

School Nurse Evaluation Rubric

2025-2026 School Year

This rubric is for information purposes only.

All evaluation rubrics must be completed/submitted online at <http://www.standardsforsuccess.com>.

STANDARD 1: ASSESSMENT

1.1 The school nurse collects, analyzes, and 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

STANDARD 2: PROTOCOL

2.1 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	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.

STANDARD 3: OUTCOMES IDENTIFICATION

3.1 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.	Inconsistently identifies short term student health and educational outcomes based on 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 acts as a resource for the school community in the development of health and educational outcomes for students.
Displays minimal awareness of the strategies that need to be in place to meet outcomes of the health plan.	Inconsistently identifies strategies necessary to implement the health care plan.	And ensures that staff has adequate training and supplies to implement the plan.	
		And monitors the plan to ensure successful implementation.	

STANDARD 4: PLANNING

4.1 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	And Develops a consistent district-wide approach to the planning for student and school community health needs or
		Uses current health care standards, trends and evidence based information to develop health care plans in a timely manner.	Provides district and community level guidance and consultation in the development of appropriate health care plans for students.
		Follow prescribing physicians plan of care for student and adapting for the educational setting.	

STANDARD 5: IMPLEMENTATION

5.1 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.

STANDARD 5A: COORDINATION OF CARE

6.1 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.

STANDARD 5B: HEALTH TEACHINGS AND HEALTH PROMOTION

7.1 The School Nurse provides health education and employs strategies to promote health and 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.

STANDARD 5C: CONSULTATION

8.1 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.

STANDARD 6: PROFESSIONAL PRACTICE EVALUATION AND EDUCATION

9.1 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.	Inconsistently seeks constructive feedback from supervisor or responds to supervisor constructive feedback.	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
Rarely participates in continuing education to enhance current clinical knowledge.	Inconsistently participates in appropriate professional development or higher education activities.		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.

STANDARD 7: COLLEGIALITY AND COLLABORATION

10.1 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.	Inconsistently supports contributions from other disciplines to the educational process.	Contributes knowledge to the staff about the impact of health on academic achievement.	And researches and synthesizes information on national, state and local issues and their impact on health in the schools.
Rarely seeks assistance to identify and establish cooperative relationships within the school community.	Inconsistently develops cooperative relationships within the school community.	Advocates for a collaborative approach to student supports and services.	Or
			Provides mentoring opportunities for nursing professionals
			Or
			Initiates multi-disciplinary teams to promote collaboration.

STANDARD 8: ETHICS

11.1 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.

STANDARD 9: PROGRAM MANAGEMENT

12.1 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.