



Claremont Unified School District
"Evaluation for Excellence"

EVALUATION
Health Education Specialist / School Nurse

| | | | |
|---------------------|--------------------|------|------|
| Nurse | Administrator | Date | |
| School | Assignment Status: | Temp | Prob |
| Observation Date(s) | Conference Date(s) | | |

I. Specific Performance Criteria

Each nurse's performance shall be evaluated for each of the expectations listed below and rated as to whether or not the expectation is met. Any rating that indicates "needs improvement" shall be explained in the comments section of this report.

Meets Standards
Approaching
Needs Improvement
Not observed

A. Student Health Needs

- Establishes a process to identify students at-risk for physical & psychosocial problems, using a variety of assessment practices ___
- Establishes a follow-up mechanism for referral of identified students ___
- Communicates health needs of students to appropriate school personnel ___
- Assumes responsibility for maintaining the pupil health record ___
- Records information in the cumulative health record ___
- Identifies the relationship between health status and the student's ability to learn ___
- Provides written nursing care plans for students with significant health problems ___
- Communicates with students and parents in a timely manner ___
- Collaborates with student, family & school personnel regarding student health needs ___

B. Supports The Standards of School Nursing Practice (ANA & NASN, 2005)

- **Assessment:** Collects comprehensive data pertinent to the student's health or a situation ___
- **Diagnosis:** Analyzes the assessment data to determine the issues ___
- **Outcomes Identification:** Identifies expected outcomes for a plan individualized to the student or situation ___
- **Planning:** Develops a plan that prescribes strategies and alternatives to attain expected outcomes ___
- **Implementation:** Implements the identified plan ___
 1. **Coordination of Care:** The school nurse coordinates care delivery ___
 2. **Health Teaching and Health Promotion:** Provides health education and employs strategies to promote health and a safe environment ___
 3. **Consultation:** Provides consultation to influence the identified plan, enhance the abilities of others, and effect change ___
 4. **Treatment:** Performs procedures, referrals, and treatments in accordance with state and federal laws and regulations ___
- **Evaluation:** Evaluates the progress toward attainment of outcomes ___

C. Learning Environment

- Teaches the principles of health promotion and disease prevention to individuals and groups
- Promotes sensitivity to diversity
- Provides an atmosphere of mutual respect and cooperation
- Promotes student accountability and responsibility
- Acts as a resource person in health education to school personnel, students & families
- Promotes preventive and other self-care strategies with school personnel

Meets Standards

Approaching

Needs Improvement

Not Observed

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D. Nurse as a Learner

- Participates in professional development activities
- Incorporates the latest research on nursing practices

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E. Nurse as a Colleague

- Understands and complies with school site and district policy and procedures, and state statutes and regulations
- Assumes leadership in the individualized education plan (IEP) when the primary service for the student is health-related
- Works collaboratively with staff and administrators
- Obtains expert consultation as needed
- Effectively communicates specialized knowledge
- Attends required meetings
- Consults with school administration to establish, review and revise procedures for school health programs
- Participates as an integral member of the interdisciplinary team(s)
- Participates/supports shared decision making

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II. Overall Performance Rating

- Meets Standards:** Actions meet district standards.
- Approaching:** Continues to work toward meeting district standards; additional evaluation required next year; improvement plan required. Any “approaching standard” evaluation shall also be explained in “*III. Narrative Report.*”
- Needs Improvement:** Does not meet district standards; improvement plan required; intensive supervision required; additional evaluation required next year. Any “needs improvement” evaluation shall also be explained in “*III. Narrative Report.*”
- Not Observed:** Indicates that behavior was not observed by the evaluator.

III. Narrative Report

This section shall be used to provide explanatory comments, recommendations or commendations to recognize outstanding performance.

Lined area for the Narrative Report.

Signature of Administrator

Date

This report has been discussed with me in conference with the above-named administrator. I have the right to respond in writing within ten (10) working days and my response will be appended and filed with this evaluation. My signature on this evaluation does not necessarily signify agreement.

Signature of Employee

Date