Nurse Framework

Competency 1. Program Design/Planning: *Establishes comprehensive, goals-driven plans to ensure efficient and comprehensive implementation of services.*				
	Highly Effective	**Effectiv**	**Partially Effective**	**Ineffective**
Goal-setting. Establishes appropriate, specific and measurable goal for the school's nursing program and health education.	Specific and measureable goals are established and are appropriate to the setting and students served. When appropriate, goals are developed in collaboration with other staff, ensuring that student support is strategic and integrated. Goals are in accordance with state regulations and are communicated effectively to members of the school community.	Specific and measurable goals are established and are appropriate to the setting and students served. When appropriate, goals are developed in collaboration with other staff. Goals are in accordance with state regulations and are communicated effectively to members of the school community.	Goals are established and are somewhat appropriate to the setting and students served. Goals may or may not be aligned to state regulations or communicated effectively to all stakeholders.	There are no goals established; or goals are established but are unspecific, not measureable , not aligned to state regulations, or not appropriate to the setting and students served.
Planning. Develops a plan of execution to ensure health education and nursing program goals are achieved.	Creates a comprehensive objectives-based, sequenced plan aligned with program goals in collaboration with other staff. Appropriate and innovative resources are identified in the plan.	Creates an objectives-based, sequenced plan aligned with program goals in collaboration with other staff. Appropriate resources are identified in the plan.	A limited plan is in place. Some activities and services included in the plan are objectives-based, sequenced and aligned to program goals or the plan is not developed collaboratively. Limited or only somewhat appropriate resources are identified in the plan.	No plan or an insufficient work plan is in place. Activities and services are not included or are not aligned to program goals and/or the plan is not developed collaboratively. No resources or inappropriate resources are identified in the plan.
Organizational Structures. Utilizes time and organizational systems and delegates tasks appropriately to meet goals.	Consistently utilizes a system to monitor student data, manage priorities, delegate tasks and recommend and schedule services in a fair and timely manner. Communicates concerns and proposes solutions when work is at risk.	Utilizes a system to monitor student data, manage time and priorities, delegate tasks and make timely recommendations for instructional support services.	Inconsistently utilizes a system or shows inconsistent success at monitoring student data, time, and priorities.	No system is in place for managing data, time and priorities; or a system is in place, but is rarely or never implemented with success.
Overall Rating based on preponderance of evidence	**Highly Effective** 4	**Effective** 3	**Partially Effective** 2	**Ineffective** 1

Competency 2. Delivery of Services: *Works collaboratively to support students, staff and the school community to improve student health.*				
	Highly Effective	**Effective**	**Partially Effective**	**Ineffective**
Tailored Health Services. Provides appropriate, high-quality, and timely health services tailored to the individual and collective needs of student and staff.	Nurse consistently utilizes all available, relevant information to prioritize, plan and implement accurate, high-quality, and timely health services to meet the individual and collective needs of all students and staff.	Nurse frequently utilizes available, relevant information to prioritize, plan and implement accurate, high-quality, and timely health services to meet the needs of all students and staff.	Nurse sometimes utilizes available, relevant information to implement accurate health services that meet the needs of students and staff.	Nurses rarely utilizes available, relevant information. Health services do not meet the needs of students and staff.
Assessment of Needs Conducts thorough and timely evaluations of student and staff health needs.	Nurse consistently conducts efficient and accurate needs assessments of students and staff using a variety of appropriate methods.	Nurse frequently conducts efficient and accurate needs assessments of students and staff using appropriate methods.	Nurse sometimes conducts needs assessments of students and staff using some appropriate methods.	Nurse rarely or never conducts needs assessments. Services are provided only when students, staff or families seek them out.
Education. Develops and delivers clear, accurate and engaging health education to students, parents and staff and seizes opportunities to do so.	Nurse consistently utilizes opportunities to educate stakeholders on relevant health information, and when appropriate initiate additional opportunities to do so.	Nurse frequently utilizes opportunities to educate stakeholders on relevant health information, and provides clear and accurate content that promotes wellness objectives.	Nurse sometimes utilizes opportunities for health education, but misses some opportunities, and provides content that is sometimes unclear, inaccurate or fails to promote wellness objectives.	Nurse does not or rarely utilizes opportunities for health education, formal or incidental, and provides ineffective, inaccurate, or unclear content that fail to promote wellness objectives.
Communication. Communicates medical information and student health concerns to students, staff and families. Exhibits sensitivity, and as needed confidentiality, in interactions with all members of the school community.	Nurse consistently uses positive, respectful language to build relationships with members of the school community and to clearly communicate medical information and student health concerns, as appropriate. Nurse exhibits sensitivity and confidentiality, when needed.	Nurse uses positive, respectful language to effectively communicate medical information and student health concerns, as appropriate. Nurse exhibits sensitivity and confidentiality, when needed.	Nurse sometimes uses positive, respectful language to communicate medical information and student health concerns. Nurse inconsistently exhibits appropriate sensitivity and confidentiality when needed.	Nurse rarely communicates appropriately. Nurse does not or rarely exhibits sensitivity or confidentiality when needed.
Community Engagement. Engages staff, students, and parents in school and district goals.	Proactively partners with staff, students, and parents in a variety of ways to engage in dialogue about school and district goals. Builds and leverage stakeholder knowledge, skills, and resources to support goal attainment.	Partners with staff, students, and parents in a variety of ways to engage in dialogue about school and district goals. Builds and leverage stakeholder knowledge, skills, and resources to support goal attainment.	Sometimes partners with staff, students, and parents to engage in dialogue about school and district goals. Sometimes builds and leverage stakeholder knowledge, skills, and resources to support goal attainment.	Does not or rarely partners with staff, students, and parents to engage in dialogue about school and district goals. Partnerships do not reach all stakeholders or result in low levels of engagement.

Overall Rating based on preponderance of evidence	Highly Effective 4	Effective 3	Partially Effective 2	Ineffective 1

Competency 3. Culture of Achievement:				
Promotes a healthy environment to support student wellness and academic mastery.				
	Highly Effective	Effective	Partially Effective	Ineffective
Culture of Wellness. Fosters an environment where students, staff, and families are invested in individual and community health and wellness.	Nurse consistently sets and holds high expectations for community health, uses positive, productive language to proactively counsel students, parents and staff and to promote healthy values and behaviors.	Nurse sets and holds high expectations for community health and frequently uses positive, productive language to counsel students, parents and staff and to promote healthy values and behaviors.	Nurse sometimes sets high expectation for community health and sometimes uses positive, productive language to counsel students, parents and staff. Healthy values and behaviors are inconsistently reinforced.	Nurse does not hold high expectations for community health and rarely uses positive, productive language to counsel students, parents and staff. Healthy values and behaviors do not exist or are inconsistently reinforced.
Physical Environment. Builds and maintains a safe, welcoming space that is conducive to good health practice.	Nurse maintains a clean, organized and attractive space that supports the execution of safe health practice. Students and parents retreat to the space for easily accessible and relevant health information.	Nurse maintains a clean and organized space that supports the execution of safe, effective health practice and that provides easily accessible and relevant health information.	Space is sometimes clean and organized, and does not always support the execution of safe health practice. Relevant health information is not readily available.	Space is rarely clean and organized, and does not support the execution of safe health practice. Relevant health information is not available.
Medical Equipment and Supplies. Ensures medical equipment and supplies are available, in working order, and stored appropriately.	Nurse keeps necessary equipment and supplies in excellent working order, forecasts and replenishes them proactively, and stores them appropriately.	Nurse keeps necessary equipment and supplies in good working order, forecasts and replenishes supplies as needed, and stores them appropriately.	Some necessary equipment and supplies are in good working order, but some are in poor condition. Equipment and supplies are not replenished when needed, and/or are not stored appropriately.	Necessary equipment and supplies are in poor condition. Equipment and supplies are not replenished when needed and are not stored appropriately.
Medicine. Manages the administration of medicine based on the needs of the student and in accordance with district policy.	Medication is clearly labeled, organized and recorded; it is kept in a secure place; and it is dispensed at the direction of a physician, with parental consent, and in accordance with the district's policy.	Medication is recorded, is kept in a secure place, and is dispensed at the direction of a physician, with parental consent and in accordance with the district's policy.	Medication is sometimes kept in a secure place and/or is inconsistently dispensed at the direction of a physician, with parental consent, and in accordance with the district's policy.	Medication is rarely kept in a secure place and/or rarely dispensed at the direction of a physician, with parental consent, and in accordance with the district's policy.

Overall Rating based on preponderance of evidence	Highly Effective 4	Effective 3	Partially Effective 2	Ineffective 1

Competency 4. Measures Impact: Uses program data to monitor services and show evidence of impact.				
	Highly Effective	**Effective**	**Partially Effective**	**Ineffective**
Data Management. Develops and maintains relevant, accurate, and secure, health data for students and staff.	Records and maintains accurate, complete, and secure program data in an organized and timely manner and seeks out/uses innovative systems for data management. Accurate and complete data reports are provided both proactively and upon request.	Uses available systems to record and maintain accurate, complete, and secure program data in an organized and timely manner. Upon request, accurate and complete data reports are provided in a reasonable timeframe.	Inconsistently records and maintains accurate, complete, and secure program data. Upon request, sufficient data reports are sometimes provided in a reasonable timeframe.	Rarely or never records and/or maintains program data. Sufficient data reports are never or rarely provided in a reasonable timeframe.
Data Interpretation and Application. Uses data to assess student and staff health needs, ensure appropriate and timely health services, and monitor the effectiveness of the nursing program.	Consistently uses available data to assess student and staff needs, guide planning, provide appropriate services, and track progress toward goals. Initiates school-wide programming and interventions as needed and seeks out/uses innovative systems for data analysis.	Frequently uses available data to assess student and staff needs, guide planning, provide appropriate services, and track progress toward goals.	Sometimes uses available data to assess student and staff needs, guide planning, provide appropriate services, and track progress toward goals.	Rarely or never uses data to assess student and staff needs, guide planning, provide appropriate services and/or track progress toward goals; Or, provides limited or inappropriate services based on data.
Demonstrate Impact. Analyzes Data to measure impact of program(s) on students served and/or school community.	Articulates specifically and with substantial evidence whether students and the school community have progressed toward goals, and how/to what extent they have progressed.	Articulates specifically and with evidence, whether students and the school community have progressed toward goals, and how/to what extent they have progressed.	Articulates with some evidence whether students and the school community have progressed toward goals, and how/to what extent they have progressed.	Has little or no evidence to show whether students and the school community have progressed toward goals, and how/to what extent they have progressed.
Student Progress: Data reflect that students are progressing toward mastery and are being effectively prepared for college and career.	Data reflects that most students are mastering objectives and all/nearly all program goals are met.	Data reflects that most students are mastering objectives and most program goals are met.	Data reflects that some students are mastering objectives and some program goals are met.	Data reflects that few students are mastering objectives and few or no program goals are met.
Overall Rating based on preponderance of evidence	**Highly Effective** **4**	**Effective** **3**	**Partially Effective** **2**	**Ineffective** **1**

Competency 5. Commitment to Personal and Professional Excellence: Staff demonstrates commitment to excellence and to the professional growth of his/her school and peers.				
Over the course of the year…				
Commitment to Continuous Improvement: Staff accurately self-assesses strengths and substantive growth areas, seeks and incorporates feedback from others, and pursues his or her own growth and development.	Exceeds Expectations	Meets Expectations	Slightly Below Expectations	Significantly Below Expectations
Collaboration: Staff contributes ideas and expertise to further colleagues' and the school's growth and incorporates productive insights into his or her own practice.	Exceeds Expectations	Meets Expectations	Slightly Below Expectations	Significantly Below Expectations
Professionalism and Customer Service: Nurse demonstrates respect and flexibility in his or her interactions and provides responsive service to staff, students, and families.	Exceeds Expectations	Meets Expectations	Slightly Below Expectations	Significantly Below Expectations
Attendance and Promptness: Nurse is present and prompt, and attendance reflects his or her focus on student health as a priority.	Exceeds Expectations	Meets Expectations	Slightly Below Expectations	Significantly Below Expectations

Overall Rating based on preponderance of evidence	**Exceeds Expectations** **+1**	**Meets Expectations** **0**	**Slightly Below Expectations** **-1**	**Significantly Below Expectations** **-6**