

PROFESSIONAL SCHOOL NURSE PERFORMANCE EVALUATION

(For Use by Medical Supervisor)
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School District _____

Employee Name

Review Date

*** Indicates mandatory competencies for professional bachelor's prepared school nurses years 1 - 3**

	Superior Performance	Above Expectations	At Expectations	Needs Improvement	Unsatisfactory Performance	Not Applicable
	5	4	3	2	1	NA
1. The Professional School Nurse collaborates with educational staff and others on coordinated school health programs by:						
a. Communicating and consulting with administrators, medical providers, and community agencies around policies, procedures, program development and services.						
* b. Developing an assessment, data collection and evaluation of health services and preparing regular written reports.						
* c. Organizing and implementing state mandates (immunizations, health screening, etc.).						
* d. Assuring a safe level of health service by assistive personnel.						
* e. Developing or maintaining effective health records.						
f. Developing programs in the prevention of communicable diseases in the school and/or community.						
g. Promoting safety and environmental programs and participating in the development and education of an emergency plan.						
h. Interpreting health needs in the school and community, serving on School health committees as appropriate.						
i. Being involved in staff inservices.						
2. Using the nursing process, the Professional School Nurse demonstrates the ability to:						
* a. Analyze the health and development status of students, staff and families and provide appropriate health counseling.						
* b. Develop a nursing diagnosis and implement student health management plans and coordinate with other providers/school personnel.						
* c. Provide nursing and/or medically prescribed interventions.						

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5. The Professional School Nurse assists students, families and staff to achieve optimal levels of wellness through health education/promotion by:
 - * a. Identifying need for health education to students/school personnel.
 - b. Participating in planning of health in-services for school personnel.
 - * c. Acting as a resource for health education programs/classes and to the curriculum committee for health education.

6. The Professional School Nurse participates with community members about school/community health services by:
 - a. Serving as a member of the school strategic plan team.
 - b. Using community and population based data.
 - c. Applying core public health functions of assessment, assurance, policy development, and evaluation.
 - * d. Using community resources for referral of students with unmet health needs.
 - e. Working with community and acts as advocate in promoting the health of the student population.

Superior Performance	Above Expectations	At Expectations	Needs Improvement	Unsatisfactory Performance	Not Applicable
5	4	3	2	1	NA

Comments:

Employee Signature/Date

Evaluator Signature/Date