

School Nurse

Domain 1: Planning and Preparation

Component	Unsatisfactory	Satisfactory	Excellent
<i>1a: Demonstrating medical knowledge and skill in nursing techniques</i>	Nurse demonstrates little understanding of medical knowledge and nursing techniques.	Nurse demonstrates understanding of medical knowledge and nursing techniques.	Nurse demonstrates deep and thorough understanding of medical knowledge and nursing techniques.
<i>1b: Demonstrating knowledge of child and adolescent development</i>	Nurse displays little or no knowledge of child and adolescent development.	Nurse displays accurate understanding of the typical developmental characteristics of the age group, as well as exceptions to the general patterns.	In addition to meeting the requirement for Satisfactory, the nurse displays knowledge of the extent to which individual students follow the general patterns.
<i>1c: Establishing goals for the nursing program appropriate to the setting and the students served</i>	Nurse's goals for the nursing program are rudimentary, and are partially suitable to the situation and the age of the students.	Nurse's goals for the nursing program are clear and generally appropriate to the situation in the school and to the age of the students.	Nurse's goals for the nursing program 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.
<i>1d: Demonstrating knowledge of government regulations and resources, both within and beyond the school and district</i>	Nurse demonstrates little or no knowledge of governmental regulations and resources for students available through the school or district.	Nurse 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.
<i>1e: Planning the nursing program for both individuals and groups of students, integrated with the regular school program</i>	Nursing program consists of a random collection of unrelated activities, lacking coherence or an overall structure.	Nurse has developed a coherent plan for both individuals & groups of students integrated with the regular school program.	Nurse's plan is highly coherent, and serves to support not only the students individually and in groups, but the broader educational program.

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Domain 2: Environment

Component	Unsatisfactory	Satisfactory	Excellent
<i>2a: Creating an environment of respect and rapport</i>	Nurse's interactions with at least some students, staff and families are negative or inappropriate.	Nurse's interactions with students, staff and families are positive and respectful.	The nurse's interactions with students, staff and families reflects a high degree of comfort, trust and compassion.
<i>2b: Establishing a culture for health and awareness</i>	Nurse makes no attempt to establish a culture for health and wellness in the school as a whole, either among students or teachers.	Nurse 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.
<i>2c: Following health protocols and procedures</i>	Nurse's procedures for the nursing office are non-existent or in disarray.	Nurse's procedures for the nursing office work effectively.	Nurse's procedures for the nursing center are seamless, anticipating unexpected situations.
<i>2d: Collaborating with health assistants</i>	No guidelines for delegated duties have been established, or the guidelines are unclear. Nurse does not monitor assistant's activities.	Nurse has established guidelines for delegated duties, and monitors assistant's activities.	In addition to Satisfactory, nurse encourages assistants to work independently through clear guidelines for their work. Nurse's collaboration is professional.
<i>2e: Organizing physical space</i>	The nurse's office is in disarray, or is inappropriate to the planned activities. Medications are not properly stored.	The nurse's office is well organized and is appropriate to the planned activities. Medications are properly stored and well organized.	The nurse's office is efficiently organized and is highly appropriate to the planned activities. Medications are properly stored and well organized.

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Domain 3: Delivery of Service

Component	Unsatisfactory	Satisfactory	Excellent
<i>3a: Assessing students needs</i>	Nurse does not assess student needs, or the assessments result in inaccurate conclusions.	Nurse assesses student needs, and knows the range of student needs in the school.	Nurse conducts detailed and individualized assessments of student needs to contribute to program planning.
<i>3b: Administering medications to students</i>	Medications are administered with no regard to state or district policies.	Medications are administered by designated individuals, and signed release forms are conveniently stored and available when needed.	Nurses train the designated individuals in appropriate medication administration. Students are encouraged to take an active role in medication compliance.
<i>3c: Promoting wellness education to staff and students</i>	Nurse's work with students in classes fails to promote wellness.	Nurse's wellness education efforts result in students and staff acquiring the knowledge and attitudes that help them adopt a healthy lifestyle.	Nurse's wellness education efforts result in students and staff assuming an active role in the school in promoting a healthy lifestyle.
<i>3d: Managing emergency situations</i>	Nurse has no contingency plans for emergency situations.	Nurse's plans for emergency situations have been developed for many situations.	Nurse's plans for emergency situations have been developed for many situations. Nurses have provided training for students and staff in case of emergencies.
<i>3e: Demonstrating flexibility and responsiveness</i>	Nurse adheres to his or her plan, in spite of evidence of its inadequacy.	Nurse makes revisions in the nursing program when it is needed.	Nurse is continually seeking ways to improve the nursing program, and makes changes as needed in response to student, parent, or teacher input.

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Domain 4: Professional Responsibilities

Component	Unsatisfactory	Satisfactory	Excellent
<i>4a: Reflecting on practice</i>	Nurse does not reflect on practice, or the reflections are inaccurate or self-serving.	Nurse's reflection provides an accurate and objective description of practice. Nurse makes some specific suggestions as to how the nursing program might be improved.	Nurse's reflection is accurate and perceptive, citing specific examples. Nurse draws on an extensive repertoire to suggest alternative strategies.
<i>4b: Maintaining health records in accordance with policy, and submitting reports in a timely fashion</i>	Nurse's reports, records and documentation are missing, late, or inaccurate.	Nurse's reports, records and documentation are accurate and are submitted in a timely manner.	Nurse's approach to record-keeping is highly systematic and efficient, and serves as a model for colleagues across the school.
<i>4c: Communicating with families</i>	Nurse provides no information to families, either about the nursing program as a whole or about individual students.	Nurse provides thorough and accurate information to families about the nursing program as a whole and about individual students.	Nurse is proactive in providing information to families about the nursing program and about individual students through a variety of means.
<i>4d: Participating in a professional community</i>	Nurse's relationships with colleagues are negative or self-serving, and nurse avoids being involved in school and district events or projects.	Nurse participates actively in school and district events and projects, and maintains positive and productive relationships with colleagues.	Nurse makes a substantial contribution to school and district events and projects, and assumes leadership with colleagues.
<i>4e: Engaging in professional development</i>	Nurse does not participate in professional development activities, even when such activities are clearly needed for the development of nursing skills.	Nurse seeks out opportunities for professional development based on an individual assessment of need.	Nurse actively pursues professional development opportunities, and makes a substantial contribution to the profession through such activities as offering workshops to colleagues.
<i>4f: Showing professionalism including integrity, advocacy and maintaining confidentiality</i>	Nurse displays dishonesty in interactions with colleagues, students, and the public, and violates principles of confidentiality.	Nurse is honest in interactions with colleagues, students, and the public, and does not violate confidentiality.	Nurse displays high standards of honesty, integrity, advocacy, and confidentiality in interactions with colleagues, students and the public.