Travis Unified School District

Certificated Nurse Evaluation Instrument

GOALS

(Reference: Collective Bargaining Agreement, Article 12)

Unit Member:_____ School Year:_____

Site/Location:_____

Employee Status: Temporary ☐ Intern ☐ Probationary-1 ☐ Probationary-2 ☐ Permanent ☐
(circle one)

Evaluator:_____ Title:_____ Date:_____

The purpose of the performance evaluation is to help professional educators realize their potential by implementing an assessment process which will:

- **Inform, instruct, and improve service.**
- **Provide educators with meaningful feedback on strengths and opportunities for growth.**
- **Ensure fair, evidence-based employment decisions.**

Goals and Objectives shall be developed by the 30th workday for temporary, intern, and probationary unit members and by the 45th workday for permanent unit members.

Administrators shall evaluate unit members on all six standards but will focus on 2 standards as indicated below.

Temporary, Intern, and Probationary One Nurses will focus on Standards One and Two only.

Probationary Two Nurses will focus on two standards and may choose from Standards One, Two, and Three.

Permanent status Nurses will focus on two Standards agreed upon by the librarian and evaluator. If mutual goals cannot be reached, the evaluator shall select one standard and corresponding goal and the unit member shall select one standard and corresponding goal.

Standard I-- Assessing and Evaluating Student Health and Developmental Status
* Intervenes appropriately and effectively with actual and potential student health problems
* Provides mandated health screening services accurately for students districtwide
* Provides assessments for students with special needs as needed
* Completes appropriate Individual School Health Plans for students with special health care needs
* Collaborates effectively with staff, families and healthcare professionals to meet student health needs
Standard II-- Supporting School Staff by Serving as a Health Consultant
* Provides inservice training on health and safety topics as needed
* Participates effectively in SSTs, 504 meetings and IEPs for student with special health care needs
* Interprets assessments and medical information to school staff as needed
* Acts as a consultant to school staff for school health and safety concerns such as the AED, Universal precautions, emergency medications and communicable diseases
* Maintains, protects and manages confidential student health records
* Participates in development and implementation of health education curriculum as needed
Standard III-- Coordinating Health Services throughout the School District
* Promotes a safe and healthy school environment

* Coordinates health care performed by Healthcare Specialists districtwide
* Provides appropriate training to new Healthcare Specialists and ongoing training and supervision of health care tasks as needed for all Healthcare Specialists
* Coordinates immunization program and communicable disease prevention program
* Completes state mandated health reports annually
* Provides case management for students with special healthcare needs
Standard IV -- Communicating Effectively
* Maintains effective communication with Healthcare Specialists and other staff members to plan/promote optimum health care for students
* Communicates effectively with parents regarding student health concerns as needed
* Refers the student, parent or guardian to community resources as needed
* Collaborates with healthcare providers as needed for student healthcare
* Collaborates with community health agencies as needed to promote health and safety of students
Standard V -- Developing as a Healthcare Professional
* Analyzes nursing practice and plans for professional development
* Establishes professional goals and pursues opportunities to grow professionally
* Completes continuing education in nursing biennially
* Attends countywide nurses' meetings and participates in health promotion and planning activities

Standard #_____
Goal:

Standard #_____
Goal:

Evaluator's Signature Date Unit Member's Signature Date