A school that addresses children’s health needs and promotes wellness, and does so with a professional nursing staff guided by experienced nurse supervisors, will support the academic and personal success of its students.
Why an Evaluation Based on Standards?
- Part of the professional team in education
- Part of professional scope and practice of school nurse practice
- Supports annual evaluation
- Supports need for a nurse in every school and nurse supervisor
- Nurses are integral in education reform
- Highlights the role of the school nurse as a case manager, educator, advocate as well as a clinician

Competency in School Nurse Practice
- The School Nurse Competencies Self-Evaluation Tool
- The School Nurse Performance Evaluation Summary Tool

The School Nurse Competencies Self-Evaluation Tool
To be completed by the school nurse and reviewed by the school nurse supervisor.

The competencies listed are examples and not exhaustive and applicability depends on circumstances (e.g., under Standard 9, Evidenced-Based Practice, a school nurse may not be involved in designing and conducting research; however, based on the other six measures for that standard could still be proficient in that area).
STANDARD 3 - OUTCOMES IDENTIFICATION: The school nurse identifies expected outcomes for a plan individualized to the healthcare consumer or the situation.

- Identifies expected short-term student health outcomes based on immediate diagnoses or health-related issues that are developmentally appropriate.
- Possesses awareness of the educational implications of health concerns or problems.
- Identifies short- and long-term outcomes for ongoing health diagnoses or health-related issues that are ongoing and mutually formulated with the student, family, school staff, community, and other providers, as appropriate.

Examples may be used under more than 1 standard.
- Developing to proficient may look different in different districts.
- Not all categories need to be filled out.
- Think broadly about the categories.
- To be used as a worksheet.

The School Nurse Performance Evaluation Summary Tool

This tool aligned with competencies and professional goals - to be completed by the nursing supervisor in collaboration with the school nurse.

The ranking for each standard is determined by the most frequent level of performance in meeting the measures for each standard based on the information in the Self-Evaluation Tool (e.g., the Assessment Standard has five measures to determine competence and if the nurse is proficient at least three of these measures, the overall ranking would be proficient.)
Levels of Performance

- **Exemplary (EXP)**: 4
  - Substantially exceeding indicators of performance

- **Proficient (PROF)**: 3
  - Meeting indicators of performance

- **Developing (DEV)**: 2
  - Meeting some indicators of performance but not others

- **Below Standard**: 1
  - Not meeting indicators of performance

The Comprehensive School Nurse Performance Evaluation Summary Tool

The final evaluation score is based on a combination of the final competency score and accomplishment of professional and districtwide goals.

Rating Table for Competencies

Insert numeric value on School Nurse Performance Evaluation Summary for each standard based on the following rating:
- Exemplary (EXP) – 4
- Proficient (PROF) – 3
- Developing (DEV) – 2
- Below Standard – 1
Professional Goal
- Set by nurse
- Scored between 0-4
- Score of 0 not attained at all
- Score of 2-3 partially attained
- Score of 4 fully attained

Examples of Professional Goals
- To develop an orientation plan for new school nurses
- To initiate staff wellness in your school/district
- To become an active member of the school wellness committee
- To develop an absenteeism/school refusal program in your school
- Policy Development

Professional and District Wide Goals
- Current Goals:
  - Professional Goal: ____________________________
  - District-wide Goal: ____________________________

- Policy Development
### Goal Rating Score for: Professional Goals/District-wide

<table>
<thead>
<tr>
<th>Goal</th>
<th>Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Did Not Meet</td>
<td>0</td>
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<tr>
<td>Partially Met</td>
<td>2</td>
</tr>
<tr>
<td>Met</td>
<td>3</td>
</tr>
<tr>
<td>Exceeded</td>
<td>4</td>
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</tbody>
</table>

### Final Competency Rating

<table>
<thead>
<tr>
<th>Rating</th>
<th>Score</th>
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</thead>
<tbody>
<tr>
<td>Total competency</td>
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<tr>
<td>Professional Goal</td>
<td></td>
</tr>
<tr>
<td>District-wide Goal</td>
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<tr>
<td>Total Score</td>
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</tr>
</tbody>
</table>

### Nurse Evaluation Process

#### Goal-Setting & Planning
- Orientation on process
- Nurse reflection and goal-setting
- Goal-setting conference

#### Mid-Year Check-in
- Review goals and performance to date
- Goal-setting conference

#### End-of-Year Review
- Mid-year conferences
- Nurse self-assessment
- Scoring
- End-of-year conference

*By June 15, 2014*  
*January/February 2015*  
*By June 30, 2015*
The Comprehensive School Nurse Performance Evaluation Summary Tool

- This tool is aligned with Connecticut Teacher Evaluation System and includes Student Learning Objectives and Whole School Data – to be completed by the nursing supervisor in collaboration with the school nurse –

Background

- New mandated teacher evaluation system
- Includes all professional staff
- Student focused (outcome) driven
- Part of National Education reform
- Supports student achievement and success
Where Do School Nurses Fit In?
- Part of the professional team in education
- Part of professional scope and practice of school nurse practice
- Supports annual evaluation
- Supports need for a nurse in every school and nurse supervisor
- Nurses are integral in education reform
- Highlights the role of the school nurse as a case manager, educator, advocate as well as a clinician

Components of Evaluation
Step 1: Observation of Performance and Practice (Competency Tool)
Step 2: Student Growth and Development
Step 3: Peer or Parent Feedback
Step 4: Whole School Student Learning or Student Feedback
Student Growth and Development 45%

- Each Nurse to Develop a 2 Student Learning Objective (SLO)
- Based on current research and understanding of the school nurse’s impact on student health
- Learning objective focused statement
- Outcome driven
- Measurable
- Reflect attainable goals for students health outcomes that support Learning
- Standard Based

Example 1

Subject Area: School Nurse
Population: All Students
SLO Focused Statement: Students will be up to date with all immunizations to ensure timely registration and enrollment of the upcoming year
Baseline Data: 44 students were out of compliance for at least one immunization on November 1st, 2012
Rationale: The immunization requirements for students enrolled in public schools are in place to ensure the safety and well being of an entire school community

Indicators of Academic Growth and Development:
1. By November 1, 2013 fewer than 32 students will be out of compliance with at least 1 immunization
2. By June 1, 2014 99% of students will be compliant for all immunizations

Standard and Learning Content
Standard 1: Assessment - The school nurse collects comprehensive data pertinent to the healthcare consumer’s health or the situation
Example 2
Subject Area: School Nurse
Population of Students: Students in grade 6 or 7, 9 or 10th
Student Learning Objective Focused
Statement: All legally mandated health assessments will be completed per Section 10-206 of the Connecticut General Statutes.
Baseline Data: Sixty four percent of 10th grade students entered the school year with required health assessments. 89% of six grade students entered the year with required health assessments.

Rationale: In order to provide the best educational experience, school personnel must understand student’s health needs.
Indicators of Academic Growth and Development:
1. 95% of 7th grade students will have required immunizations by the end of the year.
2. 90% of 10th grade students will have required immunizations by the end of the year.

Standard and Learning Content:
Standard 1 Assessment-The school nurse collects comprehensive data pertinent to the healthcare consumer’s health or to the situation.

Example 3
Subject area: School Nurse
Population of Students: All Students
Student Learning Objective Focused Statement:
All students with a diagnosed life threatening allergy will have an individualized health care and allergy action plan.
Baseline Data: 82% of students with life threatening food allergies entered school with an action plan in 2012-2013.

Rationale: Children with life threatening allergies must have individualized health care plans and allergy action plans to address how their health and safety needs will be met.
Indicators for Academic Growth and Development:
1. 100% with students life threatening food allergies will have an individualized healthcare plan.

Standards and Learning Content:
School Nursing Standard of Practice:
Standard 3 Outcome identification- The school nurse identifies expected outcomes for a plan individualized to the healthcare consumer or the situation.
Standard 4 Planning- The school nurse develops a plan that prescribed strategies and alternatives to attain expected outcomes.

Other Student Growth Measures
- In School Injury
- Health behaviors- student
- Health behaviors-staff
- Visits to the nurse’s office
- Screening referral completion
- Hearing Screening referral completion

Rating Score for SLO Goals

<table>
<thead>
<tr>
<th>Goal</th>
<th>Rating</th>
<th>Raw Score</th>
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</thead>
<tbody>
<tr>
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<tr>
<td>Partially Met</td>
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<td>50</td>
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<tr>
<td>Met</td>
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<td>75</td>
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<tr>
<td>Exceeded</td>
<td>4</td>
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</tr>
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</table>
Observation of Performance and Practice (40%)
School Nurse Performance Evaluation Summary
Competency Tool
Professional Goal

- Based on Final Numerical Score
- Self Evaluation Tool Completed the First Year of Implementation
- Updated and reviewed but completed only when there is a change in the rating.

Final Rating Scale:

<table>
<thead>
<tr>
<th>School Nurse Indicator Points</th>
<th>Final School Nursing Rating</th>
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</thead>
<tbody>
<tr>
<td>Below 34</td>
<td>Below Standard</td>
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<tr>
<td>35-55</td>
<td>Developing</td>
</tr>
<tr>
<td>56-78</td>
<td>Proficient</td>
</tr>
<tr>
<td>79-100</td>
<td>Exemplary</td>
</tr>
</tbody>
</table>

Whole School Learning Indicators (5%)

- As Determined by District
- Example:
  - Standardized Test Scores
  - Student Surveys (school climate surveys)
  - Must show evidence of strategies towards goals or level of improvement
Parent Feedback (10%)
- As Determined by the District/Classroom
- Each professional staff gets the same score
- Example:
  - Parent Surveys
  - Focused Groups
  - Interviews
  - Implementation of Strategies
    - Rating will be among the four performance Levels

Nurse Evaluation Process
- Orientation on process
- Nurse reflection and goal-setting
- Goal-setting conference
- Review goals and performance to date
- Mid-year conferences
- Nurse self-assessment
- Scoring
- End-of-year conference