



RSU5
Durham – Freeport – Pownal
Growth & Evaluation

Nurse
Professional Practice Rubrics and
Evaluation Summary

I. PERFORMANCE AND PREPARATION

| 4 Highly Effective | 3 Effective | 2 Improvement Needed | 1 Does Not Meet Standards | |
|---|--|--|---|---|
| The Nurse: | | | | |
| a Demonstrating medical knowledge and skill in nursing | Nurse demonstrates deep and thorough understanding of medical knowledge and nursing techniques. | Nurse demonstrates understanding of medical knowledge and nursing techniques. | Nurse demonstrates partial understanding of medical knowledge and nursing techniques. | Nurse demonstrates little understanding of medical knowledge and nursing techniques. |
| b Demonstrating nursing techniques, knowledge of child and adolescent development | In addition to accurate knowledge of the typical developmental characteristics of the age group and exceptions to the general patterns, the nurse displays knowledge of the extent to which individual students follow the general patterns. | Nurse displays knowledge of typical developmental characteristics of the age group, as well as exceptions to the general patterns. | Nurse displays partial knowledge of child and adolescent development. | Nurse displays little or no knowledge of child and adolescent development. |
| c Demonstrating knowledge of government, community, and district regulations and resources | Nurse's knowledge of governmental regulations and resources for students is extensive, including those available through the school or district and in the community. | Nurse displays awareness of governmental regulations and resources for students available through the school or district and some familiarity with resources external to the school. | Nurse displays awareness of governmental regulations and resources for students available through the school or district, but no knowledge of resources available more broadly. | Nurse demonstrates little or no knowledge of governmental regulations, community resources for students, and or those available through the school or district. |
| d Planning the nursing program for both individuals and groups of students, integrated with the regular school program | Nurse's plan is highly coherent and serves to support not only the students individually and in groups, but also the broader educational program. | Nurse has developed a plan that includes the important aspects of work in the setting. | Nurse's plan has a guiding principle and includes a number of worthwhile activities, but some of them don't fit with the broader goals. | Nursing program consists of a random collection of unrelated activities, lacking coherence or an overall structure. |
| e Establishing goals for the nursing program appropriate to the setting and the students served | 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. | Nurse's goals for the nursing program are clear and appropriate to the situation in the school and to the age of the students. | Nurse's goals for the nursing program are rudimentary and are partially suitable to the situation and the age of the students. | Nurse has no clear goals for the nursing program, or they are inappropriate to either the situation or the age of the students. |
| f Developing a plan to evaluate the nursing program | Nurse's evaluation plan is highly sophisticated, with imaginative sources of evidence and a clear path toward improving the program on an ongoing basis. | 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 has a rudimentary plan to evaluate the nursing program. | Nurse has no plan to evaluate the program or resists suggestions that such an evaluation is important. |

Overall rating: _____

Comments:

II. THE ENVIRONMENT

| The Nurse: | 4 Highly Effective | 3 Effective | 2 Improvement Needed | 1 Does Not Meet Standards |
|---|---|--|---|--|
| a Creating an environment of respect and rapport | Establishes respect and rapport with Students so that they seek out the nurse, reflecting a high degree of comfort and trust in the student-nurse relationship. | Has positive and respectful interactions with students to cultivate comfort and trust in the student-nurse relationship. | Nurse's interactions with students are a mix of positive and negative. | Nurse's interactions with at least some students are negative or inappropriate. |
| b Establishing a culture for health and wellness | Guides culture in the school towards health and wellness, while promoted by the nurses, is maintained by both teachers and students. | Nurse promotes a culture throughout the school for health and wellness. | Nurse's attempts to promote a culture throughout the school for health and wellness are partially successful. | Nurse makes no attempt to establish a culture for health and wellness in the school as a whole, or among students or among teachers. |
| c Following health protocols and procedures | Nurse procedures for the nursing office are seamless anticipating unexpected situations. | Nurse procedures for the nursing office are effective. | Nurse procedures for the nursing office are partially effective. | Nurse procedures for the nursing office are non-existent or not effective. |
| d Supervising health associates | Associates work independently, indicating clear guidelines for their work. Nurse's supervision is subtle and professional. | Nurse has established guidelines for delegated duties and monitors associates' activities. | Nurse's efforts to establish guidelines for delegated duties are partially successful. Nurse monitors associates' activities sporadically. | No guidelines for delegated duties have been established, or the guidelines are unclear. |
| e Organizing physical space | Nurse's office is efficiently organized and is highly appropriate to the planned activities. Medications are properly stored and well organized. | Nurse's office is well organized and is appropriate to the planned activities. Medications are properly stored and well organized. | 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 in disarray or is inappropriate to the planned activities. Medications are not properly stored. |

Overall rating: _____

Comments:

III. DELIVERY OF SERVICE

| The Nurse: | 4 Highly Effective | 3 Effective | 2 Improvement Needed | 1 Does Not Meet Standards |
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| a Assessing the student | Nurse conducts detailed and individualized assessment of student needs to contribute to program planning. Analyzes those results and shares it with colleagues, students and parents appropriately. | Conducts adequate assessments of student needs, analyzes the results and shares it with colleagues, students and parents as needed. | Nurse's assessments of student needs are perfunctory, but may not analyze and/or share the results with colleagues, students and/or parents appropriately. | Nurse does not assess student needs, or the assessments result in inaccurate conclusions, and/or results are not analyzed and/or shared. |
| b Administering medications to students | Ensures that medications are administered by designated individuals, and signed release forms are signed and appropriately stored. Shares knowledge of medication and importance of compliance with students. Students take an active role in medication compliance. | Medications are administered by designated individuals, and signed release forms are appropriately stored and available when needed. | Medications are administered by designated individuals, but signed release forms are not appropriately stored. | Medications are administered with no regard to state or district policies. |
| c Promoting wellness through classes or classroom presentations | The nurse is successful in promoting wellness through classroom presentations that inspire students to assume active roles in furthering a healthy lifestyle in the school. | The Nurse is successful in presenting the knowledge and attitudes that will help students acquire a healthy lifestyle through classroom presentations. | Nurse's efforts to promote wellness through classroom presentations are partially effective. | Nurse's work with students in classes fails to promote wellness. |
| d Managing emergency situations | Nurse's plans for emergency situations have been developed for many situations. Ensures students and staff understanding of plans in case of emergencies. | Nurse's plans for emergency situations have been developed for many situations. | Nurse's plans for emergency situations have been developed for the most frequently occurring situations but not others. | Nurse has no contingency plans for emergency situations. |
| e Demonstrating flexibility and responsiveness | Nurse is continually seeking ways to improve the nursing program and makes changes as needed in response to student, parent, or teacher input. | Nurse makes revisions in the nursing program when they are needed. | Nurse makes modest changes in the nursing program when confronted with evidence of the need for change. | Nurse adheres to the plan or program, in spite of evidence of its inadequacy. |
| f Collaborating with professional staff to develop specialized educational programs and services for students with diverse medical needs | Nurse initiates collaboration with professional staff in developing instructional lessons and units, locating additional resources from outside the school. | Nurse initiates collaboration with professional staff in developing instructional lessons and units. | Nurse collaborates with professional staff in developing instructional lessons and units when specifically asked to do so. | Nurse declines to collaborate with professional staff to develop specialized educational programs. |

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| <p>g Communicates and collaborates with Guidance and other Professional Staff</p> | <p>Nurse recognizes and promptly presents information about a student's welfare to key staff. Nurse designs and contributes to effective intervention based on a variety of sources.</p> | <p>Nurse recognizes behaviors and information that is relevant to other professionals and shares it. Nurse acts upon information provided by other staff.</p> | <p>Nurse shares relevant issues with staff in most instances and does consider information provided.</p> | <p>Nurse does not report relevant issues to guidance staff or act upon information provided.</p> |
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Overall rating: _____ Comments: _____

IV. PROFESSIONAL RESPONSIBILITIES

| | <p>4 Highly Effective</p> | <p>3 Effective</p> | <p>2 Improvement Needed</p> | <p>1 Does Not Meet Standards</p> |
|---|--|---|--|---|
| <p>The Nurse: a Reflecting on practice</p> | <p>Nurse's reflection is highly accurate and perceptive, citing specific examples. Nurse draws on an extensive repertoire to suggest alternative strategies.</p> | <p>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.</p> | <p>Nurse's reflection on practice is moderately accurate and objective without citing specific examples and with only global suggestions as to how it might be improved.</p> | <p>Nurse does not reflect on practice, or the reflections are inaccurate or self-serving.</p> |
| <p>b Maintaining health records in accordance with policy and submitting reports in a timely fashion</p> | <p>Nurse's approach to record keeping (digital and/or otherwise) is highly systematic and efficient and serves as a model for colleagues across the school.</p> | <p>Nurse's reports, records, and documentation (digital and/or otherwise) are accurate and are submitted in a timely manner.</p> | <p>Nurse's reports, records, and documentation (digital and/or otherwise) are generally accurate, but are occasionally late.</p> | <p>Nurse's reports, records, and documentation (digital and/or otherwise) are missing, late, or inaccurate, resulting in confusion.</p> |
| <p>c Communicating with families</p> | <p>Nurse is proactive in providing information to families about the nursing program and about individual students through a variety of means.</p> | <p>Nurse provides thorough and accurate information to families about the nursing program as a whole and about individual students.</p> | <p>Nurse provides limited though accurate information to families about the nursing program as a whole and about individual students.</p> | <p>Nurse provides no information to families, either about the nursing program as a whole or about individual students.</p> |
| <p>d Contributions to the School Community</p> | <p>Proactively anticipates, demonstrates and cultivates in others, a sense of shared responsibility for meeting the day-to-day and long-term needs of the school community and supporting school and district initiatives.</p> | <p>Consistently demonstrates a sense of shared responsibility for meeting the day-to-day and long-term needs of the school community and supporting school and district initiatives.</p> | <p>At times will demonstrate a sense of shared responsibility for meeting the day-to-day and long-term needs of the school community and supporting school and district initiatives.</p> | <p>Does not demonstrate a sense of shared responsibility for meeting the day-to-day and long-term needs of the school community and supporting school and district initiatives.</p> |

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|---|--|--|--|---|
| <p style="text-align: center;">e Engaging in professional development</p> | <p>Nurse actively pursues professional development opportunities and makes a substantial contribution to the profession through such activities as offering workshops to colleagues.</p> | <p>Nurse seeks out opportunities for professional development based on an individual assessment of need.</p> | <p>Nurse's participation in professional development activities is limited to those that are convenient or required.</p> | <p>Nurse does not participate in professional development activities, even when such activities are clearly needed for the development of nursing skills.</p> |
| <p style="text-align: center;">f Showing professionalism</p> | <p>Nurse can be counted on at all times to hold the highest standards of honesty, integrity, and confidentiality and to advocate for students, serving as a role model for colleagues.</p> | <p>Nurse displays high standards of honesty, integrity, and confidentiality in interactions with colleagues, students, and the public; advocates for students when needed.</p> | <p>Nurse is honest in interactions with colleagues, students, and the public; does not violate confidentiality.</p> | <p>Nurse displays dishonesty in interactions with colleagues, students, and the public; violates principles of confidentiality.</p> |

Overall rating: _____

Comments:

Evaluation Summary Page

Nurse's Name: _____ School Year: _____

School: _____ Evaluator: _____

RATINGS ON INDIVIDUAL RUBRICS:

I. Planning and Preparation for Learning

Highly Effective Effective Improvement Needed Does Not Meet Standards

II. Knowledge of Students

Highly Effective Effective Improvement Needed Does Not Meet Standards

III. Delivery of Instruction

Highly Effective Effective Improvement Needed Does Not Meet Standards

IV. Monitoring, Assessment and Follow-Up

Highly Effective Effective Improvement Needed Does Not Meet Standards

Professional Practice Overall Rating

Highly Effective (4) Effective (3) Improvement Necessary (2) Does Not Meet Standards (1)

Professional practice overall rating: _____

Evaluator comments including goal progress:

Nurse Comments:

Evaluator's Signature: _____ Date: _____

Nurse's Signature: _____ Date: _____

(The nurse's signature indicates that they have seen and discussed the evaluation; it does not necessarily denote agreement with the report.)