

School Nurse

Domain 1: Planning and Preparation

Component:

Demonstrating Medical Knowledge and Skill in Nursing Techniques

Unsatisfactory

Demonstrates little understanding of medical knowledge and nursing techniques.

Basic

Demonstrates basic understanding of medical knowledge and nursing techniques.

Proficient

Demonstrates understanding of medical knowledge and nursing techniques.

Distinguished

Demonstrates deep and thorough understanding of medical knowledge and nursing techniques.

Demonstrating Knowledge of Child and Adolescent Development

Displays little or no knowledge of child and adolescent development.

Displays partial knowledge of child and adolescent development.

Displays accurate understanding of the typical developmental characteristics of the age group, as well as exceptions to the general pattern.

In addition to accurate knowledge of the typical developmental characteristics of the age group and exceptions to the general pattern, nurse displays knowledge of the extent to which individual students follow the general pattern.

Establishing Goals for School Nursing Are Appropriate to the Setting and the Students Served

Has no clear goals for school nursing or they are inappropriate to either the situation or the age of the students.

Goals for school nursing are rudimentary and are partially suitable to the situation and the age of the students.

Goals for school nursing are clear and appropriate to the situation in the school and to the age of the students.

Goals for school nursing are highly appropriate to the situation in the school and to the age of the students and have been developed following consultations with students, parents, and colleagues.

Demonstrating Knowledge of Government, Community, and District Regulations and Resources

Demonstrates little or no knowledge of governmental regulations and resources for students available through the school or district.

Displays awareness of governmental regulations and resources for students available through the school or district, but no knowledge of resources available more broadly.

Displays awareness of governmental regulations and resources for students available through the school or district and some familiarity with resources external to the school.

Nurse's knowledge of governmental regulations and resources for students is extensive, including those available through the school or district and in the community.

Planning the Medical Needs For Both Individuals and Groups of Students Integrated With the Regular School Program

Plan consists of a random collection of unrelated activities, lacking coherence or an overall structure.

Plan has a guiding principle and includes a number of worthwhile activities, but some of them don't fit with the broader goals.

Nurse has developed a plan that includes the important aspects of work in the setting.

Plan is highly coherent and serves to support not only the students individually and in groups, but also the broader educational program.

Domain 2: The Environment**Component:**

Creating an Environment of Respect and Rapport

Unsatisfactory

Nurse's interactions with at least some students are negative or inappropriate.

Basic

Nurse's interactions with students are a mix of positive and negative.

Proficient

Nurse's interactions with students are positive and respectful.

Distinguished

Students seek out the nurse, reflecting a high degree of comfort and trust in the relationship.

Establishing a Culture for Health and Wellness

Makes no attempt to establish a culture for health and wellness in the school as a whole, or among students or among teachers.

Attempts to promote a culture throughout the school for health and wellness are partially successful.

Promotes a culture throughout the school for health and wellness.

The culture in the school for health and wellness, while guided by the nurse, is maintained by both teachers and students.

Following Health Protocols and Procedures

Procedures for the nursing office are nonexistent or in disarray.

Has rudimentary and partially successful procedures for the nursing office.

Procedures for the nursing office work effectively.

Procedures for the nursing office are seamless, anticipating unexpected situations.

Supervising Health Assistants

No guidelines for delegated duties have been established; or the guidelines are unclear. Nurse does not monitor Health Assistant's activities.

Efforts to establish guidelines for delegated duties are partially successful. Nurse monitors Health Assistant's activities sporadically.

Has established clear guidelines for delegated duties and monitors Health Assistant's activities.

Health Assistants work independently, indicating clear guidelines for their work. Nurse's supervision is subtle and professional.

Organizing Physical Space

Nurse's office is in disarray or is inappropriate to the planned activities. Medications are not properly stored.

Attempts to create a well-organized physical environment are partially successful. Medications are stored properly but are difficult to find.

Nurse's office is well organized and is appropriate to the planned activities. Medications are properly stored and well organized.

Nurse's office is efficiently organized and highly appropriate to the planned activities. Medications are properly stored and well organized.

Domain 3: Delivery of Service**Component:**

Assessing Student Needs

Unsatisfactory

Does not assess student needs, or the assessments result in inaccurate conclusions.

Basic

Assessments of student needs are perfunctory.

Proficient

Assesses student needs and knows the range of student needs in the school.

Distinguished

Conducts detailed and individualized assessment of student needs to contribute to program planning.

Administering Medication to Students

Medications are administered with no

Medications are administered by

Medications are administered by

Medications are administered by designated

	regard to state or district policies.	designated individuals, but signed release forms are not conveniently stored.	designated individuals, and signed release forms are conveniently stored and available when needed.	individuals, and signed release forms are conveniently stored. Students take an active role in medication compliance.
Promoting Wellness Through Classes or Classroom Presentations	Nurse's work with students in classes fails to promote wellness.	Efforts to promote wellness through classroom presentations are partially successful.	Nurse's classroom presentations result in students acquiring the knowledge and attitudes that help them adopt a healthy lifestyle.	Classroom presentations for wellness are effective, and students assume an active role in the school in promoting a healthy lifestyle.
Managing Emergency Situations	Has no contingency plan for emergency situations.	Plans for emergency situations have been developed for the most frequently occurring situations but not others.	Plans for emergency situations have been developed for many situations.	Plans for emergency situations have been developed for many situations. Students and teachers have learned their responsibilities in case of emergencies.
Demonstrating Flexibility and Responsiveness	Adheres to the plan or program, in spite of evidence of its inadequacy.	Makes modest changes in the nursing program when confronted with evidence of the need for change.	Makes revisions in the nursing program when they are needed.	Is continually seeking ways to improve the nursing program and makes changes as needed in response to student, parent, or teacher input.
Domain 4: Professional Responsibilities				
Component:				
Reflecting on Practice	Unsatisfactory Does not reflect on practice, or the reflections are inaccurate or self-serving.	Basic Reflection on practice is moderately accurate and objective without citing specific examples and with only global suggestions as to how it might be improved.	Proficient Reflection on practice provides an accurate and objective description of practice, citing specific positive and negative characteristics. Makes some specific suggestions as to how the nursing program might be improved.	Distinguished Reflection is highly accurate and perceptive, citing specific examples. Draws on an extensive repertoire to suggest alternative strategies.
Maintaining Health Records in Accordance with Policy and Submitting Reports in a Timely Fashion	Reports, records, and documentation are missing, late, or	Reports, records, and documentation are generally accurate,	Reports, records, and documentation are accurate and are	Nurse's approach to record keeping is highly systematic and efficient

	inaccurate, resulting in confusion.	but are occasionally late.	submitted in a timely manner.	and serves as a model for colleagues across the school.
Communicating with Families	Provides no information to families, either about the nursing program as a whole or about individual students.	Provides limited though accurate information to families about the nursing program as a whole and about individual students.	Provides thorough and accurate information to families about the nursing program as a whole and about individual students.	Is proactive in providing information to families about the nursing program and about individual students through a variety of means.
Participating in a Professional Community	Relationships with colleagues are negative or self-serving, and nurse avoids being involved in the school culture.	Relationships with colleagues are cordial, and nurse participates in the school culture when specifically requested to do so.	Participates actively in the school and maintains positive and productive relationships with colleagues.	Makes a substantial contribution to the school and assumes leadership role with colleagues.
Engaging in Professional Development	Does not participate in professional development activities, even when such activities are clearly needed for the development of nursing skills.	Participation in professional development activities is limited to those that are convenient or are required.	Seeks out opportunities for professional development based on an individual assessment of need.	Actively pursues professional development opportunities and makes a substantial contribution to the profession through such activities as offering workshops to colleagues.
Showing Professionalism	Displays dishonesty in interactions with colleagues and the public; violates principles of confidentiality.	Is honest in interactions with colleagues, students, and the public; does not violate confidentiality.	Displays high standards of honesty, integrity, and confidentiality in interactions with colleagues, students, and the public; advocates for students when needed.	Can be counted on to hold the highest standards of honesty, integrity, and confidentiality and to advocate for students, taking a leadership role with colleagues.