

**ADDENMDUM JN**

**MADERA UNIFIED SCHOOL DISTRICT  
NURSE EVALUATION INSTRUMENT**

Name: \_\_\_\_\_  
 Grade Level: \_\_\_\_\_  
 School Year: 20 -20  
 Date of Hire: \_\_\_\_\_

School: \_\_\_\_\_  
 Assignment: \_\_\_\_\_  
 Evaluating Supervisor: \_\_\_\_\_

Temporary       1<sup>st</sup> Year Probationary       2<sup>nd</sup> 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)
<b>Standard 1: Assesses Pupil Progress towards Expected Achievement</b>		
The nurse:		
A. Reviews student health data for compliance with State, County, and District health regulations		
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)
<b>Standard 2: Uses Professional Techniques and Strategies</b>		
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)
<b>STANDARD 3: Demonstrates Adherence to Health Program Objectives</b>		
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		
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<b>FACTORS</b>	<b>RATING (D, S, E,I)</b>	<b>COMMENTS (Use additional pages if needed)</b>
<b>STANDARD 4: Maintains Health Office Climate and Operations</b>		
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		

<b>FACTORS</b>	<b>RATING (D, S, E,I)</b>	<b>COMMENTS (Use additional pages if needed)</b>
<b>STANDARD 5: School Nurse as Health Educator and Counselor</b>		
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)
<b>STANDARD 6: Professional Growth and Responsibilities</b>		
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.

<b>Evaluator's Summary Comments</b>
<b>Commendations</b>
<b>Recommendations &amp; Assistance</b>

**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

<b>Evaluatee's Comments:</b>
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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