

Teacher Evaluation Summary - Nurse

Date: _____ **School Year:** _____ **SCHOOL NURSE**
Evaluee: **First Name:** _____ **Last Name:** _____ **Years Experience:** _____
School: _____ **District:** Franklin Lakes, NJ **Career Status:** _____
Evaluator: **First Name:** _____ **Last Name:** _____ **Title:** _____

Standard 1: PLANNING AND PREPARATION

	Distinguished	Accomplished	Proficient	Developing	Not Dem.
A. Knowledge of nursing techniques	<input type="checkbox"/> Distinguished Demonstrates deep and thorough understanding of medical knowledge and nursing techniques.	<input type="checkbox"/> Accomplished Demonstrates understanding of medical knowledge and nursing techniques.	<input type="checkbox"/> Proficient Demonstrates partial understanding of medical knowledge and nursing techniques.	<input type="checkbox"/> Developing Demonstrates little understanding of medical knowledge and nursing techniques.	<input type="checkbox"/> Not Dem
B. Knowledge of child and adolescent development	<input type="checkbox"/> Distinguished Displays accurate knowledge of the typical developmental characteristics of the age group and exceptions to the general patterns; understands the extent to which individual students follow the general patterns.	<input type="checkbox"/> Accomplished Displays knowledge of the typical developmental characteristics of the age group as well as exceptions to the general patterns..	<input type="checkbox"/> Proficient Displays partial knowledge of child and adolescent development.	<input type="checkbox"/> Developing Displays little or no knowledge of child and adolescent development.	<input type="checkbox"/> Not Dem

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C. Regulations and Resources	<input type="checkbox"/> Distinguished Has extensive knowledge of governmental regulations and resources for students, including those available through the school, in the District, and in the community.	<input type="checkbox"/> Accomplished Displays knowledge of the typical governmental regulations and resources for students available through the school and District, with some familiarity with resources external to the school.	<input type="checkbox"/> Proficient Displays awareness of government regulations and of resources for students available through the school or District, but has no knowledge of resources external to the school.	<input type="checkbox"/> Developing Displays little or no awareness of government regulation of or resources for students.	<input type="checkbox"/> Not Dem
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Overall Rating for Evaluations	<input type="checkbox"/> Distinguished	<input type="checkbox"/> Accomplished	<input type="checkbox"/> Proficient	<input type="checkbox"/> Developing	<input type="checkbox"/> Not Dem
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Comments

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Standard 2: The Environment

	Distinguished	Accomplished	Proficient	Developing	Not Dem.
A. Respect and Rapport	<input type="checkbox"/> Distinguished Establishes respect and rapport with students and parents so that they seek out the nurse, reflecting a high degree of comfort and trust in the student-nurse relationship.	<input type="checkbox"/> Accomplished Has positive and respectful interactions with students and parents.	<input type="checkbox"/> Proficient Has some positive and negative interaction with students and parents.	<input type="checkbox"/> Developing Has at least some interactions with students and parents that are negative or inappropriate.	<input type="checkbox"/> Not Dem
B. Culture for Health and Wellness	<input type="checkbox"/> Distinguished Guides culture in the school towards health and wellness and shares knowledge with teachers, staff, parents, and students.	<input type="checkbox"/> Accomplished Promotes a culture throughout the school for health and wellness.	<input type="checkbox"/> Proficient Attempts to promote a culture throughout the school for health and wellness and is partially successful.	<input type="checkbox"/> Developing Makes no attempt to promote a culture for health and wellness among teacher, students or in the school as a whole.	<input type="checkbox"/> Not Dem
C. Organizing Physical Space	<input type="checkbox"/> Distinguished Organizes office efficiently and appropriately for planned activities. Medications are properly stored and well organized.	<input type="checkbox"/> Accomplished Organizes office appropriately for planned activities. Medications are properly stored and organized.	<input type="checkbox"/> Proficient Is partially successful in organizing office appropriately. Medications are stored properly but are difficult to find.	<input type="checkbox"/> Developing Does not organize office or office is organized inappropriately for planned activities. Medications are not properly stored.	<input type="checkbox"/> Not Dem
Overall Rating for Evaluations	<input type="checkbox"/> Distinguished	<input type="checkbox"/> Accomplished	<input type="checkbox"/> Proficient	<input type="checkbox"/> Developing	<input type="checkbox"/> Not Dem

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Standard 3: Delivery of Service

	Distinguished	Accomplished	Proficient	Developing	Not Dem.
A. Knowledge of Nursing Process	<input type="checkbox"/> Distinguished Expertly provides complex comprehensive assessments; displays advanced clinical knowledge when establishing a plan of care; observes and documents student responses; evaluates data to revise the plan.	<input type="checkbox"/> Accomplished Accurately assesses various and specialized health needs of students; establishes a plan of care; observes and documents student's response; evaluates data to revise the plan.	<input type="checkbox"/> Proficient Provides assessments of basic health needs, but does not create a detail plan.	<input type="checkbox"/> Developing Displays limited ability to assess even basic healthcare needs, and does not formulate a plan.	<input type="checkbox"/> Not Dem
B. Assessing Student Needs	<input type="checkbox"/> Distinguished Conducts detailed and individualized assessment of student needs to support program planning.	<input type="checkbox"/> Accomplished Conducts adequate assessment of student needs to support program planning.	<input type="checkbox"/> Proficient Conducts perfunctory assessments of student that may not support program planning.	<input type="checkbox"/> Developing Does not assess student needs, or the assessments result in inaccurate conclusions.	<input type="checkbox"/> Not Dem
C. Administering Medication to Students	<input type="checkbox"/> Distinguished Ensures that medications are administered by designated individuals and release forms are signed and conveniently stored.	<input type="checkbox"/> Accomplished Ensures that medications are administered by designated individuals and release forms are signed and	<input type="checkbox"/> Proficient Ensures that medications are administered by designated individuals, but release forms are not signed and/or conveniently stored.	<input type="checkbox"/> Developing Medications are administered with no regard to state or District policies and release forms are not signed and/or conveniently stored.	<input type="checkbox"/> Not Dem

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	Shares knowledge of medication and importance of compliance with students.	conveniently stored.			
D. Wellness classes or presentations	<input type="checkbox"/> Distinguished Is successful in promoting wellness through classroom presentations that inspire students to assume active roles in furthering a healthy lifestyle in the school.	<input type="checkbox"/> Accomplished Is successful in presenting knowledge and attitudes that will help students acquire a healthy lifestyle through classroom presentations.	<input type="checkbox"/> Proficient Is partially successful in promoting wellness through classroom presentations.	<input type="checkbox"/> Developing Is unsuccessful in promoting wellness in the classroom.	<input type="checkbox"/> Not Dem
E. Managing Emergency Situations	<input type="checkbox"/> Distinguished Develops plans for many emergency situations; ensures student and staff understanding.	<input type="checkbox"/> Accomplished Develops plans for many emergency situations.	<input type="checkbox"/> Proficient Develops plans for some emergency situations.	<input type="checkbox"/> Developing Has no contingency plans for emergency situations.	<input type="checkbox"/> Not Dem
F. Flexibility	<input type="checkbox"/> Distinguished Continually seeks ways to improve the delivery of healthcare and makes changes as needed in response to student, parent and/or teacher input.	<input type="checkbox"/> Accomplished Makes revisions in the delivery of healthcare when needed.	<input type="checkbox"/> Proficient Makes modest changes in the delivery of healthcare when confronted with the need for change.	<input type="checkbox"/> Developing Doesn't make changes to the delivery of healthcare even with evidence of it is inadequacy.	<input type="checkbox"/> Not Dem
G. Collaborating with Teacher	<input type="checkbox"/> Distinguished Initiates collaboration with classroom teacher, offering	<input type="checkbox"/> Accomplished Initiates collaboration with classroom teacher.	<input type="checkbox"/> Proficient Collaborates with classroom teacher only when specifically asked	<input type="checkbox"/> Developing Doesn't collaborate with classroom teacher.	<input type="checkbox"/> Not Dem

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	suggestions and additional resources when appropriate.		to do so.		
H. Advocating for Students	<input type="checkbox"/> Distinguished Proactively consults and advocates for students with administrators, teachers, and support personnel.	<input type="checkbox"/> Accomplished Consults and advocates for students with administrators, teachers, and support personnel.	<input type="checkbox"/> Proficient Sometimes consults and advocates for students with administrators, teachers, and support personnel.	<input type="checkbox"/> Developing Doesn't consult or advocate for students with administrators, teachers, or support personnel.	<input type="checkbox"/> Not Dem

Overall Rating for Evaluations	<input type="checkbox"/> Distinguished	<input type="checkbox"/> Accomplished	<input type="checkbox"/> Proficient	<input type="checkbox"/> Developing	<input type="checkbox"/> Not Dem
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Standard 4: Family and Community Outreach

	Distinguished	Accomplished	Proficient	Developing	Not Dem.
A. Respect	<input type="checkbox"/> Distinguished Communicates respectfully and proactively with parents; is sensitive to diverse family and community values and beliefs.	<input type="checkbox"/> Accomplished Communicates respectfully with parents; is sensitive to diverse family and community values and beliefs.	<input type="checkbox"/> Proficient Is sometimes insensitive to family and community values and beliefs.	<input type="checkbox"/> Developing Is insensitive to family and community values and beliefs.	<input type="checkbox"/> Not Dem
B. Communication on Healthcare	<input type="checkbox"/> Distinguished Is proactive and resourceful in providing thorough information to families about the delivery of healthcare as a whole.	<input type="checkbox"/> Accomplished Provides information to families about the delivery of healthcare as a whole.	<input type="checkbox"/> Proficient Provides limited information to families about the delivery of healthcare as a whole.	<input type="checkbox"/> Developing Provides no information to families about the delivery of healthcare as a whole.	<input type="checkbox"/> Not Dem
C. Communicating with Families	<input type="checkbox"/> Distinguished Promptly and frequently involves all parents, even those who are hard to reach, in supporting and caring for students with health-related concerns.	<input type="checkbox"/> Accomplished Updates parents on student's health and suggests ways to support health at home; attempts to contact hard-to-reach parents.	<input type="checkbox"/> Proficient Updates easy-to-reach parents about how to help their child with health-related concerns.	<input type="checkbox"/> Developing Makes little or no effort to contact parents about ways to help their child at home with health-related concerns.	<input type="checkbox"/> Not Dem
D. Responsiveness	<input type="checkbox"/> Distinguished Deals immediately and successfully with parent concerns and makes parents feel	<input type="checkbox"/> Accomplished Responds successfully to parent concerns and makes parents feel	<input type="checkbox"/> Proficient Is slow to respond to some parent concerns and sometimes makes	<input type="checkbox"/> Developing Doesn't respond to parent concerns and makes parents feel unwelcome.	<input type="checkbox"/> Not Dem

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	welcome.	welcome.	parents feel unwelcome.		
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Overall Rating for Evaluations	<input type="checkbox"/> Distinguished	<input type="checkbox"/> Accomplished	<input type="checkbox"/> Proficient	<input type="checkbox"/> Developing	<input type="checkbox"/> Not Dem
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Comments:

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Standard 5: Professional Responsibilities

	Distinguished	Accomplished	Proficient	Developing	Not Dem.
A. Attendance	<input type="checkbox"/> Distinguished Has perfect or near-perfect attendance (98-100%).	<input type="checkbox"/> Accomplished Has very good attendance (95-97%).	<input type="checkbox"/> Proficient Has moderate absences (6-10%). If there are extenuating circumstances, state below.	<input type="checkbox"/> Developing Has many absences (11% or more). If there are extenuating circumstances, state below.	<input type="checkbox"/> Not Dem
B. Maintaining Health Records	<input type="checkbox"/> Distinguished Reports, records, and documentation are detailed, accurate and submitted in a timely manner.	<input type="checkbox"/> Accomplished Approach to recordkeeping is efficient and on time.	<input type="checkbox"/> Proficient Reports, records, and documentation are generally accurate, but are occasionally late.	<input type="checkbox"/> Developing Reports, records and documentation are missing, late, or inaccurate.	<input type="checkbox"/> Not Dem
C. Professionalism	<input type="checkbox"/> Distinguished Presents as a consummate professional in words, action and appearance.	<input type="checkbox"/> Accomplished Usually demonstrates professional demeanor in words, action and appearance.	<input type="checkbox"/> Proficient Is occasionally and/or slightly unprofessional in words, action and/or appearance.	<input type="checkbox"/> Developing Is unprofessional in words, action and appearance.	<input type="checkbox"/> Not Dem
D. Judgment	<input type="checkbox"/> Distinguished Is invariably ethical, honest and transparent; uses impeccable judgment and respects confidentiality.	<input type="checkbox"/> Accomplished Is ethical, honest and transparent; uses good judgment and maintains confidentiality with students.	<input type="checkbox"/> Proficient Sometimes uses questionable judgment, is less than completely forthright and/or discloses confidential information.	<input type="checkbox"/> Developing Acts in an ethically questionable manner, uses poor judgment, and/or discusses confidential information.	<input type="checkbox"/> Not Dem

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E. Communication	<input type="checkbox"/> Distinguished Proactively informs the administration of any concerns and reaches out for help and suggestions.	<input type="checkbox"/> Accomplished Keeps the administration informed about concerns and asks for help when it is needed.	<input type="checkbox"/> Proficient Is reluctant to share concerns with the administration or to ask for help.	<input type="checkbox"/> Developing Does not share concerns or constantly complains, and is not open to help.	<input type="checkbox"/> Not Dem
F. Reflecting on practice	<input type="checkbox"/> Distinguished Makes perceptive and accurate reflections on practice, citing specific examples, then draws on extensive repertoire to suggest alternative strategies to improve delivery of healthcare.	<input type="checkbox"/> Accomplished Provides accurate and objective reflections on practice, citing specific positive and negative characteristics. Makes some specific suggestions as to how instruction might be improved.	<input type="checkbox"/> Proficient Is moderately accurate and objective in reflections on practice without citing specific examples. Only makes global suggestions as to how healthcare might be improved.	<input type="checkbox"/> Developing Does not reflect on practice, or the reflections are inaccurate or self-serving.	<input type="checkbox"/> Not Dem
G. Openess	<input type="checkbox"/> Distinguished Actively seeks out feedback and suggestions, and uses them to improve performance.	<input type="checkbox"/> Accomplished Listens thoughtfully to other viewpoints and responds constructively to suggestions and criticism.	<input type="checkbox"/> Proficient Is somewhat defensive about criticism; listens to feedback and suggestions, but is resistant to change.	<input type="checkbox"/> Developing Is very defensive about criticism; refuses to listen to feedback or suggestions; is resistant to change.	<input type="checkbox"/> Not Dem
H. Contribution	<input type="checkbox"/> Distinguished Frequently contributes valuable ideas and expertise to teacher team meetings and committees to further	<input type="checkbox"/> Accomplished Contributes ideas and expertise to teacher team meetings and committees to support the school's mission; has productive	<input type="checkbox"/> Proficient Is reluctant to contribute to teacher team meetings and committees or contributions are minimally helpful; has	<input type="checkbox"/> Developing Doesn't contribute to teacher team meetings and committees; has negative or self-serving relationships with colleagues.	<input type="checkbox"/> Not Dem

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	the school's mission; assumes a leadership role with colleagues.	relationships with colleagues.	cordial interaction with colleagues.		
I. Professional Development	<input type="checkbox"/> Distinguished Integrates best practices from supervisors, colleagues, workshops, readings and other sources.	<input type="checkbox"/> Accomplished Utilizes effective teaching ideas from supervisors, colleagues, workshops, readings and other sources.	<input type="checkbox"/> Proficient Participation in professional development activities is limited to those that are convenient or required.	<input type="checkbox"/> Developing Doesn't participate in professional development activities even when such activities re clearly needed.	<input type="checkbox"/> Not Dem
Overall Rating for Counseling	<input type="checkbox"/> Distinguished	<input type="checkbox"/> Accomplished	<input type="checkbox"/> Proficient	<input type="checkbox"/> Developing	<input type="checkbox"/> Not Dem

Overall Rating for Evaluations	<input type="checkbox"/> Distinguished	<input type="checkbox"/> Accomplished	<input type="checkbox"/> Proficient	<input type="checkbox"/> Developing	<input type="checkbox"/> Not Dem
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Comments:

Evaluator Signature _____ **Date:** _____

Evaluee Signature _____ **Date:** _____