		Hygien	et						
Basic Expectation			51			1			
			ning with idea		1				
		Attend morning huddle prepared each morning with ideas to get to goal Understand all meetings and come prepared for each completely							
	Provide appropriate paperwork to patients either before their appointment for your procedures on tablet Follow HIPAA guidelines								
	Manage the cleanliness, order of your op								
	Post EOD checklist on Teams								
	Consistantly obtaining iTero scan on pts 1 time year								
Tier System Prom								Doctor 9	Sign off on skills
Tier One		3.0x cost to mov	e to next tier					Doctors	Jight off off skins
				thy					
	Understand your daily goal and how to get to it consistently Schedule hygiene appointments correctly - correct type and on the correct time								
	Use interoral photos to catpure specific dental concerns - cracks, inflammation, etc.								
	Be able to navigate through the schedule, know hygiene columns and Dr. columns								
	Perio %'s above 20% each month								
		FL (FL+Cervitec) %'s above 80% each month							
	Know all Doctors and the procedures they perform and days they are scheduled								
	Begin learning to prepare simple treatment plans								
	EOD checklist done without compromise 95% of time								
	Understand most dental procedures well enough to discuss with patients (implants, surgeries, cosmetics, orthodontics, whitening options, all on X)								
	Stay on time for appointments 85% of time (within 5 min of appt time)								
	Check out Hygiene Patients with 100% accuracy and reschedule as needed								
	Run CC payments for FL, small procedures out of op								
	Know frequencies for hygiene appointments and limitations for hygiene appointments to the extent needed to schedule future appointments								
	Excellent handoffs to front desk - little to no follow up questions necessary for them to help the patient								
	Can accurately help guide replacement process with front desk and patient								
	Begin learning basic insurance plans, coinsurance, deductibles, frequencies, yearly max, to the extent needed to have a very basic conversation								
	Accurately diagnos D1110, D4346, SRP, and PM								
	Offers and completes LBR 75% on PM and D4346 pts								
	20 Quads of SRP/month	for 3 months stra	ight						
	Able to confidently run the	e New Patients							
	Able to co-diagnose basic fillings, crowns, decay etc.								
Tier Two	\$43-47/hour 3.0x cost	BONUS ELIGI						·	
	Tier one plus								
	Can help co-diagnose with patients their occlusal, esthetic, missing teeth, periodontal surgery needs well								
	Able to offer Comprehensive services such as LABR, LAPT consistently and with 90% case acceptance								
	Consistently discussing comprehensive treatment options such as realignment, perio surgeries, comprehensive esthetic solutions confidently								
	Understand nightguard options vs. realignment (Invisalign) and can discuss with patients								
	Perio %'s above 30% each month								
	Understand all funding options for patients well and be able to discuss easily with patients								
	Able to easily understand staging of tx plans to help patients navigate through stages								
	Confidently co-diagnosis so the patients have an understanding what the dentist is going to say and is accurate								
	KPI's hit 90% of time - FL % over 90% and Perio % over 25% per month								

	Completely understand and over your position with no blame and colution driven										
	Completely understand and own your position with no blame and solution driven										
	Run efficiently on time 90% of the time, while still completing comprehensive care Be able to train another in your position through 30/60/90 day checklists										
	Accountability goals lead yourself and/or your dept to more efficiency or efficacy       Review Onboarding documents quarterly with Hyg lead to ensure all protocols up to date; add as needed       Image: Comfortable appropriately diagnosing and explaining benefits of Perio trays.       Image: Comfortable appropriately diagnosing and explaining benefits of Perio trays.       Image: Comfortable appropriately diagnosing and explaining benefits of Perio trays.										
Tier Three	Reads relevant books, participates and implements learning, starts to listen to podcasts or acquire more knowledge to improve skillset, mindset and eager to share <b>\$48-50/hr</b> Consistantly 3.0x cost BONUS ELIGIBLE!!!!										
Ther Three											
	Tier two plus										
	Complete ownership of your position, you genuinely can treatment plan and care for the comprehensive needs of your patients.										
	You are able to effectively discuss large, complex cases with patients and guide to next step with full understanding of occlusion										
	Perio %'s are consistently 40% or above										
	FL %'s are consistently 95% or above										
	You train others to efficiency in 90 days, other RDH's are fully Tier 1 under your lead										
	You can lead meetings well, help others stay accountable to their goals										
	Teach other RDH's how to improve and grow in specific areas helping them to goals consistently										
	Know goals of office and can come up with goals for your dept to further office										
	Help Scheduling team make sure you are scheduled to production										
	You have offered help with updating the onboarding documents including adding videos 1-2x a year based on newest systems.										
	Ensure as new treatment options offered in office, you are on the forefront of implementing immediately and professionally										
	You are now the specialist in an area that the office are able to reach out to you for help with Itero, tx planning, implants, all on X										
	Can easily and effectively review all tx plans with patients and get above 85% acceptance of \$\$ per stage										
	Generates own ideas for team and office goals - actively works to accomplish goals         Consistently improves processes in the office - improving efficiency, increasing production, lowering costs										
	Start to become a "specialist" in something (Advanced perio, laser useage, Invisalign, implants, all on X, gum graph, myofacial therapies)										
	Reads relevant books, is listening to podcasts or reading for improving skillset, emotional intelligence, mindset, systems, etc										
BONUS											
To Activate Bonus	3.0x Cost										
3.0-3.5x Cost	You receive 15% of the extra amount you produce over your base amount.										
3.6-4.0x Cost	You receive 20% of the extra amount you produce over your bace amount										
4.0x Cost	You receive 25% of the extra amount you produce over your base amount										
	]										
	Bonus is eligible for bonus after 1 month after 90 days of employment. Bonus is calculated monthly and paid out the 1st paycheck of the next month. Marie and										
	Bill are available at any time to discuss the bonus and how it is calculated. We want to make sure that you are comfortable understanding the process and how										
	you can impact your own earnings!										