduate or equivalent accredited cardiac ultrasound program preferred or extensive on-the-job training. Must be certified by ARDMS (RDSCS certification) or CCI/Cardiovascular Credentialing Institute (RCS)	Current: high school graduate or equivalent accredited cardiac ultrasound program preferred or extensive on-the-job training. Must be certified by ARDMS (RDSCS certification) or CCI/Cardiovascular Credentialing Institute (RCS)
<b>Certifications Required</b>	Must maintain progress towards ARDMS or CCI eligibility	Registered in Adult Echo or Pediatric Echo  ARDMS or CCI registered	Registered in Adult Echo or Pediatric Echo  ARDMS or CCI registered	Registered in Adult Echo or Pediatric Echo  CCI ACS , ASE-FASE, Pediatric Echo Registry or Fetal Echo registry	Registered in Adult Echo or Pediatric Echo  CCI ACS , ASE-FASE Pediatric echo Registry or Fetal Echo registry
<b>Skills Required</b>	Associate sonographer performs diagnostic ultrasound exams under the direct and indirect supervision of mentoring registered sonographers.  Effectively works with sonographer mentors to communicate exam findings via preliminary reports through EPIC and verbal communication with physicians.  Become registered within 12 months if coming from an accredited program or 24 months if no previous training	All listed skills of Associate Sonographer.  Advancement toward proficiency of all departmental performed exams and designated work environments.  Performs quality echocardiograms in a timely manner. Trained in 3D/Strain/Heart model. Involved in Fellow/Student training/new sonographer. Competent in Stress Echo and TAVR (left handed scanners only for TAVR)- (exclude for pediatrics)	All listed skills of Sonographer.  Proficiency of all departmental performed exams and designated work environments.  Mentors and educates team members in each area of expertise.  Assists with training of students, professional and para professional staff.  Performs quality echocardiograms in a timely manner. Trained in 3D/Strain/Heart model. Involved in Fellow/Student	All listed skills of Senior Sonographer.  Proficiency of all departmental performed exams and designated work environments.  Mentors and educates team members in each area of expertise.  Assists with training of students, professional and para professional staff.  Performs quality echocardiograms in a timely manner. Trained in 3D/Strain/Heart model. Involved in Fellow/Student	All listed skills of Senior Sonographer.  Effectively Leads/Manages team as Lead in all work areas.  Proficiency of all departmental performed exams and designated work environments.  Mentors and educates team members in each area of expertise.  Assists with training of students, professional and para professional staff.

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			<p>training/new sonographer          Competent in Stress Echo and TAVR (left handed scanners only for TAVR)- (exclude for pediatrics)          Competent in POD responsibilities: i.e.; coordinating the daily workflow of the echo lab, troubleshooting machine issues and answering questions from physicians and staff</p>	<p>training/new sonographer          Competent in Stress Echo and TAVR (left handed scanners only for TAVR)- (exclude for pediatrics)          Competent in POD responsibilities: i.e.; coordinating the daily workflow of the echo lab, troubleshooting machine issues and answering questions from physicians and staff. Would be trainer or mentor for all modalities</p>	<p>Performs quality echocardiograms in a timely manner. Trained in 3D Strain Heart model. Involved in Fellow/Student training/new sonographer          Competent in Stress Echo and TAVR (left handed scanners only for TAVR)- (exclude for pediatrics)          Competent in POD responsibilities: i.e.; coordinating the daily workflow of the echo lab, troubleshooting machine issues and answering questions from physicians and staff. Would be trainer or mentor for all modalities.</p>
<b>Years of Experience</b>	None	1-5 years paid scanning experience	5 + years paid scanning experience and 6 months experience in echo lab	5 + years paid scanning experience and 6 months experience in echo lab  Eligibility to remain as an advanced sonographer determined at yearly evaluation based on fulfillment of job responsibilities throughout the prior year.	8 + years paid scanning experience preferred and 3 years in echo lab Minimum .8FTE  A minimum of 8 hours a week allotted for Administrative time.  Eligibility to remain as a lead sonographer determined at yearly evaluation based on fulfillment of job responsibilities throughout the prior year.
<b>Promotion on Career Ladder</b>	Sonographer	Senior Sonographer	Advanced Sonographer or Lead Sonographer	Individual Tract	Manager/Supervisor Tract <del>_____</del> <del>_____</del> <del>_____</del> <del>_____</del>

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