**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 & Planning  I-A-1. Professional Knowledge  I-A-2. Child and Adolescent Development  I-A-3. Plan Development  I-A-4. Well-Structured Lessons  I-B. Assessment  I-B-1. Variety of Assessment Methods  I-B-2. Adjustments to Practice  I-C. Analysis  I-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 |

**Standard II: Teaching All Students**

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| **Rubric Elements** | **Former Evaluation Criteria** |
| II-A. Instruction  II-A-1. Quality of Effort and Work  II-A-2. Student Engagement  II-A-3. Meeting Diverse Needs  II-B. Learning Environment  II-B-1. Safe Learning Environment  II-B-2. Collaborative Learning Environment  II-B-3. Student Motivation  II-C. Cultural Proficiency  II-C-1. Respects Differences  II-C-2. Maintains Respectful Environment  II-D. Expectations  II-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 |

**Standard III: Family and Community Engagement**

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| **Rubric Elements** | **Former Evaluation Criteria** |
| III-A. Engagement  III-A-1. Parent/Family Engagement  III-B. Collaboration  III-B-1. Learning Expectations  II-B-2. Student Support  III-C. Communication  II-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) |

**Standard IV: Professional Culture**

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| **Rubric Elements** | **Former Evaluation Criteria** |
| IV-A. Reflection  IV-A-1. Reflective Practice  II-A-2. Goal Setting  IV-B. Professional Growth  IV-B-1. Professional Learning and Growth  IV-C. Collaboration  IV-C-1. Professional Collaboration  IV-C-2. Consultation  IV-D. Decision-Making  IV-D-1. Decision-making  IV-E. Shared Responsibility  IV-B-1. Shared Responsibility  IV-F. Professional Responsibilities  IV-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 |