

Connecticut State Department of Education School Nurse Competency Evaluation Summary

School Nurse _____ School _____ School Year _____

Following completion of the School Nurse Competencies Self-Evaluation Tool*, the School Nurse Competency Evaluation Summary is then 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).** The final evaluation score is based on a combination of the final competency score and accomplishment of professional and districtwide goals.

*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 when there has been a change in the rating of proficiency for one or more of the standards, it should be documented with evidence.

Exemplary (EXP) – substantially exceeding indicators of performance.	Proficient (PRO) – Meeting indicators of performance.
Developing (DEV) – meeting some indicators of performance but not others.	Below Standard – Not meeting indicators of performance

STANDARDS	Below Standard (1)	DEV (2)	PRO (3)	EXP (4)
STANDARD 1 - ASSESSMENT: The school nurse collects comprehensive data pertinent to the healthcare consumer's health/ or the situation.				
STANDARD 2 - DIAGNOSIS: The school nurse analyzes the assessment data to determine the nursing diagnoses or issues.				
STANDARD 3 - OUTCOMES 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 prescribes strategies and alternatives to attain expected outcomes.				
STANDARD 5 - INTERVENTION: The school nurse implements the interventions identified in the plan.				
STANDARD 5A - COORDINATION OF CARE: The school nurse coordinates care delivery.				
STANDARD 5B - HEALTH TEACHING AND HEALTH PROMOTION: The school nurse uses strategies to promote a healthy and a safe environment, especially regarding health education.				
STANDARD 5C - CONSULTATION: The school nurse provides consultation to influence the identified plan, enhance the abilities of others, and effect change.				
STANDARD 6 - EVALUATION: The school nurse evaluates progress toward attainment of outcomes.				
STANDARD 7 - ETHICS: The school nurse practices ethically.				
STANDARD 8 - EDUCATION: The school nurse attains knowledge and competency that reflect current nursing practice.				
STANDARD 9 - EVIDENCED-BASED PRACTICE AND RESEARCH: The school nurse integrates evidence and research findings into practice.				
STANDARD 10 - QUALITY OF PRACTICE: The school nurse contributes to quality nursing practice.				
STANDARD 11 - COMMUNICATION: The school nurse communicates effectively in a variety of formats in all areas of nursing practice.				
STANDARD 12 - LEADERSHIP: The school nurse provides leadership in the professional practice setting and the profession.				

STANDARD 13 - COLLABORATION: The school nurse collaborates with the healthcare consumer, family, and others in the conduct of nursing practice.				
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.				
STANDARD 15 - RESOURCE UTILIZATION: The school nurse utilizes appropriate resources to plan and provide nursing services that are safe, effective, and financially responsible.				
STANDARD 16 - ENVIRONMENTAL HEALTH: The school nurse practices in an environmentally safe and healthy manner.				
STANDARD 17 - PROGRAM MANAGEMENT: The school nurse manages school health services.				
Total competency score				

Current Goals:

1. Professional Goal:

2. District-wide Goal:

Final Rating	Score
Total competency	
Professional Goal	
District-wide Goal	
Total Score	

Final Summative Rating

Exemplary	Proficient	Developing	Below Standard
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Signature of School Nurse: _____ Date: _____

Signature of School Nurse Supervisor: _____ Date: _____

Comments from Building Administrator (e.g. adherence to district policies, organization, communication skills, team work/collaboration, interaction with families and students, day to day non-clinical skills):

Signature of Building Administrator: _____ Date: _____

Staff member's signature indicates that he or she has read this document.
It does not indicate agreement or disagreement with its content, except for self-evaluation.

Rating Rubrics

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

Rating Score for: Professional Goals/District-wide Goal

Goal	Rating
Did Not Meet	1
Partially Met	2
Met	3
Exceeded	4

Rating Score for SLO Goals

Goal	Rating	Raw Score
Did Not Meet	1	25
Partially Met	2	50
Met	3	75
Exceeded	4	100

Final Rating Scale:

School Nurse Indicator Points	Final School Nursing Rating
Below 34	Below Standard
35-55	Developing
56-78	Proficient
79-100	Exemplary