

SCHOOL NURSE PERFORMANCE EVALUATION

School Nurse _____ School _____ Review by Nurse (date) _____ Review by Nursing Supervisor (date) _____

Code: M - Meeting Standard P - Progress Toward Meeting Standard N - Not Meeting Standard

Based on attached school nurse competency indicators for each standard at Emergent (EMG), Competent (COM), Proficient (PRO), and Expert (EXP) levels

SELF				STANDARDS	SUPERVISOR			
EMG	COM	PRO	EXP		EMG	COM	PRO	EXP
				Standard 1: Assessment – The school nurse collects, analyzes and synthesizes comprehensive data pertinent to the student’s health or the situation.				
				Standard 2: Diagnosis – The school nurse analyzes assessment data to determine the nursing diagnoses and collective problems.				
				Standard 3: Outcomes Identification – The school nurse identifies expected outcomes for a plan that is individualized to the student or the situation.				
				Standard 4: Planning – The school nurse develops a plan that prescribes strategies and alternatives to attain expected outcomes.				
				Standard 5: Implementation – The school nurse implements the interventions identified in the plan of care/action.				
				Standard 5A: Coordination of Care – The school nurse coordinates care delivery.				
				Standard 5B: Health Teaching and Health Promotion – The school nurse provides health education and employs strategies to promote health and a safe environment.				
				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: Quality of Practice – The school nurse systematically evaluates the quality and effectiveness of nursing practice.				
				Standard 8: Education – The school nurse attains the knowledge, skills and competencies required for quality practice in schools.				
				Standard 9: 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 10: Collegiality – The school nurse interacts with and contributes to the professional development of peers and school personnel as colleagues.				

				Standard 11: Collaboration – The school nurse collaborates with student, family, school staff and others in the conduct of school nursing practice.				
				Standard 12: Ethics – The school nurse integrates ethical provisions in all areas of practice.				
				Standard 13: Research – The school nurse integrates research findings into practice.				
				Standard 14: Resource Utilization – The school nurse considers factors related to safety, effectiveness, cost and impact on practice in the planning and delivery of school nursing services.				
				Standard 15: Leadership – The school nurse provides leadership in the professional practice setting and the profession.				
				Standard 16: Program Management – The school nurse manages school health services.				

ANNUAL GOALS: (Year)	FULLY ACHIEVED	PARTIALLY ACHIEVED	NOT ACHIEVED
1. Professional Growth:			
2. Special Contribution to School Community/Department:			

Other Special Achievements: _____

Comments of Nursing Supervisor: _____

Comments of Building Administrator: _____

ANTICIPATED ANNUAL GOALS: (Year)

1. Professional Growth: _____

Rationale: _____

Contribution to School Community/Department: _____

Expected Outcome(s) for Student Health: _____

Staff Member's Signature

Date

Building Administrator's Signature

Date

Supervisor's Signature

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.