

Performance Criteria Based on the Standards of Nursing Practice

Standard 1: Assessment*-The school nurse collects comprehensive data pertinent to the student's health and/or situation.			
Component	Developing	Effective	Highly Effective
Collects and prioritizes comprehensive data*based on student's immediate condition or anticipated needs.	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse only utilizes the basic procedures as set forth in school district policies. <input type="checkbox"/> Nurse's data is not prioritized. <input type="checkbox"/> With supervision the nurse, collects and analyzes data as indicated by the student complaint, family concern or request from school team. 	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse initiates collection of data from students, parents, staff members and health care providers as guided by protocols and procedures. <input type="checkbox"/> Nurse is able to differentiate and prioritize data and anticipate student needs. 	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse independently collects, prioritizes, documents and evaluates individual and collective student health data guided by clinical judgment and current research information. <input type="checkbox"/> Nurse prioritizes data collection in all situations through a variety of modalities.
Uses appropriate evidence-based assessment techniques and instruments in collecting data.	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse conducts a basic assessment of student health needs. <input type="checkbox"/> Nurse assessment of student health needs has incomplete health data. <input type="checkbox"/> Nurse consults with a clinical supervisor for correctness. 	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse uses appropriate interview techniques and assessment tools with students. <input type="checkbox"/> Nurse is able to collect accurate data to create health history summaries for individual students. <input type="checkbox"/> Nurse uses a variety of modalities to assess and collect student health data. 	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse makes observations, interviews, uses standard assessment tools and outside resources, paying attention to cultural, educational, environmental and psychosocial factors. <input type="checkbox"/> Nurse empowers students to be partners in the assessment process by encouraging and developing effective communication and self-advocacy skills.
Documents relevant data in a retrievable form.	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse's reports, records and documentation may be missing, late, or inaccurate, resulting in confusion and seeks help from clinical supervisor for proper use of forms and documentation. 	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse's reports, records and documentation of health data are timely and accurate and readily retrievable. 	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse's reports, records and documentation are accurate and are submitted in a timely manner and serves as a model for colleagues.

*see glossary

Performance Criteria Based on the Standards of Nursing Practice

Standard 2: Diagnosis-The school nurse analyzes the assessment data to determine the diagnosis or issues			
Component	Developing	Effective	Highly Effective
Derives nursing diagnosis* or issues based on assessment data.	<input type="checkbox"/> Nurse consults with nursing supervisor and proficient nurse colleagues regarding diagnosis and competent care of the students.	<input type="checkbox"/> Nurse derives appropriate nursing diagnosis for individual students after analysis of assessment data.	<input type="checkbox"/> Nurse derives a variety of nursing diagnoses, using standardized nursing language, for individual students through a holistic assessment of the student within the education environment and the families.
Documents nursing diagnoses or issues in a manner that facilitate the determination of the expected outcomes*.	<input type="checkbox"/> Nurse seeks assistance from nursing supervisor or colleagues on how to document identified health problems on nursing care plan or classroom care plan.	<input type="checkbox"/> Nurse documents identified health problems and nursing diagnosis on nursing care plans and classroom care plans using standardized nursing language.	<input type="checkbox"/> Nurse documents identified health problems or nursing diagnosis on nursing care plans and classroom care plans, case management forms and uses appropriate nursing language, which facilitate expected outcomes.

*see glossary

Performance Criteria Based on the Standards of Nursing Practice

Standard 3: Outcomes Identification -The school nurse identifies expected outcomes for a plan individualized to the student			
Component	Developing	Effective	Highly Effective
Involves the client, family, school staff and other healthcare providers in formulating expected outcomes.	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse does not efficiently communicate in a timely fashion with student, staff or colleagues regarding problem, outcomes and solutions. <input type="checkbox"/> Nurse depends on colleagues for formulating outcomes. 	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse has strong communication skills and collaborates well with students, staff, families, colleagues and other providers. <input type="checkbox"/> Nurse independently identifies outcomes that are appropriate and realistic. 	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse has excellent communications skills with student, staff, families, and providers. <input type="checkbox"/> Nurse mentors other school nurses in the role of case manager for students with health needs.
Modifies expected outcomes based on the changes in the status of the student or evaluation data.	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse has difficulty identifying which outcomes need to be modified based on changes of the student's health status. <input type="checkbox"/> Nurse may consult with a colleague or nursing supervisor in identifying expected outcomes. 	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse is proficient at identifying and modifying expected outcomes with changes to the student's health status. 	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse is excellent at independently identifying and modifying expected outcomes with changes in the health status of a student or evaluation of data.
Documents expected outcomes as measureable goals.	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse does not efficiently document expected outcomes as goals. <input type="checkbox"/> Nurse seeks consultation of colleagues or nursing supervisor for use or proper nursing language and accuracy. 	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse is proficient at documenting goals and expected outcomes on nursing care plans using appropriate standardized nursing language. 	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse is excellent at documenting goals and expected outcomes on nursing care plans and classroom health plans using standardized nursing language.

Performance Criteria Based on the Standards of Nursing Practice

Standard 4: Planning - The school nurse develops a plan that prescribes strategies and alternatives to attain expected outcomes.			
Component	Developing	Effective	Highly Effective
Develops an individual healthcare plan* considering the student characteristics or the situation with appropriate strategies for health promotion and disease prevention.	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse sometimes recognizes and prioritizes student's needs for IHPs. <input type="checkbox"/> Nurse's plan of interventions to meet the needs of the student is not well thought out and requires assistance from nursing supervisor to complete IHP. 	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse establishes a plan of interventions to meet the immediate needs of students. <input type="checkbox"/> Nurse communicates the intervention to the student and documents the intervention plan on the student's health record. <input type="checkbox"/> Nurse collaborates with the other school team and family members to complete the IHP. 	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse integrates health promotion, prevention activities, education and developmental needs of the students. <input type="checkbox"/> Nurse integrates a self-care model into planning for routine health office visits. <input type="checkbox"/> Nurse collaborates and makes referrals to other health and education professionals. <input type="checkbox"/> Nurse independently develops IHPs within appropriate educational programs, 504 and special education.
Utilizes the healthcare plan to provide direction to the other members of the school team.	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse is seldom effective in disseminating IHP information and strategies to the family members and school team. <input type="checkbox"/> Nurse requires assistance from nursing supervisor to prepare for conferences with family and school team. 	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse participates in conferences with student and family and participates in the interdisciplinary group meetings/conferences. <input type="checkbox"/> Nurse recognizes program differences related to IHPs that are developed within the regular education, 504 and IEP. 	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse is an integral part of the interdisciplinary team and provides strategies that direct the care provided by others to the student as part of the IHP. <input type="checkbox"/> Nurse considers the impact of the potential recommendations on available school and family resources. <input type="checkbox"/> Nurse provides district and community level guidance and consultation as part of the interdisciplinary team at group meetings and conferences.

*see glossary

Performance Criteria Based on the Standards of Nursing Practice

Standard 5: Implementation - The school nurse implements the interventions as identified in the care plan.			
Component	Developing	Effective	Highly Effective
Implements the plan in a safe and timely manner.	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse has difficulty in providing the interventions as written in the IHP and seeks consultation from nursing supervisor for clarification. 	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse provides interventions using the written IHP and district policies, procedures and clinical protocols to address health needs. 	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse independently provides education and direction to the school staff members in carrying out specific aspects of the IHP. <input type="checkbox"/> Nurse serves as a mentor to other school nurses on appropriate implementation of care plan.
Documents the implementation and any modifications, including changes and omissions of the specified plan.	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse only occasionally recognizes the need for changes to the IHP or properly documents any changes. <input type="checkbox"/> Nurse seeks supervision when considering revisions to the established IHP. 	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse independently identifies and implements changes or modifications to the IHP <input type="checkbox"/> Nurse documents the nursing interventions in the appropriate health records according to district policies and procedures. 	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse documents implementation of the nursing interventions using standardized nursing language or equivalent terminology. <input type="checkbox"/> Nurse anticipates and identifies modifications to the care plan and documents all nursing interventions using standardized professional nursing language.
Collaborates with nursing colleagues and others to implement the plan.	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse seldom collaborates with colleagues, family or school team to implement the care plan. 	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse collaborates with colleagues and other members of the school team and family to implement the plan. <input type="checkbox"/> Nurse is an advocate for the student. 	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse initiates coordination of care with colleagues, family, student and school team to effectively implement the care plan. <input type="checkbox"/> Nurse advocates for the appropriate implementation of the IHP with the school administrators, family and health care providers and provides oversight and supervision throughout the year.

Performance Criteria Based on the Standards of Nursing Practice

Standard 5A: Coordination of Care-The school nurse coordinates care delivery			
Component	Developing	Effective	Highly Effective
Determines tasks that may be appropriately delegated to licensed or unlicensed personnel, on a student-by-student basis and the provision of training for these people for these tasks	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse has difficulty determining, delegating, educating or training staff in order to carry out specific aspects of the care plan. <input type="checkbox"/> Nurse consults with nursing supervisor on when and how to carryout education and training to staff members. 	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse coordinates with other school personnel and families to carry out the specific aspects of the care plan. <input type="checkbox"/> Nurse conducts training and education sessions for staff and personnel in performing health care tasks, medication administration and procedures pertinent to the care plan. 	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse works with colleagues to integrate the health care plan into routine school programs. <input type="checkbox"/> Nurse promotes coordination of the care plan with all agencies involved in the student’s care including community providers. <input type="checkbox"/> Nurse provides in-depth training and education for all staff members related to the student's needs and plan of care. <input type="checkbox"/> Nurse follows up throughout the year with the trained staff members and delivery of care.
Documents coordination of care to students. Provides case management and actively collaborates with staff, students and families to promote self-management and optimal care during school hours.	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse documents the coordination of care in the student’s care plan; however data may be incomplete or inaccurate. 	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse documents coordination of care in the appropriate health records according to district policy such as IHP, nursing notes and 504 plans. <input type="checkbox"/> Nurse assures there is a continuity of care as outlined in the care plan. 	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse documents and coordinates the delivery of and provides the continuity of health related support and services as identified in the care plan. <input type="checkbox"/> Nurse coordinates with families and community providers, such as after school program directors and coaches, to promote transition of health care plan goals into the student's extra-curricular activities and community activities.

Performance Criteria Based on the Standards of Nursing Practice

Standard 5B: Health Teaching and Health Promotion - The school nurse provides health education and employs strategies for a safe environment.			
Component	Developing	Effective	Highly Effective
Provides health teaching in basic principles of health and or specific health concerns	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse provides only basic health teaching to students in the health office. 	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse provides health information and counseling to individual students related to identified concerns within a health office visit. 	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse incorporates and integrates evidence based health promotion concepts into teaching and counseling with individuals and groups of students.
Provides general health education and promotes health and wellness to the student body at large through classroom instruction and education to the members of the school community.	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse provides only general health education in to the school or school community. <input type="checkbox"/> Nurse does not initiate health instruction in the classroom or school community. 	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse provides health education to students during health office visits and coordinates education to staff regarding important health issues pertinent to a particular student or student body at large. <input type="checkbox"/> Nurse acts as a health resource to the classroom teachers when asked. 	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse seeks opportunities to provide continual health education to students in the health office. <input type="checkbox"/> Nurse seeks opportunities to provide evidence-based education and counseling to the student body, individual families and parent groups. <input type="checkbox"/> Nurse serves as a professional health resource in the classroom and promotes health literacy and identifies areas of need for health education and instruction based on student health data and community needs.
Serves as a primary resource to the school staff and others regarding health education.	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse begins to identify areas of need for health education and health instruction based on health office data with input from nursing supervisor. 	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse is able to identify areas in the school environment that require health and safety monitoring and education. <input type="checkbox"/> Nurse provides staff with wellness education such as standard precautions and flu prevention. 	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse ensures that health and safety are incorporated into all areas of the school environment. <input type="checkbox"/> Nurse promotes and provides staff with wellness programs and health information. <input type="checkbox"/> Nurse is the professional health resource in the school community.

Performance Criteria Based on the Standards of Nursing Practice

Standard 5C: Consultation- The school nurse provides consultation to influence the identified plan, enhance the abilities of others and effect change.			
Component	Developing	Effective	Highly Effective
Seeks consultation with other health professionals.	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse seeks supervision to analyze data and provide appropriate consultation. <input type="checkbox"/> Nurse seeks out consultation with nursing colleagues and nursing supervisor when needed. 	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse uses data from evidence-based practice and theoretical framework. <input type="checkbox"/> Nurse independently communicates recommendations to colleagues, community based providers and agencies. 	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse serves as a mentor and resource to other nurses on effective consultation and develops a model for effective consultation. <input type="checkbox"/> Nurse seeks knowledge from regional, state and national consultants as needed.

Performance Criteria Based on the Standards of Nursing Practice

Standard 6: Evaluation-The nurse evaluates progress toward attainment of outcomes.			
Component	Developing	Effective	Highly Effective
Evaluates the effectiveness of the planned strategies in relation to student responses and attainment of expected outcomes.	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse sometimes seeks supervision or uses appropriate resources when evaluating the effectiveness of the IHP. 	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse uses a systematic approach to evaluate if the care plans were implemented as specified. <input type="checkbox"/> Nurse involves the student and others to evaluate outcomes. 	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse, independently, uses a systematic approach to evaluate if the care plans were implemented and the specified health outcomes were achieved. <input type="checkbox"/> Nurse involves the student, school staff, families and community members for evaluation.
Documents the results of the evaluation.	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse provides incomplete documentation of results of the evaluation. <input type="checkbox"/> Nurse makes revisions to the care plan in consultation with nursing supervisor. 	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse documents the results of the evaluation according to district policies and procedures. <input type="checkbox"/> Nurse updates and makes revisions to the care plan as needed. 	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse accumulates data from student outcomes and evaluations and may use data to effect change to district policies and procedures. <input type="checkbox"/> Nurse makes appropriate revisions to the care plan as needed.

Performance Criteria Based on the Nursing Standards of Professional Performance

Standard 7: Quality of Practice-The school nurse contributes to quality nursing practice			
Component	Developing	Effective	Highly Effective
Participates in quality improvement activities; collects data and formulates recommendations.	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse collects data for daily and monthly activity reports. <input type="checkbox"/> Nurse learns to formulate recommendations to improve school nursing practice. <input type="checkbox"/> Nurse collaborates with supervisor to assess the quality of student care in the health office. 	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse collects proper data to be used for quality assurance of nursing care. <input type="checkbox"/> Nurse implements activities to improve quality of nursing practice and care. <input type="checkbox"/> Nurse coordinates and initiates changes to care at the building level based on the results of quality assurance outcomes. 	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse formulates recommendations to improve school nursing practice and student outcomes from data collection. <input type="checkbox"/> Nurse develops policies, procedures and nursing practice guidelines to improve the quality of care in the district.

Performance Criteria Based on the Nursing Standards of Professional Performance

Standard 8: Education-The school nurse attains knowledge and competency that reflect current nursing practice.			
Component	Developing	Effective	Highly Effective
Demonstrates nursing knowledge and skills appropriate to the specialty practice of school nursing.	<input type="checkbox"/> Nurse shows basic knowledge of the school nursing specialty, including but not limited to: growth and development, pediatric and adolescent primary care, infectious and communicable disease, chronic disease management for school aged children, school health laws and regulations, roles of the school health team, effective oral and written communication skills, assessment of common pediatric health conditions.	<input type="checkbox"/> Nurse demonstrates proficient knowledge and is competent in the ability to apply the necessary skills of the specialty practice of school nursing.	<input type="checkbox"/> Nurse applies advanced knowledge and advanced skills which are suitable to the specialty practice of school nursing. <input type="checkbox"/> Nurse serves as a mentor and advisor to colleagues by sharing knowledge and expertise.
Seeks formal and independent learning experiences to develop and maintain clinical and professional skills and knowledge.	<input type="checkbox"/> Nurse identifies personal needs for professional development in consultation with a supervisor.	<input type="checkbox"/> Nurse acquires more in depth knowledge relating to school nursing in general; special education, Section 504, IHPs and the IEP process.	<input type="checkbox"/> Nurse pursues an advanced degree in nursing or a related field.
Participates in ongoing educational activities related to professional school nursing.	<input type="checkbox"/> Nurse only occasionally participates in advanced learning.	<input type="checkbox"/> Nurse participates in continuing education activities to advance clinical knowledge.	<input type="checkbox"/> Nurse seeks advanced knowledge and skills related to the specialty of school nursing and shares educational findings with colleagues.
Maintains professional records and nursing certifications.	<input type="checkbox"/> Nurse maintains incomplete copies of continuing education credits or certifications.	<input type="checkbox"/> Nurse maintains current and up to date records of certifications and licensures.	<input type="checkbox"/> Nurse maintains current and up to date records of certifications and licensures and serves as a role model for colleagues.

Performance Criteria Based on the Nursing Standards of Professional Performance

Standard 9: Professional Practice Evaluation-The school nurse evaluates one's own nursing practice in relation to professional standards			
Component	Developing	Effective	Highly Effective
Participates in performance appraisal on a regular basis.	<input type="checkbox"/> Nurse participates in the performance appraisal process with the aid of the nursing supervisor.	<input type="checkbox"/> Nurse participates in the performance appraisal process, and uses constructive feedback from clinical supervisor to improve one's practice.	<input type="checkbox"/> Nurse participates in peer review as appropriate, seeks constructive feedback from clinical supervisor and independently identifies professional strengths and weaknesses.
Develops annual goals and objectives	<input type="checkbox"/> Nurse develops annual goals and objectives in consultation with the nursing supervisor.	<input type="checkbox"/> Nurse independently develops annual goals and objectives to enhance performance and achieve goals <input type="checkbox"/> Nurse implements performance strategies to achieve goals.	<input type="checkbox"/> Nurse independently develops annual goals and objectives to enhance personal performance and achieve personal as well as district goals. <input type="checkbox"/> Nurse mentors other nurses in the self and peer evaluation process.

Standard 10: Collegiality-The school nurse interacts with and contributes to professional development of peers and colleagues			
Component	Developing	Effective	Highly Effective
Provides nursing information and knowledge to colleagues and staff	<input type="checkbox"/> Nurse does not fully understand the role of school nurse within the school community. <input type="checkbox"/> Nurse does not share nursing knowledge.	<input type="checkbox"/> Nurse shares nursing knowledge with nursing colleagues and begins to share knowledge with school staff at faculty meetings. <input type="checkbox"/> Nurse seeks new knowledge and skills from educational colleagues.	<input type="checkbox"/> Nurse contributes knowledge to the school staff regarding the impact of health on education. <input type="checkbox"/> Nurse provides professional development to school personnel. <input type="checkbox"/> Nurse provides educational opportunities for nursing students and other health professionals.

Performance Criteria Based on the Nursing Standards of Professional Performance

Standard 11: Collaboration-The school nurse collaborates with students, family, school staff and others in the conduct of nursing practice.			
Component	Developing	Effective	Highly Effective
Collaborates with staff, students and families to promote optimal care during school hours.	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse, with supervisor support, articulates the role of the school nurse to students, families and staff, as an integral part of the student's overall health, learning and achievement. 	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse independently establishes and maintains cooperative relationships within the school and community. <input type="checkbox"/> Nurse articulates the role of the school nurse and the importance of health services to support learning and achievement. 	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse models the nurse's role and the importance of health services to the school community. <input type="checkbox"/> Nurse identifies and helps to resolve barriers to effective collaboration. <input type="checkbox"/> Nurse mentors and supervises other nurses in the collaborative process.
Partners with and functions as a liaison between the family, school and community.	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse, with supervisory guidance, participates in conferences with teachers, parents, providers and other support staff. <input type="checkbox"/> Nurse begins to utilize community resources for student's needs. 	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse independently participates in interdisciplinary team meetings and offers health interventions/activities for the student. <input type="checkbox"/> Nurse shares information regarding community resources to assist families. 	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse serves as a case manager in collaboration with students, families, the school and agencies. <input type="checkbox"/> Nurse establishes and builds community partnerships to connect and assist families with community resources

Performance Criteria Based on the Nursing Standards of Professional Performance

Standard 12: Ethics: The school nurse integrates ethical provisions in all areas of practice.			
Component	Developing	Effective	Highly Effective
Assures that school health policies and related procedures adhere to legal and regulatory requirements and ethical standards of nursing practice.	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse requires orientation to educational laws and district policies. <input type="checkbox"/> Nurse has knowledge of health care laws and nursing ethics. <input type="checkbox"/> Nurse readily seeks a supervisor's assistance in interpreting ethical standards. 	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse uses ANA and NASN Codes of Ethics, as well as district policies to guide decision making. <input type="checkbox"/> Nurse has firm understanding and knowledge of educational and healthcare laws, as well as state and federal regulations. <input type="checkbox"/> Nurse recognizes potential ethical dilemmas. 	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse adheres to educational laws, health care laws, nursing ethics, and federal, state and district regulations relating to conduct, privacy and confidentiality. <input type="checkbox"/> Nurse establishes a network of resources for consulting in resolving ethical dilemmas.
Care is delivered in a manner that protects a student's autonomy, dignity and rights and that confidentiality is maintained.	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse delivers care in a manner that is sensitive to diversity within the school community. <input type="checkbox"/> Nurse seeks supervisory assistance for clarification on confidentiality. 	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse delivers appropriate care that preserves and protects the autonomy, dignity and rights of students and families and is sensitive to diversity within the school community. <input type="checkbox"/> Nurse maintains confidentiality. 	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse always delivers care that protects and preserves the confidentiality, autonomy, dignity and rights of the entire school community. <input type="checkbox"/> Nurse educates others about therapeutic and professional student-nurse relationships and role boundaries.

Performance Criteria Based on the Nursing Standards of Professional Performance

Standard 13: Research-The school nurse integrates research findings into practice			
Component	Developing	Effective	Highly Effective
Uses current evidenced-based nursing knowledge, including research findings.	<input type="checkbox"/> Nurse begins to utilize nursing research into current practice and collaborates with nursing supervisor.	<input type="checkbox"/> Nurse uses evidence-based data from professional nursing literature to guide practice.	<input type="checkbox"/> Nurse uses, analyzes and synthesizes broad based data to guide practice and professional growth.
Participates in data collection such as surveys, pilot projects and formal studies.	<input type="checkbox"/> Nurse participates in data collection as directed by the clinical supervisor.	<input type="checkbox"/> Nurse is a member of a formal committee or programs regarding school health. <input type="checkbox"/> Nurse identifies clinical issues for data collection and participates in district wide data collection.	<input type="checkbox"/> Nurse actively participates on a formal committee or program regarding school health, wellness or safety. <input type="checkbox"/> Nurse uses school based data to identify patterns and trends in student health.

Standard 14: Resource Utilization-The school nurse uses appropriate resources to plan and provide nursing services that are safe, effective and financially responsible.			
Component	Developing	Effective	Highly Effective
Identifies appropriate resources for student healthcare needs.	<input type="checkbox"/> Nurse in collaboration with a supervisor, assists students and families in securing appropriate services within the school and community.	<input type="checkbox"/> Nurse independently secures appropriate health services for students and families. <input type="checkbox"/> Nurse assigns or delegates healthcare related tasks to school personnel. <input type="checkbox"/> Nurse considers safety, effectiveness, cost, and impact on practice when choosing interventions which will result in the desired student outcomes.	<input type="checkbox"/> Nurse informs students and families about health promotion services, health education and school health services within the scope of school based resources. <input type="checkbox"/> Nurse evaluates school health services programs and considers cost safety, effectiveness, cost-benefit and efficiency.

Performance Criteria Based on the Nursing Standards of Professional Performance

Standard 15: Leadership-The school nurse demonstrates leadership in the professional practice setting and in the profession.			
Component	Developing	Effective	Highly Effective
Has the conviction and willingness to participate and engage in nursing professional practice.	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse is recognized as part of the nursing and healthcare team. <input type="checkbox"/> Nurse is an active member of multidisciplinary committees at the building level. 	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse is the health expert on the multidisciplinary team which addresses health and safety needs of students in the school community. <input type="checkbox"/> Nurse maintains an active membership in professional organizations. 	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse is the health expert on multidisciplinary committees at the building and district level. <input type="checkbox"/> Nurse maintains active memberships in professional organizations on the local, state and/or national level. <input type="checkbox"/> Nurse serves a formal and informal leadership role within the school community.

Standard 16: Program Management-The school nurse manages school health services.			
Component	Developing	Effective	Highly Effective
Manages school health services as appropriate to the nurse's education and practice environment.	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse maintains an office which is organized, however, needs input and ideas from nursing supervisor. <input type="checkbox"/> Nurse recognizes the need to train health aides and assistants. 	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse maintains an organized and efficient health office. <input type="checkbox"/> Nurse trains and supervises health aides and assistants. <input type="checkbox"/> Nurse uses technology to effectively manage school health programs. 	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse maintains a highly efficient school health office. <input type="checkbox"/> Nurse orients, trains and supervises health aides and assistants. <input type="checkbox"/> Nurse incorporates technology and resources to effectively manage the school health office and as means to collect data.
Implements needed health programs using a planning process	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse, in consultation with a nursing supervisor, begins to identify current health problems at the building level. <input type="checkbox"/> Nurse demonstrates knowledge of existing school health programs 	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse independently identifies the need for new health programs or revisions to existing programs using a planning process. <input type="checkbox"/> Nurse reports finding to building administrators. 	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse conducts needs assessment on current school health programs. <input type="checkbox"/> Nurse evaluates ongoing school health programs across the district for effectiveness and efficiency. <input type="checkbox"/> Nurse communicates findings to administrators.

Performance Criteria Based on the Nursing Standards of Professional Performance

Standard 17: Environmental Health-The school nurse practices in an environmentally safe and healthy manner.			
Component	Developing	Effective	Highly Effective
Augments knowledge of environmental health issues* as they relate to the school setting and develops a consciousness about a healthy school environment.	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse, in consultation with nursing supervisor, is able to provide a healthy school environment that is safe for all who inhabit the school. 	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse independently develops a consciousness about a total healthy school environment. <input type="checkbox"/> Nurse takes into account the physical, psychological and emotional needs of the school community. 	<ul style="list-style-type: none"> <input type="checkbox"/> Nurse provides a healthy school environment for the total school community which reflects physical, psychological and emotional needs. <input type="checkbox"/> Nurse's practice and knowledge protects students from larger environmental hazards <input type="checkbox"/> Nurse incorporates sound dietary, exercise, hygiene and interactional behaviors which are promoted and supported by the school community.