SALINAS UNION HIGH SCHOOL DISTRICT
SCHOOL NURSE EVALUATION

Original- Human Resources
Copy 1 - Evaluatee
Copy 2 - Evaluator

FINAL EVALUATION

Evaluatee: _____ Position: ***School Nurse*** School: _____

All Standards will be evaluated.

Evaluator: _____ Position: _____ School Year _____

Current Status: ☐ Temporary ☐ Probationary I ☐ Probationary II ☐ Permanent ☐ PAR

Rating: U-Unsatisfactory NI-Needs Improvement P-Proficient D-Distinguished

UNSATISFACTORY PERFORMANCE IN STANDARDS I THROUGH V REQUIRES REFERRAL TO PARS AS PER ED CODE 44500 AND ALSO CONSTITUTES AN UNSATISFACTORY SUMMATIVE EVALUATION

STANDARD I – CLINICAL KNOWLEDGE	**RATING**	COMMENDATIONS/RECOMMENDATIONS/EVIDENCE
RESPONSIBILITY: Utilizes a distinct clinical knowledge base for decision-making in nursing practice. 1. Applies appropriate theories form nursing and the physical, behavioral, public health or social sciences to meet: 2. Possesses current knowledge in all areas that affect the holistic well-being of the members of the educational community.		

STANDARD II - NURSING PROCESS	**RATING**	COMMENDATIONS/RECOMMENDATIONS/EVIDENCE
RESP0NSIBILITY: Uses a systematic approach to problem-solving in nursing practice. 1. Assessment: using appropriate techniques, collects and documents information regarding students, families, staff members, health care providers, organizations, and/or the community in a systematic, continuous manner.		

STANDARD II - NURSING PROCESS (Con't.)		
2. Diagnosis: analyzes assessment data to allow for arrival at conclusions which can be validated, are documented and facilitate the development of a plan of care and acceptable outcomes. 3. Identify Outcomes: specifies measurable, appropriate, attainable and timely goals, derived from the diagnosis, which have been mutually formulated with the client and/or client's family and which are documented and provide for continuity of care. 4. Plan: develops a plan of care in which the use of nursing interventions, designed to attain mutually formulated outcomes unique to the client, is documented. 5. Implement: executes, and adequately documents, the interventions noted in a plan of care in a safe, appropriate manner. 6. Evaluate: systematically and continuously appraises client responses to prescribed interventions and the efficacy of interventions in relation to developed outcomes. Documents and uses evaluation data to revise plan of care as appropriate.		

STANDARD III – CLIENT WITH SPECIAL NEEDS	RATING	COMMENDATIONS/RECOMMENDATIONS/EVIDENCE
RESPONSIBILITY: Contributes to the education of the client with special health needs by assessing the client, planning and providing nursing care, and evaluating the identified outcomes of care. 1. Possesses contemporary knowledge of areas related to the delivery of nursing care to students with special health needs, to include, but is not limited to: 2. Conducts holistic nursing assessments of each student or child with special health needs, to include: 3. Participates in and presents findings, nursing diagnoses and recommendations at team meetings. 4. Participates in the development of the educational plan or Individualized Family Service plan as appropriate to child's needs. 5. Develops and implements nursing plan of care.		

STANDARD III - CLIENT WITH SPECIAL NEEDS (CON'T.)		
6. Monitors on-going health status of students' with special health needs and uses information gathered to work with team to adjust students' educational program as needed. 7. Acts as a case manager and advocate for the child with special health needs. 8. Acts as an advocate for the family of the child with special health needs as necessary and appropriate. 9. Provides education and information essential for facilitating normalization of the student's educational experiences to parents, teachers and other staff. 10. Provides information to parents of students with special health needs regarding school policy and procedures related to their child and the child's condition. 11. Performs skilled nursing procedures as necessary in a safe, competent and efficient manner. 12. Supervises others in the performance of skilled nursing procedures where permitted by state and local law and state Nurse Practice Act.		
STANDARD IV – HEALTH EDUCATION	**RATING**	COMMENDATIONS/RECOMMENDATIONS/EVIDENCE
RESPONSIBILITY: Assists students, families and the school community to achieve optimal levels of wellness through appropriately designed and delivered health education. 1. Participates in the assessment of health education needs for the school community. 2. Participates in the design and development of health curriculum. 3. Identifies sources of, and evaluates, health curricula, instructional materials and educational activities for use in school district. 4. Acts as a resource person to school staff regarding health education and health education material. 5. Promotes and participates in the integration of health concepts within the regular school curriculum.		

STANDARD IV - HEALTH EDUCATION (CON'T)		
6. Promotes and collaborates in the application of health promotion principles within all areas of the school community: food services, custodial, etc. 7. Provides formal health instruction within the classroom. 8. Uses sound learning and developmental theories in the provision of formal classroom health instruction. 9. Provides individual health teaching and counseling for students and families as needed. 10. Provides health instruction for student, staff, and parent groups. 11. Promotes student, staff and school safety through health education.		
STANDARD V - PROGRAM MANAGEMENT	**RATING**	COMMENDATIONS/RECOMMENDATIONS/EVIDENCE
RESPONSIBILITY: Establishes and maintains a comprehensive school health program. 1. Participates in the coordination and management of nursing, health, or health education programs and their personnel as appropriate. 2. Participates in evaluation of the efficacy of on-going health programs and communicates findings to administrators and the Board of Education as appropriate. 3. Develops and implements health policies and procedures in collaboration with school administration and the Board of Education. 4. Participates in budgeting for nursing and health services as necessary. 5. Identifies current and potential health problems for individual and the school as a community and the need for new health programs using systematic needs assessment techniques. 6. Demonstrates knowledge of sources of funding for existing or potential school health programs. 7. Demonstrates knowledge of district policy and local and state and federal laws related to existing and potential school health programs.		

STANDARD V - PROGRAM MANAGEMENT (CON'T)		
8. Participates in the development and implementation of needed health programs using a program planning process. 9. Identifies alternative or supplemental funding source for health or health-related programs, as necessary. 10. Orients, supervises and evaluates health assistants, aids, and others involved in health services delivery as appropriate. 11. Develops and/or participates in a school health advisory committee.		

STANDARD VI - PROFESSIONAL DEVELOPMENT	RATING	COMMENDATIONS/RECOMMENDATIONS/EVIDENCE
RESP0NSIBILITY: Establishes and maintains a comprehensive school health program 1. Identifies a clear role for nursing based on national standards of practice, research findings and personal philosophy of school nursing. 2. Utilizes opportunities to communicate, clarify and implement a defined role for nursing within the educational system. 3. Demonstrates knowledge of the legal and ethical aspects of nursing practice. 4. Maintains professional responsibility, accountability and behavior. 5. Pursues continued professional growth and development through educational programs and national certification. 6. Demonstrates sensitivity to the politics and organizational structure of the school system. 7. Conducts self-evaluation, promotes nurse peer evaluation, and participates in the evaluation of self by others. 8. Participates in school nurse professional activities at local, state and national levels.		

STANDARD VII - COLLABORATION WITHIN SCHOOL SYSTEM & COMMUNITY HEALTH SYSTEM, COMMUNICATION	RATING	COMMENDATIONS/RECOMMENDATIONS/EVIDENCE
RESPONSIBILITY: Collaborates with other school professionals, parents, members of the community, and care givers to meet the health, developmental and educational needs of clients. Utilizes knowledge of community health systems and resources to function as school liaison. 1. Delineates roles and responsibilities of other school professionals and adjunct personnel. 2. Collaborates with parents or caregivers regarding self-care issues of students/clients. 3. Collaborates with other school personnel to meet student health, developmental, and educational needs, in a case manager role. 4. Makes home visits, as necessary, to collect data, plan, implement and/ or evaluate client care. Participate in community health activities as a representative of the school system. 5. Advises administrators and the Board of Education of collaborative plans of care for students as necessary. 6. Communicates and networks with community health providers regarding client interventions as appropriate. Demonstrates sensitiveness to values of students, families and staff. 7. Participates in and encourages the development of interagency care plans to facilitate cohesive intervention with clients. 8. Functions as a liaison for the school in on-going school-community collaborative health projects. 9. Uses communication as a positive strategy to achieve nursing goals. 10. Employs counseling techniques and crisis intervention strategies in interventions with individuals and groups as appropriate.		

Additional Comments/Evaluatee:	Additional Comments/Evaluator:

SUMMATIVE EVALUATION: ☐ Unsatisfactory ☐ Proficient ☐ Distinguished

Mandatory Referral to PARS: ☐ Yes ☐ No

Date	Evaluatee	Date	Evaluator