



North Clackamas School District Prioritized Standards/Clusters School Nurse

DOMAIN 1: Planning and Preparation 1a Demonstrating medical knowledge and skill in nursing techniques 1b Demonstrating knowledge of child and adolescent development 1c Establishing goals for the nursing program appropriate to the setting and the students served 1d Demonstrating knowledge of government, community, and district regulations and resources 1e Planning the nursing program for both individuals and groups of students, integrated with the regular school program 1f Developing a plan to evaluate the nursing program	DOMAIN 2: The Classroom Environment 2a Creating an environment of respect and rapport 2b Establishing a culture for health and wellness 2c Following health protocols and procedures 2d Supervising health associates 2e Organizing physical space
DOMAIN 4: Professional Responsibilities 4a Reflecting on practice 4b Maintaining health records in accordance with policy and submitting reports in a timely fashion 4c Communicating with families 4d Participating in a professional community 4e Engaging in professional development 4f Showing professionalism 4g Contributing to school and district goals	DOMAIN 3: Instruction 3a Assessing student needs 3b Administering medications to students 3c Promoting wellness through classes or classroom presentations 3d Managing emergency situations 3e Demonstrating flexibility and responsiveness 3f Collaborating with teachers to develop specialized educational programs and services for students with diverse medical needs

NCSD Cluster 1: 1b, 2c, 3a, 4c, 4e (Recommend revising 4e language to match 4e in CT continuum and "evolution of nursing practice" for 2017-18)

NCSD Cluster 2: 1d, 3d, 3e, 4b

NCSD Cluster 3: 2d, 2e, 3f, 4g

The evaluation process will require the probationary educator to develop a set of goals and objectives in the fall of each school year. The probationary teacher will be observed at least four times before their summative evaluation, of which at least two will be formal. The evaluator will prioritize the appropriate prioritized probationary standards for observation, artifact review and feedback purposes. Prior to all formal observations, the teacher will provide the evaluator with an overview of the lesson, which includes learning targets and a lesson plan. Not everything will be observable in the classroom observation. Therefore, the teacher may provide and the evaluator may request artifacts related to the priority standards to fill in the gaps for the evaluator.

The evaluator uses the four observations, professional goals, conferences, and artifacts to complete the probationary teacher evaluation. This evaluation is completed and reviewed with the teacher prior to the contract renewal decision timeline. This date falls in mid-February to early March.

Probationary Year One (minimum standard):

- If the teacher is not demonstrating consistent performance at the level of Proficient in professional growth (as measured by indicator 4e) and the Basic level in all remaining indicators, the evaluator may recommend non-renewal.

Probationary Year Two (minimum standard):

- If the teacher is not demonstrating consistent performance at least at the Proficient level in cluster one and Basic in all other indicators, the evaluator may recommend non-renewal.

Probationary Year Three (minimum standard):

- If the teacher is not demonstrating consistent performance at least at the Proficient level in clusters one and two and Basic in all other indicators, the evaluator may recommend non-renewal.