

2D: Promoting a Safe and Healthy Environment

Innovating	Applying	Developing	Not Demonstrating
Specialist consistently engages others in the effective promotion of a safe and healthy environment that is guided by the use of research-based strategies and recommendations.	Specialist consistently promotes a safe and healthy environment.	Specialist makes some attempts to promote a safe and healthy environment.	Specialist does not promote a safe and healthy environment.
Notes:	Notes:	Notes:	Notes:
Evidence:			

2E: Organizing Physical Space

Innovating	Applying	Developing	Not Demonstrating
Specialist continually monitors and assesses the safety of surroundings and addresses the need to maintain a physical environment that is safe, organized, and accessible.	The physical environment is consistently safe, organized, and accessible.	The physical environment is usually safe, organized, and accessible.	The physical environment is unsafe.
Notes:	Notes:	Notes:	Notes:
Evidence:			

**Domain 3
Communication**

3A: Communicating Clearly and Accurately

Innovating	Applying	Developing	Not Demonstrating
Specialist demonstrates effective oral and written communication skills that result in community-building, enhancement, and trust in school nursing services.	Specialist demonstrates effective oral and written communication skills that result in purposeful and consistently positive outcomes.	Specialist demonstrates adequately developed oral and written communication skills.	Specialist demonstrates ineffective oral and written communications skills.
Notes:	Notes:	Notes:	Notes:
Evidence:			

3B: Gathering Information

Innovating	Applying	Developing	Not Demonstrating
Specialist consistently uses appropriate information gathering techniques and provides comprehensive assessments that inform treatment for the individual, system, and practice at large.	Specialist consistently uses appropriate information gathering techniques.	Specialist uses appropriate information gathering techniques most of the time.	Specialist does not use appropriate information gathering techniques.
Notes:	Notes:	Notes:	Notes:
Evidence:			

3C: Engaging the School Community in Health Education and Wellness Promotion

Innovating	Applying	Developing	Not Demonstrating
Specialist consistently engages and empowers the school community to learn about health and take individual and collective responsibility for promoting wellness.	Specialist engages the school community in health education and wellness promotion on a consistent basis.	Specialist engages the school community in health education and wellness promotion on an inconsistent basis.	Specialist does not engage the school community in health education and wellness promotion.
Notes:	Notes:	Notes:	Notes:
Evidence:			

3D: Utilizing Assessment Data and Resources to Deliver Appropriate Care

Innovating	Applying	Developing	Not Demonstrating
Specialist consistently and effectively utilizes assessment data and resources to deliver exceptional care and outcomes.	Specialist consistently and effectively utilizes assessment data and resources to deliver appropriate care.	Specialist inconsistently utilizes assessment data and resources to inform/deliver appropriate care.	Specialist does not utilize assessment data and resources to inform/deliver appropriate care.
Notes:	Notes:	Notes:	Notes:
Evidence:			

3E: Demonstrating Flexibility and Responsiveness

Innovating	Applying	Developing	Not Demonstrating
Specialist consistently seeks input from all stakeholders to guide decision-making. Demonstrates ongoing flexibility and responsiveness within the context of collaboration and systematic evaluation of changes, which results in meaningful improvements and improved outcomes.	Specialist is willing to make some changes to a plan or program when the results suggest that there is need for change and consistently evaluates whether the changes were helpful.	Specialist is willing to make some changes to a plan or program when the results suggest that there is a need for change but does not consistently evaluate whether the changes were helpful.	Specialist does not demonstrate flexibility and responsiveness to making changes to a plan or program.
Notes:	Notes:	Notes:	Notes:
Evidence:			

**Domain 4
Professionalism**

4A: Reflecting on Professional Practice

Innovating	Applying	Developing	Not Demonstrating
Specialist consistently demonstrates reflection and incorporates evidence-based strategies to improve practice.	Specialist consistently demonstrates reflection to improve practice.	Specialist inconsistently demonstrates reflection to improve practice.	Specialist does not demonstrate reflection to improve practice.
Notes:	Notes:	Notes:	Notes:
Evidence:			

4B: Maintaining Accurate Records

Innovating	Applying	Developing	Not Demonstrating
Specialist is exceptional at maintaining accurate records and serves as a role model for colleagues.	Specialist consistently maintains accurate records.	Specialist inconsistently maintains accurate records.	Specialist does not maintain accurate records.
Notes:	Notes:	Notes:	Notes:
Evidence:			

4C: Communicating with Members of the School Community

Innovating	Applying	Developing	Not Demonstrating
Specialist engages others in determining the information that would be of value to the larger school community and provides it in an accessible, effective, and accurate manner.	Specialist provides accessible and accurate information to members of the school community on a consistent basis.	Specialist provides accurate information to members of the school community when necessary.	Specialist provides little or no information to members of the school community.
Notes:	Notes:	Notes:	Notes:
Evidence:			

4D: Participating in a Professional Community

Innovating	Applying	Developing	Not Demonstrating
Specialist makes a substantial contribution to the professional community and assumes a leadership role.	Specialist is an active participant among the professional community and actively maintains positive and productive relationships.	Specialist is a participating member of a professional community when requested to do so.	Specialist is not a participating member of a professional community.
Notes:	Notes:	Notes:	Notes:
Evidence:			

4E: Growing and Developing Professionally

Innovating	Applying	Developing	Not Demonstrating
Specialist actively pursues and develops professional development opportunities and makes a substantial contribution to the profession.	Specialist participates in both required and self-initiated professional development based upon strengths and needs.	Specialist participates in required professional learning activities.	Specialist does not engage in professional learning.
Notes:	Notes:	Notes:	Notes:
Evidence:			

4F: Demonstrating Professionalism

Innovating	Applying	Developing	Not Demonstrating
Specialist demonstrates the highest ethical standards when interacting with and advocating for members of the school community.	Specialist demonstrates high standards of honesty, integrity, and confidentiality when interacting with members of the school community.	Specialist is appropriate in interactions with members of the school community and protects confidentiality.	Specialist demonstrates inappropriate interactions with members of the school community* and violates principles of confidentiality.
Notes:	Notes:	Notes:	Notes:
Evidence:			

Additional Feedback by Supervisor:

Supervisor's Signature: _____

Date: _____

Staff Member's Signature: _____

Date: _____

*Employee should receive a copy

*Copy should be kept in site file

*Original evaluation to be sent to Employee Services