

STOCKTON UNIFIED SCHOOL DISTRICT
EVALUATION FORM
SCHOOL NURSE

Name: _____

Site: _____

Pre Evaluation Conference Date: _____

Mid Year Evaluation Date: _____

Final Evaluation Date: _____

The School Nurse provides a range of services to students, teachers, administrators and other school personnel, student's families and regional agencies which support the educational process. The intent of these services is to facilitate the learning process for students.

Rating Criteria:

- | | |
|---|---------------------|
| 4. Experienced practice that Exemplifies the Standard | (Commendable) |
| 3. Maturing Beginning Practice | (Satisfactory) |
| 2. Developing Beginning Practice | (Needs Improvement) |
| 1. Practice Not Consistent with Standard Expectations | (Unsatisfactory) |

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I. KNOWLEDGE

1. Assessment- Collects and analyzes comprehensive data pertinent to the student's health or the situation.				
2. Diagnosis- Analyzes assessment data to determine the nursing diagnoses and issues.				
3. Outcomes Identification- Identifies expected outcomes for a plan that is individualized to the student or the situation.				
4. Planning- Develops a plan that prescribes strategies and alternatives to attain expected outcomes.				
5. Implementation- Implements and documents the identified plan using evidenced based interventions.				
6. Evaluations- Evaluates progress toward attainment of outcomes.				
7. Attains knowledge and competency that reflects current nursing practice.				

II. PROGRAM

1. Conducts/completes mandated health screening programs.				
2. Implements needed health programs, policies and procedures in accordance with district board policy.				
3. Safely develops, implements, and performs health related procedures documented in individualized health care plans.				
4. Coordinates health care delivery.				
5. Implements 504 plans, IEP's, Student Success Team (SST) plans and individual health plans.				
6. Orients, trains, documents and assesses competency of licensed and unlicensed personnel on health care procedures.				
7. Provides health education and employs strategies to promote a healthy and safe environment.				

III. COMMUNICATION

1. Communicates effectively with agencies or schools such as providing a work schedule to supervisors and all assigned schools.				
2. Establishes positive rapport with staff, students, families, colleges and community stakeholders.				
3. Conducts self in a professional manner when communicating verbally or in writing.				
4. Collaborates with other members of the interdisciplinary team to develop IHCP, IEP, and 504's.				

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IV. SUPPORT				
1. Serves as the health education resource person and demonstrates best practices and evidence based criteria.				
2. Assists the client and family in identifying and securing appropriate services to address concerns and refers as needed.				
3. Works effectively with staff to provide support for children with special health needs in the school setting and revises plans as needed.				
4. Assesses signs and symptoms of communicable diseases and provides effective direction.				
5. Implements and enforces communicable disease policies in collaboration with the public health department.				
6. Provides education to staff, students and/or community on related health promotion measures according to the school health plan.				
V. WORK HABITS/RELATIONSHIPS				
1. Adheres to assigned work schedule.				
2. Notifies supervisor and school site of changes in schedule.				
3. Utilizes time effectively.				
4. Uses leave time appropriately and follows agency procedures.				
5. Interacts and contributes to the professional development of peers and school personnel as colleagues.				
6. Demonstrates flexibility and anticipates the needs of clients.				
VI. RESEARCH				
1. Utilizes the best available evidence, including research findings to guide practice decisions.				
2. Actively participates in research activities at various levels appropriate to the school nurse's education and position.				
VII. PROFESSIONAL GROWTH				
1. Maintains clinical skills and knowledge that promote professional growth.				
2. Participates in identifying, collecting, analyzing and formulating recommendations to improve school nursing practices.				
VIII. OTHER				
1. Performs adjunct duties by mutual agreement as prescribed in Article 6.1.1 (c) of the collective bargaining agreement.				

**EVALUATOR'S
COMMENTS:**

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FINAL EVALUATION RATING

- Commendable Satisfactory Needs Improvement Unsatisfactory

EVALUATOR'S RECOMMENDATION

- I recommend this School Nurse for continued employment in their present position.
- I recommend a probationary period to improve performance for this School Nurse position. An Improvement plan is attached.

**SELF
IMPROVEMENT
GOALS:**

The evaluation and assessment of the performance of each certificated unit employee shall be made on a continuing basis as follows:

- (a) Once each school year for temporary/probationary personnel;
- (b) Every other year for personnel with permanent status not meeting the criteria below;
- (c) Every five (5) years for permanent personnel who have been employed at least ten (10) years with the district and whose most recent previous evaluation rated the employee as 'Satisfactory' or 'Commendable'. The certificated employee or the evaluator may withdraw consent at any time.

Evaluator's Signature/ Date

SUSD Employee ID

School Nurse Signature/ Date

SUSD Employee ID