

ADDENMDUM JN

**MADERA UNIFIED SCHOOL DISTRICT
NURSE EVALUATION INSTRUMENT**

Name: _____
 Grade Level: _____
 School Year: 20 -20
 Date of Hire: _____

School: _____
 Assignment: _____
 Evaluating Supervisor: _____

Temporary 1st Year Probationary 2nd Year Probationary Probationary "0" Tenured

NURSE PERFORMANCE STANDARD RATING

D = Distinguished
 S = Skilled
 E = Emerging
 I = Ineffective

- Ineffective ratings must include a Recommendation & Assistance statement by the evaluating supervisor

FACTORS	RATING (D, S, E, I)	COMMENTS (Use additional pages if needed)
Standard 1: Assesses Pupil Progress towards Expected Achievement	<input type="text"/>	
The nurse: A. Reviews student health data for compliance with State, County, and District health regulations		

FACTORS Standard 1 –continued-	RATING (D, S,E, I)	COMMENTS (Use additional pages if needed)
B. Collects and uses multiple sources of information to assess student health status		
C. Uses assessment and screening results to adjust and guide health intervention strategies including appropriate health referrals to medical providers and /or community resources		
D. Administers required assessments, completes mandated reports and records data accurately		

FACTORS	RATING (D,S, E, I)	COMMENTS (Use additional pages if needed)
Standard 2: Uses Professional Techniques and Strategies		
The nurse: A. Effectively relates student health status and the student’s ability to learn to parents/students/staff		
B. Manages medication administration and specialized procedures in compliance with district and state policies		
C. Develops and manages Individual Health Care Plans to facilitate students with special needs into school		
D. Collaborates with student/parent/medical provider to transition ill and injured students into the school setting		
E. Maintains appropriate standards of confidentiality and privacy in health areas		

FACTORS	RATING (D, S, E, I)	COMMENTS (Use additional pages if needed)
STANDARD 3: Demonstrates Adherence to Health Program Objectives		
The nurse: A. Demonstrates knowledge of school health law and health and safety regulations		
B. Establishes and maintains standards of school health practice		
C. Maintains accurate and complete health files in each student's cumulative health records		
D. Oversees mandated health related services such as Immunization programs, communicable disease surveillance, CHDP programs and mandated vision, hearing, scoliosis and dental screening		
E. Ensures department health policies and procedures are followed and maintained		

FACTORS	RATING (D, S, E, I)	COMMENTS (Use additional pages if needed)
STANDARD 4: Maintains Health Office Climate and Operations		
The nurse: A. Provides a health office environment that is professional, positive and productive		
B. Provides appropriate medical supervision and delegation to unlicensed personnel		
C. Provides appropriate nursing care to ill and injured students based on the standards of school nursing		
D. Establishes a health office climate that promotes inclusion, mutual respect, consistency and fairness		

E. Maintains systematic documentation of health office visits, procedures and care		
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FACTORS	RATING (D, S, E,I)	COMMENTS (Use additional pages if needed)
STANDARD 5: School Nurse as Health Educator and Counselor		
The nurse:		
A. Provides appropriate health education and disease prevention principles to students, staff and parents		
B. Serves as health advocate to parents, students, school and community to increase school wellness		
C. Provides staff development on health related issues to district and school site staff as needed		
D. Provides procedural training and supervision for medication administration and specialized health procedures to unlicensed personnel as needed		
E. Provides individual health and crisis counseling to students and staff and makes appropriate referrals		

FACTORS	RATING (D, S, E,I)	COMMENTS (Use additional pages if needed)
STANDARD 6: Professional Growth and Responsibilities		
The nurse:		
A. Establishes professional goals and pursues opportunities to grow professionally in the school nurse practice		
B. Works with colleagues to improve professional practice		
C. Works with families and communities to improve professional practice		

D. Balances professional responsibilities to maintain motivation in professional role		
E. Demonstrates professional image in appearance and attitude		
F. Meets assigned district responsibilities and completes mandated reports with deadlines		

* The overall rating for a standard will be determined by the predominate rating of the sub-standards.

Evaluator's Summary Comments
Commendations
Recommendations & Assistance

Overall Performance Evaluation

- Distinguished
- Skilled
- Emerging
- Ineffective

Probationary Nurse

- Recommended for rehire
- Not recommended for rehire
- Withhold judgment at this time

Permanent Nurse

Referred to Peer Assistance and Review due to overall unsatisfactory

Evaluatee's Comments:

I have received and read a copy of the foregoing performance evaluation report and have had an opportunity to discuss it with my evaluating supervisor. My signature does not constitute endorsement of this document.

Employee Signature

Date

Supervisor Signature

Date

Original: Evaluatee
Copy: Evaluator
Copy: Personnel File