

## SCHOOL NURSE COMPETENCIES SELF-EVALUATION TOOL

School Nurse \_\_\_\_\_ School \_\_\_\_\_ Date Completed \_\_\_\_\_  
 School Nurse Supervisor \_\_\_\_\_ Date Reviewed \_\_\_\_\_

The school nurse competencies presume that some core knowledge has been provided to the school nurse by his or her supervisor. In developing these competencies, district policies and structures must be in place. These include an orientation at the district level, policies and procedures, a system for data collection and nursing documentation, access to a nursing supervisor and peer networking opportunities. **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).** Each school nurse should rate their own performance based on the competency statements below using the following criteria:

- ✓ **Exemplary** – substantially exceeding indicators of performance and offers multiple examples of evidence.
- ✓ **Proficient** – Meeting indicators of performance.
- ✓ **Developing** – meeting some indicators of performance within the standards and at times with support of others, such as nursing supervisors and other school nurses.
- ✓ **Below Standard** – Not meeting indicators of performance.

For all ratings, the school nurse should provide evidence within the appropriate boxes.

The School Nurse Competencies Self-Evaluation Tool should be completed in its entirety the first year of implementation of this evaluation system. In subsequent years, it should be reviewed, dated and if there has been a change in the rating of proficiency for one or more of the standards, the change should be documented with evidence on the tool.

STANDARD 1 - ASSESSMENT: The school nurse collects comprehensive data pertinent to the healthcare consumer's health/ or the situation.	Developing	Proficient	Exemplary	Below Standard
<ul style="list-style-type: none"> <li>• Collects, prioritizes, documents and evaluates student health information during student visits to the health office, for state-mandated screenings and physical exams and in emergency situations, according to established policy, guidelines and protocols.</li> </ul>				
<ul style="list-style-type: none"> <li>• Collects, prioritizes, evaluates and documents data in more complex situations (e.g. medically complex students; students not making educational progress; students with ongoing somatic complaints) using knowledge and skills in accordance with established policies, guidelines and protocols.</li> </ul>				
<ul style="list-style-type: none"> <li>• Completes comprehensive health history assessment summaries for individual students</li> </ul>				
<ul style="list-style-type: none"> <li>• Prioritizes and analyzes individualized and comprehensive data as indicated by student complaint, family concern/ request or school team request</li> </ul>				

<ul style="list-style-type: none"> <li>Develops, implements and evaluates a district wide data collection process that is organized, systematic and ongoing to identify trends and needs.</li> </ul>				
<b>STANDARD 2 - DIAGNOSIS: The school nurse analyzes the assessment data to determine the nursing diagnoses or issues.</b>	<b>Developing</b>	<b>Proficient</b>	<b>Exemplary</b>	<b>Below standard</b>
<ul style="list-style-type: none"> <li>Assigns appropriate diagnoses or functional health related issues for individual students after analysis of assessment data during health office visits and emergency situations, e.g., difficulty breathing.</li> </ul>				
<ul style="list-style-type: none"> <li>Documents diagnoses or health related issues for individual students according to district procedures in order to facilitate expected outcomes and a plan of care.</li> </ul>				
<ul style="list-style-type: none"> <li>Engages in the diagnostic process for individual students through analysis of a broad range of assessment data, including data from the student, family, school staff and health care providers (both verbal and written).</li> </ul>				
<ul style="list-style-type: none"> <li>Identifies and confirms appropriate health related issues for groups of students and for the school community.</li> </ul>				
<b>STANDARD 3 - OUTCOMES IDENTIFICATION: The school nurse identifies expected outcomes for a plan individualized to the healthcare consumer or the situation.</b>	<b>Developing</b>	<b>Proficient</b>	<b>Exemplary</b>	<b>Below Standard</b>
<ul style="list-style-type: none"> <li>Identifies expected short-term student health outcomes based on immediate diagnoses or health related issues that are developmentally appropriate.</li> </ul>				
<ul style="list-style-type: none"> <li>Possesses awareness of the educational implications of health concerns or problems.</li> </ul>				
<ul style="list-style-type: none"> <li>Identifies outcomes that are culturally appropriate and realistic in relation to the student's present and potential capabilities.</li> </ul>				
<ul style="list-style-type: none"> <li>Identifies short- and long-term outcomes for ongoing health diagnosis or health related issues that are ongoing and mutually formulated with the student, family, school staff, community and other providers, as appropriate.</li> </ul>				
<ul style="list-style-type: none"> <li>Constructs and documents student health and educational outcomes that are measurable, realistic, and expressed in educational terms and include a reasonable time frame.</li> </ul>				
<ul style="list-style-type: none"> <li>Identifies and uses trends in student outcomes to guide district planning for future school health related programs.</li> </ul>				
<ul style="list-style-type: none"> <li>Acts as a resource for the school community in the development of health and educational outcomes for students.</li> </ul>				

<b>STANDARD 4 - PLANNING: The school nurse develops a plan that prescribes strategies and alternatives to attain expected outcomes.</b>	<b>Developing</b>	<b>Proficient</b>	<b>Exemplary</b>	<b>Below Standard</b>
<ul style="list-style-type: none"> <li>Establishes a plan of interventions to meet the immediate needs of students making health office visits for wellness concerns, injuries and illnesses.</li> </ul>				
<ul style="list-style-type: none"> <li>Recognizes and prioritizes students' needs for written, individualized health care plans for students that reflect all applicable federal and state laws and regulations, and professional standards of practice.</li> </ul>				
<ul style="list-style-type: none"> <li>Collaborates with other school team, family members and other health care providers to develop individualized health care plans.</li> </ul>				
<ul style="list-style-type: none"> <li>Includes all the essential components of the health care plan such as an emergency care plan, routine interventions, transportation plans, off-site plans and medication plans.</li> </ul>				
<ul style="list-style-type: none"> <li>Communicates the health care plan to the individual student.</li> </ul>				
<ul style="list-style-type: none"> <li>Develops individualized health care plans within the appropriate educational programs (regular education, Section 504 and special education), while recognizing any program differences.</li> </ul>				
<ul style="list-style-type: none"> <li>Uses current health care standards, trends, alternative or complimentary strategies and evidence-based information to develop health care plans in a timely manner.</li> </ul>				
<ul style="list-style-type: none"> <li>Considers the impact of the potential recommendations on available school and family resources, such as staffing patterns and availability of equipment and supplies.</li> </ul>				
<ul style="list-style-type: none"> <li>Develops a consistent district wide approach to the planning for student and school community health needs.</li> </ul>				
<ul style="list-style-type: none"> <li>Provides district- and community-level guidance and consultation in the development of health care plans for students.</li> </ul>				
<b>STANDARD 5 - INTERVENTION: The school nurse implements the interventions identified in the plan.</b>	<b>Developing</b>	<b>Proficient</b>	<b>Exemplary</b>	<b>Below Standard</b>
<ul style="list-style-type: none"> <li>Provides interventions including using the written health care plan and district policies, procedures and clinical protocols to address health needs.</li> </ul>				
<ul style="list-style-type: none"> <li>Implements changes or modifications in the plan of care.</li> </ul>				
<ul style="list-style-type: none"> <li>Documents implementation of the nursing interventions in the appropriate health records according school district policies and procedures (nursing notes, medication administration sheets, IHCP, CHR, EHR, IEP, etc.) and using standardized nursing language or equivalent terminology.</li> </ul>				

<ul style="list-style-type: none"> <li>According to the established health care plan, provides education and direction to school staff members in carrying out specific aspects of the plan.</li> </ul>				
<ul style="list-style-type: none"> <li>Oversees the delivery and supervises the delegation of nursing procedures or medication administration.</li> </ul>				
<ul style="list-style-type: none"> <li>Collaborates with nursing and school staff members, community health care providers and community services (such as after-school programs, SBHCs, young parent programs, summer camps, etc.) as needed.</li> </ul>				
<ul style="list-style-type: none"> <li>Serves as an advocate for students, families and staff members on the implementation of care.</li> </ul>				
<b>STANDARD 5A - COORDINATION OF CARE: The school nurse coordinates care delivery.</b>	<b>Developing</b>	<b>Proficient</b>	<b>Exemplary</b>	<b>Below Standard</b>
<ul style="list-style-type: none"> <li>Documents coordination of care in the appropriate health care records according to district policy (such as IHCP, nursing notes, 504 plan, etc.)</li> </ul>				
<ul style="list-style-type: none"> <li>Serves as case manager for students with health needs.</li> </ul>				
<ul style="list-style-type: none"> <li>Works with colleagues to integrate the health care plan into routine school programs.</li> </ul>				
<ul style="list-style-type: none"> <li>Coordinates with families and community providers (such as coaches, after-school program directors, etc.) to promote transition of the health care plan goals into students' extra- curricular and community activities.</li> </ul>				
<ul style="list-style-type: none"> <li>Promotes coordination of the plan with all agencies involved in the student's care (such as DMR, DSS, DCF, community-based providers, etc.).</li> </ul>				
<b>STANDARD 5B - HEALTH TEACHING AND HEALTH PROMOTION: The school nurse uses strategies to promote a healthy and a safe environment, especially regarding health education.</b>	<b>Developing</b>	<b>Proficient</b>	<b>Exemplary</b>	<b>Below Standard</b>
<ul style="list-style-type: none"> <li>Provides evidenced-based health information and counseling to individual students related to identified concerns within a health office visit.</li> </ul>				
<ul style="list-style-type: none"> <li>Gives consideration to developmental, cultural and linguistic differences among students in their school when providing health information.</li> </ul>				
<ul style="list-style-type: none"> <li>Provides basic staff wellness education (such as universal precautions, flu prevention, etc.)</li> </ul>				
<ul style="list-style-type: none"> <li>Provides evidence-based health education and counseling to families based on students' needs as identified in the health office visit.</li> </ul>				

<ul style="list-style-type: none"> <li>Integrates evidence-based health promotion concepts into teaching and counseling with individual and groups of students in the classroom setting, such as healthy lifestyles, reducing risky behaviors, bullying and violence prevention, and other health promotion activities based on the Connecticut Healthy and Balanced Living Frameworks, and any other relevant clinical guidelines.</li> </ul>				
<ul style="list-style-type: none"> <li>Seeks opportunities to provide evidence-based education and counseling to individual families and parent groups.</li> </ul>				
<ul style="list-style-type: none"> <li>Identifies areas of need for health education and health instruction based on student health data, community needs and youth risk behavior trends, such as alcohol or tobacco use.</li> </ul>				
<ul style="list-style-type: none"> <li>Participates with school staff members in the development and revisions of the health curriculum.</li> </ul>				
<ul style="list-style-type: none"> <li>Promotes and provides staff wellness programs and health information.</li> </ul>				
<b>STANDARD 5C - CONSULTATION: The school nurse provides consultation to influence the identified plan, enhance the abilities of others, and effect change.</b>	<b>Developing</b>	<b>Proficient</b>	<b>Exemplary</b>	<b>Below Standard</b>
<ul style="list-style-type: none"> <li>Identifies and obtains baseline data in response to a request for consultation.</li> </ul>				
<ul style="list-style-type: none"> <li>Analyzes and synthesizes information according to evidence-based practice and theoretical frameworks from a variety of sources to inform consultation.</li> </ul>				
<ul style="list-style-type: none"> <li>Communicates recommendations and provides relevant consultation to students, families, and school staff.</li> </ul>				
<ul style="list-style-type: none"> <li>Identifies stakeholders and includes them in the decision-making process related to the health plan.</li> </ul>				
<ul style="list-style-type: none"> <li>Initiates opportunities to provide consultation to others in order to better serve the school community and enhance practice.</li> </ul>				
<b>STANDARD 6 - EVALUATION: The school nurse evaluates progress toward attainment of outcomes.</b>	<b>Developing</b>	<b>Proficient</b>	<b>Exemplary</b>	<b>Below Standard</b>
<ul style="list-style-type: none"> <li>Uses a planned approach to evaluate whether or not individual student plans were implemented and effective.</li> </ul>				
<ul style="list-style-type: none"> <li>Involves the student and others to evaluate outcomes.</li> </ul>				
<ul style="list-style-type: none"> <li>Documents the results of the evaluation according to district policies and procedures.</li> </ul>				
<ul style="list-style-type: none"> <li>Evaluates whether student outcomes had the desired impact on educational progress.</li> </ul>				

<ul style="list-style-type: none"> <li>Aggregates data from student outcomes to effect change to policies and procedures, and promotes school health programs that support student learning and healthy habits.</li> </ul>				
<b>STANDARD 7 - ETHICS: The school nurse practices ethically.</b>	<b>Developing</b>	<b>Proficient</b>	<b>Exemplary</b>	<b>Below Standard</b>
<ul style="list-style-type: none"> <li>Adheres to ANA and NASN Codes of Ethics, as well as school district policies, educational laws and health care laws to guide decision making in his or her practice.</li> </ul>				
<ul style="list-style-type: none"> <li>Delivers care in a manner that preserves and protects the autonomy, dignity and rights of students and, when applicable, their families.</li> </ul>				
<ul style="list-style-type: none"> <li>Maintains therapeutic and professional student-nurse relationships, including appropriate role boundaries.</li> </ul>				
<ul style="list-style-type: none"> <li>Adheres to educational laws, health care laws, nursing ethics, and federal, state and district regulations relating to privacy and confidentiality.</li> </ul>				
<ul style="list-style-type: none"> <li>Delivers care in a manner that is sensitive to diversity within the school community.</li> </ul>				
<ul style="list-style-type: none"> <li>Recognizes ethical dilemmas involving students, colleagues or systems and participates in resolving them through an established network of resources.</li> </ul>				
<ul style="list-style-type: none"> <li>Advocates for equitable health care for students and families as appropriate.</li> </ul>				
<ul style="list-style-type: none"> <li>Develops policies, procedures and professional development activities that promote staff adherence to ethical standards related to:               <ul style="list-style-type: none"> <li>✓ student autonomy, dignity and rights;</li> <li>✓ diversity within the school community;</li> <li>✓ educational laws, health care laws, nursing ethics, and federal, state and district regulations;</li> <li>✓ advocacy for students and families; and</li> <li>✓ school climate.</li> </ul> </li> </ul>				
<ul style="list-style-type: none"> <li>Acts as a consultant to others to resolve ethical issues of students, colleagues or systems.</li> </ul>				
<b>STANDARD 8 - EDUCATION: The school nurse attains knowledge and competency that reflect current nursing practice.</b>	<b>Developing</b>	<b>Proficient</b>	<b>Exemplary</b>	<b>Below Standard</b>
<ul style="list-style-type: none"> <li>Demonstrates basic knowledge and skills appropriate to the specialty practice of school nursing, including but not limited to:               <ul style="list-style-type: none"> <li>✓ Growth and development;</li> <li>✓ Pediatric and adolescent primary care issues;</li> <li>✓ Infectious and communicable diseases or infestations;</li> </ul> </li> </ul>				

<ul style="list-style-type: none"> <li>✓ Chronic disease management for school-aged youths;</li> <li>✓ School health laws and regulations;</li> <li>✓ Family Centered Care;</li> <li>✓ Roles of school team members; and</li> <li>✓ Information technology.</li> </ul>				
<ul style="list-style-type: none"> <li>• Participates in continuing education activities to enhance current clinical knowledge and professional issues in consultation with a supervisor.</li> </ul>				
<ul style="list-style-type: none"> <li>• Identifies personal needs for professional development and ongoing formal education.</li> </ul>				
<ul style="list-style-type: none"> <li>• Acquires more in-depth knowledge related to:               <ul style="list-style-type: none"> <li>✓ Special education;</li> <li>✓ Section 504; and</li> <li>✓ IHCP/IEP process.</li> </ul> </li> </ul>				
<ul style="list-style-type: none"> <li>• Pursues or has achieved an advanced degree in nursing or a related field.</li> </ul>				
<ul style="list-style-type: none"> <li>• Contributes to the design and implementation of professional development programs in school health at the local or state level.</li> </ul>				
<b>STANDARD 9 - EVIDENCED-BASED PRACTICE AND RESEARCH: The school nurse integrates evidence and research findings into practice.</b>	<b>Developing</b>	<b>Proficient</b>	<b>Exemplary</b>	<b>Below Standard</b>
<ul style="list-style-type: none"> <li>• Participates in data collection (surveys, pilot projects, studies).</li> </ul>				
<ul style="list-style-type: none"> <li>• Uses evidence-based data to guide practice decisions and professional growth.</li> </ul>				
<ul style="list-style-type: none"> <li>• Participates on a formal committee or program (e.g., indoor air quality, crisis, wellness, school health advisory).</li> </ul>				
<ul style="list-style-type: none"> <li>• Identifies clinical issues for data collection and specific to nursing research (student care and nursing practice).</li> </ul>				
<ul style="list-style-type: none"> <li>• Uses school-based data to identify patterns and trends in student health and health services programs.</li> </ul>				
<ul style="list-style-type: none"> <li>• Uses evidence-based research to develop, implement and disseminate policies and protocols (health and academic) of practice.</li> </ul>				
<ul style="list-style-type: none"> <li>• Designs and conducts research and contributes to school nursing literature.</li> </ul>				
<ul style="list-style-type: none"> <li>• Researches and synthesizes information on national, state and local issues and their impact on health in schools.</li> </ul>				

<b>STANDARD 10 - QUALITY OF PRACTICE: The school nurse contributes to quality nursing practice.</b>	<b>Developing</b>	<b>Proficient</b>	<b>Exemplary</b>	<b>Below Standard</b>
<ul style="list-style-type: none"> <li>Adheres to the district's system for the collection of data which will be used to monitor the quality and effectiveness of nursing care.</li> </ul>				
<ul style="list-style-type: none"> <li>Participates in activities to enhance the quality of nursing practice such as identifying aspects of practice to evaluate to improve day to day practice or the daily work routine.</li> </ul>				
<ul style="list-style-type: none"> <li>Appropriately documents all essential communications.</li> </ul>				
<ul style="list-style-type: none"> <li>Participates in evaluation efforts to test the quality and effectiveness of nursing care.</li> </ul>				
<ul style="list-style-type: none"> <li>Initiates changes in nursing practice at the building level based on constant evaluation of current practice, current literature and best practice guidelines.</li> </ul>				
<ul style="list-style-type: none"> <li>Contributes to the development of local policies, procedures and practice guidelines to improve the quality of care and effectiveness of nursing care.</li> </ul>				
<ul style="list-style-type: none"> <li>Formulates recommendations to improve school nursing practice and/or student outcomes at the district level and when appropriate collaborates with others.</li> </ul>				
<ul style="list-style-type: none"> <li>Initiates changes in nursing practice at the district or state level based on constant evaluation of current practice, current literature and best practice guidelines.</li> </ul>				
<b>STANDARD 11 - COMMUNICATION: The school nurse communicates effectively in a variety of formats in all areas of nursing practice.</b>	<b>Developing</b>	<b>Proficient</b>	<b>Exemplary</b>	<b>Below Standard</b>
<ul style="list-style-type: none"> <li>Establishes rapport with students, family, school staff and members of the health team.</li> </ul>				
<ul style="list-style-type: none"> <li>Demonstrates basic skills of oral and written communication.</li> </ul>				
<ul style="list-style-type: none"> <li>Utilizes effective methods of communication relevant to individual student care management, including active listening, reassurance, interpreting and validating non-verbal cues, visual aids and interpreters as necessary.</li> </ul>				
<ul style="list-style-type: none"> <li>Suggests items for and contributes appropriately to nurse and faculty meeting discussions.</li> </ul>				
<ul style="list-style-type: none"> <li>Uses appropriate interview techniques with students, parents and staff members.</li> </ul>				

<ul style="list-style-type: none"> <li>• Uses appropriate information technology to facilitate communication (e.g. telephone, mobile phone, electronic and social media.)</li> </ul>				
<ul style="list-style-type: none"> <li>• Professionally articulates the nurse's role and the importance of health services to support learning, health and achievement by students to multidisciplinary colleagues.</li> </ul>				
<ul style="list-style-type: none"> <li>• Shares nursing knowledge and skills with nursing colleagues and multidisciplinary colleagues.</li> </ul>				
<ul style="list-style-type: none"> <li>• Understands and demonstrates the principles of adult learning in faculty and other group presentations.</li> </ul>				
<ul style="list-style-type: none"> <li>• Practices effective conflict resolution skills</li> </ul>				
<ul style="list-style-type: none"> <li>• Produces appropriate and persuasive written materials on student health needs and related policies (e.g. asthma, attendance).</li> </ul>				
<b>STANDARD 12 - LEADERSHIP: The school nurse provides leadership in the professional practice setting and the profession.</b>	<b>Developing</b>	<b>Proficient</b>	<b>Exemplary</b>	<b>Below Standard</b>
<ul style="list-style-type: none"> <li>• Is recognized as a team participant who demonstrates energy, excitement and a passion for quality work.</li> </ul>				
<ul style="list-style-type: none"> <li>• Encourages lifelong learning for self and others.</li> </ul>				
<ul style="list-style-type: none"> <li>• Maintains active member status in state and national professional organizations.</li> </ul>				
<ul style="list-style-type: none"> <li>• Demonstrates knowledge of the philosophy and mission of the school district.</li> </ul>				
<ul style="list-style-type: none"> <li>• Pursues and maintains national certification as a school nurse.</li> </ul>				
<ul style="list-style-type: none"> <li>• Convenes a multidisciplinary team, including relevant school and community members, to address health needs of students and the school community (e.g., teen pregnancy).</li> </ul>				
<ul style="list-style-type: none"> <li>• Serves in formal and informal leadership roles within the school community (e.g., serving as an expert or resource in particular areas such as insulin pumps).</li> </ul>				
<ul style="list-style-type: none"> <li>• Organizes and facilitates a coordinated approach to school health by serving as a leader for the school health council.</li> </ul>				
<ul style="list-style-type: none"> <li>• Mentors colleagues and new school nurse professionals in the role of the school nurse.</li> </ul>				
<ul style="list-style-type: none"> <li>• Serves in formal and informal leadership roles in professional organizations and committees at the local, state or national level.</li> </ul>				

<b>STANDARD 13 - COLLABORATION: The school nurse collaborates with the healthcare consumer, family, and others in the conduct of nursing practice.</b>	Developing	Proficient	Exemplary	Below Standard
<ul style="list-style-type: none"> <li>Partners with and establishes cooperative relationships with core school staff, district staff, and essential community-based partners.</li> </ul>				
<ul style="list-style-type: none"> <li>When serving on a school or community based team maintains confidentiality through protected communication standards to protect students' health, mental health and educational information, including obtaining appropriate authorizations.</li> </ul>				
<ul style="list-style-type: none"> <li>Identifies and helps to resolve barriers to effective collaboration.</li> </ul>				
<ul style="list-style-type: none"> <li>Advocates for a collaborative approach to student supports and services.</li> </ul>				
<ul style="list-style-type: none"> <li>Initiates multidisciplinary teams to build consensus and promote collaboration.</li> </ul>				
<ul style="list-style-type: none"> <li>Collaborates with a multidisciplinary team to initiate systems change and develop policies and programs.</li> </ul>				
<ul style="list-style-type: none"> <li>Functions as a liaison between family, school and community.</li> </ul>				
<b>STANDARD 14 - PROFESSIONAL PRACTICE EVALUATION: The school nurse evaluates one's own nursing practice in relation to professional practice standards and guidelines, relevant statutes, rules and regulations.</b>	Developing	Proficient	Exemplary	Below Standard
<ul style="list-style-type: none"> <li>Participates in performance appraisal on a regular basis in order to identify strengths and areas for improvement.</li> </ul>				
<ul style="list-style-type: none"> <li>Uses constructive feedback from a clinical supervisor to improve one's practice.</li> </ul>				
<ul style="list-style-type: none"> <li>Seeks new knowledge and skills from educational colleagues to enhance nursing practice within the educational setting.</li> </ul>				
<ul style="list-style-type: none"> <li>Seeks constructive feedback from a clinical supervisor regarding one's practice.</li> </ul>				
<ul style="list-style-type: none"> <li>Independently identifies professional strengths and areas for improvement including identifying errors and making recommendations to avoid future errors.</li> </ul>				
<ul style="list-style-type: none"> <li>In collaboration with a supervisor, develops annual goals and objectives to enhance performance.</li> </ul>				
<ul style="list-style-type: none"> <li>Initiates and participates in peer review, as appropriate.</li> </ul>				
<ul style="list-style-type: none"> <li>Implements performance strategies to achieve personal goals identified through the evaluation process.</li> </ul>				

<ul style="list-style-type: none"> <li>Contributes to the development and revision of the district's performance appraisal process.</li> </ul>				
<b>STANDARD 15 - RESOURCE UTILIZATION: The school nurse utilizes appropriate resources to plan and provide nursing services that are safe, effective, and financially responsible.</b>	<b>Developing</b>	<b>Proficient</b>	<b>Exemplary</b>	<b>Below Standard</b>
<ul style="list-style-type: none"> <li>Assigns or delegates tasks to school personnel as defined by the Connecticut Nurse Practice Act and Declaratory Rulings, and other relevant statutes and regulations.</li> </ul>				
<ul style="list-style-type: none"> <li>Follows district procedures for purchasing and maintaining health office supplies and equipment.</li> </ul>				
<ul style="list-style-type: none"> <li>Assists students and families in securing appropriate services and resources within the school and community.</li> </ul>				
<ul style="list-style-type: none"> <li>Contributes to the budgetary process of the school health office.</li> </ul>				
<ul style="list-style-type: none"> <li>Considers factors such as safety, effectiveness, cost and impact on practice when choosing interventions that result in desired student outcomes.</li> </ul>				
<ul style="list-style-type: none"> <li>Plans and evaluates school health programs that consider cost effectiveness, cost-benefit and efficiency factors.</li> </ul>				
<ul style="list-style-type: none"> <li>Independently seeks resources (grant-writing, special funds, etc.) for appropriate school health programs.</li> </ul>				
<b>STANDARD 16 - ENVIRONMENTAL HEALTH: The school nurse practices in an environmentally safe and healthy manner.</b>	<b>Developing</b>	<b>Proficient</b>	<b>Exemplary</b>	<b>Below Standard</b>
<ul style="list-style-type: none"> <li>Participates on school teams to manage environmental health and safety issues in the school building, including workplace safety.</li> </ul>				
<ul style="list-style-type: none"> <li>Ensures that health and safety are incorporated into all areas of the school environment, such as serving nutritious foods, safe playground, safe social/emotional environment, indoor air quality.</li> </ul>				
<ul style="list-style-type: none"> <li>Follows hazardous waste management policies at the local school and district level.</li> </ul>				
<ul style="list-style-type: none"> <li>Follows guidelines concerning blood borne pathogens in the school setting.</li> </ul>				
<ul style="list-style-type: none"> <li>Documents and reports to administration health events that may be caused by environmental exposures.</li> </ul>				
<ul style="list-style-type: none"> <li>Participates in the development of policies and practices that reduce exposure to environmental hazards and improves environmental safety.</li> </ul>				

<ul style="list-style-type: none"> <li>Participates in emergency response plan for environmental toxin/hazardous chemical exposure accidents.</li> </ul>				
<ul style="list-style-type: none"> <li>Develops policies on topics that address environmental safety (e.g. workplace safety, environmental hazards, smoke-free school environments, and emissions controls).</li> </ul>				
<ul style="list-style-type: none"> <li>Advocates for implementation of policies that encourage use of “green” cleaning products and integrated pest management.</li> </ul>				
<b>STANDARD 17 - PROGRAM MANAGEMENT: The school nurse manages school health services.</b>	<b>Developing</b>	<b>Proficient</b>	<b>Exemplary</b>	<b>Below Standard</b>
<ul style="list-style-type: none"> <li>Maintains an organized health room in an efficient manner.</li> </ul>				
<ul style="list-style-type: none"> <li>Uses technology (assistive, informational and medical) to effectively manage school health programs.</li> </ul>				
<ul style="list-style-type: none"> <li>Orients, trains, and supervises assistants or other unlicensed school staff performing health related tasks.</li> </ul>				
<ul style="list-style-type: none"> <li>Evaluates and recommends changes to school health programs for effectiveness and efficiency and communicates school health data findings to school nurse supervisor, administrators, boards of education and boards of health, as appropriate.</li> </ul>				
<ul style="list-style-type: none"> <li>Advocates, using supportive data, for needed resources, such as staffing and technology, to efficiently provide school health services.</li> </ul>				
<ul style="list-style-type: none"> <li>Leads public health efforts such as pregnancy prevention, disaster preparedness and obesity prevention in the school and/or community.</li> </ul>				

Date Reviewed	School Nurse Signature	Supervisor’s Signature	Date Reviewed	School Nurse Signature	Supervisor’s Signature