

MARYLAND INSTITUTE FOR
EMERGENCY MEDICAL SERVICES SYSTEMS
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speedletter

IN REFERENCE TO:

AIRMAIL
FIRST CLASS MAIL
INTER-OFFICE

TO

Alex Gretes

Type or write your reply in the space below. Then mail the white copy to us and keep the pink copy for your files. You'll save time and effort, and we'll have your answer much faster! Thank you.

MESSAGE

DATE 1/6/83

Alex, attached is the article on the EMT-A Skills Practical which we had discussed for a special edition of the newsletter. Let me know any comments or changes; also let me know when you want it to go out (immediately?) and to what audience (all EMTs or just EMT instructors and ambulance companies?). Many thanks.

FROM

Bew Sopp

REPLY

DATE

3/15/83

Ms Beverly Sopp -

Found this in my folder - changes are still being considered and the final decision is not ready for publication -
Thanks for all your good work -

Alex

BY

Proposal: EMT-A Skills Practical *Evaluation*

MIEMSS has ~~authorized any agency~~ *proposed that sponsoring agencies* training EMT-As in Maryland to administer the practical skills examination to EMT-A candidates.

However, MIEMSS will continue to set the guidelines for the EMT-A program, including those for the practical exam, and will be responsible for ensuring high testing standards for EMT-As. To this end, MIEMSS reserves the right to monitor EMT-A classes.

This administrative change, which the Ad Hoc Committee on Training/Testing/Certification is expected to approve ~~later this month~~ or early next month, will result in several changes in the certification procedure for new EMT-A candidates. It will not affect the EMT-A recertification process; nor will it affect the advanced life support program.

One of the major procedural changes ~~that will occur~~ *proposed* is ~~that~~ EMT-A candidates will be ~~tested~~ *evaluated* on their practical skills ~~at~~ *through* ~~the end of each unit of instruction, not at the end of the~~ *three (3) stations* ~~course.~~ *e*

In addition, two level-II EMT-A instructors, certified by the Maryland Instruction and Certification Review Board, will evaluate the EMT-A candidates. One of these instructors may be the primary course instructor.

The two practical skills evaluators for a particular EMT-A course, and the director of the agency sponsoring the course, will be responsible for ensuring that the EMT-A candidates successfully demonstrate the required practical skills. Consequently, all three persons will have to endorse the skills evaluation card of every EMT-A candidate.

EMT-A candidates must have a signed skills evaluation card to sit for the written certification examination, which MIEMSS will continue to administer. They must also have documentation that shows they have achieved the EMT-A course objectives.

The practical evaluation will be based on the textbook, EMT-A Skills Manual: The Maryland Way. Questions from the written examination will be drawn from the third edition of Emergency Care, published by the Brady Company, as well as from other standard EMT-A texts provided in the course.



EMT-A Program Responsibilities

MIEMSS

Agency Sponsoring EMT-A
Course

Program Standards

Instruction of Candidates

Administration of Written
Exam

Administration of Practical
Skills Exam

Certification of Candidates

Administration of In-Class
Quizzes

Program Evaluation

Monitoring Quality of Course
and Practical Exam and
Accountable to MIEMSS

box

The Ad Hoc Committee on EMT Training/Testing/Certification was formed in 1978 to identify, address, and resolve EMT-A problems. The following agencies are represented on the committee:

Maryland Council of Fire and Rescue Training Academies

Maryland Fire and Rescue Institute

Maryland Fire and Rescue Education and Training Commission

Maryland State Ambulance and Rescue Association

Maryland State Firemen's Association

Metropolitan Fire Chiefs of Maryland

MIEMSS

Regional EMS Advisory Committee (REMSAC)



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From Dr. Conn

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R ADAMS COWLEY, M.D., DIRECTOR

January 18th, 1983

NEWSLETTER

ROUGH DRAFT

There is much concern within the Field about the changes that have been put forward in a proposal by Doctor Cowley with the Practical EMT-A examination. In the last 2 years, MIEMSS has made an effort in terms of correcting the deficiencies in both the EMT-A and the CRT written examinations. It has been corrected in a way which the examination is more appropriate, making it more simple and direct, and then processed through a computer for marks giving feedback to the Instructor, so he is able to identify the students weaknesses and strengths. One major problem with the previous practical examination, has been with the Instructors teaching oneway, and the Evaluators judging the practical examination another way. There is always the concern about personalities involving jurisdictional revelries coloring the practical examination process. It is hope that the emergence of the Maryland Way, a skills manual that has been 2 years in the making will alleviate many of these issues. In light of this Doctor Cowley has put forth a proposal that MIEMSS should certify the EMT-A's by written examination only, and a different process for evaluations of the practical skills should emerge. The exact mechanism for this practical skills evaluation is now being worked out. Our Sister organization, the Maryland Fire and Rescue has been looking hard at the proposal, and already they have received much input from the Fields. It must be stressed though, with a change in the skills evaluation, it should not be perceived as a relaxation of standards for the EMT on the street. MIEMSS will ensure once a mechanism has been worked out, appropriate quality assurance will be maintained.



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R ADAMS COWLEY, M.D., DIRECTOR

December 15, 1982

A PROPOSAL TO EMS/FIRE & RESCUE SERVICES IN MARYLAND

The MIEMSS, in making every effort to decrease the amount of Bureaucracy involved in the EMT-A certification process, while continuing to maintain the quality in the program as it presently exists, offers the following proposal to the EMS/Fire & Rescue Services in Maryland.

Proposal: MIEMSS shall delegate to the appropriate Sponsoring Agencies the authority to conduct EMT-A classes, administer in-course quizzes and practical skills evaluations according to the guidelines established by MIEMSS.

This proposal assures that course standards and guidelines would be maintained at their present level Statewide.

The proposed modification of existing policy would affect the present mechanism by which practical skills are evaluated and verified.

Currently students are required to complete a practical testing process at the completion of the class.

The proposal is that student skills be evaluated sequentially and progressively by the Class Instructor and support Instructor as they proceed through the course of instruction. This would require that evaluations on specific skills be conducted at the lessons currently identified in the course outline as support classes.

In addition, the Director of the Sponsoring Agency, would by signature also attest that the student has met practical skills and course completion requirements.

The MIEMSS would continue to administer the EMT-A certification examinations throughout the State, and this would be limited to the written examination.



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*Dr Cowley off. proposal for
innov. concept.*

OFFICE OF THE DIRECTOR

December 22, 1982

A PROPOSAL TO EMS-FIRE AND RESCUE SERVICES
IN MARYLAND

*implemented once agreement
reached assoc
agencies involved
by ad hoc committee members*

1.0 Introduction

Maryland's EMT-A Program (pre hospital basic life support) has been in operation over the past ten years. During this period the Program has completed its development, and is now stabilized with medical protocols established.

2.0 Delegation of Authority

- 2.1 - By legislation MIEMSS is responsible for establishing the standards and guidelines for the EMT-A Program in Maryland.
- 2.2 - MIEMSS will delegate the authority for administration of the Practical Skills Evaluation of EMT-A Candidates to the Sponsoring Agency.
- 2.3 - The Sponsoring Agency will monitor and assure the quality of the EMT-A Practical Evaluation -

3.0 EMT-A Practical Skills Evaluation

- 3.1 - Will be administered by the Sponsoring Agency, therefore skills evaluation will be a delegated instructor administered practical examination.

- 3.2 - The Sponsoring Agencies will conduct the Skills Evaluation based on the guidelines established by MIEMSS.
- 3.3 - The Skills Evaluation will be completed using the Modular concept, and the EMT-A students will be evaluated during the mandatory practical lesson that is a part of the EMT-A Course.
- 3.3.1 - Support instructors ^{in addition to instructor} will be required and student attendance mandatory.
- 3.4 - The textbook for the Skills Evaluation will be "The Maryland Way".
- 3.5 - Two (2) ^{Md. Instruct. Renew Bd.} MICRB Certified, Level II EMT-A Instructors will be responsible for the practical evaluation process.
- 3.5.1 - One of the instructors may be the primary course instructor.
- 3.5.2 - These instructors will be responsible for assuring that the EMT-A students have successfully demonstrated the required practical skills.
- 3.5.2.1 - The Director of the Sponsoring Agency will endorse the Skills Evaluation Card that has been signed by the two instructors.
- 3.6 - MIEMSS reserves the option to monitor EMT-A Classes as appropriate.

4.0 Maryland EMT-A Certification

- 4.1 - MIEMSS will administer the Maryland EMT-A Certification Examination which will be a written examination.
- 4.2 - The EMT-A Candidate in order to sit for the written Certified Examination must present the following documentation:
 - 4.2.1 - Successful completion of instructor administered practical skills evaluation.
 - 4.2.2 - Successful completion of EMT-A Course objectives.
- 4.3 - The primary reference textbook for the written Certification Examination will be Brady's "Emergency Care", Third Edition.
 - 4.3.1 - The answers to questions on the examination will also be found in other EMT-A standard texts such as the American Association of Orthopedic Surgeons (Orange text).
- 4.4 - In preparation for the Certification Examination, Sponsoring Agencies will give in-course written quizzes.

5.0 Maryland EMT-A Recertification Examination

- 5.1 - MIEMSS policy for EMT-A Recertification will remain unchanged.

*instructor teaches, gives skills signoff
MIEMSS does written exam*



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OFFICE OF THE DIRECTOR

December 17, 1982

A PROPOSAL TO EMS-FIRE AND RESCUE SERVICES
IN MARYLAND

1.0 Introduction

Maryland's EMT-A Program (pre hospital basic life support) has been in operation over the past ten years. During this period the Program has matured and is now stabilized with medical protocols established.

At this point of maturity the reliability for this Program may be delegated to the local authority for future continued administration based on experience and knowledge.

MIEMSS will monitor activities and administer EMT-A Certification by written examination.

2.0 Delegation of Authority

- 2.1 - By legislation MIEMSS is responsible for establishing the standards and guidelines for the EMT-A Program in Maryland.
- 2.2 - MIEMSS will delegate the authority for administration of the Practical Skills Evaluation of EMT-A Candidates to the Sponsoring Agency.
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- 3.2 - The Sponsoring Agencies will conduct the Skills Evaluation based on the guidelines established by MIEMSS.
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 - 3.5.1 - One of the instructors may be the primary course instructor.
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 - 3.5.2.1 - The Director of the Sponsoring Agency will endorse the Skills Evaluation Card that has been signed by the two instructors.
- 3.6 - MIEMSS reserves the option to monitor EMT-A Classes as appropriate.

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4.4 - In preparation for the Certification Examination, Sponsoring Agencies will give in-course written quizzes.

5.0 Maryland EMT-A Recertification Examination

5.1 - MIEMSS policy for EMT-A Recertification will remain unchanged.

QUESTION # 1. Who has the authority for establishing and maintaining the standards and guidelines for the EMT-A program in Maryland?

ANSWER - By law the MIEMSS is responsible for the EMT-A program.

QUESTION # 2. What responsibility is the MIEMSS proposing to delegate to the EMS fire and rescue agencies?

ANSWER - The MIEMSS is proposing that the EMS fire and rescue agencies be responsible for conducting the practical skills evaluation for EMT-A candidates who have successfully completed an approved EMT-A basic course sponsored by said agency.

QUESTION # 3. What agency will set the guidelines for the practical skills evaluation?

ANSWER - The MIEMSS will establish these guidelines.

QUESTION # 4. What agency will be responsible for monitoring the quality of the practical evaluation process?

ANSWER - The MIEMSS, as well as the sponsoring agency will be responsible for monitoring and assuring the quality of the EMT-A practical evaluation process.

QUESTION # 5. What textbook should be used for the didactic and practical objectives in the EMT-A course?

ANSWER - Only those textbooks approved by the MIEMSS should be used in the EMT-A basic course. For example, the Emergency Care 3rd edition by Brady for the didactic knowledge requirements, and the Maryland Skills Manual for the skills requirements.

QUESTION # 6. Who will be responsible for evaluating the EMT-A candidates skills as required by the MIEMSS?

ANSWER - At least two (2) MICRB certified level two EMT-A instructors will be responsible for the practical evaluation process. One of the instructors can be the primary course instructor.

QUESTION # 7. Simply stated - How will the practical skills evaluation process be conducted?

ANSWER - The skills evaluation will be completed using a modular concept, and the EMT-A candidates skill will be evaluated during the mandatory practical lesson where support instructors are required and candidate attendance is mandatory.

QUESTION # 8. Who in addition to the EMT-A instructors will be responsible for assuring that the EMT-A candidates have successfully demonstrated the required skills?

ANSWER - The Director of the agency sponsoring the EMT-A course.

QUESTION # 9. What agency will administer the certification examination and certify Maryland EMT-A's?

ANSWER - The MIEMSS will administer the certification examination which will be a written examination, and the MIEMSS will certify the applicant upon successful completion of said examination.

QUESTION # 10. Will the EMT-A recertification process change in any way?

ANSWER - NO! EMT-A recertification will remain unchanged.

Has this been implemented?

Not yet. Will be implemented
as soon as approval
is voted on by Ad Hoc Com.



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OFFICE OF THE DIRECTOR

December 22, 1982

MEMORANDUM

TO: Members, AD HOC Committee
EMT Training/Testing/Certification

FROM: R Adams Cowley, M.D., Chairman

RE: Brief Meeting Summary *RAC*
December 14, 1982

Enclosed is the Brief Meeting Summary of the meeting held December 14, 1982 with a copy of the concept proposed attached thereto for your perusal. Your comments are solicited.

I take this opportunity to thank each of you for your assistance and cooperation during the past year.

My very best wishes for a Merry Christmas and a Happy and Healthy 1983.

RAC/dae

Enclosures

CC: Alexander J. Gretes



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R ADAMS COWLEY, M.D., DIRECTOR

December 29, 1982

MEMORANDUM

TO: Alasdair Conn, M.D. and Dennis Evans
FROM: Alexander J. Gretes ^{AJG}
RE: Concept and Proposal EMT-A Practical Skills
Evaluation

In transferring the responsibility for Practical Skills Evaluation of EMT-A's, the following responsibilities will be retained by MIEMSS:

Standards
Certification
Evaluation

It is necessary that we discuss the above at your earliest convenience.

Thank you very much.

AJG/doe

CC: R Adams Cowley, M.D.
Beverly Sopp

Sent by CERTIFIED MAIL,
Jan. 13, 1983



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January 13, 1983

Mr. James O. Page
Publisher
JOURNAL OF EMERGENCY MEDICAL SERVICES
P. O. Box 1026
Solana Beach, California 92075

Dear Jim:

Thank you for your letter of December 31, 1982 concerning the proposal to modify EMT-A Practical Testing in Maryland. I greatly appreciated hearing from you.

The copies of the December 15th and 17th proposals you received from an unidentified source, without explanations, were not intended for national distribution, - however, these proposals were indeed not considered to be "confidential". The proposals, as offered to Maryland's prehospital field providers, will elicit input and information so valued in the decision-making process.

I take exception to your inference that Maryland's EMS Program will be "back sliding". Historically, the Maryland Basic Life Support System has continued to achieve success since its inception over ten years ago. To continue this progress, existing procedures are constantly being reviewed, evaluated, and innovative concepts explored for implementation. In this instance, the experience and knowledge gained by the training agencies in the State of Maryland justifies the transfer of practical skills evaluation authority to these jurisdictions. As a totally integrated Statewide EMS System, Maryland is ready to move further into the Advanced Life Support Program. Maryland continues to function and maintain its high standards despite a reduction of federal funds.

The Maryland system has attained its degree of sophistication through voluntary cooperation and compliance, - the keystone of our success. In addition to our oversight as the State EMS lead agency, local jurisdictions share the responsibility for quality assurance. The Maryland Instructor Certification Review Board independently certifies EMT-A Instructors. The Maryland Fire

James O. Page
Publisher
JOURNAL OF EMERGENCY MEDICAL SERVICES
January 13, 1983
Page Two

Rescue Education Training Commission reviews post-secondary training efforts. The Ad Hoc Committee on EMT-A Training/Testing/Certification meets regularly to resolve issues in the EMT-A Program. The Regional Emergency Medical Services Advisory Council also meets regularly and provides advice. All these elements form a system of checks and balances that result in a completely integrated program at all levels.

Leadership, to be maintained, must move forward, - in Maryland we are moving forward. We are now pushing for Advanced Life Support statewide; also, a paramedic bill is now in the legislative hopper to develop even more expertise in this field. I am convinced that as the Basic Life Support Program evolves in the future, the concepts of statewide EMT-A training that we have in Maryland will be emulated nationwide.

Warmest personal regards,

Cordially,



R Adams Cowley, M.D.
Professor of Thoracic and
Cardiovascular Surgery

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RAC/doe

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December 31, 1982

R Adams Cowley, M.D., Director
Maryland Institute for Emergency Medical Services
22 S. Greene Street
Baltimore, MD 21201



Dear Dr. Cowley:

This morning's mail included an envelope postmarked in Baltimore, addressed to me and marked "Confidential," and containing only the following documents:

December 15th Proposal to EMS/Fire & Rescue Services in Maryland

December 17th Proposal to EMS-Fire and Rescue Services in Maryland

Since the envelope did not bear the MIEMSS insignia, nor any letter of explanation (other than the above), I must presume that the materials were not forwarded to us by your office. Judging by the extraordinary nature and details of the above-referenced documents, I'm presuming they were forwarded to us by someone who was displeased by them. If so, we share their consternation.

Largely through your personal initiative, Maryland has assumed a leadership role in many aspects of EMS. You and members of your staff have devoted much time and energy promoting EMS improvements throughout the country and the world, and using the Maryland experience both as inspiration and example for others. In view of that background, we find it incredible that you are proposing to assign the fox to guard the henhouse.

Starting with our January issue, we will begin to tackle the growing EMS subculture that is anti-training, anti-responsibility and anti-improvement. During 1982, we travelled more than 100,000 miles to more than 50 EMS systems in 29 states. We saw first-hand the evidence that prehospital EMS is rapidly slipping back to the mentality of 1965. Increasingly, prehospital EMS people (particularly in the fire service and the volunteer sector) are demanding exemptions from training, relaxation of continuing education and recertification requirements,

December 31, 1982
R Adams Cowley, M.D.
page 2

relief from the stress of having to prove their competence, as well as the opportunity to judge for themselves whether they are fit to hold the lives of others in their hands.

We have seen plenty of examples of the "buddy system" at work in EMS. That's where an instructor will bend the standards or the rules to get a friend past the practical skills exam. You have been one of the most strident foes of the "old boy" networks in medicine. Thus, we are totally perplexed by the proposals which have been forwarded to us.

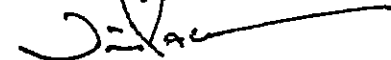
Your good friend and loyal supporter, Leo Schwartz, has been quite distressed in recent months with the apparent lack of uniform national standards for EMS training, equipment and performance. We can only wonder what his reaction will be when he learns that Maryland is proposing to end statewide standards, in essence. Despite the language of your proposals, surely you realize that the ultimate result will be local and regional deviations in standards, techniques, grading bases, and pass/fail criteria. If Maryland intentionally abandons its system for defining and enforcing statewide standards, what chance is there for a national standard?

Obviously, we feel your proposals are unwise. If they were based on the need to economize, we might be able to understand somewhat. But they are forwarded with the dubious suggestion that they are intended to decrease the amount of "Bureaucracy."

Methinks you are being badly advised by at least one member of your staff, my friend. I would find it tragic for your sterling career to be marred by the backpeddling and unnecessary compromise that is so obvious in the December 15th and 17th proposals. Only my personal respect for you commands that I write this letter before taking an editorial stand on this matter. Since NLEMSS has adopted for itself the role and reputation of a national leader, its actions must be viewed and criticized in a national context. The proposed effort to revert to laissez faire self-regulation is a giant step backward and must be explained or criticized lest it appear to the nation as a trend.

I hope you will see fit to provide us with explanation or comment in the near future. I will be based at our California office till the first week in April. Thank you in advance for your consideration of this letter.

Sincerely,



James O. Page
Publisher