



Respiratory Care Board of California

Strategic Plan

2023 to 2027

Prepared by:

SOLID Planning Solutions

Department of Consumer Affairs

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Board Members

Ricardo Guzman, President, MA, RRT, RCP, Licensed Member

Mark Goldstein, Vice President, MPA, RRT, Licensed Member

Mary Ellen Early, Public Member

Raymond Hernandez, MPH, RRT, NPS, Licensed Member

Sam Kbushyan, MBA, Public Member

Ronald H. Lewis, MD, Physician Member (outgoing member)

Preeti Mehta, MD, Physician Member (incoming member)

Michael Terry, RCP, RRT, RPFT, CCRC, Licensed Member

Cheryl Williams, Public Member

Gavin Newsom, Governor

Lourdes Castro Ramírez, Secretary, Business, Consumer Services and Housing Agency

Kimberly Kirchmeyer, Director, Department of Consumer Affairs

Stephanie Nunez, Executive Officer, Respiratory Care Board of California

Respiratory Care Board of California

About the Board

The Respiratory Care Board of California (Board or RCB) is part of the California Department of Consumer Affairs, whose mission is to ensure the protection of the public in exercising its licensing, regulatory, and disciplinary functions. The Board carries out the following to ensure it meets its mandate:

- Screens each application for licensure to ensure minimum education and competency standards are met and conducts a thorough criminal background check on each applicant.
- Investigates complaints against licensees primarily as a result of updated criminal history reports (subsequent rap sheets) and mandatory reporting (licensees and employers are required to report violations).
- Aggressively monitors respiratory care practitioners (RCPs) placed on probation.
- Exercises its authority to penalize or discipline applicants and licensees which may include: 1) issuing a citation and fine; 2) issuing a public reprimand; 3) placing the license on probation (which may include suspension); 4) denying an application for licensure, or 5) revoking a license.
- Addresses current issues related to the unlicensed and/or unqualified practice of respiratory care.
- Promotes public awareness of its mandate and function, as well as current issues affecting patient care.

History

The enabling statute to license RCPs was signed into law in 1982, thus establishing the Respiratory Care Examining Committee. In 1994, the name was changed to the Respiratory Care Board of California.

The Board was the eighth “allied health” profession created “within” the jurisdiction of the Medical Board of California (MBC). Although created within the jurisdiction of the MBC, the Board had sole responsibility for the enforcement and administration of the Respiratory Care Practice Act (RCPA). At the time the Board was established, the MBC had a Division of Allied Health Profession (DAHP) designated to oversee several allied health committees. It was believed that this additional layer of oversight, in addition to the Department of Consumer Affairs (DCA), was unnecessary and ineffective. Therefore, the DAHP subsequently dissolved on July 1, 1994.

The Board is comprised of a total of nine members, including four public members, four RCP members, and one physician and surgeon member. Each appointing authority, the Governor, the Senate Rules Committee, and the Speaker of the Assembly, appoints three members. This current framework helps prevent quorum issues and provides a balanced representation needed to effectuate the Board's mandate to protect the public from the unauthorized and unqualified practice of respiratory care and from unprofessional conduct by persons licensed to practice respiratory care (B&P, § 3701). The Board is further mandated to ensure that protection of the public shall be the highest priority in exercising its licensing, regulatory, and disciplinary functions. Whenever the protection of the public is inconsistent with other interests sought to be promoted, the protection of the public shall be paramount (B&P, § 3710.1).

The Board continually strives to enforce its mandate and mission in the most efficient manner, through exploring new and/or revised policies, programs, and processes. The Board also strives to increase the quality or availability of services, as well as regularly provide courteous and competent service to its stakeholders.

Message from the President

On behalf of the Respiratory Care Board of California, I am very pleased to present our strategic plan for 2023-2027. This plan represents our revised priorities and goals attained through a culmination of work by our very dedicated Board members, executive officer, staff, DCA, and other stakeholders, both professionals and individuals. This collaborative effort ensured all stakeholders have a voice in guiding the Respiratory Care Board to achieve its mandate of consumer protection.

The Board's mission is to protect and serve consumers by licensing qualified respiratory care practitioners, enforcing the provisions of the Respiratory Care Practice Act, expanding the availability of respiratory care services, increasing public awareness of the profession, and supporting the development and education of respiratory care practitioners. The Board's highest priority is protection of the public. Thus, the Board continually strives to attain meaningful improvements in our programs and the respiratory care profession in line with this priority. The success of this strategic plan depends on an ever-evolving relationship with all the stakeholders in the state of California.

As President of the Board, I look forward to our stakeholders participating actively in our board meetings and discussions and achieving sustainable results. The future of the profession demands that we all commit ourselves to be leaders of our profession.

Respectfully,

A handwritten signature in black ink, appearing to read 'Ricardo Guzman', written in a cursive style.

Ricardo Guzman, MA, RRT, President
Respiratory Care Board of California

Where Is the Board Now?

Mission

To protect and serve consumers by licensing qualified respiratory care practitioners, enforcing the provisions of the Respiratory Care Practice Act, expanding the availability of respiratory care services, increasing public awareness of the profession, and supporting the development and education of respiratory care practitioners.

Values

- **Ethical** - Possession of the morals and values to make decisions with integrity that are consistent with the Board's mandate and mission.
- **Diversity** - Recognize the rights of all individuals to mutual respect and acceptance of others without biases based on differences of any kind.
- **Dignity** - Conduct business honorably without compromise to the Board or individual values.
- **Individual Growth** - Strive to continually excel and learn both personally and professionally.
- **Quality** - Strive for superior service and products and meaningful actions in serving stakeholders.
- **Flexibility** - Provide sincere considerations of other interests, factors, and conditions and be willing and/or able to modify previous positions for the betterment of the Board, its mandate, and mission.
- **Teamwork** - Strive to work cooperatively and in a positive manner to reach common goals and objectives.
- **Efficiency** - Continually improve our system of service delivery through innovation, effective communication, and development, while being mindful of the time, costs, and expectations stakeholders have invested.

Where Is the Board Going?

Vision

The Board's vision is that all California consumers are aware of the Respiratory Care profession and its licensing Board and receive competent and qualified respiratory care.

Goals

1. **Administration** - Enhance organizational effectiveness and improve processes and the quality of customer service in all programs.
2. **Licensing** - Ensure initial and continuous competency requirements, commensurate with education, practice standards, and needs, are met by all licensed Respiratory Care Practitioners (RCPs).
3. **Enforcement** - Protect consumers by preventing violations and effectively enforcing laws and regulations when violations occur.

Goal 1: Administration

Enhance organizational effectiveness and improve processes and the quality of customer service in all programs.

- 1.1 Develop strategies to obtain timely feedback from internal and external stakeholders to support inclusive decision making.
- 1.2 Regularly monitor the budget and fund condition in connection with cost saving measures and new expenses to determine if a statutory fee adjustment is necessary.
- 1.3 Monitor the Board's succession plan and implementation to minimize interruptions to the workflow.
- 1.4 Educate licensees about the Board's actions and organizational strategies to better understand roles, rules, regulations, and processes as appropriate.
- 1.5 Investigate methods for informing the public about the profession and Board to increase awareness and foster increased public participation.

Goal 2: Licensing

Ensure initial and continuous competency requirements, commensurate with education, practice standards, and needs, are met by all licensed Respiratory Care Practitioners (RCPs).

- 2.1 Determine the impact of changes to the National Board for Respiratory Care (NBRC) examination effective January 2027 and resolve legislative, regulatory, BreEZe, and process discrepancies.
- 2.2 Develop and promulgate regulations identifying basic respiratory tasks and services and disseminate information to pertinent state agencies and licensed facilities in response to the implementation of Senate Bill (SB) 1436.
- 2.3 Evaluate current respiratory care educational requirements and revise, as necessary, to support practice standards and patient safety.
- 2.4 Collaborate with professional organizations and schools to perform a needs assessment for the advanced respiratory practitioner role in California to address the projected shortage of physicians and the evolving role of being a physician extender.
- 2.5 Facilitate stakeholder meetings to gather feedback prior to promulgating regulations that provide training guidelines permitting licensed vocational nurses (LVNs) to provide specific respiratory tasks in the home care setting in response to the implementation of SB 1436. Regulations expected to be in effect January 1, 2025.
- 2.6 Complete continuing education (CE) regulations, develop and execute a plan to disseminate information to all interested parties to ensure awareness of updated changes.
- 2.7 Collect and analyze data from those participating in the new preceptor program to determine its effectiveness.
- 2.8 Audit a statistically significant sample of license renewals to determine compliance with CE requirements by 2023 and thereafter.
- 2.9 Research and collaborate with other state agencies to potentially establish patient care ratios or workload standards within Title 22, encourage the use of evidence-based protocols, and prohibit concurrent therapy to ensure patient safety and health.

Goal 3: Enforcement

Protect consumers by preventing violations and effectively enforcing laws and regulations when violations occur.

- 3.1 Review and update the web retention policy, as appropriate, to ensure it is meeting current expectations of stakeholders.
- 3.2 Move processes online to increase efficiency.
- 3.3 Notify employers and registries of the provisions of Business & Professions Code sections 3758 and 3758.6 in response to the implementation of SB 1436.
- 3.4 Establish a process to share information with the Board of Vocational Nursing and Psychiatric Technicians on enforcement cases brought forth in response to the implementation of SB 1436.
- 3.5 Review and streamline complaint intake methods to increase efficiency and customer satisfaction.
- 3.6 Determine if new laws and regulations may require amendments to cite and fine regulations to ensure alignment of enforcement actions.
- 3.7 Review and strengthen processes to detect unlicensed practice.

Strategic Planning Process

To understand the environment in which the Board operates as well as identify factors that could impact the Board's success in carrying out its regulatory duties, the Department of Consumer Affairs' SOLID Planning Unit (SOLID) conducted an environmental scan of the Board's internal and external environments by collecting information through the following methods:

- Interviews were conducted with leadership.
- Online surveys were distributed to staff, board members, and external stakeholders.

The most significant themes and trends identified from the environmental scan were discussed by board members, executive officers, and select lead staff during a strategic planning session facilitated by SOLID on October 27, 2022. This information guided the Board in the development of its strategic objectives outlined in this 2023-2027 strategic plan.

Respiratory Care Board of California

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Strategic plan adopted on March 9, 2023.

This strategic plan is based on stakeholder information and discussions facilitated by SOLID for the Respiratory Care Board of California on October 27, 2022. Subsequent amendments may have been made after the adoption of this plan.



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