

CITE 1-5 2015- School Nurse

Standard 1 – OUTCOMES: School Nurse purposefully plans (one component of the Nursing Process (assess, diagnose, outcomes, implementation, evaluation)) comprehensive nursing services to promote wellness, health and safety affording students access to the GVC.

1.1 School Nurse purposefully plans comprehensive nursing services that align with Federal, State and District Health Services guidelines including State and National School Nurse Standards.

HE: School Nurse collaborates with students, nursing peers, school teams & medical community to consistently plan comprehensive nursing services that align with Federal, State and District Health Services guidelines including State and National School Nurse Standards.

E: School Nurse consistently plans comprehensive nursing services that align with Federal, State and District Health Services guidelines including State and National School Nurse Standards.

PE: School nurse plans comprehensive nursing services that align with Federal, State and District Health Services guidelines including State and National School Nurse Standards.

I: School Nurse rarely plans comprehensive nursing services that align with Federal, State and District Health Services guidelines including State and National School Nurse Standards.

1.2 School Nurse purposefully plans for the integration of appropriate health plans of care to promote wellness, health and safety affording students access to the GVC.

HE: School Nurse collaborates with students, nursing peers, school teams & medical community to consistently evaluate & improve appropriate plans of care to promote wellness, health and safety affording students access to the GVC.

E: School Nurse consistently evaluates & improves appropriate plans of care to promote wellness, health and safety affording students access to the GVC.

PE: School Nurse creates appropriate plans of care to promote wellness, health and safety affording students access to the GVC.

I: School Nurse rarely creates appropriate plans of care to promote wellness, health and safety affording students access to the GVC.

1.3 School Nurse purposefully plans targeted interventions utilizing the Nursing Process (assess, diagnose, outcomes, implementation, evaluation) as part of a multi-tiered system of supports to reflect the interconnectedness of home, school and community influences affording student access to the GVC.

HE: School Nurse collaborates with students, nursing peers, school teams & medical community to consistently plan targeted interventions utilizing the Nursing Process (assess, diagnose, outcomes, implementation, evaluation) as part of a multi-tiered system of supports to reflect the interconnectedness of home, school and community influences affording student access to the GVC.

E: School Nurse consistently plans targeted interventions utilizing the Nursing Process (assess, diagnose, outcomes, implementation, evaluation) as part of a multi-tiered system of supports to reflect the interconnectedness of home, school and community influences affording student access to the GVC.

PE: School Nurse plans targeted interventions utilizing the Nursing Process (assess, diagnose, outcomes, implementation, evaluation) as part of a multi-tiered system of supports to reflect the interconnectedness of home, school and community influences affording student access to the GVC.

I: School Nurse rarely plans targeted interventions utilizing the Nursing Process (assess, diagnose, outcomes, implementation, evaluation) as part of a multi-tiered system of supports to reflect the interconnectedness of home, school and community influences affording student access to the GVC.

1.4 School Nurse purposefully plans for the integration of trainings and delegations to accommodate the health needs of all students through the promotion of student wellness, health and safety affording student access to the GVC.

HE: School Nurse collaborates with nursing peers, school teams, medical community & state & national nursing organizations to consistently train & delegate school staff to accommodate the health needs of all students through the promotion of student wellness, health and safety affording student access to the GVC.

E: School Nurse consistently trains & delegates school staff to accommodate the health needs of all students through the promotion of student wellness, health and safety affording student access to the GVC.

PE: School Nurse trains & delegates school staff to accommodate the health needs of all students through the promotion of student wellness, health and safety affording student access to the GVC.

I: School Nurse rarely trains & delegates school staff to accommodate the health needs of all students through the promotion of student wellness, health and safety affording student access to the GVC.

1.5 School Nurse evaluates student data to purposefully plan for differentiation of nursing services.

HE: School Nurse collaborates with nursing peers, school teams, medical community & state & national nursing organizations to evaluate student data to purposefully plan for differentiation of nursing services.

E: School Nurse consistently evaluates student data to purposefully plan for differentiation of nursing services.

PE: School Nurse evaluates student data to purposefully plan for differentiation of nursing services.

I: School Nurse rarely evaluates student data to purposefully plan for differentiation of nursing services.

Standard 2- ASSESSMENT: School Nurse assesses (one component of the Nursing Process (assess, diagnose, outcomes, implementation, evaluation)) comprehensive nursing services to promote wellness, health and safety affording students access to the GVC.

2.1 School Nurse identifies/utilizes a balanced assessment system to monitor the implementation of the nursing process (assess, diagnose, outcomes, implementation, evaluation) affording student access to the GVC.

HE: School Nurse collaborates with students, nursing peers, school teams & medical community to consistently identify & utilize a balanced assessment system to monitor the implementation of the nursing process (assess, diagnose, outcomes, implementation, evaluation) affording student access to the GVC.

E: School Nurse consistently identifies & utilizes a balanced assessment system to monitor the implementation of the nursing process (assess, diagnose, outcomes, implementation, evaluation) affording student access to the GVC.

PE: School Nurse identifies & utilizes a balanced assessment system to monitor the implementation of the nursing process (assess, diagnose, outcomes, implementation, evaluation) affording student access to the GVC.

<p>I: School Nurse rarely identifies & utilizes a balanced assessment system to monitor the implementation of the nursing process (assess, diagnose, outcomes, implementation, evaluation) affording student access to the GVC.</p>
<p>2.2 School Nurse identifies/utilizes a balanced assessment system to monitor student progress as identified in plans of care (IHP, 504 plans, IEP health evaluations) including service delivery methods and intervention strategies affording student access to the GVC.</p>
<p>HE: School Nurse collaborates with students, nursing peers, school teams & medical community to consistently monitor student progress as identified in plans of care (IHP, 504 plans, IEP health evaluations) including service delivery methods and intervention strategies affording student access to the GVC. E: School Nurse consistently monitors student progress as identified in plans of care (IHP, 504 plans, IEP health evaluations) including service delivery methods and intervention strategies affording student access to the GVC. PE: School Nurse monitors student progress as identified in plans of care (IHP, 504 plans, IEP health evaluations) including service delivery methods and intervention strategies affording student access to the GVC. I: School Nurse rarely monitors student progress as identified in plans of care (IHP, 504 plans, IEP health evaluations) including service delivery methods and intervention strategies affording student access to the GVC.</p>
<p>2.3 School Nurse identifies/utilizes a balanced assessment system to monitor targeted interventions utilizing the nursing process (assess, diagnose, outcomes, implementation, evaluation) as a part of a multi-tiered system of supports to reflect the interconnectedness of home, school and community influences on student access to GVC.</p>
<p>HE: School Nurse collaborates with students, nursing peers, school teams, medical community & parents/guardians to identify/utilize a balanced assessment system to monitor targeted interventions utilizing the nursing process (assess, diagnose, outcomes, implementation, evaluation) as a part of a multi-tiered system of supports to reflect the interconnectedness of home, school and community influences on student access to GVC. E: School Nurse consistently identifies/utilizes a balanced assessment system to monitor targeted interventions utilizing the nursing process (assess, diagnose, outcomes, implementation, evaluation) as a part of a multi-tiered system of supports to reflect the interconnectedness of home, school and community influences on student access to GVC. PE: School Nurse identifies/utilizes a balanced assessment system to monitor targeted interventions utilizing the nursing process (assess, diagnose, outcomes, implementation, evaluation) as a part of a multi-tiered system of supports to reflect the interconnectedness of home, school and community influences on student access to GVC. I: School Nurse rarely identifies/utilizes a balanced assessment system to monitor targeted interventions utilizing the nursing process (assess, diagnose, outcomes, implementation, evaluation) as a part of a multi-tiered system of supports to reflect the interconnectedness of home, school and community influences on student access to GVC.</p>
<p>2.4 School Nurse provides students with specific, timely and personalized feedback regarding progress towards wellness, health and safety affording student access to the GVC.</p>
<p>HE: School Nurse collaborates with students, nursing peers, school teams, medical community & parents/guardians to consistently provide students with specific, timely and personalized feedback regarding progress towards wellness, health and safety affording student access to the GVC. E: School Nurse consistently provides students with specific, timely and personalized feedback regarding progress towards wellness, health and safety affording student access to the GVC. PE: School Nurse provides students with specific, timely and personalized feedback regarding progress towards wellness, health and safety affording student access to the GVC. I: School Nurse rarely provides students with specific, timely and personalized feedback regarding progress towards wellness, health and safety affording student access to the GVC.</p>
<p>Standard 3 – INSTRUCTION: School Nurse implements comprehensive nursing services, through the Nursing Process (assess, diagnose, outcomes, implementation, evaluation) to facilitate wellness, health and safety affording student access to the GVC.</p>
<p>3.1 School Nurse facilitates student wellness, health and safety through implementation of the Nursing Process (assess, diagnose, outcomes, implementation, evaluation) affording student access to the GVC.</p>
<p>HE: School Nurse collaborates with students, nursing peers, school teams, medical community & parents/guardians to consistently facilitate student wellness, health and safety through implementation of the Nursing Process (assess, diagnose, outcomes, implementation, evaluation) affording student access to the GVC. E: School Nurse consistently facilitates student wellness, health and safety through implementation of the Nursing Process (assess, diagnose, outcomes, implementation, evaluation) affording student access to the GVC. PE: School Nurse facilitates student wellness, health and safety through implementation of the Nursing Process (assess, diagnose, outcomes, implementation, evaluation) affording student access to the GVC. I: School Nurse rarely facilitates student wellness, health and safety through implementation of the Nursing Process (assess, diagnose, outcomes, implementation, evaluation) affording student access to the GVC.</p>
<p>3.2 School Nurse facilitates the development and implementation of appropriate plans of care including service delivery methods and intervention strategies affording student access to the GVC.</p>
<p>HE: School Nurse collaborates with students, nursing peers, school teams, medical community & parents/guardians to consistently develop & implement appropriate plans of care including service delivery methods and intervention strategies affording student access to the GVC. E: School Nurse consistently develops & implements appropriate plans of care including service delivery methods and intervention strategies affording student access to the GVC. PE: School Nurse develops & implements appropriate plans of care including service delivery methods and intervention strategies affording student access to the GVC. I: School Nurse rarely develops & implements appropriate plans of care including service delivery methods and intervention strategies affording student access to the GVC.</p>
<p>3.3 School Nurse facilitates targeted interventions utilizing the nursing process (assess, diagnose, outcomes, implementation, evaluation) as part of a multi-tiered system of supports to reflect the interconnectedness of home, school and community influences affording student access to the GVC.</p>
<p>HE: School Nurse collaborates with students, nursing peers, school teams, medical community & parents/guardians to consistently facilitate targeted interventions utilizing the nursing process (assess, diagnose, outcomes, implementation, evaluation) as part of a multi-tiered system of supports to reflect the interconnectedness of home, school and community influences affording student access to the GVC. E: School Nurse consistently facilitates targeted interventions utilizing the nursing process (assess, diagnose, outcomes, implementation, evaluation) as part of a multi-tiered system of supports to reflect the interconnectedness of home, school and community influences affording student access to the GVC. PE: School Nurse facilitates targeted interventions utilizing the nursing process (assess, diagnose, outcomes, implementation, evaluation) as part of a multi-tiered system of supports to reflect the interconnectedness of home, school and community influences affording student access to the GVC. I: School Nurse rarely facilitates targeted interventions utilizing the nursing process (assess, diagnose, outcomes, implementation, evaluation) as part of a multi-tiered system of supports to reflect the interconnectedness of home, school and community influences affording student access to the GVC.</p>

<p>3.4 School Nurse facilitates the communication of student health needs to appropriate stakeholders incorporating all appropriate training and delegation affording student access to the GVC.</p>
<p>HE: School Nurse collaborates with students, nursing peers, school teams, medical community & parents/guardians to consistently facilitate communication of student health needs to appropriate stakeholders incorporating all appropriate training and delegation affording student access to the GVC. E: School Nurse consistently facilitates communication of student health needs to appropriate stakeholders incorporating all appropriate training and delegation affording student access to the GVC. PE: School Nurse facilitates communication of student health needs to appropriate stakeholders incorporating all appropriate training and delegation affording student access to the GVC. I: School Nurse rarely facilitates communication of student health needs to appropriate stakeholders incorporating all appropriate training and delegation affording student access to the GVC.</p>
<p>3.5 School Nurse facilitates and promotes safety in the school environment affording student access to the GVC.</p>
<p>HE: School Nurse collaborates with students, nursing peers, school teams, medical community, parents/guardians & state & national nursing organizations to consistently facilitate & promote safety in the school environment affording student access to the GVC. E: School Nurse consistently facilitates & promotes safety in the school environment affording student access to the GVC. PE: School Nurse facilitates & promotes safety in the school environment affording student access to the GVC. I: School Nurse rarely facilitates & promotes safety in the school environment affording student access to the GVC.</p>
<p>3.6 School Nurse champions disease prevention affording students access to the GVC.</p>
<p>HE: School Nurse collaborates with students, nursing peers, school teams, medical community, parents/guardians & state & national nursing organizations to consistently champion disease prevention affording students access to the GVC. E: School Nurse consistently champions disease prevention affording students access to the GVC. PE: School Nurse champions disease prevention affording students access to the GVC. I: School Nurse rarely champions disease prevention affording students access to the GVC.</p>
<p>3.7 School Nurse promotes self-care/advocacy (acknowledging the levels of social, intellectual and emotional development) affording student access to the GVC.</p>
<p>HE: School Nurse collaborates with students, nursing peers, school teams, medical community, parents/guardians & state & national nursing organizations to consistently promote self-care/ advocacy (acknowledging the levels of social, intellectual and emotional development) affording student access to the GVC. E: School Nurse consistently promotes self-care/advocacy (acknowledging the levels of social, intellectual and emotional development) affording student access to the GVC. PE: School Nurse promotes self-care/advocacy (acknowledging the levels of social, intellectual and emotional development) affording student access to the GVC. I: School Nurse rarely promotes self-care/advocacy (acknowledging the levels of social, intellectual and emotional development) affording student access to the GVC.</p>
<p>3.8 School Nurse facilitates student transitions (grade, level, building and program) affording student access to the GVC.</p>
<p>HE: School Nurse collaborates with students, nursing peers, school teams, medical community, & parents/guardians to consistently facilitate student transitions (grade, level, building and program) affording student access to the GVC. E: School Nurse consistently facilitates student transitions (grade, level, building and program) affording student access to the GVC. PE: School Nurse facilitates student transitions (grade, level, building and program) affording student access to the GVC. I: School Nurse rarely facilitates student transitions (grade, level, building and program) affording student access to the GVC.</p>
<p>Standard 4 – CULTURE & CLIMATE: School Nurses model and collaborate with stakeholders to establish a safe, inclusive and respectful learning environment for a diverse population of students.</p>
<p>4.1 School Nurse models and collaborates with stakeholders to create an environment that is safe.</p>
<p>HE: School Nurse collaborates with colleagues/stakeholders to construct and maintain an environment that is physically & emotionally safe for all students. E: School Nurse communicates with colleagues/stakeholders to consistently create an environment that is physically & emotionally safe for all students. PE: School Nurse presents rules to achieve an environment that is physically & emotionally safe. I: The health/classroom is not physically & emotionally safe.</p>
<p>4.2 School Nurse facilitates opportunities for students to construct, understand and practice a restorative health/classroom environment.</p>
<p>HE: School Nurse collaborates with all students to form and maintain a restorative health/classroom environment. School nurse facilitates positive opportunities for students to have a voice, learn from their mistakes, reinforce acceptable behavior and restore relationships when they have been harmed. E: School Nurse facilitates the opportunity for students to develop a restorative health/classroom environment. . School nurse facilitates positive opportunities for students to have a voice, learn from their mistakes, reinforce acceptable behavior and restore relationships when they have been harmed. PE: School Nurse establishes a restorative health/classroom environment. School Nurse treats all students in a fair and equitable manner. I: School nurse creates a generic, sterile or negative health/classroom environment and students are not treated equitably.</p>
<p>4.3 School Nurse establishes an environment that honors student differences and facilitates opportunities for students to explore and respect different points of view.</p>
<p>HE: School Nurse collaborates with students to facilitate an environment where students express different points of view in a safe and respectful environment. E: School Nurse facilitates an environment where students express different points of view in a safe and respectful environment. PE: School Nurse promotes an environment where some students feel safe to express different points of view. I: School Nurse establishes a reactive environment that promotes limited points of view and deals with problems as they arise.</p>
<p>4.4 School nurse models and establishes positive relationships with all students.</p>
<p>HE: School Nurse respectfully interacts with each student as an individual and differentiates their interaction based on their knowledge of each student inside and outside of a health/classroom environment. E: School Nurse respectfully interacts with each student.</p>

PE: School Nurse creates a health/classroom environment that that encourages and builds positive relationships with most students.
I: School Nurse creates a health/classroom environment where students are directed to interact respectfully.

Standard 5 – PROFESSIONALISM: School Nurse demonstrates professional growth and development, leadership, and professionalism.

5.1 School Nurse works collaboratively with colleagues/stakeholders for the benefit of students.

HE: School Nurse creates/leads collaborative teams consistently with nursing peers, school teams, medical community & parents/guardians for the benefit of students. School nurse works with district, school and community teams to provide enriched opportunities for students.
E: School Nurse participates on collaborative teams with nursing peers, school teams, medical community &/or parents/guardians for the benefit of students. School nurse works with district, school and community teams to provide enriched opportunities for students.
PE: School Nurse participates in various meetings and maintains a positive, productive and respectful relationship with all colleagues/stakeholders.
I: School Nurse participates as required and collaboration with all colleagues/stakeholders is limited to cordial relationships.

5.2 School Nurse creates a professional growth plan that is aligned to growth areas identified through Balanced Assessment System, school nurse evaluation, World Class Education targets and/or Professional Pathway goals.

HE: School Nurse creates a professional growth plan based on prioritized needs identified in CITE, World Class Targets. Professional Pathways, the department UIP and department goals that are aligned to the district strategic plan- specifically the DCSD learning progression.
E: School Nurse creates a professional growth plan based on prioritized needs identified in CITE, the department UIP and department goals that are aligned to the district strategic plan- specifically the DCSD learning progression.
PE: School Nurse creates a professional growth plan aimed at acquiring new skills to improve learning that is related to CITE, the department UIP and department goals that are aligned to the district strategic plan- specifically the DCSD learning progression.
I: School Nurse creates a professional growth plan unrelated to CITE, the department UIP and department goals that are aligned to the district strategic plan- specifically the DCSD learning progression.

5.3 School Nurse demonstrates the application of professional learning to practice.

HE: School Nurse engages in professional development opportunities aligned to current research and professional growth plan, shares new learning with colleagues to improve nursing practice and successfully implements and measures impact of all professional development in nursing practice.
E: School Nurse engages in professional development opportunities aligned to current research and professional growth plan, shares new learning with colleagues and implements professional development in nursing practice.
PE: School Nurse implements new knowledge or skills learned through professional development.
I: School Nurse participates in low level or limited professional development. School nurse links professional development to professional practice on a limited basis.

5.4 School Nurse differentiates communication with families based on the individual needs of students.

HE: School Nurse fosters an open relationship with families, differentiates communication using a variety of methods, formats and timelines, and maximizes the home/school connection by coordinating information and resources to and from families and advocates for students in order to help students master World Class Outcomes.
E: School Nurse differentiates communication using a variety of methods, formats and timelines, and provides information and resources to families and advocates for students in order to help students master World Class Outcomes.
PE: School Nurse differentiates communication with families to help students meet education goals.
I: School Nurse communicates with families regarding student progress and education goals as required.

5.5 School Nurse demonstrates professional and ethical conduct including following all laws, district policies and procedures.

HE: School Nurse leads and models professional behavior within the buildings and throughout the district and community.
E: School Nurse demonstrates professional behavior in meeting all expectations, both legal and school/district.
PE: School Nurse is compliant with legal and school/district expectations.
I: School Nurse does not meet legal and school/district expectations.