**Guidance for Evaluation of School Nurses**

This document is intended to be a crosswalk between the Specialized Instructional Support Personnel (SISP) rubric and the evaluation criteria that existed previously for school nurses.

**Standard I: Curriculum, Planning, & Assessment**

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| **Rubric Indicators & Elements** | **School Nurse Evaluation Criteria from School Year 2011-2012** |
| I-A. Curriculum & PlanningI-A-1. Professional KnowledgeI-A-2. Child and Adolescent DevelopmentI-A-3. Plan Development I-A-4. Well-Structured LessonsI-B. AssessmentI-B-1. Variety of Assessment MethodsI-B-2. Adjustments to Practice I-C. AnalysisI-C-1. Analysis and Conclusions I-C-2. Sharing Conclusions with Colleagues I-C-3. Sharing Conclusions with Students and Families | * Conducts state mandated screening programs
* Coordinates physical examinations (including Chapter 766) within appropriate time intervals and when necessary with contracted providers (physicians)
* Responds to parent, student and staff medical (including school illness/injury) and social needs
* Maintains health records
* Interacts with students, parents, school groups, staff on a medical need basis for counseling (including social and emotional problems)
* Recommends modification of school facilities or programs to maintain optimum health and safety of students and school personnel
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**Standard II: Teaching All Students**

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| **Rubric Elements** | **Former Evaluation Criteria** |
| II-A. InstructionII-A-1. Quality of Effort and WorkII-A-2. Student EngagementII-A-3. Meeting Diverse Needs II-B. Learning EnvironmentII-B-1. Safe Learning EnvironmentII-B-2. Collaborative Learning EnvironmentII-B-3. Student MotivationII-C. Cultural ProficiencyII-C-1. Respects Differences II-C-2. Maintains Respectful Environment II-D. ExpectationsII-D-1. Clear Expectations II-D-2. High Expectations II-D-3. Access to Knowledge | * Interacts with students, parents, school groups, staff on a medical need basis for counseling (including social and emotional problems)
* Recommends modification of school facilities or programs to maintain optimum health and safety of students and school personnel
* Participates in activities to promote general welfare of the school, the teaching and the health professions
* Cooperates in achieving the goals of the Whole School Improvement Plan
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**Standard III: Family and Community Engagement**

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| **Rubric Elements** | **Former Evaluation Criteria** |
| III-A. EngagementIII-A-1. Parent/Family EngagementIII-B. CollaborationIII-B-1. Learning ExpectationsII-B-2. Student SupportIII-C. CommunicationII-C-1. Two-Way Communication II-C-2. Culturally Proficient Communication  | * Exhibits cooperative relationships with parents (e.g. parental conferences, parental contact, local city and state officials)
* Responds to parent, student and staff medical (including school illness/injury) and social needs
* Interacts with students, parents, school groups, staff on a medical need basis for counseling (including social and emotional problems)
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**Standard IV: Professional Culture**

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| **Rubric Elements** | **Former Evaluation Criteria** |
| IV-A. ReflectionIV-A-1. Reflective PracticeII-A-2. Goal SettingIV-B. Professional GrowthIV-B-1. Professional Learning and GrowthIV-C. CollaborationIV-C-1. Professional Collaboration IV-C-2. Consultation IV-D. Decision-MakingIV-D-1. Decision-makingIV-E. Shared ResponsibilityIV-B-1. Shared ResponsibilityIV-F. Professional ResponsibilitiesIV-C-1. Judgment IV-C-2. Reliability and Responsibility  | * Engages in activities that contribute to one's performance in his/her professional role (e.g., participates in professional organizations, continuing education, responds to in-service and professional growth opportunities in terms of personal and pupil improvement)
* Maintains professional working relationships
* Works cooperatively with peers
* Complies with state mandated reporting requirements and administrative rules and regulations
* Performs duties and assignments effectively
* Participates in activities to promote general welfare of the school, the teaching and the health professions
* Maintains professional appearance and demeanor
* Cooperates in achieving the goals of the Whole School Improvement Plan
* Maintains regular attendance in conformity with rules and regulations of the School Department
* Maintains punctuality in all matters pertaining to professional role
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