

WAIVER OF THE PROCEDURAL AGREEMENT

between the

EDMONDS SCHOOL DISTRICT

and the

EDMONDS EDUCATION ASSOCIATION

2025-26

This Waiver of the Procedural Agreement REGARDING A SUPPORTING DOCUMENT FOR NURSE OBSERVATION WITHIN THE STUDENT HEALTH SERVICES DEPARTMENT. The intent is to utilize the nursing scope and standards of practice as a measure to provide feedback during nursing observations. The health services department, in a committee of nursing leadership and nursing staff, developed a tool that is supported by the School Nursing Scope and Standard of Practice, 4th edition, 2022, issued by the National Association of School Nurses in conjunction with the evaluation criteria for professional nurses as outlined in Article IX, Section 9.22 of the contract. All formal observations will reflect one or more of the standards noted.

The health services department and staff would like to use this form for the observation process for the 25-26 SY. This is supplemental to the Procedural Agreement between Edmonds Education Association and the Edmonds School District.

The draft 5 processes were completed, and a vote was taken on 9-10-25 at a Health Services Department meeting to request a change in the use of the supporting observation document 8j-1-8j-7 to the form provided as an attachment for the observation process for SY 25-26.

Of those who voted, **24 were in attendance– 24 yes., 0 no., 0 not present.**

Therefore, the parties hereby agree as follows:

1. To revise the observation form for the 25-26 SY.

 /Andrea Nofziger-Meadows/
Edmonds Education Association

 10/28/2025
Date

 /Rob Baumgartner/
Edmonds School District

 10/28/2025
Date

EDMONDS SCHOOL DISTRICT NO. 15
Lynnwood, WA 98036-7400

OBSERVATION FORM — NURSING

Name:

Date of Observation:

School(s):

Time of Observation:

Subject(s)/Grade(s)/Specialized Services:

The observation process will be supported by the School Nursing Scope and Standard of Practice, 4th edition 2022 (NASN). These standards can be used to guide Professional Growth Goals which have been reviewed in the initial conference. All formal observations will reflect one or more of the standards noted below.

CRITERIA	
A.	Demonstrate a depth and breadth of knowledge of theory and content in the field of educational health and the ability to integrate this knowledge into the total school environment.
B.	Demonstrate the ability to organize and manage information and the environment to enhance the educational health environment.
C.	Is responsible for assessing student health and developing appropriate intervention strategies.
D.	Collaborates with family members and the community in the delivery of health and social services.
E.	Promotes best practice by continued professional enhancement and by demonstrating professional conduct.

SCALE	
Proficient	The certificated school nurse provides written evidence or example(s) demonstrating practice in every or most performance indicators within each standard and reaches within the assigned school and beyond the school to the broader community
Developing	The certificated school nurse does not provide written evidence or example(s) demonstrating practice for all performance indicators within each standard at the assigned school(s).
Unsatisfactory	The certificated school nurse does not provide written evidence or example(s) demonstrating practice for any performance indicators within each standard at the assigned school(s).

1. ASSESSMENT – Collects pertinent data and information relative to the student, family, group, school community, or population (reference p. 59-60)	Proficient	Developing	Unsatisfactory
Choose an item.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Choose an item.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Choose an item.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. DIAGNOSIS - Analyze assessment data of the student, family, group, school community, or population to describe actual or potential diagnoses (reference p. 61-62)	Proficient	Developing	Unsatisfactory
Choose an item.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Choose an item.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Choose an item.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Choose an item.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. OUTCOMES IDENTIFICATION - Articulates measurable expected outcomes for a plan individualized to the student, family, group, school community, or population (reference p. 61-62)	Proficient	Developing	Unsatisfactory
Choose an item.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Choose an item.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Choose an item.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. PLANNING - Develops a collaborative course of action that prescribes strategies to attain expected, measurable outcomes that address the student, family, group, school community, or population (reference p. 64-65)	Proficient	Developing	Unsatisfactory
Choose an item.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Choose an item.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Choose an item.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. IMPLEMENTATION - Executes an agreed upon plan/intervention for student, family, group, school community, or population (reference p. 66-67)	Proficient	Developing	Unsatisfactory
Choose an item.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Choose an item.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Choose an item.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5A. COORDINATION OF CARE - Aligns care for student, family, group, school community, or population (reference p. 68)	Proficient	Developing	Unsatisfactory
Choose an item.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Choose an item.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Choose an item.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5B. HEALTH TEACHING AND HEALTH PROMOTION - Employs strategies to improve the health and safety of students, families, groups, school communities, or populations (reference p. 69-70)	Proficient	Developing	Unsatisfactory
Choose an item.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Choose an item.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Choose an item.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

6. EVALUATION - Systematically appraises progress toward attainment of student and school population goals and outcomes (reference p. 71-72)	Proficient	Developing	Unsatisfactory
Choose an item.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Choose an item.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Choose an item.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. ETHICS – The certificated school nurse integrates ethics in all aspects of practice. (p.73-74)	Proficient	Developing	Unsatisfactory
Choose an item.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Choose an item.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Choose an item.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. ADVOCACY - The certificated school nurse demonstrates advocacy in all roles and settings. (p.75-76)	Proficient	Developing	Unsatisfactory
Choose an item.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Choose an item.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Choose an item.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. RESPECTFUL AND EQUITABLE PRACTICE - The certificated school nurse practices with cultural humility and inclusiveness. (p.77-78)	Proficient	Developing	Unsatisfactory
Choose an item.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Choose an item.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Choose an item.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. COMMUNICATION – The certificated school nurse effectively conveys information in all areas of practice. (p.79-80)	Proficient	Developing	Unsatisfactory
Choose an item.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Choose an item.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Choose an item.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. COLLABORATION – The certificated school nurse collaborates with students, families, and key stakeholders (p. 81)	Proficient	Developing	Unsatisfactory
Choose an item.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Choose an item.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Choose an item.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. LEADERSHIP - The certificated school nurse leads within their professional practice setting and the profession (p. 83-85)	Proficient	Developing	Unsatisfactory
Choose an item.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Choose an item.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Choose an item.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. EDUCATION – The certificated school nurse seeks knowledge and competence that reflects the current nursing practice and promotes innovative, anticipatory thinking (p. 86-87)	Proficient	Developing	Unsatisfactory
Choose an item.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Choose an item.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Choose an item.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14. SCHOLARLY INQUIRY – The certificated school nurse integrates scholarship, evidence, and research findings into practice (p. 88-89)	Proficient	Developing	Unsatisfactory
Choose an item.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Choose an item.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Choose an item.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15. QUALITY OF PRACTICE – The certificated school nurse contributes to quality nursing practice. (p.90-91)	Proficient	Developing	Unsatisfactory
Choose an item.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Choose an item.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Choose an item.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16. PROFESSIONAL PRACTICE EVALUATION – The certificated school nurse appraises one’s own and others’ school nursing practice. (p.92-93)	Proficient	Developing	Unsatisfactory
Choose an item.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Choose an item.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Choose an item.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
17. RESOURCE STEWARDSHIP - The certificated school nurse utilizes appropriate resources to plan, provide, and sustain evidence-based nursing services that are safe, effective, financially responsible, and used judiciously (p.94-95)	Proficient	Developing	Unsatisfactory

Choose an item.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Choose an item.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Choose an item.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
18. ENVIRONMENTAL HEALTH – The certificated school nurse practices in a manner that advances environmental safety, justice, and health. (p. 96-97)	Proficient	Developing	Unsatisfactory
Choose an item.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Choose an item.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Note - Additional competencies for the graduate-level prepared school nurse will be identified as #. #A

Comments:

Signature of Evaluator: _____

Signature of Employee: _____

Date of Conference: _____