



**NC Public Schools  
READY for Success**

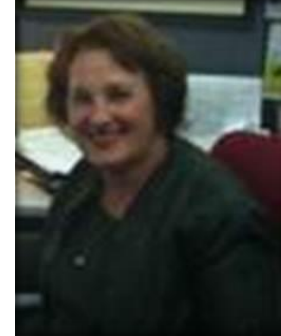
**School Nurse  
Evaluation Process Training  
2013-2014**



# Presenters



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# Learning Objectives

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- Review the Evaluation Process steps
- Review Framework for 21<sup>st</sup> Century Learning
- Discuss the North Carolina Professional Standards and Elements
- Discuss the Evaluation Process for School Nurses
- Offer resources for implementation

<http://ncees.ncdpi.wikispaces.net/Support+Staff+2012-13>

# Points about the Evaluation Process

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- By state law the North Carolina Board of Nursing defines and guides all aspects of nursing practice, including requirements related to practice evaluation.
- The evaluator of employee practices can be the principal or designee.
- The evaluator of nursing practice areas must be a Registered Nurse.
- **This Evaluation Instrument was designed solely as a Professional Growth Model.**

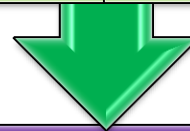
# Evaluation Process



## 1/2. Training and Orientation

Within 2 weeks on the job

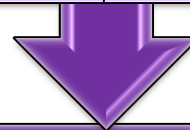
The plan and a schedule



## 3. Self -Assessment

SN rates performance

Reflects through-out the year



## 4. Pre-Observation Conference

SN and evaluator meet

SN provides activity descriptions

Prep for observation

# Evaluation Process



## 5. Observation

At least one a year

SN engaged w/ students or families

Observer notes adherence to standards



## 6. Post-Observation Conference

within 10 days of Observation

Discuss and document strengths and weaknesses



## 7. Summary Evaluation Conference

End of the school year

Discuss the varied components

Rate, discuss, and sign



## 8. Professional Growth

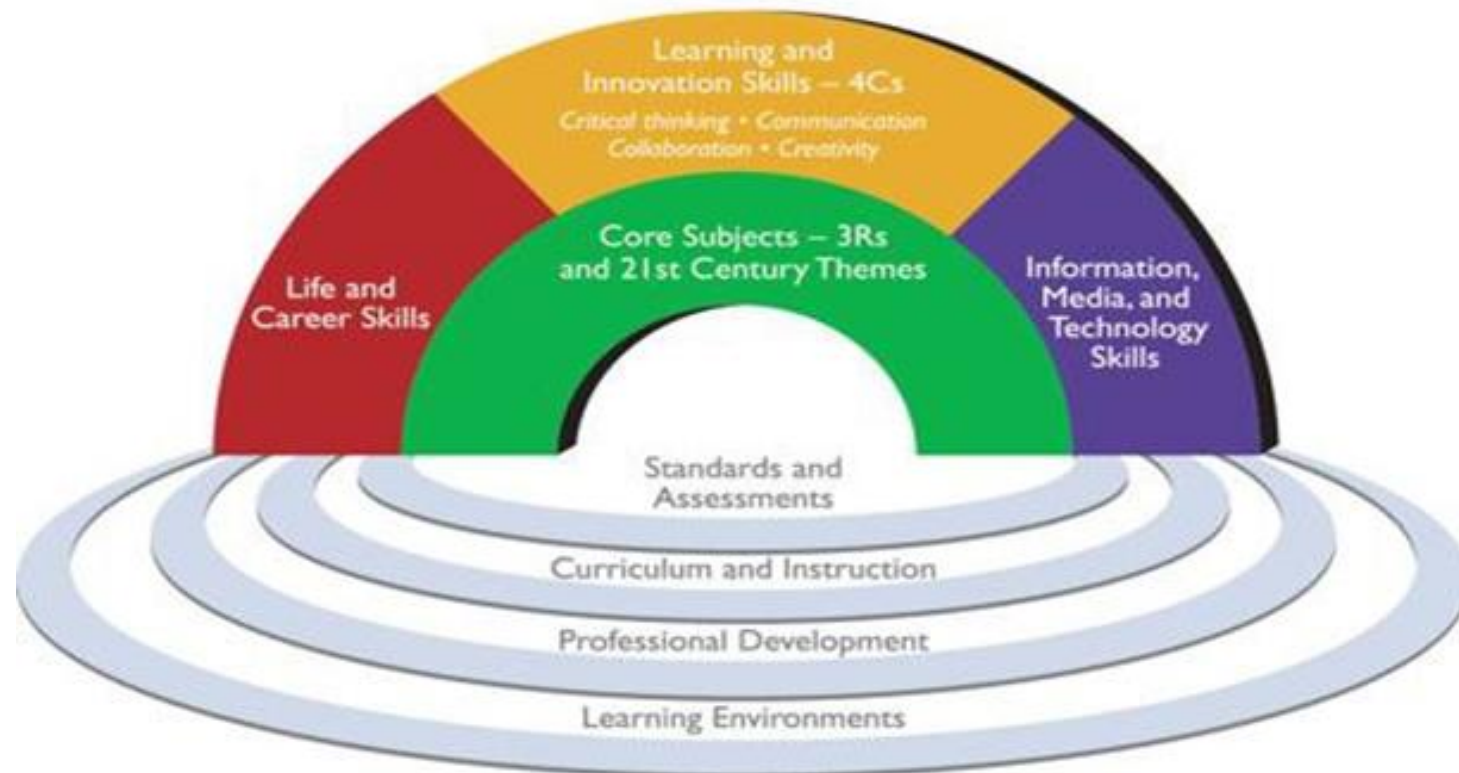
Develop a professional growth plan

Discuss with evaluator and seek agreement

# Framework for 21<sup>st</sup> Century Learning



## 21st Century Student Outcomes and Support Systems



For more information, visit the Partnership's Web site at <http://p21.org>

# The Standards: *School Nurses*



**Standard 1** Demonstrate leadership.

**Standard 2** Establish a safe, respectful, and inclusive environment for diverse populations.

**Standard 3** Use knowledge of the nursing process, current nursing standards, and principles of growth and development to facilitate and enhance competent practice in the school setting.

**Standard 4** Facilitate student learning by providing individualized care using the nursing process.

**Standard 5** Reflect on their practice.



# Standard One

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# School Nurses Demonstrate Leadership

# Standard One Elements



**A**

- School Nurses advocate for safe and effective school nursing services that address student needs and support learning. They participate in the implementation of initiatives designed to improve educational and support services to promote positive student outcomes.

**B**

- School Nurses demonstrate leadership within the profession and practice setting and collaborate with the student, family, school staff, and community providers.

**C**

- School nurses demonstrate leadership by serving as a health expert and managing school health services.

**D**

- School nurses practice ethically.

# Standard Two

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**School Nurses establish a safe, respectful, and inclusive environment for diverse populations.**

# Standard Two Elements



**A**

- School Nurses align practice with the requirements of the NC BON, recognized standards of nursing practice and NC education goals.

**B**

- School Nurses foster an environment that supports success of all students.

**C**

- School Nurses communicate effectively in a variety of formats in all areas of nursing practice.

**D**

- School Nurses practice in an environmentally safe and healthy manner.

# Standard Three

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**School Nurses use their knowledge of the nursing process, current nursing standards, and principles of growth and development to facilitate and enhance competent practice in the school setting.**

# Standard Three Elements



**A**

- School Nurses attain knowledge and competence that reflects current nursing practice.

**B**

- School Nurses integrate evidence and research findings into nursing practice.

# Standard Four

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**School Nurses facilitate student learning by providing individualized care using the nursing process.**

# Standard Four Elements



**A**

- School Nurses collect comprehensive data pertinent to the student's health and analyze the data to determine nursing diagnoses.

**B**

- Based on the assessment, school nurses identify expected student outcomes and develop a plan with strategies to attain those outcomes.

**C**

- School Nurses implement the plan of care, coordinate care delivery, and evaluate the effectiveness of the plan.

**D**

- School nurses utilize appropriate resources to plan and provide school health services that are safe, effective, and financially responsible.



# Standard Five

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**School Nurses reflect on their  
practice.**

# Standard Five Elements



**A**

- Quality of practice: School nurses continually strive to improve practice.

**B**

- Professional practice evaluation: The School Nurse engages in self-evaluation of practice.

# My Supervisor is not a Registered Nurse

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Use a peer School Nurse  
as an evaluator.

# Peer Review



- A peer is someone of the same rank.
- Peer review is practice-focused.
- Feedback is timely, routine, and a continuous expectation.

Haag-Heitman B, George V. *Peer Review in Nursing; Principles for Successful Practice*

# Peer Review



- Peer Review fosters continuous learning that contributes to student/staff safety and best practice.
- Feedback is not anonymous.
- Feedback incorporates the nurse's current developmental stage in practice.

Haag-Heitman B, George V. *Peer Review in Nursing; Principles for Successful Practice*

# Review the Rating Scale



**Distinguished**



**Accomplished**



**Proficient**



**Developing**

# Focus on a Standard

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- Pick a standard for practice
- Review the standard and elements
- Rate yourself on the chosen standard

# Focus on a Standard

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Posted questions.

How does one move up the continuum?

- Developing to Proficient
- Proficient to Accomplished
- Accomplished to Distinguished



# Marking the Rubric



**Standard 1. School nurses demonstrate leadership.** School nurses demonstrate leadership by promoting and enhancing the overall academic mission through providing health related services that strengthen student, home, school, and community partnerships to alleviate barriers to learning in the twenty-first century educational environment. School nurses are knowledgeable of relevant laws and policies and improve the profession by demonstrating high ethical standards and following the codes of ethics set out for the profession. School nurses manage school health services and effect change through school, district, and community activities.

Developing	Proficient	Accomplished	Distinguished	Not Demonstrated (Comment Required)
<b>Element a. School nurses advocate for safe and effective school nursing services that address student needs and support learning. They participate in the implementation of initiatives designed to improve educational and support services to promote positive student outcomes.</b>				
<p>The school nurse:</p> <ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> Demonstrates knowledge of existing local, state, and federal laws governing school health programs.</li> </ul>	<p>... and</p> <p>The school nurse:</p> <ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> Promotes solutions to social and environmental issues for healthy conditions for the entire school community.</li> <li><input checked="" type="checkbox"/> Advocates for equitable healthcare for all students.</li> </ul>	<p>... and</p> <p>The school nurse:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Shapes the direction of the school nursing profession by engaging in initiatives to develop standards, competencies, role definitions, position statements, and/or clinical guidelines.</li> </ul>	<p>... and</p> <p>The school nurse:</p> <ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> Partners with other stakeholders to influence school health, public health, and general healthcare policy.</li> <li><input type="checkbox"/> Serves on state and/or national committees to identify and address necessary policy changes.</li> </ul>	

# Artifact Suggestions



**Staff Training  
Plans**

**Professional  
Development  
Certificates**

**Care Plans**

**Medication  
Audit Results**

**NC BON  
Continuing  
Competence  
Self Eval**

**Committee  
Meeting  
Minutes**

# Reflective Questions

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- What additional information do I need?
- What are the responsibilities of my administrator or supervisor?
- What are my responsibilities?
- How can I create my own independent learning community to continue to grow as a professional?

# NCEES Wiki Site



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## NCEES Wiki Site

<http://ncees.ncdpi.wikispaces.net/NCEES+Wiki>

## Support Staff Page

<http://ncees.ncdpi.wikispaces.net/Support+Staff+2012-13>

# School Health Nurse Consultants

## North Carolina Division of Public Health



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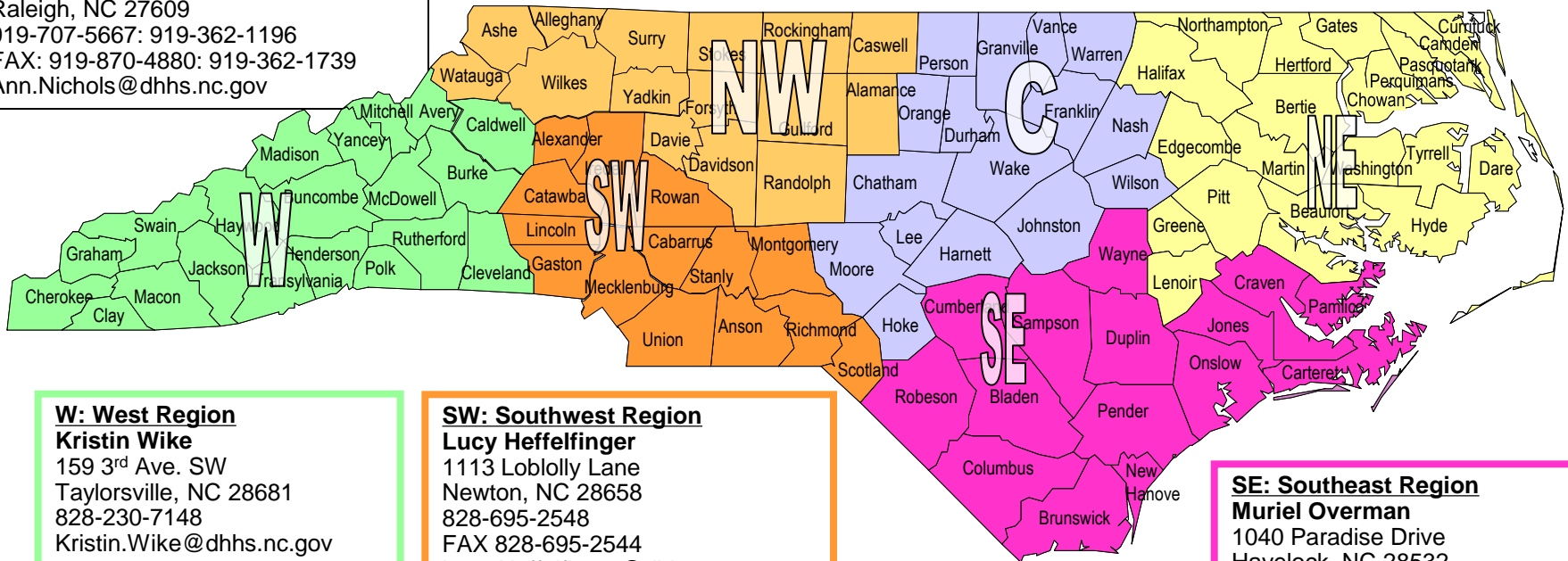
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# Survey



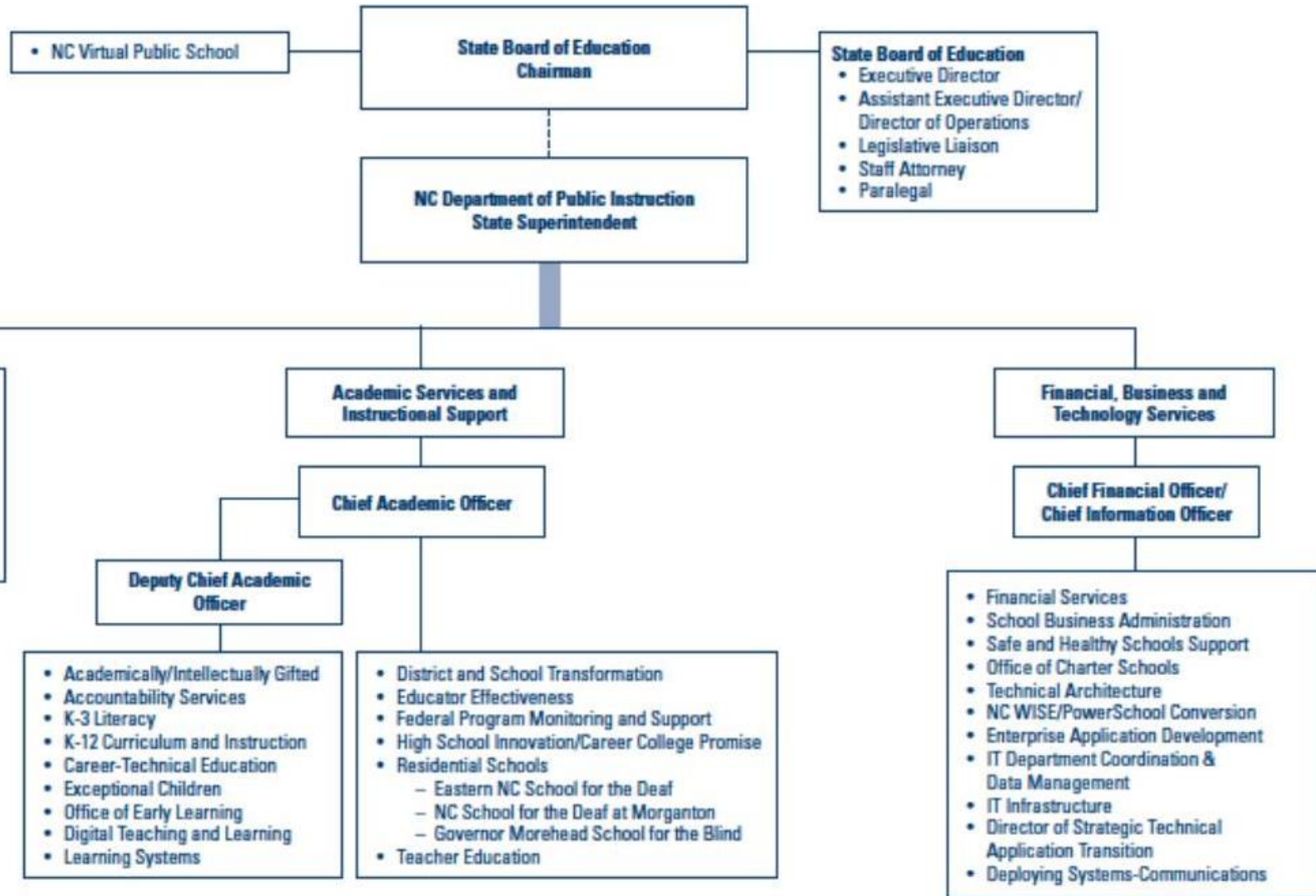
Live survey link:  
[www.go.ncsu.edu/webinar](http://www.go.ncsu.edu/webinar)

Please take a few moments to complete this online survey.



# Public Schools of North Carolina Organizational Chart

August 2013







# NC Public Schools READY for Success

## Closing Remarks

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