RSU5
Durham – Freeport – Pownal
Growth & Evaluation

Nurse
Professional Practice Rubrics and Evaluation Summary

Effective Date: 7.1.25

I. PERFORMANCE AND PREPARATION

The Nurse:	4 Highly Effective	3 Effective	2 Improvement Needed	1 Does Not Meet Standards
a **Demonstrating medical knowledge and skill in nursing**	Nurse demonstrates deep and thorough understanding of medical knowledge and nursing techniques.	Nurse demonstrates understanding of medical knowledge and nursing techniques.	Nurse demonstrates partial understanding of medical knowledge and nursing techniques.	Nurse demonstrates little understanding of medical knowledge and nursing techniques.
b **Demonstrating nursing techniques. 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, the nurse displays knowledge of the extent to which individual students follow the general patterns.	Nurse displays knowledge 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 or no knowledge of child and adolescent development.
c **Demonstrating knowledge of government, community, and district regulations and resources**	Nurse's knowledge of governmental 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, community resources for students, and or those available through the school or district.
d **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.
e **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.
f **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 is 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.

Overall rating: _____ Comments:

II. THE ENVIRONMENT

The Nurse:	4 **Highly Effective**	3 **Effective**	2 **Improvement Needed**	1 **Does Not Meet Standards**
a **Creating an environment of respect and rapport**	Establishes respect and rapport with Students so that they seek out the nurse, reflecting a high degree of comfort and trust in the student-nurse relationship.	Has positive and respectful interactions with students to cultivate comfort and trust in the student-nurse relationship.	Nurse's interactions with students are a mix of positive and negative.	Nurse's interactions with at least some students are negative or inappropriate.
b **Establishing a culture for health and wellness**	Guides culture in the school towards health and wellness, while promoted by the nurses, 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.
c **Following health protocols and procedures**	Nurse procedures for the nursing office are seamless anticipating unexpected situations.	Nurse procedures for the nursing office are effective.	Nurse procedures for the nursing office are partially effective.	Nurse procedures for the nursing office are non existent or not effective.
d **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 partially successful. Nurse monitors associates' activities sporadically.	No guidelines for delegated duties have been established, or the guidelines are unclear.
e **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.

Overall rating: _____ Comments:

III. DELIVERY OF SERVICE

The Nurse:	4 Highly Effective	3 Effective	2 Improvement Needed	1 Does Not Meet Standards
a **Assessing the student**	Nurse conducts detailed and individualized assessment of student needs to contribute to program planning. Analyzes those results and shares it with colleagues, students and parents appropriately.	Conducts adequate assessments of student needs, analyzes the results and shares it with colleagues, students and parents as needed.	Nurse's assessments of student needs are perfunctory, but may not analyze and/or share the results with colleagues, students and/or parents appropriately.	Nurse does not assess student needs, or the assessments result in inaccurate conclusions, and/or results are not analyzed and/or shared.
b **Administering medications to students**	Ensures that medications are administered by designated individuals, and signed release forms are signed and appropriately stored. Shares knowledge of medication and importance of compliance with students. Students take an active role in medication compliance.	Medications are administered by designated individuals, and signed release forms are appropriately stored and available when needed.	Medications are administered by designated individuals, but signed release forms are not appropriately stored.	Medications are administered with no regard to state or district policies.
c **Promoting wellness through classes or classroom presentations**	The nurse Is successful in promoting wellness through classroom presentations that inspire students to assume active roles in furthering a healthy lifestyle in the school.	The Nurse is successful in presenting the knowledge and attitudes that will help students acquire a healthy lifestyle through classroom presentations.	Nurse's efforts to promote wellness through classroom presentations are partially effective.	Nurse's work with students in classes fails to promote wellness.
d **Managing emergency situations**	Nurse's plans for emergency situations have been developed for many situations. Ensures students and staff understanding of plans 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.
e **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.
f **Collaborating with professional staff to develop specialized educational programs and services for students with diverse medical needs**	Nurse initiates collaboration with professional staff in developing instructional lessons and units, locating additional resources from outside the school.	Nurse initiates collaboration with professional staff in developing instructional lessons and units.	Nurse collaborates with professional staff in developing instructional lessons and units when specifically asked to do so.	Nurse declines to collaborate with professional staff to develop specialized educational programs.
g **Communicates and collaborates with Guidance and other Professional Staff**	Nurse recognizes and promptly presents information about a student's welfare to key staff. Nurse designs and contributes to effective intervention based on a variety of sources.	Nurse recognizes behaviors and information that is relevant to other professionals and shares it. Nurse acts upon information provided by other staff.	Nurse shares relevant issues with staff in most instances and does consider information provided.	Nurse does not report relevant issues to guidance staff or act upon information provided.

Overall rating: _____ Comments:

IV. PROFESSIONAL RESPONSIBILITIES

The Nurse:	4 **Highly Effective**	3 **Effective**	2 **Improvement Needed**	1 **Does Not Meet Standards**
a **Reliability**	Carries out paperwork, duties, and assignments conscientiously and thoroughly; prioritizes tasks; keeps meticulous records and meets all deadlines.	Is punctual and reliable with paperwork, duties, and assignments; prioritizes tasks; and keeps accurate records.	Occasionally skips or is late with paperwork, duties, and/or assignments; sometimes makes errors in records.	Frequently skips or is late with paperwork, duties, and assignments; frequently makes errors in records.
b **Professionalism**	Always maintains appropriate boundaries and consistently demonstrates professional demeanor in speech, writing, actions and appearance.	Maintains appropriate boundaries and usually demonstrates professional demeanor in speech, writing, actions and appearance.	Inconsistently maintains appropriate boundaries and occasionally demonstrates professional demeanor in speech, writing,actions and appearance.	Rarely maintain appropriate boundaries; rarely demonstrates professional demeanor in speech, writing,actions and appearance
c **Judgment**	Is invariably ethical, honest and transparent, consistently uses good judgment, respects confidentiality, and effectively utilizes established channels of communication to address situations and holds others to the same standard.	Is ethical and transparent, uses good judgment, maintains confidentiality with student information and utilizes established channels of communication to address situations.	Occasionally acts in an ethically questionable manner, uses questionable judgment, discloses confidential student information and/or inconsistently uses established channels of communication to address situations.	Acts in an ethically questionable manner, uses poor judgment, discloses confidential student information, and/or fails to respect established channels of communication.
d **Contributions to the School Community**	Proactively anticipates, demonstrates and cultivates in others a sense of shared responsibility for meeting the day-to-day and long-term needs of the school community and supporting school and district initiatives.	Consistently demonstrates a sense of shared responsibility for meeting the day-to-day and long-term needs of the school community and supporting school and district initiatives.	At times will demonstrate a sense of shared responsibility for meeting the day-to-day and long-term needs of the school community and supporting school and district initiatives.	Does not demonstrate a sense of shared responsibility for meeting the day-to-day and long-term needs of the school community and supporting school and district initiatives.
e **Leadership**	Consistently contributes voice, expertise and practices to actively influence and improve student learning and growth, and fosters a culture of collective efficacy.	Regularly contributes voice, expertise and practices to actively influence and improve student learning and growth.	Occasionally contributes voice, expertise and practices to influence and improve student learning and growth.	Rarely or does not contribute voice, expertise and practices to influence and improve student learning and growth.
f **Openness**	Actively seeks out feedback and suggestions from a variety of stakeholders and consistently uses feedback to improve performance.	Is open to feedback and suggestions from a variety of stakeholders and acts upon feedback to improve performance	Is sometimes resistant to accepting feedback and/or changing classroom practice.	Is often resistant to accepting feedback and/or changing classroom practice.
g **Collaboration**	Actively seeks out collaboration with colleagues to plan, share ideas, and analyze data.	Collaborates with colleagues to plan, share ideas, and analyze data.	Occasionally collaborates with colleagues to share ideas.	Rarely collaborates with colleagues to share ideas.
h **Professional Development**	Actively seeks out opportunities for professional development and effectively applies new learning to practice.	Participates in professional development opportunities and applies new learning to practice.	Participates only in required professional development activities and/or inconsistently applies new learning to practice.	Does not participate in professional development activities and/or does not apply learning to improve practice.

i **Reflecting on Practice**	Consistently, accurately and objectively participates in the cycle of reflection, noting specific strengths and areas for growth. Identifies and follows through with next steps for professional growth to impact student outcomes.	Accurately and objectively reflects on practice, noting strengths and areas for growth. Identifies next steps for professional growth to impact student outcomes.	Reflects on some aspects of practice, noting strengths or areas for growth. Inconsistently make adjustments based on reflection.	Rarely reflects on practice or reflections are inaccurate.

Overall rating: _____ Comments:

2019, 2022, 2023, Revised 5.5.25 (Effective Date: 7.1.25)

Evaluation Summary Page

Nurse's Name: _____ School Year: _____

School: _____ Evaluator: _____

RATINGS ON INDIVIDUAL RUBRICS:

I. Performance and Preperation

Highly Effective Effective Improvement Needed Does Not Meet Standards

II. The Environment

Highly Effective Effective Improvement Needed Does Not Meet Standards

III. Delivery of Service

Highly Effective Effective Improvement Needed Does Not Meet Standards

IV. Professional Responsibilities

Highly Effective Effective Improvement Needed Does Not Meet Standards

Professional Practice Overall Rating

Highly Effective (4) Effective (3) Improvement Necessary (2) Does Not Meet Standards (1)

Professional practice overall rating: _____

Evaluator comments including goal progress:

Nurse Comments:

Evaluator's Signature: _____ Date: _____

Nurse's Signature: _____ Date: _____

(The nurse's signature indicates that they have seen and discussed the evaluation; it does not necessarily denote agreement with the report.)