Monroe County ISD School Nurse Evaluation Framework

STANDARD 1:   ASSESSMENT

The school nurse collects, analyzes, synthesizes comprehensive data pertinent to the student's health or the situation.

Ineffective	Minimally Effective	Effective	Highly Effective
Does not collect pertinent information and data required to properly and safely provide care for students.	Collects pertinent data on students health concerns according to established policy guidelines and protocols.	Independently collects, prioritizes, documents, and evaluates individual and collective student health data guided by clinical judgment and current research.	And Intuitively prioritizes data collection and synthesizes the data through a variety of modalities and Develops, implements and evaluates a district wide data collection process that is organized, systemic, and ongoing or Designs and implements data collection protocols for research initiatives in school health practice at the individual, group and community level

RATING FOR STANDARD 1: _____

Monroe County ISD School Nurse Evaluation Framework

Comments: _____

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STANDARD 2:   PROTOCOL

The school nurse analyzes assessment data to determine the nursing protocols.

Ineffective	Minimally Effective	Effective	Highly Effective
Unable to correctly identify and assign appropriate nursing protocols in order to facilitate expected outcomes and plan of care.	Inconsistently derives appropriate protocols for individual students through analysis of assessment data.	Derives and validates appropriate nursing protocols for individual students through	And Conceptualizes and explores implementation of new nursing protocols relevant to the care of the students and the educational community or Proposes to accredited bodies, such as the NANDA, new protocols relevant to the care of the students and communities or Uses trend in student diagnoses to guide district planning for future programs.

RATING FOR STANDARD 2: _____

Comments: _____

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STANDARD 3:   OUTCOMES IDENTIFICATION

The school nurse identifies expected outcomes for a plan that is individualized to the student or the situation.

Ineffective	Minimally Effective	Effective	Highly Effective
Displays minimal awareness of the educational implications of health concerns or problems. Displays minimal awareness of the strategies that need to be in place to meet outcomes of the health plan.	Inconsistently identifies short term student health and educational outcomes based on the health care plan. Inconsistently identifies strategies necessary to implement the health care plan.	Identifies short and long term strategies that are mutually formulated with the student, family, support staff, community and other providers, as appropriate to ensure the plan is implemented. And ensures that staff has adequate training and supplies to implement the plan. And monitors the plan to	And acts as a resource for the school community in the development of health and educational outcomes for students.

RATING FOR STANDARD 3: _____

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Comments: _____

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STANDARD 4:   PLANNING

The school nurse develops a plan that prescribes strategies and alternatives to attain expected outcomes.

Ineffective	Minimally Effective	Effective	Highly Effective
Rarely establishes documented plans of intervention based on physician order to meet the individualized health needs students	Inconsistently establishes plans of intervention that meet the needs of individual students and often does not recognize program differences related to health care plans developed within general education, Section 504 Plans and the IEP.	Develops individualized health care plans within the appropriate educational program and Uses current health care standards, trends and evidence based information to develop health care plans in a timely manner. Follow prescribing physicians plan of care for student and adapting for the educational setting.	And Develops a consistent district-wide approach to the planning for student and school community health needs or Provides district and community level guidance and consultation in the development of appropriate health care plans for students.

RATING FOR STANDARD 4: _____

Comments: _____

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Monroe County ISD School Nurse Evaluation Framework

STANDARD 5:   IMPLEMENTATION

The school nurse implements the interventions identified in the plan of care/action.

Ineffective	Minimally Effective	Effective	Highly Effective
Rarely provides or documents interventions using the written health care plan or district policies, procedures and clinical protocols to address student health needs.	Inconsistently provides or documents nursing interventions in the appropriate health and educational records, according to district policies, including the IEP.	Provides and documents nursing interventions in the plan of care and identifies and implements changes or modifications in health care plans for individual students.	And Serves as a mentor to other school nurses on appropriate implementation of plans of care or Uses creative thinking to advocate for the appropriate implementation of a plan with school administrators, families and health care providers.

RATING FOR STANDARD 5: _____

Comments: _____

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STANDARD 5A: COORDINATION OF CARE

The school nurse coordinates care delivery.

Ineffective	Minimally Effective	Effective	Highly Effective
Rarely documents coordination of care in the appropriate health care records according to the district policy.	Inconsistently works with colleagues to integrate the health care plan into routine school programs.	Incorporates the individualized health care plan into the student's educational day.	And promotes coordination of the plan of care with all agencies involved in the student's care.

RATING FOR STANDARD 5a: _____

Comments: _____

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STANDARD 5B: HEALTH TEACHINGS AND HEALTH PROMOTION

The school nurse provides health education and employs strategies to promote health and a safe environment.

Ineffective	Minimally Effective	Effective	Highly Effective
Rarely acts as health resource to classroom teacher.	Occasionally serves as professional health resource in classroom instruction to enhance the curriculum and promote health literacy.	Seeks opportunities and provides continual health education to students by co-teaching or serving as a classroom resource.	And designs and evaluates health education strategies and programs to improve the effectiveness of health teachings and counseling with individuals and groups of students to meet their development, cultural, linguistic and/or learning needs Or Designs a planned program competent to provide ongoing

			student health education as part of the health education curriculum Or Initiates assessments and/or surveys to determine the areas for individual teaching and curriculum development in health education and instruction collaborating with health educators and curriculum leaders.

RATING FOR STANDARD 5b: _____

Comments: _____

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STANDARD 5C: CONSULTATION

The school nurse provides consultation to influence the identified plan, enhance the abilities of others and effect change.

Ineffective	Minimally Effective	Effective	Highly Effective
Rarely identifies or obtains baseline data in response to a request for consultation	Inconsistently communicates recommendations or provides relevant consultation to school personnel and family members, as appropriate.	Initiates opportunities to provide consultation to others in order to influence the health care plan and to enhance practice.	And conducts research and publishes articles to advance practice in the field Or Develops valid systems for outcome evaluation.

RATING FOR STANDARD 5c: _____

Comments: _____

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STANDARD 6:   PROFESSIONAL PRACTICE EVALUATION AND EDUCATION

The school nurse evaluates her/his nursing practice in relation to professional standards and interacts and attains knowledge, skill required for quality practice in schools.

Ineffective	Minimally Effective	Effective	Highly Effective
Rarely uses constructive feedback from supervisor to improve practice. Rarely participates in continuing education to enhance current clinical knowledge.	Inconsistently seeks constructive feedback from supervisor or responds to supervisor constructive feedback. Inconsistently participates in appropriate professional development or higher education activities.	Seeks advanced knowledge and skill appropriate to the practice of school nursing and the educational environment.	And mentors others in self and peer evaluation and/or develops and revises district's performance appraisal process Or Plans, designs, and implements professional development or higher education programs in school health at the district, local, state or national level Or Pursues an advance degree in nursing or related field.

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RATING FOR STANDARD 6: _____

Comments: _____

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STANDARD 7:   COLLEGIALITY AND COLLABORATION

The school nurse contributes to the professional development and peers and collaborates with the educational community.

Ineffective	Minimally Effective	Effective	Highly Effective
Rarely demonstrates that he/she understands the organizational structure of the district. Rarely seeks assistance to identify and establish cooperative relationships within the school community.	Inconsistently supports contributions from other disciplines to the educational process. Inconsistently develops cooperative relationships within the school community.	Contributes knowledge to the staff about the impact of health on academic achievement. Advocates for a collaborative approach to student supports and services.	And researches and synthesizes information on national, state and local issues and their impact on health in the schools. Or Provides mentoring opportunities for nursing professionals Or

Monroe County ISD School Nurse Evaluation Framework

			Initiates multi-disciplinary teams to promote collaboration.

RATING FOR STANDARD 7: _____

Comments: _____
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STANDARD 8:   ETHICS

The school nurse integrates ethical provisions in all areas of practice.

Ineffective	Minimally Effective	Effective	Highly Effective
Rarely maintains therapeutic and professional student-nurse relationships, including appropriate role boundaries and rarely seeks supervision as necessary.	Inconsistently maintains professional nurse-student relationships.	Maintains professional nurse-student relationships and educates others about same.	And acts as consultant to others to resolve ethical issues of students, colleagues or systems.

RATING FOR STANDARD 8: _____

Comments: _____
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Monroe County ISD School Nurse Evaluation Framework

STANDARD 9:   PROGRAM MANAGEMENT

The school nurse manages school health services.

Ineffective	Minimally Effective	Effective	Highly Effective
Rarely maintains an organized health room or uses technology to effectively manage school health programs.	Inconsistently maintains an organized health room or uses technology to effectively manage school health programs	Maintains an organized health room and uses technology effectively to manage school health programs.	And evaluates ongoing school health programs for effectiveness and efficiency and communicates findings to administrators and board, as appropriate.

RATING FOR STANDARD 9: _____

Comments: _____

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Standards	Rating	Weight	Weighted Rating
1. Assessment		X 0.083	
2. Protocol		X 0.083	
3. Outcomes Identification		X 0.083	
4. Planning		X 0.083	
5. Implementation		X 0.083	
5A. Coordination of Care		X 0.083	
5B. Health Teaching/Promotion		X 0.083	
5C. Consultation		X 0.083	
6. Professional Practice Evaluation and Education		X 0.083	
7. Collegiality and Collaboration		X 0.083	

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8. Ethics		**X 0.083**	
9. Program Management		**X 0.083**	
Final EER Score			

School Nurse	Ineffective	Minimally Effective	Effective	Highly Effective
	0-1.99	2-2.63	2.64-3.59	3.6-4

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Employee Signature: _____**Administrator Signature:** _____

Date: _____   **Date:** _____

Ratings have been discussed between administrator and school nurse. Signature indicates that the rating and evaluation has been shared and discussed, but does not necessarily indicate agreement.

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