

# Rubric for Evaluating Colorado’s Special Services Providers: School Nurses

## Definition of an Effective School Nurse

Effective school nurses are vital members of the education team. They are properly credentialed and have knowledge, skills and commitments necessary to advance the well-being, academic success, life-long achievement and health of students. Effective school nurses strive to support growth and development in the least restrictive environment, close achievement gaps and prepare diverse student populations for postsecondary and workforce success. Effective school nurses employ evidence-based strategies to promote health and safety; intervene with actual or potential health problems; provide case management services to nurture student and family capacity for adaptation, self-management, self-advocacy and learning. Effective school nurses communicate high expectations to students, staff and administrators and promote diverse strategies to engage them in a supportive learning environment. They have a deep understanding of the interconnectedness of the home, school and community and collaborate with all members of the education team to strengthen those connections. Through reflection, advocacy and leadership, school nurses enhance the academic achievement and personal/social development of their students.

### QUALITY STANDARD I

School nurses demonstrate mastery of and expertise in the domain for which they are responsible.

Basic	Partially Proficient	Proficient (Meets State Standard)	Accomplished	Exemplary
<b>ELEMENT A:</b> School nurses demonstrate knowledge of current developmental science, the ways in which learning takes place and the appropriate levels of intellectual, social and emotional development of their students.				
<b>THE SCHOOL NURSE:</b> <input type="checkbox"/> Has knowledge of developmental science and how it relates to student outcomes.	. . . and <b>THE SCHOOL NURSE:</b> <input type="checkbox"/> Verbalizes awareness of developmental science in working with students.	. . . and <b>THE SCHOOL NURSE:</b> <input type="checkbox"/> Applies understanding of growth and development and the relationship of student health to learning.  <input type="checkbox"/> Creates methods of assessment that reflect the age and developmental level of the student.	. . . and <b>STUDENTS AND SIGNIFICANT ADULTS:</b> <input type="checkbox"/> Communicate with the nurse in ways that are appropriate for their intellectual and emotional status.	. . . and <b>STUDENTS:</b> <input type="checkbox"/> Demonstrate age appropriate understanding of health concepts relative to their health needs.

## QUALITY STANDARD I

School nurses demonstrate mastery of and expertise in the domain for which they are responsible.

Basic	Partially Proficient	Proficient (Meets State Standard)	Accomplished	Exemplary
<b>ELEMENT B:</b> School nurses demonstrate knowledge of effective services and/or specially designed instruction that reduce barriers to and support learning in literacy, math and other content areas.				
<b>THE SCHOOL NURSE:</b> <input type="checkbox"/> Identifies medical and emotional factors that interfere with learning.	... and <b>THE SCHOOL NURSE:</b> <input type="checkbox"/> Identifies and prioritizes student health needs as they relate to learning.	... and <b>THE SCHOOL NURSE:</b> <input type="checkbox"/> Creates plans or strategies to optimize student health outcomes and maximize instructional effectiveness.  <input type="checkbox"/> Evaluates the effectiveness of plans and strategies and adjusts plan of action to improve readiness to learn.	... and <b>STUDENTS:</b> <input type="checkbox"/> Are able to better access instructional time.	... and <b>STUDENTS:</b> <input type="checkbox"/> Demonstrate improved engagement in classroom learning.
<b>ELEMENT C:</b> School nurses integrate evidence-based practices and research findings into their services and/or specially designed instruction.				
<b>THE SCHOOL NURSE:</b> <input type="checkbox"/> Recognizes the unique clinical standard of care in schools.	... and <b>THE SCHOOL NURSE:</b> <input type="checkbox"/> Participates in data collection such as pilot projects and formal studies.  <input type="checkbox"/> Seeks research and professional resources when faced with new clinical situations.	... and <b>THE SCHOOL NURSE:</b> <input type="checkbox"/> Utilizes clinical guidelines and evidence based practice in providing school health services.  <input type="checkbox"/> Shares clinical updates with colleagues and peers.	... and <b>STUDENTS AND SIGNIFICANT ADULTS:</b> <input type="checkbox"/> Understand the value of the school nurse's role and the services provided.	... and <b>STUDENTS:</b> <input type="checkbox"/> Experience improved health and learning outcomes.

**QUALITY STANDARD I**

School nurses demonstrate mastery of and expertise in the domain for which they are responsible.

Basic	Partially Proficient	Proficient (Meets State Standard)	Accomplished	Exemplary
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**ELEMENT D:**

School nurses demonstrate knowledge of the interconnectedness of home, school and community influences on student achievement.

<p><b>THE SCHOOL NURSE:</b></p> <ul style="list-style-type: none"><li><input type="checkbox"/> Is aware of the interconnectedness of home, school and community on student achievement.</li></ul>	<p>... and</p> <p><b>THE SCHOOL NURSE:</b></p> <ul style="list-style-type: none"><li><input type="checkbox"/> Invites the contribution of students, significant adults, team members and community to achieve optimal outcomes.</li><li><input type="checkbox"/> Functions as a liaison between family, school and community.</li></ul>	<p>... and</p> <p><b>THE SCHOOL NURSE:</b></p> <ul style="list-style-type: none"><li><input type="checkbox"/> Engages in teamwork in a collaborative, respectful and professional manner.</li><li><input type="checkbox"/> Consults with community agencies to heighten awareness of the school's role in supporting student health and management of chronic conditions.</li></ul>	<p>... and</p> <p><b>STUDENTS AND/OR SIGNIFICANT ADULTS:</b></p> <ul style="list-style-type: none"><li><input type="checkbox"/> Provide information about home and community influences on their health status.</li></ul>	<p>... and</p> <p><b>STUDENTS AND/OR SIGNIFICANT ADULTS:</b></p> <ul style="list-style-type: none"><li><input type="checkbox"/> Engage in activities suggested by the school nurse relevant to the student's health.</li></ul>
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## QUALITY STANDARD I

School nurses demonstrate mastery of and expertise in the domain for which they are responsible

Basic	Partially Proficient	Proficient (Meets State Standard)	Accomplished	Exemplary
<b>ELEMENT E:</b> School nurses demonstrate knowledge of and expertise in their profession.				
<b>THE SCHOOL NURSE:</b> <input type="checkbox"/> Has knowledge and understanding of professional content and service delivery.	... and <b>THE SCHOOL NURSE:</b> <input type="checkbox"/> Aligns practice with the Colorado Nurse Practice Act including the rules for nursing delegation and Colorado School Nurse Guidelines.	... and <b>THE SCHOOL NURSE:</b> <input type="checkbox"/> Applies the National Association of School Nursing Scope and Standards of Practice in the work.  <input type="checkbox"/> Serves as a resource to staff and peers on principles of nursing practice and health related student issues in educational settings.	... and <b>STUDENTS AND/OR SIGNIFICANT ADULTS:</b> <input type="checkbox"/> Use the expertise of the nurse related to family and/or student health needs.	... and <b>STUDENTS AND/OR SIGNIFICANT ADULTS:</b> <input type="checkbox"/> Take advantage of the knowledge and skills of the school nurse in improving their health status.
<i>Evaluator Comments:</i> (Required for Ratings of "Basic" or "Partially Proficient" and recommended for all rating levels.)			<i>Comments of Person Being Evaluated:</i> (Please indicate the element for which the comment applies if not for the standard as a whole.)	

## QUALITY STANDARD II

School nurses support and/or establish safe, inclusive and respectful learning environments for a diverse population of students.

Basic	Partially Proficient	Proficient (Meets State Standard)	Accomplished	Exemplary
<b>ELEMENT A:</b> School nurses foster safe and accessible learning environments in which each student has a positive, nurturing relationship with caring adults and peers.				
<b>THE SCHOOL NURSE:</b> <input type="checkbox"/> Fosters a safe physical, emotional and intellectual environment.	... and <b>THE SCHOOL NURSE:</b> <input type="checkbox"/> Models polite, respectful interactions. <input type="checkbox"/> Expresses empathy for all students.	... and <b>THE SCHOOL NURSE:</b> <input type="checkbox"/> Creates an environment which values diverse perspectives. <input type="checkbox"/> Ensures equitable access to support services.	... and <b>STUDENTS AND/OR SIGNIFICANT ADULTS:</b> <input type="checkbox"/> Experience a nurturing and caring relationship with the school nurse.	... and <b>STUDENTS:</b> <input type="checkbox"/> Show active engagement during interactions with health services staff.

## QUALITY STANDARD II

School nurses support and/or establish safe, inclusive and respectful learning environments for a diverse population of students.

Basic	Partially Proficient	Proficient (Meets State Standard)	Accomplished	Exemplary
<b>ELEMENT B:</b>				
School nurses demonstrate respect for diversity within the home, school and local and global communities.				
<b>THE SCHOOL NURSE:</b> <input type="checkbox"/> Shows sensitivity to diverse values and beliefs when interacting with students and significant adults.	... and <b>THE SCHOOL NURSE:</b> <input type="checkbox"/> Seeks to understand and respect cultural differences.  <input type="checkbox"/> Demonstrates respect for students and the significant adults in their lives.	... and <b>THE SCHOOL NURSE:</b> <input type="checkbox"/> Applies knowledge of diversity to nursing practice including differences in physical, social, emotional, spiritual, cultural and sexual orientation needs.  <input type="checkbox"/> Serves as a resource to staff in addressing the unique diverse needs of students or family.	... and <b>STUDENTS AND SIGNIFICANT ADULTS:</b> <input type="checkbox"/> Feel respected by the school nurse.	... and <b>STUDENTS AND SIGNIFICANT ADULTS:</b> <input type="checkbox"/> Seek appropriate services from health staff.
<b>ELEMENT C:</b>				
School nurses engage students as unique individuals with diverse backgrounds, interests, strengths and needs.				
<b>THE SCHOOL NURSE:</b> <input type="checkbox"/> Involves students in the planning of their health care.	... and <b>THE SCHOOL NURSE:</b> <input type="checkbox"/> Encourages students to share their personal interests in order to better understand strengths and needs.  <input type="checkbox"/> Treats students and the significant adults in their lives as unique individuals with diverse backgrounds.	... and <b>THE SCHOOL NURSE:</b> <input type="checkbox"/> Actively engages students when developing activities related to their health needs.  <input type="checkbox"/> Serves as a resource in responding to questions that require understanding of the uniqueness of individual students.	... and <b>STUDENTS AND SIGNIFICANT ADULTS:</b> <input type="checkbox"/> Feel treated as unique individuals whose backgrounds, interests, strengths and needs are understood.	... and <b>STUDENTS AND SIGNIFICANT ADULTS:</b> <input type="checkbox"/> Take advantage of culturally sensitive health care provided by school health staff members.

**QUALITY STANDARD II**

School nurses support and/or establish safe, inclusive and respectful learning environments for a diverse population of students.

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**ELEMENT D:**

School nurses engage in proactive, clear and constructive communication and work collaboratively with students, families and other significant adults and/or professionals.

<p><b>THE SCHOOL NURSE:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Actively communicates with significant adults and staff.</li> </ul>	<p>... and</p> <p><b>THE SCHOOL NURSE:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Assesses communication preferences when working with others.</li> <li><input type="checkbox"/> Adheres to regulations to maintain privacy and confidentiality for students and significant adults.</li> </ul>	<p>... and</p> <p><b>THE SCHOOL NURSE:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Conveys information to students, significant adults and staff using means that promote understanding.</li> <li><input type="checkbox"/> Creates partnerships with students, significant adults and others to support student health.</li> </ul>	<p>... and</p> <p><b>STUDENTS AND SIGNIFICANT ADULTS:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Experience clear and constructive communication from the school nurse.</li> </ul>	<p>... and</p> <p><b>STUDENTS:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Communicate their own health needs to school health staff.</li> </ul>
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**ELEMENT E:**

School nurses select, create and/or support a safe accessible learning environments characterized by acceptable student behavior, efficient use of time and appropriate behavioral strategies.

<p><b>THE SCHOOL NURSE:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Communicates health interventions necessary during school day to student and staff.</li> </ul>	<p>... and</p> <p><b>THE SCHOOL NURSE:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Identifies potential threats to safety in the school setting.</li> <li><input type="checkbox"/> Implements strategies to promote a healthy school environment.</li> </ul>	<p>... and</p> <p><b>THE SCHOOL NURSE:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Holds students accountable for adherence to school rules and their health care plans.</li> <li><input type="checkbox"/> Promotes sustainable environmental health policies, including access to healthy foods and physical activity.</li> </ul>	<p>... and</p> <p><b>STUDENTS:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Are able to make efficient use of instructional time.</li> </ul>	<p>... and</p> <p><b>STUDENTS AND SIGNIFICANT ADULTS:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Make informed decisions when faced with personal health choices.</li> </ul>
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*Evaluator Comments:  
(Required for Ratings of "Basic" or "Partially Proficient" and recommended for all rating levels.)*

*Comments of Person Being Evaluated:  
(Please indicate the element for which the comment applies if not for the standard as a whole.)*

**QUALITY STANDARD III**

School nurses plan, deliver and/or monitor services and/or specially designed instruction and/or create environments that facilitate learning for their students.

Basic	Partially Proficient	Proficient (Meets State Standard)	Accomplished	Exemplary
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**ELEMENT A:**

School nurses provide services and/or specially designed instruction aligned with state and federal laws, regulations and procedures, academic standards, their districts’ organized plans of instruction and the individual needs of their students.

<p><b>THE SCHOOL NURSE:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Maintains Registered Nurse licensure as required by the Colorado Division of Professions and Occupations.</li> <li><input type="checkbox"/> Maintains a Special Services Provider license for School Nursing from the Colorado Department of Education.</li> </ul>	<p>... and</p> <p><b>THE SCHOOL NURSE:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Understands that national and state laws and district policies and/or procedures govern students with disabilities, specialized education programs and the rights of the disabled.</li> </ul>	<p>... and</p> <p><b>THE SCHOOL NURSE:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Develops plans that support students with medical disability, health conditions, or challenges to their educational goals.</li> <li><input type="checkbox"/> Collaborates with colleagues to develop plans aligned with federal law that support students with special needs.</li> </ul>	<p>... and</p> <p><b>STUDENTS AND SIGNIFICANT ADULTS:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Understand that the services of the school nurse are guided by federal and state laws and district plans.</li> </ul>	<p>... and</p> <p><b>STUDENTS:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Participate successfully in the least restrictive environment.</li> </ul>
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**ELEMENT B:**

School nurses utilize multiple sources of data, which include valid informal and/or formal assessments, to inform services and/or specially designed instruction.

<p><b>THE SCHOOL NURSE:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Uses sufficient sources of health data to assess student health needs.</li> </ul>	<p>... and</p> <p><b>THE SCHOOL NURSE:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Interprets formal and informal medical history to inform care.</li> <li><input type="checkbox"/> Conducts valid informal and formal assessments of student health needs to plan services.</li> </ul>	<p>... and</p> <p><b>THE SCHOOL NURSE:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Designs strategies/programs to meet the multifaceted needs of students with complex healthcare needs.</li> <li><input type="checkbox"/> Considers associated risks, benefits, costs and expected outcomes in planning care.</li> <li><input type="checkbox"/> Contributes to school/district/ state/ national data collection.</li> </ul>	<p>... and</p> <p><b>STUDENTS AND SIGNIFICANT ADULTS:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Benefit from data collection that informs services to meet their needs.</li> </ul>	<p>... and</p> <p><b>STUDENTS:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Contribute to ongoing monitoring and data collection as it relates to their health care.</li> </ul>
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### QUALITY STANDARD III

School nurses plan, deliver and/or monitor services and/or specially designed instruction and/or create environments that facilitate learning for their students.

Basic	Partially Proficient	Proficient (Meets State Standard)	Accomplished	Exemplary
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#### ELEMENT C:

School nurses plan and consistently deliver services and/or specially designed instruction that integrate multiple sources of data to inform practices related to student needs, learning and progress toward achieving academic standards and individualized student goals.

<b>THE SCHOOL NURSE:</b> <input type="checkbox"/> Recognizes the multiple sources of information needed to develop a plan of care in the school setting.	... and <b>THE SCHOOL NURSE:</b> <input type="checkbox"/> Integrates multiple data sources in a coherent fashion for others' understanding.	... and <b>THE SCHOOL NURSE:</b> <input type="checkbox"/> Executes an integrated plan of care and engages district and school personnel in its implementation.  <input type="checkbox"/> Provides ongoing evaluation regarding the effectiveness of care plan and modifies the plan accordingly.	... and <b>STUDENTS AND SIGNIFICANT ADULTS:</b> <input type="checkbox"/> Understand the use of multiple health care sources as relevant to their care.	... and <b>STUDENTS AND SIGNIFICANT ADULTS:</b> <input type="checkbox"/> Participate in the development and implementation of the plan of care and its evaluation.
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#### ELEMENT D:

School nurses support and integrate appropriate available technology in their services and/or specially designed instruction to maximize student outcomes.

<b>THE SCHOOL NURSE:</b> <input type="checkbox"/> Understands the various technologies available for delivery of health services in schools.	... and <b>THE SCHOOL NURSE:</b> <input type="checkbox"/> Competently uses appropriate available technologies to research and document the delivery of health services.	... and <b>THE SCHOOL NURSE:</b> <input type="checkbox"/> Collaborates with colleagues in the use of current technologies to improve service delivery.	... and <b>STUDENTS AND SIGNIFICANT ADULTS:</b> <input type="checkbox"/> Are aware of supportive technology relevant to their care.	... and <b>STUDENTS:</b> <input type="checkbox"/> Use technology effectively to manage their health issues.
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### QUALITY STANDARD III

School nurses plan, deliver and/or monitor services and/or specially designed instruction and/or create environments that facilitate learning for their students.

Basic	Partially Proficient	Proficient (Meets State Standard)	Accomplished	Exemplary
<b>ELEMENT E:</b> School nurses establish and communicate high expectations for their students that support the development of critical-thinking, self-advocacy, leadership and problem solving skills.				
<b>THE SCHOOL NURSE:</b> <input type="checkbox"/> Expects students to promote their own health and wellness.	... and <b>THE SCHOOL NURSE:</b> <input type="checkbox"/> Verbalizes the importance of students' critical thinking, self-advocacy and healthy choices to maintain optimal health and wellness.	... and <b>THE SCHOOL NURSE:</b> <input type="checkbox"/> Works with students and staff to increase expectations of students making healthy choices to maintain optimal health and wellness.  <input type="checkbox"/> Advocates for a school nursing model that promotes optimal health and wellness.	... and <b>STUDENTS AND SIGNIFICANT ADULTS:</b> <input type="checkbox"/> Apply critical thinking skills to support healthy choices.	... and <b>STUDENTS AND SIGNIFICANT ADULTS:</b> <input type="checkbox"/> Advocate for self in working with the school nurse to set individual goals.
<b>ELEMENT F:</b> School nurses communicate effectively with students.				
<b>THE SCHOOL NURSE:</b> <input type="checkbox"/> Understands the importance of applying effective communication skills with students.	... and <b>THE SCHOOL NURSE:</b> <input type="checkbox"/> Conveys information to students which is medically accurate.  <input type="checkbox"/> Uses language appropriate to students' age, developmental level, gender, race and ethnic background.	... and <b>THE SCHOOL NURSE:</b> <input type="checkbox"/> Invites interaction and feedback to validate student understanding.  <input type="checkbox"/> Develops educational resources/tools appropriate to the student's developmental level, gender, race and ethnic background.	...and <b>STUDENTS AND SIGNIFICANT ADULTS:</b> <input type="checkbox"/> Communicate openly and freely with the school nurse.	... and <b>STUDENTS AND/OR SIGNIFICANT ADULTS:</b> <input type="checkbox"/> Articulate individual needs in developing goals.

**QUALITY STANDARD III**

School nurses plan, deliver and/or monitor services and/or specially designed instruction and/or create environments that facilitate learning for their students.

Basic	Partially Proficient	Proficient (Meets State Standard)	Accomplished	Exemplary
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**ELEMENT G:**

School nurses develop and/or implement services and/or specially designed instruction unique to their professions.

<p><b>THE SCHOOL NURSE:</b></p> <ul style="list-style-type: none"><li><input type="checkbox"/> Identifies the key role of the nurse in supporting student's need for health-related accommodations.</li></ul>	<p>... and</p> <p><b>THE SCHOOL NURSE:</b></p> <ul style="list-style-type: none"><li><input type="checkbox"/> Trains, delegates and supervises ancillary staff to provide health services to students.</li><li><input type="checkbox"/> Develops effective, understandable healthcare plans.</li></ul>	<p>... and</p> <p><b>THE SCHOOL NURSE:</b></p> <ul style="list-style-type: none"><li><input type="checkbox"/> Serves as a resource for others in the development of effective evidence based health plans.</li><li><input type="checkbox"/> Contributes to the development of 504 plans and IEPs relative to health outcomes to enable students to access learning.</li></ul>	<p>... and</p> <p><b>STUDENTS AND SIGNIFICANT ADULTS:</b></p> <ul style="list-style-type: none"><li><input type="checkbox"/> Understand the importance of the health care plans developed by the school nurse.</li></ul>	<p>... and</p> <p><b>STUDENTS AND/OR SIGNIFICANT ADULTS:</b></p> <ul style="list-style-type: none"><li><input type="checkbox"/> Take responsibility for their role in carrying out their health care plans relevant to the student's health needs.</li></ul>
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*Evaluator Comments:*  
*(Required for Ratings of "Basic" or "Partially Proficient" and recommended for all rating levels.)*

*Comments of Person Being Evaluated:*  
*(Please indicate the element for which the comment applies if not for the standard as a whole.)*

## QUALITY STANDARD IV

School nurses reflect on their practice.

Basic	Partially Proficient	Proficient (Meets State Standard)	Accomplished	Exemplary
<b>ELEMENT A:</b> School nurses demonstrate that they analyze student learning, development and growth and apply what they learn to improve their practice.				
<b>THE SCHOOL NURSE:</b> <input type="checkbox"/> Uses student data to inform school nursing practice.	... and <b>THE SCHOOL NURSE:</b> <input type="checkbox"/> Understands how health impacts student learning.  <input type="checkbox"/> Develops student health plans based on analyses of student data.	... and <b>THE SCHOOL NURSE:</b> <input type="checkbox"/> Compiles and disseminates interpretive findings to colleagues and stakeholders.	... and <b>THE SCHOOL NURSE:</b> <input type="checkbox"/> Reviews student/school health data to systematically adjust nursing practice to promote and improve student outcomes.	... and <b>THE SCHOOL NURSE:</b> <input type="checkbox"/> Proposes the use of measurable student data to achieve state and national health and wellness goals.
<b>ELEMENT B:</b> School nurses link professional growth to their professional goals.				
<b>THE SCHOOL NURSE:</b> <input type="checkbox"/> Has a professional growth plan to accomplish own professional goals.	... and <b>THE SCHOOL NURSE:</b> <input type="checkbox"/> Maintains professional records that provide evidence of competence and learning.  <input type="checkbox"/> Completes health related trainings as required by the school district.	... and <b>THE SCHOOL NURSE:</b> <input type="checkbox"/> Maintains clinical and professional skills through formal and informal learning experiences.	... and <b>THE SCHOOL NURSE:</b> <input type="checkbox"/> Develops and follows a long-term professional development plan.  <input type="checkbox"/> Provides guidance to colleagues on specialized nursing knowledge and skills.  <input type="checkbox"/> Serves as a member of a professional association.	... and <b>THE SCHOOL NURSE:</b> <input type="checkbox"/> Attains NCSN certification.  <input type="checkbox"/> Develops and conducts professional development programs for use on local, state and/or national levels.

**QUALITY STANDARD IV**

School nurses reflect on their practice.

Basic	Partially Proficient	Proficient (Meets State Standard)	Accomplished	Exemplary
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**ELEMENT C:**

School nurses respond to complex, dynamic environments.

<p><b>THE SCHOOL NURSE:</b></p> <ul style="list-style-type: none"><li><input type="checkbox"/> Realizes the environment may impact student learning.</li></ul>	<p>... and</p> <p><b>THE SCHOOL NURSE:</b></p> <ul style="list-style-type: none"><li><input type="checkbox"/> Understands the complexity of factors influencing school health.</li><li><input type="checkbox"/> Demonstrates clinical skills necessary to address emergency situations.</li></ul>	<p>... and</p> <p><b>THE SCHOOL NURSE:</b></p> <ul style="list-style-type: none"><li><input type="checkbox"/> Participates in development and regular updating of nursing procedures to support school health and safety practices.</li></ul>	<p>... and</p> <p><b>THE SCHOOL NURSE:</b></p> <ul style="list-style-type: none"><li><input type="checkbox"/> Serves as a consultant for colleagues, providing and receiving feedback on professional performance in the complexity of the school context.</li></ul>	<p>... and</p> <p><b>THE SCHOOL NURSE:</b></p> <ul style="list-style-type: none"><li><input type="checkbox"/> Anticipates needed changes to the school health program based on awareness of internal or external influences.</li></ul>
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*Evaluator Comments:  
(Required for Ratings of "Basic" or "Partially Proficient" and recommended for all rating levels.)*

*Comments of Person Being Evaluated:  
(Please indicate the element for which the comment applies if not for the standard as a whole.)*

## QUALITY STANDARD V

School nurses demonstrate collaboration, advocacy and leadership.

Basic	Partially Proficient	Proficient (Meets State Standard)	Accomplished	Exemplary
<b>ELEMENT A:</b> School nurses collaborate with internal and external stakeholders to meet the needs of students.				
<b>THE SCHOOL NURSE:</b> <input type="checkbox"/> Understands the need to work with staff, providers and community stakeholders to meet the health needs of students.	... and <b>THE SCHOOL NURSE:</b> <input type="checkbox"/> Participates in staff meetings and special committees when asked.  <input type="checkbox"/> Demonstrates awareness of community resources such as specialty care providers, medical care clinics and community health agencies.	... and <b>THE SCHOOL NURSE:</b> <input type="checkbox"/> Collaborates with administrative and educational staff in student study teams, crisis teams and/or wellness committees.  <input type="checkbox"/> Collaborates with the external health care community to meet the needs of students.	... and <b>THE SCHOOL NURSE:</b> <input type="checkbox"/> Actively participates in and/or leads the crisis team, student study team, wellness committee or 504 team.  <input type="checkbox"/> Participates in activities of community organizations related to health and education.	... and <b>THE SCHOOL NURSE:</b> <input type="checkbox"/> Initiates and leads special committees when a need is identified related to the health and wellness of the school community.
<b>ELEMENT B:</b> School nurses advocate for students, families and schools.				
<b>THE SCHOOL NURSE:</b> <input type="checkbox"/> Reaches out to students, significant adults and the community in order to understand their needs and represent them.	... and <b>THE SCHOOL NURSE:</b> <input type="checkbox"/> Discusses potential revisions to policies and/or procedures with administrators in order to better address student and school needs.	... and <b>THE SCHOOL NURSE:</b> <input type="checkbox"/> Contributes to and/or participates in school and district task forces and committees to advocate for students.	... and <b>THE SCHOOL NURSE:</b> <input type="checkbox"/> Suggests changes to school and /or district policies and/or procedures to improve student outcomes and safety.	... and <b>THE SCHOOL NURSE:</b> <input type="checkbox"/> Advocates for curricular, school climate and instructional improvements related to safety, health and wellness.

**QUALITY STANDARD V**

School nurses demonstrate collaboration, advocacy and leadership.

Basic	Partially Proficient	Proficient (Meets State Standard)	Accomplished	Exemplary
<b>ELEMENT C:</b> School nurses demonstrate leadership in their educational setting(s).				
<b>THE SCHOOL NURSE:</b> <input type="checkbox"/> Supports school, district and/or community goals and initiatives.  <input type="checkbox"/> Recognizes opportunities to develop leadership skills.	... and <b>THE SCHOOL NURSE:</b> <input type="checkbox"/> Contributes to school committees and teams.  <input type="checkbox"/> Maintains a positive, productive and respectful relationship with colleagues.	... and <b>THE SCHOOL NURSE:</b> <input type="checkbox"/> Takes advantage of opportunities to develop leadership skills.	... and <b>THE SCHOOL NURSE:</b> <input type="checkbox"/> Finds ways to exercise leadership working with administration and colleagues to make appropriate health and safety decisions for students and staff.	... and <b>THE SCHOOL NURSE:</b> <input type="checkbox"/> Leads activities to analyze student health data and interpret results and contribute to school health and wellness goals.
<b>ELEMENT D:</b> School nurses contribute knowledge and skills to educational practices and their profession.				
<b>THE SCHOOL NURSE:</b> <input type="checkbox"/> Shares expertise with colleagues.	... and <b>THE SCHOOL NURSE:</b> <input type="checkbox"/> Uses knowledge and skills to support student growth and development.	... and <b>THE SCHOOL NURSE:</b> <input type="checkbox"/> Applies knowledge of Essential School Health Services in nursing practice.	... and <b>THE SCHOOL NURSE:</b> <input type="checkbox"/> Contributes knowledge in district-wide decision-making processes that impact the health of students.  <input type="checkbox"/> Serves as a mentor/coach for school nurse peers.	... and <b>THE SCHOOL NURSE:</b> <input type="checkbox"/> Offers professional growth and development activities in school health and safety for district staff.

**QUALITY STANDARD V**

School nurses demonstrate collaboration, advocacy and leadership.

Basic	Partially Proficient	Proficient (Meets State Standard)	Accomplished	Exemplary
<b>ELEMENT E:</b> School nurses demonstrate high ethical standards.				
<p><b>THE SCHOOL NURSE:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Maintains confidentiality of student health records as required by law.</li> <li><input type="checkbox"/> Understands the need to hold high ethical standards for themselves and others.</li> </ul>	<p>... and</p> <p><b>THE SCHOOL NURSE:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Demonstrates ethical behavior according to the Code of Ethics for School Nurses.</li> <li><input type="checkbox"/> Maintains confidentiality of student and staff health information (HIPAA, FERPA).</li> </ul>	<p>... and</p> <p><b>THE SCHOOL NURSE:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Demonstrates professional demeanor in words, actions and appearances.</li> <li><input type="checkbox"/> Maintains a therapeutic and professional relationship with appropriate role boundaries.</li> </ul>	<p>... and</p> <p><b>THE SCHOOL NURSE:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Challenges school practice when it violates ethical standards.</li> <li><input type="checkbox"/> Supports and encourages colleagues to demonstrate ethical behavior.</li> </ul>	<p>... and</p> <p><b>THE SCHOOL NURSE:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Acts as a teacher/leader to promote ethical standards.</li> </ul>
<p><i>Evaluator Comments:</i> (Required for Ratings of "Basic" or "Partially Proficient" and recommended for all rating levels.)</p>			<p><i>Comments of Person Being Evaluated:</i> (Please indicate the element for which the comment applies if not for the standard as a whole.)</p>	



## Observations, Required Measures and Other Evidence/Artifacts for School Nurses

### **S.B. 10-191 REQUIRES MULTIPLE MEASURES OF EDUCATOR PERFORMANCE MEASURED ON MULTIPLE OCCASIONS**

**THROUGHOUT THE YEAR.** For Special Services Providers this requirement is defined as required measures and optional additional measures (evidence/artifacts). While the rubric serves as the data collection tool for observations, districts and BOCES must determine the method for collecting data regarding required measures and additional evidence/artifacts. This chart serves as a reminder of the required measures that must be discussed annually and evidence/artifacts that may be discussed at the end of the evaluation cycle to confirm the accuracy of ratings.

### **SHALL BE BASED ON AT LEAST ONE OF THE FOLLOWING PERFORMANCE MEASURES, WHEN APPROPRIATE TO THE SSP'S ASSIGNED DUTIES:**

- Student perception measures, where appropriate and feasible
- Peer feedback
- Parent or guardian feedback
- Student support documentation

### **ADDITIONAL EVIDENCE/ARTIFACTS:**

Evaluation of professional practice may include additional measures such as those listed below. These are provided as examples of evidence the evaluator and/or educator being evaluated may share with each other to provide evidence of performance in addition to observations and evaluator ratings collected on the rubric.

- |  |   |
|--|---|
| <ul style="list-style-type: none"><li>● Adherence to standard operating procedures that ensure confidentiality of records</li><li>● CDE Special Services Provider License as a School Nurse</li><li>● Committee/workgroup minutes</li><li>● Communications with families and students</li><li>● Data collection methods</li><li>● Delegation logs</li><li>● Documentation of presentations to internal and external groups</li><li>● Documented evidence of communication with staff, colleagues and healthcare providers</li><li>● DORA license for registered nurse</li><li>● Email or other documented evidence of communication with staff, colleagues and health care providers</li><li>● Emergency health care plans</li><li>● Formal/informal leadership roles verification</li><li>● Immunization compliance, screening referrals/follow-up</li><li>● Individualized health care plans</li></ul> | <ul style="list-style-type: none"><li>● Local and national conference agendas</li><li>● Meeting minutes from family meetings</li><li>● Membership in school teams</li><li>● Mentoring logs</li><li>● NCSN certification</li><li>● Needs assessment findings</li><li>● Nursing documentation records</li><li>● Professional development certificates of attendance</li><li>● Relevant federal, state and district laws and policies</li><li>● Resource materials on cultural groups</li><li>● Return to class rate</li><li>● School committee roster</li><li>● Service evaluations</li><li>● SPED Evaluations/504 Plans</li><li>● Staff training logs</li><li>● Student academic data</li><li>● Student training materials</li><li>● UAP training logs</li></ul> |
|--|---|