## ASSOCIATE SCHOOL NURSE PERFORMANCE EVALUATION

(For Use by Medical Supervisor Only)

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Employee Name			Review Date					
	sch	adicates mandatory competencies for associate degree prepared nool nurses for years $1-3$ .	Superior Performance	Above Expectations	At Expectations	Needs Improvement	Unsatisfactory Performance	Not Applicable
			5	4	3	2	1	NA
1.		e Associate School Nurse collaborates with educational staff and others coordinated school health programs by:						
	a.	Communicating and consulting with administrators, medical providers, and community agencies around polices, procedures program development and services (under appropriate supervision).						
*	b.	Assisting with assessment, data collection and evaluation of health services and preparing regular written reports (under appropriate supervision).						
*	c.	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.	Assisting in the prevention of communicable diseases in the school and/or community (under appropriate supervision).						
	g.	Promoting safety, environmental programs, and participating in the development and education of an emergency plan.						
	h.	Recognizing health needs in the school and community.						
	i.	Being involved in staff inservices.						
2.	Using the nursing process, the Associate School Nurse demonstrates the ability to:							
*	a.	Assess the health and development status of students, staff and families and provide appropriate health counseling.						
*	b.	Develop and implement student health management plans.						
*	c.	Provide nursing and/or medically prescribed interventions.						
	d.	Assess and provide counseling, crises intervention and referral to						

appropriate services.

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\*Indicates mandatory competencies for associate degree prepared school nurses for years 1-3.

All competencies mandatory for year 4 and beyond.

e.	Facilitate management of communicable disease issues in the school
	and/or community (under appropriate supervision).

- \* f. Evaluate student response and revise nursing care plan accordingly.
- 3. Using the nursing process, the Associate School Nurse collaborates with others to maximize services and prevent duplication by:
  - \* a. Establishing an identification and referral system for students at risk.
  - \* b. Participating as a team member when appropriate.
  - \* c. Acting as an advocate for students and families.
  - \* d. Identifying and interpreting health needs for inclusion in a student IEP and health management plan if appropriate.
    - e. Serving as a member of pertinent committees.
    - f. Participating in the on going operation of SBHCs (under appropriate supervision).
    - g. Participating in staff and student health promotion and wellness programs.
    - h. Working with community agencies.
  - \* i. Provide appropriate health education.
- 4. The Associate School Nurse makes decisions based on nursing theory by:
  - \* a. Managing the school health services program.
  - \* b. Demonstrating current knowledge of school nursing.
    - c. Participating in school health research as appropriate.
    - d. Collaborating with local schools of nursing.
  - \* e. Assuming responsibility for continuing education and professional growth.

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

## ASSOCIATE SCHOOL NURSE PERFORMANCE EVALUATION [Page 3 of 3]

<b>Comments:</b>		
Evaluator Signature/Date	Employee Signature/Date	