

## DOMAIN 1: School Nurses: Planning and Preparation

Component	Level of Performance				Reflective Comments
	Unsatisfactory	Basic	Proficient	Distinguished	
1a: Demonstrating Medical knowledge and skill in nursing techniques	Nurse demonstrates little understanding of medical knowledge and nursing techniques.	Nurse demonstrates basic 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.	
1b: Demonstrating Knowledge of Child and Adolescent Development	Nurse displays little or no knowledge of child and adolescent development.	Nurse displays partial knowledge of child and adolescent development.	Nurse displays accurate understanding of the typical developmental characteristics of the age group, as well as expectations to the general patterns.	In addition to accurate knowledge of the typical developmental characteristics of the age group, as well as expectations to the general patterns, nurse displays knowledge of the extent to which individual students follow the general pattern.	
1c: Establishing Goals for the Nursing Program Appropriate to The setting and The students Served	Nurse has no clear goals for the nursing program, or they are inappropriate to either the situation or the age of the students.	Nurse's goals for the nursing program are rudimentary and are partially suitable to the situation or the age of the students.	Nurse's goals for the nursing program are clear and appropriate to the situation or 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.	
1d: Demonstrating Knowledge of Government, community, and district	Nurse demonstrates little or no knowledge of governmental regulations and of resources for	Nurse displays awareness of governmental regulations and of resources for students available	Nurse displays awareness of governmental regulations and of resources for students available	Nurse's knowledge of governmental regulations and of resources for students is extensive, including those available	

regulations and resources	students available through the school or district	through the school or district, but no knowledge of resources available more broadly.	through the school or district, and some familiarity with resources external of the school.	through the school or district and in the community.	
1e: Planning the Nursing Program, For both individuals and groups of students, integrated with the regular school program	Nursing program consists of a random collection of unrelated activities, lacking coherence or an overall structure.	Nurse's plan has a guiding principal 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.	Nurse's plan is highly coherent and serves to support not only the students individually and in groups, but also the broader educational program.	
1f: Developing a plan to evaluate the nursing program	Nurse has no plan to evaluate the program or resists suggestions that such an evaluation is important.	Nurse has a rudimentary plan to evaluate the nursing program.	Nurse's plan to evaluate the program is organized around clear goals and the collection of evidence to indicate the degree to which the goals have been met.	Nurse's evaluation plan is highly sophisticated, with imaginative sources of evidence and a clear path toward improving the program on an ongoing basis.	

## DOMAIN 2: School Nurses: The Environment

Component	Level of Performance				Reflective Comments
	Unsatisfactory	Basic	Proficient	Distinguished	
2a: Creating an Environment of Respect and Rapport	Nurse's interactions with at least some students are negative or inappropriate.	Nurse's interactions with students are a mix of positive and negative.	Nurse's interactions with students are positive and respectful.	Students seek out the nurse, reflecting a high degree of comfort and trust in the relationship.	
2b: Establishing a culture for health and wellness	Nurse makes no attempt to establish a culture for health and wellness in the school as a whole, or among students or among teachers.	Nurse's attempts to promote a culture throughout the school for health and wellness are partially successful.	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.	
2c: Following health protocols and procedures	Nurse's procedures for the nursing office are nonexistent or in disarray.	Nurse has rudimentary and partially successful procedures for the nursing office.	Nurse's procedures for the nursing office work effectively.	Nurse's procedures for the nursing office are seamless, anticipating unexpected situations.	
2d: Supervising health associates	No guidelines for delegated duties have been established, or the guidelines are unclear. Nurse does not monitor associates' activities.	Nurse's efforts to establish guidelines for delegated duties are partially successful. Nurse monitors associates' activities sporadically.	Nurse has established guidelines for delegated duties and monitors associates' activities.	Associates work independently, indicating clear guidelines for their work. Nurse's supervision is subtle and professional.	
2e: Organizing physical Space	Nurse's office is in disarray or is inappropriate to the planned activities. Medications are not properly stored.	Nurse's 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: School Nurses: Delivery of Service

Component	Level of Performance				Reflective Comments
	Unsatisfactory	Basic	Proficient	Distinguished	
3a: Assessing student needs	Nurse does not assess student needs, or the assessments result in inaccurate conclusions.	Nurse's assessments of student needs are perfunctory.	Nurse assesses student needs and knows the range of student needs in school.	Nurse conducts detailed and individualized assessments of student needs to contribute to program planning.	
3b: Administering medication to students	Medications are administered with no regard to state or district policies.	Medications are administered by designated individuals, but signed release forms are not conveniently stored.	Medications are administered by designated individuals, and signed release forms are conveniently stored and available when needed.	Medications are administered by designated individuals, and signed release forms are conveniently stored. Students take an active role in medication compliance.	
3c: Promoting wellness through classes or classroom presentations	Nurse's work with students in class fails to promote wellness.	Nurse's efforts to promote wellness through classroom presentations are partially effective.	Nurse's classroom presentations result in students acquiring the knowledge and attitudes that help them adopt a healthy lifestyle.	Nurse's classroom presentations for wellness are effective, and students assume an active role in the school in promoting a healthy lifestyle.	
3d: Managing Emergency situations	Nurse has no contingency plans for emergency situations.	Nurse's plans for emergency situations have been developed for the most frequently occurring situations but not others.	Nurse's plans for emergency situations have been developed for many situations.	Nurse's plans for emergency situations have been developed for many situations. Students and teachers have learned their responsibilities in case of emergencies.	
3e: Demonstrating flexibility and responsiveness	Nurse adheres to the plan or program, in spite of evidence of its inadequacy.	Nurse makes modest changes in the nursing program when confronted with evidence of the need for change.	Nurse makes revisions in the nursing program when they are needed.	Nurse is continually seeking ways to improve the nursing program and makes changes as needed in response to student, parent or teacher input.	

3f: Collaborating with teachers to develop specialized educational programs and services for students with medical needs	Nurse declines to collaborate with classroom teachers to develop specialized educational programs.	Nurse collaborates with classroom teachers in developing instructional lessons and units when specifically asked to do so.	Nurse initiates collaboration with the classroom teachers in developing instructional lessons and units.	Nurse initiates collaboration with classroom teachers in developing instructional lessons and units, locating additional resources from outside the school.	
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## DOMAIN 4 for School Nurses: Professional Responsibilities

Component	Level of Performance				Reflective Comments
	Unsatisfactory	Basic	Proficient	Distinguished	
4a: Reflecting on practice	Nurse does not reflect on practice, or the reflections are inaccurate or self serving.	Nurse's reflections on practice is moderately accurate and objective without citing specific examples and with only global suggestions as to how it might be improved.	Nurse's reflection provides an accurate and objective description of practice, citing specific positive and negative characteristics. Nurse makes some specific suggestions as to how the nursing program might be improved.	Nurse's reflection is highly accurate and perceptive, citing specific examples. Nurse draws on an extensive repertoire to suggest alternative strategies.	
4b: Maintaining health records in accordance with policy and submitting reports in a timely fashion and submitting them in a timely fashion	Nurse reports, records, and documentation are missing, late, or inaccurate, resulting in confusion.	Nurse's reports, records, and documentation are generally accurate but are occasionally late.	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 in other schools.	
4c: Communicating with Families	Nurse provides no information to families, either about the nursing program as a whole or about	Nurse provides limited though accurate information to families about the nursing program	Nurse provides thorough and accurate information to families about the nursing program as a	Nurse is proactive in providing information to families about the nursing program and about individual	

	individual students.	was a whole and about individual students.	whole and about individual students.	students through a variety of means.	
4d: Participating in a Professional community	Nurse's relationships with colleagues are negative or self-serving, and nurse avoids being involved in school and district vents and projects.	Nurse's relationships with colleagues are cordial, and nurse participates in school and district events and projects when specifically requested.	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.	
4e: Engaging in Professional development	Nurse does not participate in professional development activities even when such activities are clearly needed for the development of nursing skills.	Nurse's participation in professional development activities is limited to those that are convenient or are required.	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.	
4f: Showing Professionalism	Nurse displays dishonesty in interactions with colleagues, students, and the public; violates principals of confidentiality.	Nurse is honest in interactions with colleagues, students, and the public; does not violate confidentiality.	Nurse displays high standards of honesty, integrity, and confidentiality in interactions with colleagues, students, and the public; advocates for students when needed.	Nurse 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.	