

## Rubric for Evaluating North Carolina’s School Nurses (Required)

<b>Standard 1. School nurses demonstrate leadership.</b> School nurses demonstrate leadership by promoting and enhancing the overall academic mission through providing health related services that strengthen student, home, school, and community partnerships to alleviate barriers to learning in the twenty-first century educational environment. School nurses are knowledgeable of relevant laws and policies and improve the profession by demonstrating high ethical standards and following the codes of ethics set out for the profession. School nurses manage school health services and effect change through school, district, and community activities.				
Developing	Proficient	Accomplished	Distinguished	Not Demonstrated (Comment Required)
<b>Element a. School nurses advocate for safe and effective school nursing services that address student needs and support learning. They participate in the implementation of initiatives designed to improve educational and support services to promote positive student outcomes.</b>				
<p><b>The school nurse:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Demonstrates knowledge of existing local, state, and federal laws governing school health programs.</li> </ul>	<p>... and</p> <p><b>The school nurse:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Promotes solutions to social and environmental issues for healthy conditions for the entire school community.</li> <li><input type="checkbox"/> Advocates for equitable healthcare for all students.</li> </ul>	<p>... and</p> <p><b>The school nurse:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Shapes the direction of North Carolina’s school nursing practice by engaging in initiatives to develop standards, competencies, role definitions, position statements, and/or clinical guidelines.</li> </ul>	<p>... and</p> <p><b>The school nurse:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Partners with other stakeholders to influence school health, public health, and general healthcare policy.</li> <li><input type="checkbox"/> Serves on state and/or national committees to identify and address necessary policy changes.</li> </ul>	
<b>Element b. School nurses demonstrate leadership within the profession and practice setting and collaborate with the student, family, school staff, and community providers.</b>				
<p><b>The school nurse:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Invites the contributions of students, families, and team members to achieve optimal outcomes.</li> <li><input type="checkbox"/> Engages in teamwork in a collaborative, respectful, and professional manner.</li> </ul>	<p>...and</p> <p><b>The school nurse:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Functions as a liaison between the family, school and community.</li> <li><input type="checkbox"/> Participates in committees, councils, or administrative teams in the school setting.</li> </ul>	<p>...and</p> <p><b>The school nurse:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Provides direction to enhance the effectiveness of the school multidisciplinary team.</li> <li><input type="checkbox"/> Uses data to determine needed changes to the school nursing program.</li> </ul>	<p>...and</p> <p><b>The school nurse:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Participates in hiring, mentoring, and/or supporting other school nurses, interns, or school nursing students.</li> <li><input type="checkbox"/> Collaborates and mentors colleagues to enhance their understanding of the school nursing practice and how best to meet the needs of all students.</li> </ul>	

Standard 1. School nurses demonstrate leadership.				
Developing	Proficient	Accomplished	Distinguished	Not Demonstrated (Comment Required)
<b>Element c. School nurses demonstrate leadership by serving as a health expert and managing school health services.</b>				
<p><b>The school nurse:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Manages school health services in assigned schools.</li> <li><input type="checkbox"/> Acts as a resource for coordinated school health programs.</li> <li><input type="checkbox"/> Adopts available technology appropriate to the work setting.</li> </ul>	<p>...and</p> <p><b>The school nurse:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Conducts assessments to identify program needs.</li> <li><input type="checkbox"/> Implements needed health programs.</li> <li><input type="checkbox"/> Supervises health assistants, aides, and unlicensed assistive personnel (UAPs) consistent with NC Board of Nursing requirements.</li> <li><input type="checkbox"/> Interprets the role of the school nurse and school health service needs to the school and community.</li> </ul>	<p>...and</p> <p><b>The school nurse:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Stays abreast of current health issues and trends that may affect healthcare and sources of funding.</li> <li><input type="checkbox"/> Implements long-term strategies to address ongoing health issues.</li> </ul>	<p>...and</p> <p><b>The school nurse:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Leverages cooperation between schools and communities on public health issues.</li> </ul> <p>Communicates to school and district administrators, the district board of education, and other stakeholders:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Findings of trend analyses.</li> <li><input type="checkbox"/> Findings of outcome evaluations.</li> <li><input type="checkbox"/> Impacts and potential impacts of health related policies and programs.</li> </ul>	
<b>Element d. School nurses practice ethically.</b>				
<p><b>The school nurse:</b></p> <p>Adheres to the</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> <i>Code of Ethics for North Carolina Educators</i></li> <li><input type="checkbox"/> <i>Code of Professional Practice and Conduct for North Carolina Educators</i></li> <li><input type="checkbox"/> <i>Code of Ethics with Interpretive Statements for the School Nurse</i> (NASN 2010).</li> </ul> <ul style="list-style-type: none"> <li><input type="checkbox"/> Recognizes the centrality of student and family as core members of the healthcare team.</li> <li><input type="checkbox"/> Integrates caring, kindness, and respect into practice.</li> </ul>	<p>...and</p> <p><b>The school nurse:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Assists students and families in self-determination and informed decision-making.</li> <li><input type="checkbox"/> Maintains professional role boundaries.</li> <li><input type="checkbox"/> Questions healthcare practice to maintain safety and quality practice.</li> </ul>	<p>...and</p> <p><b>The school nurse:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Participates in interprofessional teams that address ethical risks, benefits, and outcomes.</li> <li><input type="checkbox"/> Promotes cooperation, respect, and trust by adhering to standards and applicable codes of conduct.</li> </ul>	<p>...and</p> <p><b>The school nurse:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Consults with others to resolve ethical issues.</li> <li><input type="checkbox"/> Contributes to the establishment and implementation of district and/or state school nursing ethics committees.</li> </ul>	

Examples of artifacts that may be used to demonstrate performance:
<input type="checkbox"/> <b>Annual review of the National Association of School Nursing Code of Ethics*</b>
<input type="checkbox"/> Documentation of Ethics Committee participation
<input type="checkbox"/> Documentation of presentations to internal and external groups
<input type="checkbox"/> Adherence to standard operating procedures that ensure confidentiality of records
<input type="checkbox"/> Needs assessment findings (QA)
<input type="checkbox"/> Validation of formal/informal leadership roles
<input type="checkbox"/> Committee/workgroup minutes
<input type="checkbox"/>
<input type="checkbox"/>
<input type="checkbox"/>
<input type="checkbox"/>
<b>Evaluator Comments: (Required for all “Not Demonstrated” ratings, recommended for all ratings.)</b>
<b>Comments of Person Being Evaluated: (Optional)</b>

\* This artifact must be reviewed annually by the school nurse being evaluated and the evaluator.

**Standard 2. School nurses establish a safe, respectful, and inclusive environment for diverse populations.**

School nurses promote an environment in which individual differences are valued. They effectively use communication skills that demonstrate sensitivity necessary to work with families, students, and staff from diverse cultures and backgrounds. These cultural and background factors are incorporated into care planned by school nurses. School nurses also collect and use school, local, state, and national data to assist in promoting health and safety in the school environment. School nurses model practice in an environmentally safe and healthy manner that is consistent with the law and accepted standards.

Developing	Proficient	Accomplished	Distinguished	Not Demonstrated (Comment Required)
<b>Element a. School nurses align practice with the requirements of the North Carolina Board of Nursing, recognized standards of nursing practice and North Carolina education goals.</b>				
<p><b>The school nurse:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Understands requirements of nursing practice in the North Carolina educational environment.</li> </ul>	<p>... and</p> <p><b>The school nurse:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Uses standard nursing practice to help students reduce health related barriers in achieving academic success.</li> </ul>	<p>... and</p> <p><b>The school nurse:</b></p> <p>Serves as a resource to staff and peers on:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Principles of nursing practice.</li> <li><input type="checkbox"/> Health related student issues in the educational setting.</li> </ul>	<p>... and</p> <p><b>The school nurse:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Creates opportunities to advance school nursing practice through presentations, publications, and/or work groups.</li> </ul>	
<b>Element b. School nurses foster an environment that supports success of all students.</b>				
<p><b>The school nurse:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Recognizes the unique challenges for students in the educational environment.</li> </ul>	<p>... and</p> <p><b>The school nurse:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Addresses the health related needs of assigned students in the educational environment.</li> </ul>	<p>... and</p> <p><b>The school nurse:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Collaborates as an active member of school based teams that address the needs of students.</li> </ul>	<p>... and</p> <p><b>The school nurse:</b></p> <p>Initiates system level activities that:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Foster safe, respectful, and inclusive learning environments.</li> <li><input type="checkbox"/> Ensure equitable access to support services.</li> </ul>	
<b>Element c. School nurses communicate effectively in a variety of formats in all areas of nursing practice.</b>				
<p><b>The school nurse:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Assesses communication preferences when working with others.</li> <li><input type="checkbox"/> Adheres-to regulations to maintain the rights of privacy and confidentiality for students and families</li> <li><input type="checkbox"/> Communicates clearly and concisely using correct grammar and spelling.</li> </ul>	<p>... and</p> <p><b>The school nurse:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Conveys information to students, families, and staff in formats that promote understanding.</li> <li><input type="checkbox"/> Contributes own professional perspective when working in groups.</li> </ul>	<p>... and</p> <p><b>The school nurse:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Seeks continuous improvement of own communication and conflict-resolution skills.</li> <li><input type="checkbox"/> Questions the rationale supporting care and decisions when they do not appear to be in the best interest of the student.</li> <li><input type="checkbox"/> Engages in formal health counseling techniques.</li> </ul>	<p>... and</p> <p><b>The school nurse:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Collaborates with district colleagues to design and implement communication systems to meet student and nursing needs.</li> </ul>	

Standard 2. School nurses establish a safe, respectful, and inclusive environment for diverse populations.				
Developing	Proficient	Accomplished	Distinguished	Not Evident (Comment Required)
<b>Element d. School nurses practices in an environmentally safe and healthy manner.</b>				
<p><b>The school nurse:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Identifies potential environmental threats in the school setting.</li> <li><input type="checkbox"/> Knows of environmental health concepts.</li> </ul>	<p>... and</p> <p><b>The school nurse:</b></p> <p>Implements of strategies to promote:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> A healthy school environment.</li> <li><input type="checkbox"/> An emotionally healthy school culture.</li> </ul>	<p>... and</p> <p><b>The school nurse:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Creates partnerships that promote sustainable environmental health policies, including access to healthy foods and physical activity.</li> <li><input type="checkbox"/> Critically evaluates environmental health issues prior to recommending action.</li> </ul>	<p>... and</p> <p><b>The school nurse:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Facilitates assessment for factors that negatively affect health in the school setting.</li> <li><input type="checkbox"/> Advocates for the judicious and appropriate use of products such as cleaning agents, building materials, and pesticides in the school setting,.</li> </ul>	
<b>Examples of artifacts that may be used to demonstrate performance:</b>				
<input type="checkbox"/> Accident/incident reports				
<input type="checkbox"/> Nursing documentation				
<input type="checkbox"/> Minutes of team and work groups				
<input type="checkbox"/> Copy of presentation or related flyer				
<input type="checkbox"/> Copy of publication or article				
<input type="checkbox"/> Other samples of writing skills				
<input type="checkbox"/> Health care plans for students				
<input type="checkbox"/> Use of a standardized environmental assessment tool				
<input type="checkbox"/>				
<input type="checkbox"/>				
<input type="checkbox"/>				
<input type="checkbox"/>				
<input type="checkbox"/>				
<b>Evaluator Comments: (Required for all “Not Demonstrated” ratings, recommended for all ratings.)</b>				
<b>Comments of Person Being Evaluated: (Optional)</b>				

**Standard 3. School nurses use their knowledge of the nursing process, current nursing standards, and principles of growth and development to facilitate and enhance competent practice in the school setting.**

School nurses seek out continuing educational opportunities to expand their knowledge base and to maintain licensure and school nurse certification. School nurses are self-aware of learning needs when providing care and use current research and evidence based practices in the planning and delivery of care. School nurses share experience and expertise with peers and school staff.

Developing	Proficient	Accomplished	Distinguished	Not Demonstrated (Comment Required)
<b>Element a. School nurses attain knowledge and competence that reflect current nursing practice.</b>				
<p><b>The school nurse:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Maintains professional records that provide evidence of competence and learning.</li> <li><input type="checkbox"/> Completes annual health related trainings as required by the school district and health law.</li> </ul>	<p>... and</p> <p><b>The school nurse:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Maintains clinical and professional skills through formal and informal learning experiences.</li> <li><input type="checkbox"/> Acquires training needed to attain or maintain national certification.</li> <li><input type="checkbox"/> Shares educational findings, experiences, and ideas with peers.</li> </ul>	<p>... and</p> <p><b>The school nurse:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Demonstrates a commitment to life-long learning.</li> </ul> <p>Identifies learning needs based on :</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Nursing knowledge.</li> <li><input type="checkbox"/> The role of the school nurse.</li> <li><input type="checkbox"/> The changing needs of the population within the educational setting.</li> </ul>	<p>... and</p> <p><b>The school nurse:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Expands clinical knowledge, skills, abilities, and judgment to enhance role performance by incorporating current research.</li> <li><input type="checkbox"/> Plans, designs, and implements training programs in school health at the local, state, and/or national levels</li> </ul>	
<b>Element b. School nurses integrate evidence and research findings into nursing practice.</b>				
<p><b>The school nurse:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Complies with school district policy regarding the conduct of research.</li> <li><input type="checkbox"/> Participates in data collection such as surveys, pilot projects, and formal studies.</li> </ul>	<p>... and</p> <p><b>The school nurse:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Uses current evidence-based nursing knowledge, including research findings, to guide practice.</li> </ul>	<p>... and</p> <p><b>The school nurse:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Participates, as appropriate to education level and position, in the development of evidence-based school nursing practice through research.</li> </ul>	<p>... and</p> <p><b>The school nurse:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Identifies clinical problems specific to nursing and other research.</li> <li><input type="checkbox"/> Contributes to the school nursing and school health literature.</li> <li><input type="checkbox"/> Contributes to nursing knowledge by conducting and analyzing research.</li> </ul>	

Examples of artifacts that may be used to demonstrate performance:
<input type="checkbox"/> <b>Certificate of national certification*</b>
<input type="checkbox"/> <b>Registered Nurse Licensure*</b>
<input type="checkbox"/> CEU certificates
<input type="checkbox"/> Proof of presentations at local, state, or national professional meetings
<input type="checkbox"/> CPR certification/ CPR instructor certification
<input type="checkbox"/> Proof of annual trainings in OSHA and other district/hospital or health dept. required competencies
<input type="checkbox"/> Publications
<input type="checkbox"/> College degree completion.
<input type="checkbox"/> Collection of data for annual school health services report.
<input type="checkbox"/>
<input type="checkbox"/>
<input type="checkbox"/>
<input type="checkbox"/>
<b>Evaluator Comments: (Required for all “Not Demonstrated” ratings, recommended for all ratings.)</b>
<b>Comments of Person Being Evaluated: (Optional)</b>

\*Item must be reviewed and discussed annually

**Standard 4. The school nurses facilitates student learning by providing individualized care using the nursing process.** School nurses understand the influence of health related factors on student academic performance and achievement. School nurses use the steps of the nursing process in a problem solving manner to plan care that facilitates the ability of the student to be present in school and ready to learn.

Developing	Proficient	Accomplished	Distinguished	Not Demonstrated (Comment Required)
<b>Element a. School nurses collect comprehensive data pertinent to the student’s health and analyze the data to determine nursing diagnoses.</b>				
<p><b>The school nurse:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Collects and prioritizes comprehensive data based on the student’s immediate condition or on anticipated needs.</li> <li><input type="checkbox"/> Uses appropriate evidence-based assessment techniques and tools.</li> <li><input type="checkbox"/> Establishes nursing diagnoses or issues through analysis of assessment data.</li> </ul>	<p>... and</p> <p><b>The school nurse:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Validates the diagnoses or issues with the student, family, staff, and other healthcare providers when possible and appropriate.</li> </ul>	<p>... and</p> <p><b>The school nurse:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Conducts family assessment to include family dynamics, structure, and function.</li> <li><input type="checkbox"/> Bases the nursing diagnoses on current research, knowledge of clinical diagnoses, and normal parameters relevant to potential problem areas.</li> </ul>	<p>... and</p> <p><b>The school nurse:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Assesses the effect of interactions among individuals, family, community, and social systems on health and illness.</li> </ul>	



Standard 4. School nurses facilitate student learning by providing individualized care using the nursing process.				
Developing	Proficient	Accomplished	Distinguished	Not Demonstrated (Comment Required)
<b>Element b. Based on the assessment, school nurses identify expected student outcomes and develop a plan with strategies to attain those outcomes.</b>				
<p>... and</p> <p><b>The school nurse:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Involves the student, family, healthcare providers, and others in formulating plan.</li> <li><input type="checkbox"/> Develops expected outcomes that facilitate continuity of care.</li> <li><input type="checkbox"/> Uses the plan to provide direction to other members of the healthcare team.</li> </ul>	<p>... and</p> <p><b>The school nurse:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Derives culturally appropriate, developmentally suitable outcomes from the diagnoses.</li> <li><input type="checkbox"/> Modifies the plan based on the ongoing assessment of the student's response and other outcome indicators.</li> </ul>	<p>... and</p> <p><b>The school nurse:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Integrates current scientific evidence, trends, and research into planning.</li> <li><input type="checkbox"/> Designs strategies to meet the multifaceted needs of students with complex healthcare needs</li> </ul>	<p>... and</p> <p><b>The school nurse:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Recognizes interventions that require system-level involvement.</li> <li><input type="checkbox"/> Considers associated risks, benefits, costs, and expected outcomes in planning care.</li> </ul>	
<b>Element c. School nurses implement the plan of care, coordinate care delivery, and evaluate the effectiveness of the plan.</b>				
<p>... and</p> <p><b>The school nurse:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Collaborates with school staff and family members to incorporate the healthcare plan into the education setting in a safe, realistic, and timely manner.</li> <li><input type="checkbox"/> Documents all aspects of the nursing process.</li> <li><input type="checkbox"/> Provides indicated individual and group health teaching and health counseling.</li> <li><input type="checkbox"/> Conducts a systematic, ongoing, and criterion-based evaluation.</li> </ul>	<p>... and</p> <p><b>The school nurse:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Assumes responsibility for the safe/efficient implementation of the plan.</li> <li><input type="checkbox"/> Provides holistic care that addresses diverse needs.</li> <li><input type="checkbox"/> Manages care to maximize independence and quality of life and access to education in the least restrictive environment.</li> <li><input type="checkbox"/> Assesses and assures that interventions minimize unwarranted or unwanted side effects.</li> <li><input type="checkbox"/> Serves as a primary resource to school staff (and others) regarding health education.</li> </ul>	<p>... and</p> <p><b>The school nurse:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Applies available healthcare technologies to maximize optimal outcomes.</li> <li><input type="checkbox"/> Provides anticipatory guidance to promote health.</li> <li><input type="checkbox"/> Disseminates the results of evaluation to student/family, healthcare provider, and others.</li> </ul>	<p>... and</p> <p><b>The school nurse:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Partners with businesses and community organizations to leverage resources to implement sound healthcare programs.</li> <li><input type="checkbox"/> Evaluates health information resources to help students, families and staff to access quality information.</li> <li><input type="checkbox"/> Provides consultative services that build on evidence-based practice and theoretical frameworks.</li> </ul>	

Standard 4. School nurses facilitate student learning by providing individualized care using the nursing process.				
Developing	Proficient	Accomplished	Distinguished	Not Demonstrated (Comment Required)
<b>Element d. School nurses utilize appropriate resources to plan and provide school health services that are safe, effective, and financially responsible.</b>				
<p><b>The school nurse:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Delegates care to others adhering to the NC Board of Nursing guidelines</li> <li><input type="checkbox"/> Assists the student and family in securing available services.</li> <li><input type="checkbox"/> Documents all aspects of resource utilization, including delegation and staff training.</li> </ul>	<p>... and</p> <p><b>The school nurse:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Takes into account the complexity of the task, and desired outcomes when considering resource allocation.</li> <li><input type="checkbox"/> Advocates for resources, including technology, that enhance school nursing practice.</li> <li><input type="checkbox"/> Uses a multidisciplinary approach to formulate plans of care.</li> </ul>	<p>... and</p> <p><b>The school nurse:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Evaluates safety, effectiveness, availability, and costs of resources when choosing among practice options.</li> </ul>	<p>... and</p> <p><b>The school nurse:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Identifies resources needed to provide quality care for all students.</li> <li><input type="checkbox"/> Develops innovative solutions to provide quality nursing initiatives.</li> <li><input type="checkbox"/> Leverages available school and district resources to obtain additional resources for quality care and nursing initiatives.</li> </ul>	
<b>Examples of artifacts that may be used to demonstrate performance:</b>				
<input type="checkbox"/> Individualized health care plans				
<input type="checkbox"/> Emergency health care plans				
<input type="checkbox"/> Nursing care plans				
<input type="checkbox"/> Delegated teaching/monitoring records				
<input type="checkbox"/> Nursing documentation records- all aspects of nursing process				
<input type="checkbox"/> Meeting minutes, i.e. family meetings, collaborative teams, etc.				
<input type="checkbox"/> Medication audits				
<input type="checkbox"/>				
<input type="checkbox"/>				
<input type="checkbox"/>				
<input type="checkbox"/>				
<b>Evaluator Comments: (Required for all “Not Demonstrated” ratings, recommended for all ratings.)</b>				
<b>Comments of Person Being Evaluated: (Optional)</b>				

**Standard 5. School nurses reflect on their practice.**

School nurses demonstrate accountability for managing and delivering comprehensive school health services. School nurses analyze formal and informal data to evaluate the effectiveness of service delivery. School nurses adapt their practice based on current and relevant research findings and data to best meet the needs of students, families, schools, and communities. School nurses utilize collaborative relationships with colleagues, families, and communities to reflect upon and improve their practice.

Developing	Proficient	Accomplished	Distinguished	Not Demonstrated (Comment Required)
<b>Element a. Quality of practice: School nurses continually strive to improve practice.</b>				
<p><b>The school nurse:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Thinks systematically and critically about the impact of comprehensive school nursing services on student success.</li> </ul>	<p>... and</p> <p><b>The school nurse:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Collects and analyzes data needed to evaluate the effectiveness of service delivery.</li> </ul>	<p>... and</p> <p><b>The school nurse:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Uses knowledge of research and program evaluation to impact practice and student success.</li> </ul>	<p>... and</p> <p><b>The school nurse:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Promotes the adaptation of professional practices to meet the needs of students, families, schools, and communities based on relevant research findings and data.</li> </ul>	
<b>Element b. Professional practice evaluation: The school nurses engage in self-evaluation of practice.</b>				
<p><b>The school nurse:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Identifies links between professional growth and professional goals.</li> </ul>	<p>... and</p> <p><b>The school nurse:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Formulates personal plans for ongoing professional growth.</li> <li><input type="checkbox"/> Uses the self-assessment process to reflect on ability to meet or exceed NC standards for school nurses.</li> </ul>	<p>... and</p> <p><b>The school nurse:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Expands expertise in a specialized area.</li> <li><input type="checkbox"/> Applies new knowledge to professional practice.</li> </ul>	<p>... and</p> <p><b>The school nurse:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Provides assistance to colleagues for guidance and assistance to specialized knowledge and skills.</li> </ul>	

**Examples of artifacts that may be used as evidence of performance:**

- Professional growth plan
- Program design and implementation
- Membership in professional organizations
- Research results
- Participation in professional learning communities
- Participation in offering professional development opportunities
- NC Board of Nursing Continuing Competence Self Evaluation
- 
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- 
- 

**Evaluator Comments: (Required for all “Not Demonstrated” ratings, recommended for all others.)**

**Comments of Person Being Evaluated (Optional)**

**Rubric Signature Page**

\_\_\_\_\_  
School Nurse's Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Principal/Evaluator Signature

\_\_\_\_\_  
Date

Comments Attached: \_\_\_\_ YES \_\_\_\_ NO

\_\_\_\_\_  
Principal/Evaluator Signature

\_\_\_\_\_  
Date

*(Signature indicates question above regarding comments has been addressed)*

*Note: The school nurse's signature on this form represents neither acceptance nor approval of the report. It does, however, indicate that the school nurse has reviewed the report with the evaluator and may reply in writing. The signature of the principal or evaluator verifies that the report has been reviewed and that the proper process has been followed according to the North Carolina State Board of Education Policy for the School Nurse Evaluation Process.*