

Evidence of Teaching

Teacher's Name

Evaluator's Name

Observation Date/Period

Post Conference Date/Time

Domain 1: Planning and Preparation

Component	Unsatisfactory	Basic	Proficient	Distinguished
<i>1a. Knowledge of and collection of data for a health history</i>	The school nurse does not demonstrate fundamental knowledge of health history components.	The school nurse demonstrates minimal knowledge of health history components.	The school nurse demonstrates consistent understanding of health history components.	The school nurse applies the knowledge of thoroughly collecting the data for a health history while making intervention decisions.
<i>Evidence: Not Applicable to this lesson.</i>				
<i>1b. Knowledge of anatomy and pathophysiology of body systems</i>	The school nurse does not demonstrate a fundamental knowledge of anatomy and pathophysiology.	The school nurse has a basic knowledge of anatomy and pathophysiology.	The school nurse demonstrates an understanding between the anatomy of bodily systems and pathophysiology.	The school nurse applies the knowledge of pathophysiology while making nursing assessments.
<i>Evidence: Not Applicable to this lesson.</i>				
<i>1c. Knowledge of emergencies in the school setting and appropriate responses to emergencies</i>	The school nurse does not follow general emergency guidelines and first aid measures for emergency care in the school setting.	The school nurse has a basic understanding of general emergency guidelines and first aid measures.	The school nurse uses the knowledge of basic first aid measures and general emergency guidelines while responding to an emergency situation in the school setting.	The school nurse demonstrates appropriate assessment skills of an emergency situation in the school setting by administering, instructing, and /or delegating to others first aid emergency care.
<i>Evidence: Not Applicable to this lesson.</i>				

Administrator Initials

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Component	Unsatisfactory	Basic	Proficient	Distinguished
<i>1d. Knowledge of acute, episodic, and chronic health conditions</i>	The school nurse does not demonstrate a fundamental knowledge of acute, episodic and chronic health conditions.	The school nurse has a limited knowledge and past experience in the assessment of acute, episodic, and chronic health conditions as relative to the school health setting.	The school nurse demonstrates a broad knowledge of acute, episodic and chronic health conditions.	The school nurse demonstrates a thorough understanding of acute, episodic and chronic health conditions while making nursing assessments and appropriate interventions in a school health setting.
<i>Evidence: Not Applicable to this lesson.</i>				
<i>1e. Knowledge of communicable diseases</i>	The school nurse does not demonstrate knowledge of communicable disease.	The school nurse demonstrates minimal knowledge of communicable diseases.	The school nurse demonstrates knowledge of communicable diseases.	The school nurse demonstrates a thorough knowledge of communicable diseases and makes appropriate referrals as needed.
<i>Evidence: Not Applicable to this lesson.</i>				

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Domain 2: The Classroom Environment

Component	Unsatisfactory	Basic	Proficient	Distinguished
<i>2a. Immunization requirements</i>	The school nurse does not demonstrate a knowledge of the required immunization schedule.	The school nurse demonstrates a basic knowledge of the required immunization schedule.	The school nurse works diligently to meet the school mandated requirements. In addition, the school nurse coordinates the exclusion of unprotected students according to district policy.	The school nurse communicates immunization requirements to parents and collaborates with outside community agencies, other school districts and physician's offices.
<i>Evidence: Not Applicable to this lesson.</i>				
<i>2b. Certificate of child health examination</i>	The school nurse does not demonstrate a knowledge of the child health examination components.	The school nurse demonstrates a basic knowledge of the child health examination components.	The school nurse has a thorough understanding of the child health examination certificate and interprets health status.	The school nurse maintains and coordinates the certificate of child health examination information with former health records in an organized and professional manner for each student.
<i>Evidence: Not Applicable to this lesson.</i>				
<i>2c. Risk reduction and infection control</i>	The school nurse does not possess knowledge of or ignores opportunities for risk reduction and infection control.	The school nurse possesses a basic understanding of risk reduction and infection control.	The school nurse identifies and provides information to students, parents, and staff members to correct deficient patterns of health care.	The school nurse communicates to students, parents and staff and collaborates with appropriate agencies. The school nurse has an understanding of primary, secondary and tertiary prevention.
<i>Evidence: Not Applicable to this lesson.</i>				

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Component	Unsatisfactory	Basic	Proficient	Distinguished
<i>2d. Health and safety education</i>	The school nurse does not possess knowledge of health and safety measures in the school setting.	The school nurse possesses a basic understanding of health and safety measures.	The school nurse identifies and provides information to students, parents and staff members of health and safety measures.	The school nurse consistently provides information to enhance health and safety in the school setting. The school nurse encourages students to develop patterns of healthful living and to accept responsibility for his/her own health and well being.
<i>Evidence: Not Applicable to this lesson.</i>				
<i>2e. Counseling techniques</i>	The school nurse has no understanding of counseling techniques.	The school nurse has a basic knowledge of counseling techniques.	The school nurse identifies opportunities to advise, educate and teach health issues.	The school nurse understands a variety of counseling techniques. The school nurse develops rapport and relationships with student, parent or staff to advise or educate on specific health issues with an awareness of the importance of confidentiality.
<i>Evidence: Not Applicable to this lesson.</i>				
<i>2f. Knowledge of community health needs and resources</i>	The school nurse does not have an awareness of community health needs.	The school nurse has a basic understanding of community health needs and resources.	The school nurse has a thorough knowledge of services and is able to match appropriate services to the needs of individuals.	The school nurse is effective in identifying services that are appropriate for the individual student's needs and serves as a resource for others in the school environment.
<i>Evidence: Not Applicable to this lesson.</i>				

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Domain 3: Instruction

Component	Unsatisfactory	Basic	Proficient	Distinguished
<i>3a. Ability to identify needs of adolescents regarding pregnancy and sexuality</i>	The school nurse is unable to recognize the needs of the adolescent regarding pregnancy and sexuality.	The school nurse possesses a general knowledge of the health issues surrounding adolescent pregnancy and sexuality.	The school nurse consistently recognizes the needs of the adolescent and implements appropriate intervention.	The school nurse possesses thorough knowledge of appropriate community/outside agencies and provides referrals.
<i>Evidence:</i> Not Applicable to this lesson.				
3b. Knowledge of psychosocial needs impacting adolescent health	The school nurse has no knowledge of the psychosocial needs of the adolescent.	The school nurse has limited knowledge of psychosocial needs of the adolescent.	The school nurse consistently demonstrates an understanding of the psychosocial needs of the adolescent.	The school nurse consistently collaborates with PPS colleagues and appropriate outside community agencies as needed.
<i>Evidence:</i> Not Applicable to this lesson.				
<i>3c. Knowledge of medical technology in the school setting</i>	The school nurse lacks awareness or is resistant to medical technology.	The school nurse has a limited awareness of medical technology used in the school setting.	The school nurse demonstrates the ability to utilize medical technology in a school setting.	The school nurse demonstrates a broad knowledge of current medical technology and pursues educational opportunities to enhance delivery of services in the school setting.
<i>Evidence:</i> Not Applicable to this lesson.				

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Component	Unsatisfactory	Basic	Proficient	Distinguished
<i>3d. Knowledge of abuse and neglect</i>	The school nurse does not recognize and / or does not report abuse and neglect.	The school nurse understands all categories of child abuse are required by law to be reported to the proper authorities.	The school nurse consistently recognizes and reports all categories of abuse to appropriate authorities.	The school nurse collaborates with PPS colleagues and appropriate support services. Performs physical assessment, documents findings, provides first aid for any injuries requiring emergency management, reports suspicion of abuse/neglect to authorities in accordance to child protection laws and school district policies.
<i>Evidence: Not Applicable to this lesson.</i>				
<i>3e Individualized educational plan</i>	The school nurse does not understand the process of creating an Individual Education Plan for an identified student with a medical need.	The school nurse has a basic understanding of the process of creating an Individual Education Plan for an identified student with a medical need.	The school nurse participates in developing a goal that is educationally relevant to an individual medical need.	The school nurse consults and collaborates with other school personnel, the parents and the student, in gathering other health related information pertinent in developing and IEP goal.
<i>Evidence: Not Applicable to this lesson.</i>				
<i>3f. Multi-disciplinary conference</i>	The school nurse does not provide an accurate written report and does not communicate effectively with those involved in the MDC.	The school nurse provides a basic written report.	The school nurse provides an accurately written report and attends the MDC to present findings.	The school nurse provides an accurately written report, can communicate pertinent health information, and contributes in determining special education eligibility.
<i>Evidence: Not Applicable to this lesson.</i>				
<i>3g. Individualized Health Plan (IHP)</i>	The school nurse does not possess an understanding of an Individualized Health Plan.	The school nurse possesses a basic understanding of a basic Individualized Health Plan.	The school nurse develops an IHP for a student with a medical need that interferes with the educational process.	The school nurse constructs the IHP that contains the following identifiable parts: history, assessment data, nursing diagnosis, goal of care, nursing actions or interventions, and expected outcomes to reflect the needs of a student in an educational setting.
<i>Evidence: Not Applicable to this lesson.</i>				
<i>3h. Special education laws/ American with Disabilities (504)</i>	The school nurse does not possess a knowledge of special education laws and section 504 of the rehabilitation act (ADA).	The school nurse has a basic knowledge of special education laws and section 504 (ADA).	The school nurse has a thorough understanding of special education laws and section 504 (ADA).	The school nurse collaborates with other school personnel, the parents and student and other appropriate outside community agencies to provide necessary accommodations in the educational setting.
<i>Evidence: Not Applicable to this lesson.</i>				
<i>3i. Nursing Practice Act</i>	The school nurse does not possess an understanding of how the state Nurse Practice Act regulates school nursing.	The school nurse has a basic understanding of how the state Nurse Practice Act regulates school nursing.	The school nurse utilizes the nurse practice act as a guideline for nursing care in the educational setting.	The school nurse possesses a thorough understanding of the Nurse Practice Act, what nursing care can be delegated, qualifications of persons providing nursing care, and how failure to comply may result in litigation or loss of one's nursing license.
<i>Evidence: Not Applicable to this lesson.</i>				

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Domain 4: Professional Responsibilities

Component	Unsatisfactory	Basic	Proficient	Distinguished
<i>4a. Medication policy</i>	The school nurse does not possess an understanding of the district medication policy regulating the authorization of medication in the school setting.	The school nurse has a basic understanding of the district medication policy regulating the authorization and administration of medication in the school setting.	The school nurse implements the district medication policy as defined.	The school nurse collaborates with parents, physicians, and students regarding safe distribution of medication. The school nurse maintains proper authorization, and documentation of records. The school nurse provides appropriate storage of medications.
<i>Evidence: Not Applicable to this lesson.</i>				
<i>4b. Management of health records</i>	The school nurse does not possess an understanding of compliance with state, federal laws, regulations and guidelines governing school health records.	The school nurse has a basic understanding of the need for compliance of school health records.	The school nurse maintains accurate and complete health records on each student while maintaining confidentiality.	The school nurse efficiently interprets health record information. The school Nurse seeks out clarification of incomplete records while striving for the goal of compliance of all records according to state law.
<i>Evidence: Not Applicable to this lesson.</i>				
<i>4c. Supervision and delegation of care</i>	The school nurse does not understand roles and responsibilities that may be delegated to paraprofessionals and volunteers.	The school nurse has a limited awareness of nursing responsibilities that may be delegated to paraprofessionals and volunteers.	The school nurse clearly defines tasks to be delegated to para- professionals and volunteers within guidelines of their job description.	School nurse delegates tasks, provides supervision, inservice training and evaluation of performance of paraprofessionals and volunteers.
<i>Evidence: Not Applicable to this lesson.</i>				
<i>4d. Growing and developing professionally - Formal</i>	The school nurse does not pursue opportunities to expand his/her knowledge base or acquire new skills.	The school nurse pursues course work, seminars and workshops to enhance knowledge and develop skills	The school nurse is active in developing expertise in relevant areas and shares that knowledge and expertise with colleagues.	The school nurse continually expands knowledge and skills, sharing with colleagues and incorporating knowledge into practice and programs. The school nurse maintains professional affiliations.
<i>Evidence: Not Applicable to this lesson.</i>				
<i>4e. Growing and developing professionally - Informal</i>	The school nurse does not utilize opportunities to read about and discuss current professional literature and issues.	The school nurse engages in reading and discussions related to professional issues.	The school nurse actively shares from personal reading and initiates discussions with colleagues about issues related to education and nursing.	The school nurse incorporates knowledge and insights into daily practice utilizing professional journals, resources, and other technologies.
<i>Evidence: Not Applicable to this lesson.</i>				
<i>4f. Awareness of available resources and community agencies</i>	The school nurse is unaware of available resources and does not provide appropriate referrals.	The school nurse has general knowledge of resources and can refer appropriately as needed.	The school nurse has comprehensive knowledge of available resources and makes appropriate referrals as needed.	The school nurse is a resource for others in sharing knowledge and making referrals to community resources and agencies.
<i>Evidence: Not Applicable to this lesson.</i>				
<i>4g. Cooperative working agreement with</i>	The school nurse does not make appropriate referrals and does not respond to requests	The school nurse makes appropriate referrals and responds to requests from community agencies.	The school nurse actively collaborates with community agencies.	The school nurse initiates effective relationships with community agencies.

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<i>community agencies</i>	from community agencies regarding the student's needs.			
<i>Evidence: Not Applicable to this lesson.</i>				
<i>4h. Ethics and professional conduct</i>	The school nurse does not have an understanding of the issues involving ethics and professional conduct.	The school nurse has a basic knowledge of proper professional conduct and ethics.	The school nurse demonstrates proper professional and ethical conduct.	The school nurse is a resource for others in issues of professional conduct and ethics.
<i>Evidence: Not Applicable to this lesson.</i>				
<i>4i. Standards of Professional School Nursing Practice</i>	The school nurse is not aware of the Standards of Professional School Nursing Practice.	The school nurse has a basic understanding of the Standards of Professional School Nursing Practice.	The school nurse has a thorough knowledge of the Standards of Professional School Nursing Practice.	The school nurse consistently uses the Standards of Professional School Nursing Practice as a guideline for competent practice.
<i>Evidence: Not Applicable to this lesson.</i>				

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Recommendations:

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This document serves as the permanent record citing evidence of one specific classroom observation.

Teacher's Signature

Administrator's Signature

Date

Date

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Teacher Initials