

**Components of Professional Practice for School Nurse
from Charlotte Danielson's**

Adapted from "Enhancing Professional Practice: A Framework for Teaching"

Domain 1: Organizational Skills

COMPONENT	Level of Performance			
	<i>Unsatisfactory</i>			<i>Proficient</i>
1a. Time Management	School nurse does not demonstrate any time management skills. Work is not completed.	School nurse exhibits some time management skills. Some work is completed. Reminders are needed.	School nurse exhibits time management skills, attends meetings and gets reports and work completed.	School nurse exhibits strong time management skills. Work is reliably completed. Is reliable to attend meetings and other activities.
1b. Preparation & Planning	School nurse shows no professional preparation or planning.	School nurse shows some professional preparation and planning in some areas as described by best practices of the NASN	School nurse often shows professional preparation and planning as described by best practices of the NASN.	School nurse shows professional preparation and planning at all times and described by the best practices of the NASN.
1c. Completes Tasks	Tasks are not done or are done late.	Tasks are done with reminders or inconsistently.	Tasks are completed in a timely manner.	Tasks are consistently done on time or early.
1d. Maintains Records	Health records are not updated on the folder or in the computer with current health information, students contacts, and immunization records.	Health records are generally done but updated information is absent. Updated information is needed in the computer files.	Health records are maintained on the folder and on computer files.	Health records are maintained and updated regularly with clear expectations both on the computer and on folder.
1e. Implements Policies, Programs & Procedures	School nurse does not develop or implement health policies, programs, and procedures and shows no knowledge of Pocatello/Chubbuck School District #25 Health Services protocol, policies, and procedures.	School nurse implements and shows some understanding of existing health policies, programs, and procedures of Pocatello/Chubbuck School District #25.	School nurse implements health policies, programs, and procedures and contributes to the development of new health policies, programs, and procedures. Has good understanding of the policies, programs and procedures.	School nurse displays thorough knowledge of Pocatello/Chubbuck School District #25 Health Services protocol, policies and procedures, and utilizes them consistently. School nurse evaluates the effectiveness of these guidelines on an on-going basis and proposes changes as indicated.
1f. Identifies Student Health/Medical Needs	School nurse demonstrates little knowledge identifying student health/medical needs and does not develop programs.	School nurse demonstrates basic knowledge identifying student health/medical needs and may develop programs occasionally for routine needs.	School nurse demonstrates good knowledge identifying student health/medical needs and develops appropriate programs when needed.	School nurse demonstrates knowledge identifying student health/medical needs based on current research on best practice and is active in developing programs to meet the health/medical needs of students.

Domain 2: Coordinating Functions

COMPONENT	Level of Performance			
	<i>Unsatisfactory</i>			<i>Proficient</i>
2a. Works Well with Staff	School nurse relationships with colleagues are absent, negative or self-serving.	School nurse maintains cordial relationships with colleagues to fulfill the duties that the school district requires.	School nurse relationships with colleagues demonstrate support and cooperation.	School nurse relationships with colleagues are characterized by support and cooperation. The School nurse takes initiative in assuming a leadership role regarding health issues.
2b. Provides Inservice Training	Health education inservice programs are not done.	Health education inservice programs are done when required but poorly planned and may fall short of program goals.	Health education inservice programs are well planned. Program goals are generally achieved.	School nurse actively creates inservice programs. They are extremely well planned, purposeful, and meet or exceed the program objectives/goals.
2c. Functions as Advocate for Students/Parents	School nurse is not aware of student/family needs.	School nurse is aware of some student/family needs and responds to some of those needs.	School nurse responds to student/family needs and advocates on their behalf.	School nurse is proactive in responding to student/family needs, seeking out resources when necessary to advocate for them.
2d. Is Available for Consultation	School nurse is unaware or does not respond to questions, interests, or concerns of student/family/staff.	School nurse responds to student/family/staff questions, interests, or concerns.	School nurse is knowledgeable and cooperative when consulted by student/family/staff.	School nurse is approachable and available in providing accurate information in consultation with student/family/staff.
2e. Identifies/Utilizes Community Support Services	School nurse is not aware of resources available through the school, district, or community.	School nurse is aware of some resources available through the school, district or community.	School nurse is aware of multiple resources available and is able to use them to meet the needs of students/family/staff.	School nurse is aware of school, district, and community resources to enhance health services.
2f. Provides Education for Student Health Needs	School nurse does not use the nursing process to make plans to contribute to the education of the student with special health needs.	School nurse uses basic knowledge of the nursing process to identify health needs. Plans are inadequate or are completed on very few students.	School nurse displays solid use of the nursing process and develops plans for most students with special health needs.	School nurse displays extensive knowledge of the nursing process with continuing pursuit of knowledge. Health plans are completed for all students needing them and are individualized and continually monitored.

Domain 3: Communication Skills

COMPONENT	Level of Performance			
	<i>Unsatisfactory</i>			<i>Proficient</i>
3a. Works Effectively with Staff	School nurse does not make staff aware of specific health concerns of their students.	School nurse is aware of specific student health concerns but does not communicate these concerns to teachers routinely.	School nurse alerts teachers to specific health concerns of some of their students.	School nurse alerts teachers of specific health concerns of a majority of their students. Health alerts are created and updated as needed.
3b. Participates in IEP Meetings	School nurse makes no effort to attend or share knowledge with other team members in IEP meetings.	School nurse attends IEP meetings but contributes in limited ways.	School nurse attends IEP meetings and does some assigned tasks and participates in sharing knowledge to contribute to the meeting.	School nurse attends IEP meetings and does required tasks. Nurse initiates the sharing of knowledge that contributes to the IEP meetings on an ongoing basis.

3c. Communicates Effectively	School nurse does not communicate with student, parents, staff and administrators.	School nurse responds to questions from student, parent, staff and administrators.	School nurse provides information to student, parents, staff and administrators as appropriate.	School nurse frequently provides information to student. Parents, staff and administrators as appropriate. Communication reflects current needs of student and school environment.
3d. Maintains Confidentiality	School nurse is not alert to issues of confidentiality.	School nurse efforts to maintain confidentiality are inconsistent.	School nurse maintains confidentiality by releasing confidential information only to appropriate personnel with parents consent.	School nurse is highly proactive in maintaining confidentiality and educates others to remember the importance of confidentiality.
3e. Develop Rapport with Students	School nurse ignores students or has interactions that are negative, demeaning, sarcastic, or inappropriate to the individual or student. Students exhibit disrespect for the nurse.	School nurse interactions with students are generally appropriate but may reflect occasional inconsistency or students e minimal respect for the nurse.	School nurse interactions with students are generally friendly and demonstrate warmth, caring and respect for the nurse.	School nurse interactions are friendly and demonstrate warmth, caring and mutual respect in accordance with developmental and cultural norms.
3f. Communicates with Physicians & Pharmacists	School nurse does not communicate with physicians or pharmacists.	School nurse communicates with physicians and pharmacists when necessary.	School nurse communicates with physicians and pharmacists in a professional manner for clarification of health matters.	School nurse initiates communications that are consistently high quality, clearly expressive, and appropriate for intended recipient.

Domain 4: Professional Responsibilities

COMPONENT	Level of Performance			
	<i>Unsatisfactory</i>			<i>Proficient</i>
4a. Pursues Professional Growth	School nurse engages in no professional development activities to enhance knowledge skills.	School nurse participates in professional activities to a limited extent when they are convenient.	School nurse seeks out opportunities for professional development and participates in professional growth opportunities to enhance nursing process knowledge.	School nurse seeks out opportunities for professional development and encourages other school nurses to seek further knowledge to enhance the nursing process.
4b. Understands Legal & Ethical Practice	School nurse exhibits a lack of knowledge regarding the Idaho Nurse Practice Act and the Idaho Board of Nursing Rules and Regulations.	School nurse is aware of the Idaho Nurse Practice Act and adheres to the Idaho Board of Nursing Rules and Regulations.	School nurse is aware of the Idaho Nurse Practice Act and adheres to the Idaho Board of Nursing Rules and Regulations. Duties are delegated as appropriate.	School nurse adheres to Idaho Nurse Practice Act and Idaho Board of Nursing Rules and Regulations. Additionally, school nurse follows the Practice Guidelines of the National Association of School Nursing. Delegation of duties are appropriate.
4c. Performs Duties in a Professional Manner	School nurse practices without reference to Pocatello/Chubbuck School District #25 Health Services Policies/Procedures.	School Nurse is aware of Pocatello/Chubbuck School District #25 Health Services Policies/Procedures.	School nurse abides by Pocatello/Chubbuck School District #25 Health Services Policies/Procedures routinely.	School Nurse abides by Pocatello/Chubbuck School District #25 Health Services Policies/Procedures. Nurse is also actively involved in policy development and revision.
4d. Participates in School/District Projects	School nurse avoids becoming involved in school and district projects.	School nurse participates school and district projects when specifically asked.	School nurse volunteers to participate in school and district projects making a substantial contribution.	School nurse volunteers to participate in school and district projects, making a substantial contribution and assumes a leadership role in a major school or district project.
4e. Presents Growth & Development Programs	School nurse does not provide health education to groups of individuals or in classroom settings	School nurse provides health instruction when requested.	School nurse provides formal health instruction within groups or in classrooms, based on sound learning theory as appropriate for developmental level.	School nurse provides formal health instruction within groups or in classrooms, based on sound learning theory as appropriate for developmental level. Involvement in health curriculum development is apparent.
4f. Provides Health Counseling	School nurse does not provide health counseling or its of uniformly poor quality.	School nurse does provide health counseling but it is inconsistent in quality.	School nurse provides consistently high quality, individualized counseling to person or group.	School nurse provides consistently high quality, individualized counseling to person or group. Feedback provision is made for students, parents or staff.

August 2007