

# **A DEVELOPMENTAL CONTINUUM OF PROFESSIONAL ABILITIES FOR SCHOOL NURSES**

**OXNARD UNION HIGH SCHOOL DISTRICT**

**Teacher Assessment and Support Program**

**September 2011**

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Santa Cruz New Teacher Project

## CONTINUUM OF SCHOOL NURSE ABILITIES

### DOMAIN #9 PROGRAM MANAGEMENT

Sub-Domain A: Assessing, Developing and Implementing Health Programs

	Beginning	Emerging	Developing	Integrating	Innovating
A-1	Uses limited collection and analysis of health data to formulate nursing diagnosis.	Collects health data but uses limited analysis to formulate nursing diagnosis.	Collects and analyzes health data to formulate nursing diagnosis.	Frequently collects and analyzes health data to formulate nursing diagnosis.	Consistently collects and analyzes health data to formulate nursing diagnosis.
A-2	Identifies a minimum number of outcomes.	Occasionally identifies expected outcomes.	Identifies expected outcomes.	Frequently identifies expected outcomes.	Consistently identifies expected outcomes.
A-3	Inconsistently develops, implements and evaluates interventions to attain expected outcomes.	Occasionally develops, implements and evaluates interventions to attain expected outcomes.	Develops, implements and evaluates interventions to attain expected outcomes.	Frequently develops, implements and evaluates interventions to attain expected outcomes.	Consistently develops, implements and evaluates interventions to attain expected outcomes.

## CONTINUUM OF SCHOOL NURSE ABILITIES

### DOMAIN #10 INTERDISCIPLINARY COLLABORATION WITHIN THE SCHOOL

#### Sub-Domain A: Collaborating with School Staff, Parents, Students, Caregivers

	Beginning	Emerging	Developing	Integrating	Innovating
A-1	Acknowledges need for collaboration with other school personnel, student, parents and caregivers to meet identified student health, developmental and educational need, but does not participate in dialogue with others.	Occasionally collaborates with other school personnel, student, parents and caregivers to meet identified student health, developmental and educational needs.	Collaborates with other school personnel, student, parents, and caregivers to meet identified student health, developmental and educational needs.	Frequently collaborates with other school personnel, student, parents, and caregivers to meet identified student health, developmental and educational needs.	Consistently collaborates with other school personnel, student, parents, and caregivers to meet identified student health, developmental and educational needs.
A-2	Seldom recognizes role as advocate for student/family when health issues require more explanation.	Occasionally acts as an advocate for the student and family in interdisciplinary collaboration.	Acts as an advocate for the student and family in interdisciplinary collaboration.	Frequently acts as an advocate for the student and family in interdisciplinary collaboration.	Consistently acts as an advocate for the student and family in interdisciplinary collaboration.
A-3	Seldom or never functions as school/home liaison in student/family health concerns.	Occasionally functions as school/home liaison in student/family health concerns.	Collaborates as school/home liaison in student/family health concerns.	Frequently functions as school/home liaison in student/family health concerns.	Consistently functions as school/home liaison in student/family health concerns.

## CONTINUUM OF SCHOOL NURSE ABILITIES

### DOMAIN #11 HEALTH EDUCATION

Sub-Domain A: Facilitates Positive Health Attitudes, Values and Beliefs

	Beginning	Emerging	Developing	Integrating	Innovating
A-1	Seldom develops, promotes and implements health education activities that assist students, families and staff to achieve/maintain optimal levels of wellness.	Occasionally develops, promotes and implements health education activities that assist students, families and staff to achieve/maintain optimal levels of wellness.	Promotes and implements health education activities that assist students, families and staff to achieve/maintain optimal levels of wellness.	Frequently develops, promotes and implements health education activities that assist students, families and staff to achieve/maintain optimal levels of wellness.	Consistently develops, promotes and implements health education activities that assist students, families and staff to achieve/maintain optimal levels of wellness.
A-2	Provides formal classroom instruction not based on sound learning theory as appropriate to student developmental level.	Occasionally provides formal instruction within the classroom based on sound learning theory as appropriate to student developmental level.	Provides formal instruction within the classroom based on sound learning theory as appropriate to student developmental level.	Frequently provides formal instruction within the classroom based on sound learning theory as appropriate to student developmental level.	Consistently provides formal instruction within the classroom based on sound learning theory as appropriate to student developmental level.

## CONTINUUM OF SCHOOL NURSE ABILITIES

### DOMAIN #12 PROFESSIONAL DEVELOPMENT

Sub-Domain A: Assumes Responsibility for Professional Development

	Beginning	Emerging	Developing	Integrating	Innovating
A-1	Is aware of professional practice standards. Does not relate own nursing practice to standards.	Occasionally evaluates own nursing practice in relation to professional practice standards.	Evaluates own nursing practice in relation to professional practice standards.	Frequently evaluates own nursing practice in relation to professional practice standards.	Consistently evaluates own nursing practice in relation to professional practice standards.
A-2	Recognizes the need to acquire and maintain current knowledge in nursing practice but takes no action.	Occasionally acquires and maintains current knowledge in nursing practice.	Evaluates, acquires and maintains current knowledge in nursing practice.	Frequently acquires and maintains current knowledge in nursing practice.	Consistently acquires and maintains current knowledge in nursing practice.
A-3	Is aware of opportunities for professional development but doesn't participate in professional organizations, networking or collegiality.	Occasionally participates in professional organizations, networking and collegiality to promote own professional development.	Evaluates, participates in professional organizations, networking and collegiality to promote own professional development.	Frequently participates in professional organizations, networking and collegiality to promote own professional development.	Consistently participates in professional organizations, networking and collegiality to promote own professional development.

## CONTINUUM OF SCHOOL NURSE ABILITIES

### DOMAIN #13 COMMUNITY HEALTH

#### Sub-Domain A: Utilizing Community Resources

	Beginning	Emerging	Developing	Integrating	Innovating
A-1	Seldom contacts people in community resource positions for added health services to meet unmet student needs.	Seldom contacts individuals, public and private agencies and other community groups, utilizing community resources to meet unmet identified student health needs to insure continuity of service and care.	Works effectively with individuals, public and private agencies and other community groups, utilizing community resources to meet unmet identified student health needs to insure continuity of service and care.	Frequently works effectively with individuals, public and private agencies and other community groups, utilizing community resources to meet unmet identified student health needs to insure continuity of service and care.	Consistently works effectively with individuals, public and private agencies and other community groups, utilizing community resources to meet unmet identified student health needs to insure continuity of service and care.
A-2	Demonstrates little or no awareness of need to interpret school health needs to others to promote broader community health practices.	Infrequently interprets school health needs to appropriate individuals and groups, including legislative bodies, regional and state planning groups to promote broader community health practices.	Interprets school health needs to appropriate individuals and groups, including legislative bodies, regional and state planning groups to promote broader community health practices.	Frequently interprets school health needs to appropriate individuals and groups, including legislative bodies, regional and state planning groups to promote broader community health practices.	Consistently interprets school health needs to appropriate individuals and groups, including legislative bodies, regional and state planning groups to promote broader community health practices.

## CONTINUUM OF SCHOOL NURSE ABILITIES

### DOMAIN #14 POLICIES, STATUTES & REGULATIONS

#### Sub-Domain A: Complies with Legal Guidelines

	Beginning	Emerging	Developing	Integrating	Innovating
A-1	Is aware of health-related compliance issues with school site, district policy and procedures, state statutes and regulations but doesn't always integrate knowledge with nursing practice.	Occasionally complies with school site, district policy and procedures, state statutes and regulations to ensure that legal mandates are fulfilled.	Complies with school site, district policy and procedures, state statutes and regulations to ensure that legal mandates are fulfilled.	Frequently complies with school site, district policy and procedures, state statutes and regulations to ensure that legal mandates are fulfilled.	Consistently complies with school site, district policy and procedures, state statutes and regulations to ensure that legal mandates are fulfilled.
A-2	Rarely evaluates methodology for or revises nursing practice to increase thoroughness and efficiency.	Occasionally evaluates methodology for doing mandated screenings and obtaining mandated information for thoroughness, efficiency.	Evaluates methodology for doing mandated screenings and obtaining mandated information for thoroughness, efficiency.	Frequently evaluates methodology for doing mandated screenings and obtaining mandated information for thoroughness, efficiency.	Consistently evaluates methodology for doing mandated screenings and obtaining mandated information for thoroughness, efficiency, making changes as needed.
A-3	Special Education health assessments are frequently incomplete with a minimum number of goals and objective.	Begins to provide required Special Education Health Assessments for IEP Teams.	Provides required Special Education Health Assessments for IEP Team to assure full compliance.	Frequently provides required Special Education Health Assessments for IEP Team with defined plan and outcomes.	Consistently provides required Special Education Health Assessments for IEP Team with defined plan and outcomes.

## CONTINUUM OF SCHOOL NURSE ABILITIES

### DOMAIN #15 NURSING PROCESS

#### Sub-Domain A: Collects and Utilizes Health Information

	Beginning	Emerging	Developing	Integrating	Innovating
A-1	Collects information about the health and developmental status of the student on an irregular basis-tracking system for future evaluation needs unclear.	Collects information about the health and developmental status of the student in a less than systematic continuous manner.	Collects information about the health and developmental status of the student in a systematic and continuous manner.	Frequently collects information about the health and developmental status of the student in a systematic and continuous manner.	Consistently collects information about the health and developmental status of the student in a systematic and continuous manner.
A-2	Nursing care plans lack component(s) to delineate school nursing actions that promote, maintain or restore health, prevent illness and affect rehabilitation.	Occasionally develops a nursing care plan with few specific interventions delineating school nursing actions that promote, maintain or restore health, prevent illness and affect rehabilitation.	Develops a nursing care plan with specific interventions delineating school nursing actions that promote, maintain or restore health, prevent illness and affect rehabilitation.	Frequently develops a nursing care plan with specific interventions delineating school nursing actions that promote, maintain or restore health, prevent illness and affect rehabilitation.	Consistently develops a nursing care plan with specific interventions delineating school nursing actions that promote, maintain or restore health, prevent illness and affect rehabilitation.
A-3	Inconsistently evaluates student responses to nursing actions to determine progress toward goal achievement.	Occasionally accesses student responses to nursing actions in order to revise the database, nursing diagnosis and nursing care plan and to determine progress made toward goal achievement.	Assesses student responses to nursing actions in order to revise the database, nursing diagnosis and nursing care plan and to determine progress made toward goal achievement.	Frequently assesses student responses to nursing actions in order to revise the database, nursing diagnosis and nursing care plan and to determine progress made toward goal achievement.	Consistently assesses student responses to nursing actions in order to revise the database, nursing diagnosis and nursing care plan and to determine progress made toward goal achievement.