

Danielson Nurse Rubric

DOMAIN 1: PLANNING AND PREPARATION

	Highly Effective(4)	Effective(3)	Partially Effective(2)	Ineffective(1)
Demonstrating medical knowledge and skills in nursing techniques	Nurse demonstrates deep and thorough understanding of medical knowledge and nursing techniques	Nurse demonstrates understanding of medical knowledge and nursing techniques	Nurse demonstrates PARTIALLY EFFECTIVE understanding of medical knowledge and nursing techniques	Nurse Demonstrates little understanding of medical knowledge and nursing techniques
Demonstrating 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, nurse displays knowledge of the extent to which individual students follow the general patterns.	Nurse displays accurate understanding 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 of no knowledge of child and adolescent development.
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.
Demonstrating knowledge of government, community and district regulations and resources	Nurse's knowledge of government 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 and resources for students available through the school or district.

	Highly Effective(4)	Effective(3)	Partially Effective(2)	Ineffective(1)
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.
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 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.

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DOMAIN 2: The Environment

	Highly Effective(4)	Effective(3)	Partially Effective(2)	Ineffective(1)
Creating and environment of respect and rapport	Students seek out the nurse, reflecting a high degree of comfort and trust in the relationship.	Nurse's interactions with students are positive and respectful.	Nurse's interactions with students are a mix of positive and negative.	Nurse's interactions with at least some students are negative or inappropriate.
Establishing a culture for health and wellness	The culture in the school for health and wellness, while guided by the nurse, 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.
Following health protocols and procedures	Nurse's procedures for the nursing office are seamless, anticipating unexpected situations.	Nurse's procedures for the nursing office work effectively.	Nurse has rudimentary and partially successful procedures for the nursing office.	Nurse's procedures for the nursing office are nonexistence or in disarray.
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 partiall successful. Nurse monitors associates' activities sporadically.	No guidelines for delegated duties have been established, or the guidelines are unclear. Nurse does not monitor associates' activities.
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.

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DOMAIN 3: Delivery of Service

	Highly Effective(4)	Effective(3)	Partially Effective(2)	Ineffective(1)
Assessing student needs	Nurse conducts detailed and individualized assessment of student needs to contribute to program planning.	Nurse assesses student needs and knows the range of students needs in the school.	Nurse's assessments of students needs are perfunctory.	Nurse does not assess student needs, or the assessments result in inaccurate conclusions.
Administering medications to students	Medications are administered by designated individuals, and signed release forms are conveniently stored. Students take an active role in medication compliance.	Medications are administered by designated individuals, and signed release forms are conveniently stored and available when needed.	Medications are administered by designated individuals, but signed release forms are not conveniently stored.	Medications are administered with no regard to state or district policies.
Promoting wellness through classes or classroom presentations	Nurse's classroom presentations for wellness are effective, and students assume an active role in the school in promoting a healthy lifestyle.	Nurse's classroom presentations result in students acquiring the knowledge and attitudes that help them adopt a healthy lifestyle.	Nurse's efforts to promote wellness through classroom presentations are partially effective.	Nurse's work with students in classes fails to promote wellness.
Managing emergency situations	Nurse's plans for emergency situations have been developed for many situations. Students and teachers have learned their responsibilities 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.
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.

	Highly Effective(4)	Effective(3)	Partially Effective(2)	Ineffective(1)
Collaborating with teachers to develop specialized educational programs and services for students with diverse medical needs	Nurse initiates collaboration with classroom teachers in developing instructional lessons and units, locating additional resources from outside the school.	Nurse initiates collaboration with classroom teachers in developing instructional lessons and units.	Nurse collaborates with classroom teachers in developing instructional lessons and units when specifically asked to do so.	Nurse declines to collaborate with classroom teacher to develop specialized educational programs.

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DOMAIN 4: Professional Responsibilities

	Highly Effective(4)	Effective(3)	Partially Effective(2)	Ineffective(1)
Reflecting on practice	Nurse's reflection is highly accurate and perceptive, citing specific examples. Nurse draws on an extensive repertoire to suggest alternative strategies.	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.	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.	Nurse does not reflect on practice, or the reflections are inaccurate or self-serving.
Maintaining health records in accordance with policy and submitting reports in a timely fashion	Nurse's approach to record keeping is highly systematic and efficient and serves as a model for colleagues across the school.	Nurse's reports, records, and documentation are accurate and are submitted in a timely manner.	Nurse's reports, records, and documentation are generally accurate, but are occasionally late.	Nurse's reports, records, and documentation are missing, late, or inaccurate, resulting in confusion.
Communicating with families	Nurse is proactive in providing information to families about the nursing program and about individual students through a variety of means.	Nurse provides thorough and accurate information to families about the nursing program as a whole and about individual students.	Nurse provides limited though accurate information to families about the nursing program as a whole and about individual students.	Nurse provides no information to families either about the nursing program as a whole or about individual students.
Participating in a professional community	Nurse makes substantial contribution to school and district events and projects and assumes leadership role with colleagues.	Nurse participates actively in school and district events and projects and maintains positive and productive relationships with colleagues.	Nurse's relationships with colleagues are cordial, and nurse participates in school and district events and projects when specifically requested to do so.	Nurse's relations with colleagues are negative or self-serving, and nurse avoids being involved in school and district events and projects.
Engaging in professional development	Nurse actively pursues professional development opportunities and makes a substantial contribution to the profession through such activities as offering workshops to colleagues.	Nurse seeks out opportunities for professional development based on an individual assessment of need.	Nurse's participation in professional development activities is limited to those that are convenient or are required.	Nurse does not participate in professional development activities even when such activities are clearly needed for the development of nursing skills.

	Highly Effective(4)	Effective(3)	Partially Effective(2)	Ineffective(1)
Showing professionalism	Nurse can be counted on to hold the highest standards of honesty, integrity, and confidentiality and to advocate for students, taking a leadership role with colleagues.	Nurse displays high standards of honesty, integrity, and confidentiality in interactions with colleagues, students, and the public; advocates for students when needed.	Nurse is honest in interactions with colleagues, students, and the public; does not violate confidentiality.	Nurse displays dishonesty in interactions with colleagues, students, and the public; violates principles of confidentiality.