

APPR SUMMARY

Registered Nurse / School Nurse Teacher

	YEARS 1, 2, 3	YEARS 4 +
BY THE END OF YEAR		
RN/SNT Responsibilities	Engage in three (3) formal evaluations * (by an administrator) each including : Submit Professional Development Form and Meet with administrator to discuss all the above	Engage in one (1) annual evaluation (by an administrator) including a SNT only – engage in one (1) classroom observation every 3 years and Submit Professional Development Form and Meet with administrator to discuss all the above
Administrator Responsibilities	Complete three (3) Formal Evaluations * each including a Review Professional Development completed and Meet with RN/SNT to discuss all the above and Write letter of tenure recommendation (if appropriate) *RN are not eligible for tenure	Complete one (1) Formal Evaluation including a Review Professional Development completed and Meet with RN/SNT to discuss all the above

* At least one of the three SNT evaluations must be a formal classroom observation.

SCHOOL NURSE TEACHER/REGISTERED NURSE

ADMINISTRATIVE EVALUATION

School Year: _____

Name _____

School _____

Evaluator _____

Date _____

	Observed	Needs Improvement	Not Observed	N/A
I. Collection Of Health Data				
A. Uses data about health and academic progress to make a nursing diagnosis				
II. Health Office Management				
A. Establishes and maintains a comprehensive school health program				
B. Collaborates with school administrator and personnel in the matters of health and safety				
III. Nursing Interventions				
A. Implements nursing actions that promote, maintain or restore health, prevent illness and affect rehabilitation				
B. Engages in appropriate nursing care for students with special needs				
IV. Interpersonal Skills				
A. Demonstrates effective interpersonal relationships with students				
B. Demonstrates effective interpersonal relationships with staff				
C. Demonstrates effective interpersonal relationships with parents and community				
V. Other Professional Responsibilities				
A. Demonstrates professionalism in job performance.				

Comments:

SNT / RN Signature

Date

Evaluator Signature

Date

SNT / RN EVALUATION RUBRIC

ADMINISTRATIVE CRITERIA

This framework for growth in professional practices is meant to be a road map for novices as well as a guide for experienced professionals to promote, maintain and encourage instructional excellence that will increase student achievement. This rubric can provide the structure for discussions and an opportunity for improvement of instruction.

I. Collection of Health Data

I. A.	Uses data about health and academic progress to make a nursing diagnosis
I.A.1.	Formulates a nursing diagnosis based on comprehensive assessment.
I.A.2	Identifies the relationship between health status and the student's ability to learn.
I.A.3	Coordinates efforts with other providers and school personnel to decrease duplication of care.

II. Health Office Management

II. A.	Establishes and maintains a comprehensive school health program
II.A.1.	Provides an environment conducive to the privacy, confidentiality and efficiency of school nurse practice.
II.A.2	Uses supplies and equipment provided to allow for safe practice.
II.A.3	Collaborates with and/or makes referrals to community agencies.
II.B.	Collaborates with school administrator and personnel in matters of health and safety
II.B.1	Participates in the formulation of health program goals, plans and decisions.
II.B.2	Establishes a means of communication with school staff.
II.B.3	Coordinates trainings for school personnel regarding current health issues when indicated.

III. Nursing Interventions

III. A.	Implements nursing actions that promote, maintain or restore health, prevent illness and affect rehabilitation
III.A.1.	Is an identifiable, acceptable, accessible health care provider
III.A.2	Intervenes appropriately for individuals and populations at risk for preventable, potential health problems.
III.A.3	Intervenes for a child who evidences and acute illness, injury or handicapping condition.
III.A.4	Provides for and interprets the needs of a child with special health needs.
III.B.	Engages in appropriate nursing care for students with special needs
III.B.1	Assumes overall responsibility for providing that health needs of the special needs, chronically or terminally ill child are met while participating in educational activities.
III.B.2	Counsels school personnel regarding activities of daily living as they apply to a child with special needs.

IV. Interpersonal Skills

IV. A.	Demonstrates effective interpersonal relationships with students
IV.A.1.	Is readily and reasonably available to all students.
IV.A.2	Acknowledges the rights of others to hold differing views or values.
IV.A.3	Gives criticism which is constructive and praise which is generous.
IV.A.4	Makes an effort to know each student.
IV.A.5	Encourages relationships that are mutually respectful and friendly.
IV.A.6	Demonstrates non-prejudicial attitude toward all individuals regardless to race, gender, religion or cultural background.
IV.A.7	Demonstrates understanding and acceptance of different lifestyles.
IV.B.	Demonstrates effective interpersonal relationships with staff
IV.B.1	Shares ideas, materials and methods with staff members.
IV.B.2	Informs administrators and/or appropriate personnel of school related health matters.
IV.B.3	Works productively with staff and administration to achieve district goals.
IV.C.	Demonstrates effective interpersonal relationships with parents and community.
IV.C.1	Cooperates with parents to promote the best interest of student(s).
IV.C.2	Participates in the following parent-teacher activities: Back to School Night, Open House/Orientation and parent-teacher conferences.

V. Professional Responsibilities

V. A.	Demonstrates professionalism in job performance
V.A.1.	Follows district policies and procedures.
V.A.2	Treats matters ethically while maintaining confidentiality.
V.A.3	Meets contractual obligations regarding work hours.
V.A.4	Does not exceed allotted personal/sick time.
V.A.5	Accepts and utilizes constructive criticism and suggestions.