



North Marion School District School Nurse Rubrics

August 2014

North Marion School District
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Aurora, Oregon
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North Marion School District School Nurse

Evaluation Domains and Standards Overview

Language in this overview reflects a 3 (Effective) in the rubric language

Domain 1 - Planning and Preparation

Standard 1: Knowledge of School Nursing, Students, and Resources

School Nurse displays solid content knowledge, planning reflects understanding of relationships and team practices reflect current research on best practices.

Standard 2: Local, State and Federal Policies and Regulations

School Nurse displays knowledge of students' developmental characteristics, skills, interests and cultural heritage and varies his/her approaches in instruction and planning when appropriate.

Standard 3: Knowledge of Characteristics of Students with Exceptionalities

School Nurse displays awareness of, utilizes, and recommends resources available within the community to teachers, students and families.

Standard 4: Individual Health Plans

School Nurse displays an in-depth understanding of local, state, and federal regulations and policies. The information is utilized and/or presented in a meaningful and sensitive manner.

Domain 2 – Health Services:

Standard 5: Collaboration with Staff, Students, and Parents

School Nurse is skillful in collaborating with students, parents, school personnel and community agencies while maintaining student confidentiality.

Standard 6: Applying an Interdisciplinary Approach

School Nurse is skillful in collaborating with parents, colleagues, and other individuals representing a wide variety of agencies/interests in developing evaluations and IEPs/504 plans.

Standard 7: Establishing Safe Health Environment

School Nurse uses resources and provides needed equipment both in classrooms and the health office (where appropriate) to keep students and staff safe.



Domain 3 – School Health – Programs, Supports, Services

Standard 8: Developing and Implementing Individual Health Plans

School Nurse is skillful and competent in developing and implementing health plans according to the needs and characteristics of the student and staff and effectively uses the nursing process.*

Standard 9: Promoting the Health Services

School Nurse continually presents new information to promote the health services.

Standard 10: Demonstrating Flexibility and Responsiveness and Cultural Sensitivity

School Nurse adjusts intervention plan to be responsive to students' needs and interests, consistently sets appropriate service priorities, and is flexible and persistent in providing services with cultural sensitivity.

Domain 4 – Professional Responsibilities

Standard 11: Professionalism - Reflection on Intervention

School Nurse reflects accurately on intervention, citing general impact and makes specific suggestions about how it might be improved.

Standard 12: Demonstrating Decision-Making

School Nurse makes genuine and successful efforts to ensure that all students are well served. Decision-making is guided by best practice and interest of the student and decisions consistently show good judgment. School Nurse participates in team decision-making.

Standard 13: Maintaining Accurate Records and Compliance with State Guidelines

School Nurse is proficient at keeping up-to-date health information on all students and reviews new student's records in a timely manner. Parents are notified within state's timeframe regarding students who are behind schedule for immunizations, if indicated. Data is easily retrievable.

Standard 14: Communicating with Families, Community Members and Colleagues

School Nurse interactions with parents are respectful and friendly and information is provided frequently. Can usually handle very difficult situations without assistance.



The following pages provide details and differentiation for each portion of the InTASC standards. The framework is based on the work of Kim Marshall, New York Dept. of Ed, and the Bend-LaPine School District.

North Marion School District School Nurse Effectiveness Rubric

(Based on Bend-La Pine Schools Performance Evaluation Rubric)

#	Domain: Standard	Exemplary 4	Effective 3	Area for Growth 2	Does Not Meet 1
1.1	Planning and Preparation: Knowledge of School Nursing, Students, and Resources	School Nurse displays extensive content knowledge, actively builds on knowledge of prerequisite relationships, and displays continuing search for best practice.	School Nurse displays solid content knowledge, planning reflects understanding of relationships and team practices reflect current research on best practices.	School Nurse displays basic content knowledge of prerequisite learning and pedagogical knowledge, but knowledge is incomplete or inaccurate.	School Nurse displays little understanding of prerequisite knowledge important for students' medical needs and of team issues; s/he does not have good knowledge of special education.
1.2	Planning and Preparation: Local, State and Federal Policies and Regulations	School Nurse consistently demonstrates and implements knowledge of all appropriate issues regarding the growth, development and instruction of the population served.	School Nurse displays knowledge of students' developmental characteristics, skills, interests and cultural heritage and varies his/her approaches in instruction and planning when appropriate.	School Nurse has knowledge of developmental characteristics and general understanding of learning styles while recognizing the value of knowing students' skills, interests and cultural heritage.	School Nurse displays minimal knowledge of developmental characteristics of age group and is unfamiliar with learning styles, students' skills and knowledge, cultural heritage and interests.
1.3	Planning and Preparation: Knowledge of Characteristics of Students with Exceptionalities	School Nurse utilizes and promotes local and state resources and services. School Nurse anticipates requests for preventative and proactive resources and coordinates utilization of resources with teachers, students, and families.	Displays awareness of, utilizes, and recommends resources available within the community to teachers, students and families.	Displays awareness of local resources available to teachers, students, and families.	Has limited knowledge of resources available in the community.
1.4	Planning and Preparation: Individual Health Plans	Consistently implements, and can clearly explain, local, state, and federal regulations and policies. The information is utilized and/or presented in a meaningful and sensitive manner.	School Nurse displays an in-depth understanding of local, state, and federal regulations and policies. The information is utilized and/or presented in a meaningful and sensitive manner.	School Nurse displays basic understanding of local, state, and federal regulations and policies and can adequately utilize the information.	School Nurse displays little understanding of local, state and federal regulations and policies and/or does not utilize the information.
2.5	Health Services: Collaboration with Staff, Students, and Parents	School Nurse is skillful and reflective in collaborating with students, parents, school personnel and	School Nurse is skillful in collaborating with students, parents, school personnel and community agencies	School Nurse displays basic ability to collaborate with students, parents, school personnel and	School Nurse displays little ability to collaborate with students, parents, school personnel and community agencies.



#	Domain: Standard	Exemplary 4	Effective 3	Area for Growth 2	Does Not Meet 1
		community agencies, and maintains student confidentiality. School Nurse acts as a resource for parents and colleagues.	while maintaining student confidentiality.	community agencies; confidentiality is observed.	Confidentiality is not adhered to.
2.6	Health Services: Applying an Interdisciplinary Approach	School Nurse collaborates effectively with parents, colleagues, and other individuals representing a wide variety of agencies/ interests in developing evaluations and IEPs/504 plans. School Nurse is analytical and reflective of the input from these disciplines.	School Nurse is skillful in collaborating with parents, colleagues, and other individuals representing a wide variety of agencies/interests in developing evaluations and IEPs/504 plans.	School Nurse displays basic ability to collaborate with parents, colleagues, and other individuals representing a wide variety of agencies/interests in developing evaluations and IEPs/504 Plans.	School Nurse displays little ability to collaborate with parents, colleagues, and other individuals representing a wide variety of agencies/interests in developing evaluations and IEPs/504 plans.
2.7	Health Services: Establishing Safe Health Environment	School Nurse anticipates and plans for the needs of the classroom and health office (where appropriate), making sure that equipment is safe and in working order.	School Nurse uses resources and provides needed equipment both in classrooms and the health office (where appropriate) to keep students and staff safe.	School Nurse uses resources adequately, however, has limited effectiveness. Has difficulty with understanding appropriate equipment for the needs of individual students and health office (where appropriate).	School Nurse uses resources poorly and is not knowledgeable about equipment leaving classrooms and health office (where appropriate) unsafe.
3.8	School Health: Programs, Support, Services: Developing and Implementing Individual Health Plans	School Nurse is skillful and reflective in developing and implementing health plans according to the needs and characteristics of the student and staff. Shares ideas with colleagues and has mastered the nursing process.*	School Nurse is skillful and competent in developing and implementing health plans according to the needs and characteristics of the student and staff and effectively uses the nursing process.*	School Nurse displays basic ability to develop and implement health plans and is aware of the nursing process.*	School Nurse displays little ability to develop and implement health plans (i.e., 504, emergency plans, etc.)
3.9	School Health: Programs, Support, Services: Promoting the Health Services	School Nurse consistently uses creative ways to engage students, family, and school community in the health services.	School Nurse continually presents new information to promote the health services.	School Nurse attempts to acquaint students, family, and school community of the health services program, as well as being a resource for services.	School Nurse does not attempt to acquaint students, family or school community of the health services.
3.10	School Health: Programs, Support,	School Nurse is consistently responsive	School Nurse adjusts intervention plan to be	School Nurse demonstrates	School Nurse adheres to intervention plan in



#	Domain: Standard	Exemplary 4	Effective 3	Area for Growth 2	Does Not Meet 1
	Services: Demonstrating Flexibility, Responsiveness and Cultural Sensitivity	to students' needs and interests, sets appropriate services priorities and demonstrates creativity and persistence in providing services with cultural sensitivity.	responsive to students' needs and interests, consistently sets appropriate service priorities, and is flexible and persistent in providing services with cultural sensitivity.	moderate responsiveness to students' needs and interests, inconsistently sets appropriate service priorities, and is somewhat flexible in providing services given with cultural sensitivity.	spite of students' participation level, and does not set appropriate service priorities, and assumes no responsibility for providing services when space, student availability and equipment is not optimal.
4.11	Professional Responsibilities: Professionalism - Reflection on Intervention	School Nurse reflection on the intervention is highly accurate and perceptive. School Nurse draws on extensive knowledge and experience to assess and suggest alternative interventions. School Nurse works with colleagues to determine what worked and what didn't.	School Nurse reflects accurately on intervention, citing general impact and makes specific suggestions about how it might be improved.	School Nurse reflection on the intervention is generally accurate and global suggestions as to how it might be improved are offered.	School Nurse does not reflect on the effectiveness of the intervention or propose ideas as to how it may be improved.
4.12	Professional Responsibilities: Demonstrating Decision-Making	School Nurse takes a leadership role in team decision-making, setting high standards. School Nurse is highly proactive in helping ensure that all students are served.	School Nurse makes genuine and successful efforts to ensure that all students are well served. Decision-making is guided by best practice and interest of the student and decisions consistently show good judgment. School Nurse participates in team decision-making.	School Nurse attempts to serve students are based on best information but may be inconsistent. Decisions are data driven and reflect student needs.	School Nurse is not alert to the student's needs which contribute to practices that result in some students being ill served and makes decisions based on limited consideration or unsupported by data.



#	Domain: Standard	Exemplary 4	Effective 3	Area for Growth 2	Does Not Meet 1
4.13	Professional Responsibilities: Maintaining Accurate Records and Compliance with State Guidelines	School Nurse is outstanding in keeping up-to-date health information on all students and will contact parents readily to clarify any inconsistencies. All students have current immunization records or waivers in place if indicated by the State's deadline for exclusion. Consistently evaluates and updates policies and procedures related to management of health records and procedures.	School Nurse is proficient at keeping up-to-date health information on all students and reviews new student's records in a timely manner. Parents are notified within state's timeframe regarding students who are behind schedule for immunizations, if indicated. Data is easily retrievable.	School Nurse usually keeps up-to-date health information on all students in the building. Most documentation records and reports are available and done in a timely manner.	School Nurse does not keep up-to date health information on all students in the building. Records are unavailable or documentation is not completed in a timely manner.
4.14	Professional Responsibilities: Communicating with Families, Community Members and Colleagues	School Nurse treats parents with respect and empathy and provides information frequently. Is outstanding in handling difficult situations with parents and facilitates the best interest of students.	School Nurse interactions with parents are respectful and friendly and information is provided frequently. Can usually handle very difficult situations without assistance.	School Nurse communicates but offers little information. Interactions with parents are respectful but may need some assistance with difficult situations.	School Nurse provides little information, does not show respect and understanding to parents on the phone or when picking up ill/injured students, avoids parent contact.

This form may be used as a reference for yearly goal setting and reflection. It may also provide indicators of professional development needs within a building.



Domain 1: Planning and Preparation

SN Standard 1: Knowledge of School Nursing, Students, and Resources

Guiding Questions:

- Does School Nurse have knowledge of childhood illnesses that may impact safety and learning in school settings?
- Does School Nurse display knowledge of appropriate growth and development?
- Does School Nurse have knowledge of dealing with family interactions?

Exemplary 4	Effective 3	Area for Growth 2	Does Not Meet 1
School Nurse displays extensive content knowledge, actively builds on knowledge of prerequisite relationships, and displays continuing search for best practice.	School Nurse displays solid content knowledge, planning reflects understanding of relationships and team practices reflect current research on best practices.	School Nurse displays basic content knowledge of prerequisite learning and pedagogical knowledge, but knowledge is incomplete or inaccurate.	School Nurse displays little understanding of prerequisite knowledge important for students' medical needs and of team issues; s/he does not have good knowledge of special education.

Possible evidence to look for:

- The School Nurse uses available resources from internet and community health
- The School Nurse interacts well with staff, parents and community resources in meeting student needs
- The School Nurse relates appropriately with students at their level



Domain 1: Planning and Preparation

SN Standard 2: Local, State and Federal Policies and Regulations

Guiding Questions:

- Does the School Nurse maintain current knowledge of the nurse practice act, including delegation and best practices?
- Does the School Nurse develop and update Individual Health Plan (IHP) regarding specific student's health and safety needs?

Exemplary 4	Effective 3	Area for Growth 2	Does Not Meet 1
School Nurse consistently demonstrates and implements knowledge of all appropriate issues regarding the growth, development and instruction of the population served.	School Nurse displays knowledge of students' developmental characteristics, skills, interests and cultural heritage and varies his/her approaches in instruction and planning when appropriate.	School Nurse has knowledge of developmental characteristics and general understanding of learning styles while recognizing the value of knowing students' skills, interests and cultural heritage.	School Nurse displays minimal knowledge of developmental characteristics of age group and is unfamiliar with learning styles, students' skills and knowledge, cultural heritage and interests.

Possible evidence to look for:

- Individual Health Plan (IHP) available to staff and is student age appropriate
- The nursing delegation process is followed
- Training and support made available to staff to increase their compliance regarding health matters
- The School Nurse practices within the scope of the State of Oregon Nurse Practice Act, OAR's, FERPA, HIPPA and Bend-La Pine Schools' policies and rules



Domain 1: Planning and Preparation

SN Standard 3: Knowledge of Characteristics of Students with Exceptionalities

Guiding Questions:

- Does the School Nurse have sufficient knowledge of students’ specialized educational needs?
- Does the School Nurse make the staff and students feel safe, respected and valued?
- Does the School Nurse have the skills to assist parents and staff in meeting the medical needs of the child so the student can safely participate in school?

Exemplary 4	Effective 3	Area for Growth 2	Does Not Meet 1
School Nurse utilizes and promotes local and state resources and services. Anticipates requests for preventative and proactive resources and coordinates utilization of resources with teachers, students, and families.	School Nurse displays awareness of, utilizes, and recommends resources available within the community to teachers, students and families.	School Nurse displays awareness of local resources available to teachers, students, and families.	School Nurse has limited knowledge of resources available in the community.

Possible evidence to look for:

- Staff and students’ nursing needs are managed safely in school environment
- Observing the School Nurse interaction with staff and students in school setting
- Observing the School Nurse teaching staff in the classroom and/or meetings including IEP’s



Domain 1: Planning and Preparation

SN Standard 4: Individual Health Plans

Guiding Questions:

- Are the Individual Health Plans (IHP) developed and updated?
- Does the School Nurse interact with community health professionals using the HIPPA and FERPA guidelines?
- Are trainings to staff provided by the school nurse as needed using terminology appropriate for non-medical staff?

Exemplary 4	Effective 3	Area for Growth 2	Does Not Meet 1
School Nurse consistently implements, and can clearly explain, local, state, and federal regulations and policies. The information is utilized and/or presented in a meaningful and sensitive manner.	School Nurse displays an in-depth understanding of local, state, and federal regulations and policies. The information is utilized and/or presented in a meaningful and sensitive manner.	School Nurse displays basic understanding of local, state, and federal regulations and policies and can adequately utilize the information.	School Nurse displays little understanding of local, state and federal regulations and policies and/or does not utilize the information.

Possible evidence to look for:

- Review the Individual Health Plans (IHP) with School Nurse
- Observe the School Nurse interact with parent(s), student(s), and staff in developing the Individual Health Plans (IHP)
- Observe the School Nurse trainings with staff using terminology appropriate for non-medical staff



Domain 2: Health Services

SN Standard 5: Collaboration with Staff, Students, and Parents

Guiding Questions:

- How does the School Nurse display their ability to communicate with the students, parents and school personnel as well as other agencies?
- What strategies or actions does the School Nurse apply to help facilitate and increase collaboration with students, parents, school personnel and other community agencies?
- What resource knowledge does the School Nurse have of community services and resources for parents and colleagues?
- Does the School Nurse maintain student confidentiality?

Exemplary 4	Effective 3	Area for Growth 2	Does Not Meet 1
School Nurse is skillful and reflective in collaborating with students, parents, school personnel and community agencies, and maintains student confidentiality. School Nurse acts as a resource for parents and colleagues.	School Nurse is skillful in collaborating with students, parents, school personnel and community agencies while maintaining student confidentiality.	School Nurse displays basic ability to collaborate with students, parents, school personnel and community agencies; confidentiality is observed.	School Nurse displays little ability to collaborate with students, parents, school personnel and community agencies. Confidentiality is not adhered to.

Possible evidence to look for:

- The School Nurse communicates well with students, parents and school personnel
- The School Nurse uses various strategies to facilitate collaboration
- The School Nurse has a wide base of knowledge regarding community services and resources
- The School Nurse maintains confidentiality



Domain 2: Health Services

SN Standard 6: Applying an Interdisciplinary Approach

Guiding Questions:

- Is the School Nurse involved with IEP/504 development?
- To what extent is the School Nurse involved with IEP/504 collaboration?
- Does the School Nurse collaborate effectively with parents, colleagues and other individuals?
- Is the School Nurse reflective and analytical on the input from these disciplines?
- Does the School Nurse have a respectful relationship with others?

Exemplary 4	Effective 3	Area for Growth 2	Does Not Meet 1
School Nurse collaborates effectively with parents, colleagues, and other individuals representing a wide variety of agencies/ interests in developing evaluations and IEPs/504 plans. School Nurse is analytical and reflective of the input from these disciplines.	School Nurse is skillful in collaborating with parents, colleagues, and other individuals representing a wide variety of agencies/interests in developing evaluations and IEPs/504 plans.	School Nurse displays basic ability to collaborate with parents, colleagues, and other individuals representing a wide variety of agencies/interests in developing evaluations and IEPs/504 Plans.	School Nurse displays little ability to collaborate with parents, colleagues, and other individuals representing a wide variety of agencies/interests in developing evaluations and IEPs/504 plans.

Possible evidence to look for:

- The School Nurse is consistently involved with the IEP/504 plans for students
- The School Nurse highly values collaboration and positive relationships
- The School Nurse is receptive to input from colleagues
- The School Nurse encourages others to share professional ideas, thoughts, and comments regarding students



Domain 2: Health Services

SN Standard 7: Establishing Safe Health Environment

Guiding Questions:

- Does the School Nurse use resources effectively when assessing the needs of an individual?
- How does the School Nurse anticipate and plan for classroom and health needs?
- Is the School Nurse knowledgeable about equipment used in the school?
- Does the School Nurse insure the safety of the equipment?

Exemplary 4	Effective 3	Area for Growth 2	Does Not Meet 1
The School Nurse anticipates and plans for the needs of the classroom and health office (where appropriate), making sure that equipment is safe and in working order.	The School Nurse will use resources and provides needed equipment both in classrooms and the health office (where appropriate) to keep students and staff safe.	The School Nurse uses resources adequately, however, has limited effectiveness. Has difficulty with understanding appropriate equipment for the needs of individual students and health office (where appropriate).	School Nurse uses resources poorly and is not knowledgeable about equipment leaving classrooms and health office (where appropriate) unsafe.

Possible evidence to look for:

- The School Nurse is able to demonstrate and effectively teach the use of appropriate equipment for students in the classroom
- The School Nurse has effectively planned for the health needs of students with regards to equipment and other health supplies



Domain 3: School Health-Programs, Support, Services SN Standard 8: Developing and Implementing Individual Health Plans

Guiding Questions:

- Is the School Nurse knowledgeable and effective in utilizing the nursing process*?
- Does the School Nurse adjust to the developmental and cognitive needs of individual students?
- Does the School Nurse collaborate by gathering information from a variety of community programs and agencies within and beyond the school community when developing health plans?
- Does the School Nurse take into account the needs of the staff and student and daily schedule when implementing individual health plans?

Exemplary 4	Effective 3	Area for Growth 2	Does Not Meet 1
School Nurse is skillful and reflective in developing and implementing health plans according to the needs and characteristics of the student and staff. Shares ideas with colleagues and has mastered the nursing process.*	School Nurse is skillful and competent in developing and implementing health plans according to the needs and characteristics of the student and staff and effectively uses the nursing process.*	School Nurse displays basic ability to develop and implement health plans and is aware of the nursing process.*	School Nurse displays little ability to develop and implement health plans (i.e., 504, emergency plans, etc.)

Possible evidence to look for:

- The School Nurse obtains evidenced-based health information from multiple sources
- The student knows what the expectations are for them at school regarding their health plan
- The School Nurse can show examples of current Individual Health Plans (IHP)
- Staff express that the students and their daily needs have been considered in relation to the implementation of an individual health plan
- Students grow and develop as evidenced by playing an active role in their health care delivery leading to age appropriate empowerment and independence



Domain 3: School Health-Programs, Support, Services SN Standard 9: Promoting the Health Services

Guiding Questions:

- Is the School Nurse proactive in communicating health resources to students and parents in situations that have a potential negative impact on the health and well being of the student?
- Does the School Nurse give recommendations to school committees related to public health and wellness education?
- Does the School Nurse make appropriate and timely referrals for the health and well being of students?

Exemplary 4	Effective 3	Area for Growth 2	Does Not Meet 1
School Nurse consistently uses creative ways to engage students, family, and school community in the health services.	School Nurse continually presents new information to promote the health services.	School Nurse attempts to acquaint students, family, and school community of the health services program, as well as being a resource for services.	School Nurse does not attempt to acquaint students, family or school community of the health services.

Possible evidence to look for:

- The School Nurse has written resources to distribute to students, parents and staff
- The School Nurse regularly disseminates community health resources to students and families, i.e.: vision, dental, physical and mental health
- The School Nurse uses creativity and updated materials when presenting health information to students, i.e., DVDs, web sites, developmentally appropriate written materials, posters, bulletin boards, books and role playing
- Consultation from the School Nurse for school safety, health & wellness committees



Domain 3: School Health-Programs, Supports, Services SN Standard 10: Demonstrating Flexibility, Responsiveness and Cultural Sensitivity

Guiding Questions:

- Does the School Nurse demonstrate flexibility, responsiveness and cultural competency when communicating with students, parents and staff when teaching or implementing health plans?
- Does the School Nurse use encouraging and supportive language and interpreters to foster an atmosphere that is responsive to individual needs?

Exemplary 4	Effective 3	Area for Growth 2	Does Not Meet 1
School Nurse is consistently responsive to students' needs and interests, sets appropriate services priorities and demonstrates creativity and persistence in providing services with cultural sensitivity.	School Nurse adjusts intervention plan to be responsive to students' needs and interests, consistently sets appropriate service priorities, and is flexible and persistent in providing services with cultural sensitivity.	School Nurse demonstrates moderate responsiveness to students' needs and interests, inconsistently sets appropriate service priorities, and is somewhat flexible in providing services given with cultural sensitivity.	School Nurse adheres to intervention plan in spite of students' participation level, and does not set appropriate service priorities, and assumes no responsibility for providing services when space, student availability and equipment is not optimal.

Possible evidence to look for:

- The School Nurse is responsive to the needs of the student, parent and staff demonstrating cultural sensitivity
- If the student, parent or staff person does not understand the delegated task or teaching, the nurse rephrases, uses other examples and resources to convey the "lesson." (i.e., care of a student with diabetes, how to administer liquid nutrition via a tube)



Domain 3: School Health-Programs, Supports, Services SN Standard 10: Demonstrating Flexibility, Responsiveness and Cultural Sensitivity (con't)

Possible evidence to look for (continued):

- Sensitive to cultural needs, the School Nurse uses interpreters and has written materials in different languages as needed
- The School Nurse is able to meet the high priority health needs of the school with frequent schedule adjustments
- The School Nurse seeks feedback
- The School Nurse adjusts methods according to individual needs
- After assessment, the School Nurse guides families to access health care within their means developmentally and financially, which may include home visits



Domain 4: Professional Responsibilities

**SN Standard 11: Professionalism -
Reflection on Intervention**

Guiding Questions:

- Is School Nurse regularly meeting with grade-level nursing teams to reflect on effectiveness of nurse interventions for specific health conditions and/or interventions?
- Does the School Nurse have in-depth knowledge of health interventions and using evidence-based practice?
- Is the School Nurse able to propose ways to increase the effectiveness of an intervention?

Exemplary 4	Effective 3	Area for Growth 2	Does Not Meet 1
<p>School Nurse’s reflection on the intervention is highly accurate and perceptive. School Nurse draws on extensive knowledge and experience to assess and suggest alternative interventions. School Nurse works with colleagues to determine what worked and what didn’t.</p>	<p>School Nurse reflects accurately on intervention, citing general impact and makes specific suggestions about how it might be improved.</p>	<p>School Nurse reflection on the intervention is generally accurate and global suggestions as to how it might be improved are offered.</p>	<p>School Nurse does not reflect on the effectiveness of the intervention or propose ideas as to how it may be improved.</p>



Domain 4: Professional Responsibilities

SN Standard 11: Professionalism - Reflection on Intervention

Possible evidence to look for:

- The School Nurse actively pursues and participates in grade-level nursing team meetings to collaborate on nursing intervention planning, data & current evidence-based practice
- The School Nurse regularly attends bi-monthly nurses meetings to reflect and discuss what works and what doesn't
- The School Nurse can describe best practices when it comes to nursing interventions, the content area, and evidence-based practice
- The School Nurse uses feedback from peers, other school colleagues, students, and self-reflection



Domain 4: Professional Responsibilities

SN Standard 12: Demonstrating Decision-Making

Guiding Questions:

- Does the School Nurse use application of knowledge and experience to identify student/family health concerns/problems?
- Does the School Nurse direct clinical judgment and actions that result in positive student/family outcomes?
- Does the School Nurse meet the needs of the students and their families?
- Does the School Nurse seek alternative solutions for the students/families who do not fit the norms?
- Does the School Nurse exhibit motivation, perseverance, fair-mindedness, and deliberate and careful attention to thinking and problem solving?
- Does the School Nurse set high standards?
- Does the School Nurse take a leadership role in team decision making?
- Is the School Nurse culturally sensitive?

Exemplary 4	Effective 3	Area for Growth 2	Does Not Meet 1
<p>School Nurse takes a leadership role in team decision-making, setting high standards. School Nurse is highly proactive in helping ensure that all students are served.</p>	<p>School Nurse makes genuine and successful efforts to ensure that all students are well served. Decision-making is guided by best practice and interest of the student and decisions consistently show good judgment. School Nurse participates in team decision-making.</p>	<p>School Nurse's attempts to serve students are based on best information but may be inconsistent. Decisions are data driven and reflect student needs.</p>	<p>School Nurse is not alert to the student's needs which contribute to practices that result in some students being ill served and makes decisions based on limited consideration or unsupported by data.</p>



Domain 4: Professional Responsibilities

SN Standard 12: Demonstrating Decision-Making

Possible evidence to look for:

- The School Nurse engages in creative problem solving
- The School Nurse has archival records of health teaching plans with annotations denoting what worked, what didn't, possible revisions, and continually working to improve health teaching through research on evidence-based practice
- The School Nurse uses feedback from peers, other school colleagues, students, and self-reflection to improve nursing practice



Domain 4: Professional Responsibilities

SN Standard 13: Maintaining Accurate Records and Compliance with State Guidelines

Guiding Questions:

- What kind of record keeping and documentation does the School Nurse use to keep track of student health information?
- How does the School Nurse track health concerns for students?
- How does the School Nurse track immunization status of students in order to comply with the states immunization exclusion deadlines?
- Are individual health plans created for those students with acute or chronic health conditions?

Exemplary 4	Effective 3	Area for Growth 2	Does Not Meet 1
<p>School Nurse is outstanding in keeping up-to-date health information on all students and will contact parents readily to clarify any inconsistencies. All students have current immunization records or waivers in place if indicated by the State's deadline for exclusion. Consistently evaluates and updates policies and procedures related to management of health records and procedures.</p>	<p>School Nurse is proficient at keeping up-to-date health information on all students and reviews new student's records in a timely manner. Parents are notified within state's timeframe regarding students who are behind schedule for immunizations, if indicated. Data is easily retrievable.</p>	<p>School Nurse usually keeps up-to-date health information on all students in the building. Most documentation records and reports are available and done in a timely manner.</p>	<p>School Nurse does not keep up-to date health information on all students in the building. Records are unavailable or documentation is not completed in a timely manner.</p>



Domain 4: Professional Responsibilities

SN Standard 13: Maintaining Accurate Records and Compliance with State Guidelines

Possible evidence to look for:

- The School Nurse's recordkeeping system is clear, organized, up to date and easy to understand
- The School Nurse reviews student health forms/records upon enrollment and annually
- Student's medical information and individual health plans are kept confidential, and shared only with staff members with direct student contact who may need to respond to a medical emergency
- Tracking of immunization status is begun early in the school year and the School Nurse is proactive in getting students' immunizations up to date in order to have as many students as possible in compliance at the time of exclusion
- The School Nurse is proactive in the development and maintenance of health management records and procedures



Domain 4: Professional Responsibilities

SN Standard 14: Communicating with Families, Community Members and Colleagues

Guiding Questions:

- Does the School Nurse communicate effectively and respectfully with parents, colleagues and community members?
- What communication methods are used by the School Nurse?
- Does the School Nurse communicate health concerns to parents in a timely manner?
- Does the School Nurse respond to parent questions or concerns in a timely manner?
- Does the School Nurse communicate proactively with parents when a concern has the potential to turn negative?

Exemplary 4	Effective 3	Area for Growth 2	Does Not Meet 1
School Nurse treats parents with respect and empathy and provides information frequently. Is outstanding in handling difficult situations with parents and facilitates the best interest of students.	School Nurse interactions with parents are respectful and friendly and information is provided frequently. Can usually handle very difficult situations without assistance.	School Nurse communicates but offers little information. Interactions with parents are respectful but may need some assistance with difficult situations.	School Nurse provides little information, does not show respect and understanding to parents on the phone or when picking up ill/injured students, avoids parent contact.

Possible evidence to look for:

- The School Nurse communicates in a respectful and positive manner with parents, colleagues and community members
- The School Nurse communicates with parents in a timely manner when a referral is made by another staff member
- The School Nurse responds to parent concerns within a day of receiving them
- The School Nurse is proactive in communication with parents, colleagues and community members when a concern has the potential to turn negative