

School Nurse (v.2019)

Domain 1: Planning and Preparation

1.1 Demonstrating understanding of medical knowledge and skill in nursing practice

Ineffective

School nurse demonstrates limited understanding of medical knowledge and its application to nursing practice.

Critical Attributes:

- *Assessments are inaccurate.*
- *Knowledge of nursing process is limited.*
- *School Nurse does not communicate student needs to staff.*
- *Medical knowledge is not based on evidence based data.*

Minimally Effective

School nurse demonstrates basic understanding of medical knowledge and its application to nursing practice.

Critical Attributes:

- *Assessments are basic or minimal.*
- *Knowledge of nursing process is basic.*
- *School Nurse occasionally provides staff with information on student need.*
- *Medical knowledge is basic and may not be based on current practice.*

Critical Attributes:

- *Assessments are accurate and thorough.*
- *Knowledge of the nursing process is appropriate.*
- *School Nurse consistently shares appropriate student information with*

Effective

School nurse demonstrates solid understanding of medical knowledge and skill in nursing techniques and is able to apply it to nursing practice in a variety of settings.

Highly Effective

School nurse demonstrates extensive understanding of medical knowledge, concepts, and nursing practice. School Nurse uses a wide variety of knowledge and data to provide a variety of approaches in addressing student health issues.

teachers.
**Medical knowledge is current and consistently reflects best practice standards*

Critical Attributes:

**Assessments are thorough, accurate, and utilize evidence-based assessment techniques, instruments, and tools.*

**Knowledge of the nursing process shows synthesis and evaluation of information based on evidence based data.*

**School Nurse seeks opportunities to demonstrate students health status impact on educational progress.*

**Medical knowledge reflects current best practice standards and is shared with the educational team and community.*

1.2 Demonstrating knowledge of child and adolescent development

Ineffective

School nurse displays limited knowledge of child and adolescent development.

Critical Attributes:

Minimally Effective

School nurse displays basic knowledge of child and adolescent development.

Critical Attributes:

Effective

School nurse displays accurate understanding of the typical developmental characteristics of the age group.

Highly Effective

School nurse displays accurate understanding of the typical developmental characteristics of the age group, as well as exceptions to the general patterns.

**Displays minimal knowledge of child and adolescent development.*

**Demonstrates basic knowledge of child and adolescent development.*

Critical Attributes:

**Demonstrates accurate knowledge of child and adolescent development.*

Critical Attributes:

**Demonstrates accurate understanding of the developmental characteristics of an age group, as well as exceptions to the general patterns in a given population.*

1.3 Establishing goals for the nursing program appropriate to the setting and the students served

Ineffective

School nurse has limited goals for nursing practice, or they are inappropriate to either the situation or the age of the students.

Critical Attributes:

**School nurse is not familiar with the needs of the students, staff, and parents.
School nurse does not integrate health goals to promote strategies for learning.

Minimally Effective

School nurse's goals for nursing practice are basic to the situation and the age of the students.

Critical Attributes:

**School nurse has a basic understanding of the needs of the students, staff, and parents.
*School nurse occasionally anticipates the needs of the school population.
School nurse inconsistently sets health goals to promote

Effective

School nurse's goals for nursing practice are clear and appropriate to the situation in the school and to the age of the students.

Highly Effective

School nurse's goals for the nursing practice are highly appropriate to the situation in the school and to the age of the students and have been developed following consultations with students, parents, and colleagues.

strategies for learning

Critical Attributes:

- *School nurse has an accurate understanding of the needs of the students, staff, and community.*
- *School nurse collaborates with staff to determine needs for students at various developmental levels.*
- *School nurse consistently sets health goals to reflect the needs of the school community.*

Critical Attributes:

- *School nurse is able to anticipate the needs of the students, staff, and community based on input from others and a health needs assessment.*
- *School nurse enhances school wellness through opportunities such as classes and health events to promote wellness in the school.*
- *School nurse is aware of Michigan common core standards and seeks opportunities to incorporate information and activities to meet these standards.*

1.4 Demonstrates knowledge needed to develop the nursing program for both individuals and groups of students, integrated with the regular school program, utilizing community resources, state regulations, and district policies

Ineffective

**Minimally
Effective**

Effective

**Highly
Effective**

School nurse demonstrates limited knowledge of the coordinated school health program/integrated care delivery model and does not effectively incorporate the use of resources.

School nurse displays basic awareness of the coordinated school health program/integrated care delivery model incorporating the use of state regulations, utilization of community resources and District policies for students available through the school or district.

School nurse utilizes and coordinates a school health program/integrated care delivery model incorporating the use of state regulations, utilization of community resources, and District policies for students available through the school and/or district.

School nurse's coordinated school health program/integrated plan of care delivery model is highly coherent and serves to support not only the students individually and in groups, but also the broader educational program utilizing a wide variety of state regulations and resources in the school, district, and community.

Critical Attributes:

- *School nurse cannot define an integrated care delivery model.*
- *School nurse incorrectly assesses the utilization of the model in individually assigned schools.*
- *School nurse incorrectly identifies connections in district policies, state regulations, and available resources and inconsistently applies this information in practice.*

Critical Attributes:

- *School nurse can define an integrated care delivery model.*
- *School nurse inconsistently assesses the utilization of the model in individually assigned schools.*
- *School nurse inconsistently identifies connections in district policies, state regulations, and available resources and inconsistently applies this information in practice.*

Critical Attributes:

- *School nurse can consistently define an integrated care delivery model.*
- *School nurse assesses the utilization of the model individually assigned schools and can discuss recommendations for improvement.*
- *School nurse identifies connections in district policies, state regulations, and available resources and consistently applies this*

information in practice.

Critical Attributes:

- *School nurse can consistently define an integrated care delivery model providing examples and theories for application.
- *School nurse assesses the utilization of the model in individually assigned schools and can discuss recommendations for improvement based on comparative data collection.
- *School nurse actively investigates connections in district policies, state regulations, and available resources and consistently applies this information in practice.

1.5 Developing a plan to evaluate the nursing program

Ineffective

School nurse has a limited plan to evaluate the program or resists suggestions that such a plan is important.

Critical Attributes:

- *School Nurse has limited understanding of the evaluation process.
- *School Nurse is resistant to self-reflection and program evaluation.

Minimally Effective

School nurse has a basic plan to evaluate the nursing program.

Critical Attributes:

- *School Nurse has basic understanding of program evaluation.
- *School Nurse can be inconsistently reflective.

Effective

School nurse's plan to evaluate the program is organized around clear goals and the collection of evidence to indicate the degree to which the goals have been met.

Highly Effective

School nurse's evaluation plan is highly sophisticated using a variety of resources, and focuses upon assessing and improving the program on an ongoing basis.

Critical Attributes:
**School Nurse initiates program evaluation and is able to identify community needs.
School Nurse consistently reflects on the program and her personal practice.

Critical Attributes:
**The program is systemically evaluated based on goals and outcomes in collaboration with staff and community members.
School Nurse maintains data to utilize in the evaluation process.

Domain 2: The Environment

2.1 Creating an environment of respect and rapport

Ineffective

School nurse has little awareness of communication style and effective communication. School nurse's interactions with students, parents, and staff are mostly negative, inappropriate, or insensitive to age, cultural backgrounds, and developmental backgrounds.

Minimally Effective

School nurse's interactions with students, staff and parents reflect occasional inconsistencies with limited understanding of age, culture and developmental level. The School nurse has limited skills in using effective styles of communication for maintaining relationships with students, parents, and staff.

Effective

School nurse's interactions with students, staff, and parents are positive and respectful. The interactions are appropriate to the ages, cultures, and developmental levels of the students. The School nurse strives to build and maintain relationships by sharing information on health issues confidentially and privately.

Highly Effective

The school nurse demonstrates positive and effective communication while building and maintaining relationships in the school and community with students, staff, parents, and the broader health providers. The school nurse strives to protect privacy and confidentiality while promoting and modeling ethical practices for communication with staff, administration, and the community beyond the school setting.

Critical Attributes:

- *School nurse rarely displays the ability to communicate effectively.*
- *School nurse communication does not reflect an understanding of FERPA.*

Critical Attributes:

- *School nurse consistently displays the ability to communicate effectively.*
- *School nurse has basic understanding of FERPA, but inconsistently adheres to regulations.*

Critical Attributes:

- *School nurse effectively communicates with students, parents, and staff.*
- *School nurse is sensitive to individual differences of the population.*
- *School nurse consistently protects the privacy of the students in accordance with FERPA.*

Critical Attributes:

- *School nurse has an understanding of the need for a variety of styles of communication, i.e.: web page, newsletters, presentations, emails and phone calls.*
- *School nurse attends parent meetings and student orientation events to enhance communication.*
- *School nurse participates in community health events to promote effective communication for families in the community.*

2.2 Establishing a culture of health and wellness



Ineffective

School nurse makes few attempts to establish a culture for health and wellness in the school as a whole or among students or teachers.

Critical Attributes:

- *School nurse does not develop a plan to promote positive growth and education for the students.*
- *School nurse does not become involved in screening follow-up.*
- *School nurse is unaware of health and safety in the school setting.*
- *School nurse does not know what resources to access.*

Minimally Effective

School nurse's attempts to promote a culture for health and wellness throughout the school are inconsistent.

Critical Attributes:

- *School nurse works inconsistently with parents and teachers to develop a plan that will promote positive growth and education for the student and school.*
- *School nurse is inconsistently providing follow-up on screenings.*
- *School nurse has limited awareness or competence in the role of health and safety and knowing what resources to access.*

Critical Attributes:

- *School nurse consistently works with parents and teachers to develop a plan that will promote positive growth and education for the student and school.*
- *School nurse is actively involved in screening follow-ups and referrals.*
- *School nurse seeks resources to complete referrals when appropriate.*
- *School nurse consistently*

Effective

School nurse promotes a culture throughout the school for health and wellness, and takes an active role to ensure that environmental health and safety concepts are a priority throughout the school community.

Highly Effective

School nurse strives to promote a culture of wellness through support of environmentally sound practices. The culture of wellness and health are facilitated by the School Nurse's knowledge of health and safety best practices in order to promote education for the entire school.

addresses health and safety needs of the school community

Critical Attributes:

**School nurse collects data and examines delivery of service to enhance the health and wellness of environment*

**School nurse develops teaching programs, small group programs to promote health and wellness or address areas of need.*

**School nurse researches and accesses resources to utilize for screening follow-up based on community needs.*

**School nurse supports students and families to function independently in meeting their own health needs.*

**School nurse does safety monitoring and provides suggestions for improvement based on obtained data.*

2.3 Establishing and following health protocols and procedures and implementing nursing practice in an organized manner

Ineffective

School nurse's procedures for the nursing practice are nonexistent or in disarray.

Minimally Effective

School nurse has rudimentary and limited procedures for nursing practice.

Effective

School nurse effectively establishes and follows protocols and procedures to maintain student health and safety. The school nurse demonstrates effective organization in nursing practice.

Highly Effective

School nurse utilizes evidence based data and practice to effectively establish and follow protocols and procedures to maintain student health and safety. The school nurse's organization reflects the anticipation

Critical Attributes:

**School nurse is not familiar with health protocols, district policies, and Child Health Examination Code.*

**School nurse does not follow through with compliance requirements for families with complex needs and does not communicate effectively with the families.*

Critical Attributes:

**School nurse has a basic understanding of health protocols, district policies, and Child Health Examination Code.*

**School nurse inconsistently follows through with compliance requirements for families with complex needs and inconsistently communicates effectively with the families.*

Critical Attributes:

**School nurse has a thorough understanding of health protocols, District policies, and Child Health Examination Code.*

**School nurse consistently follows through with compliance requirements for families with complex needs and inconsistently communicates effectively with the families.*

Critical Attributes:

**School nurse regularly reviews and makes recommendations for updates of protocols and policies based on current best practice.*

**School nurse actively recruits resources for families with complex needs and assists families in accessing them.*

of unexpected situations and the ability to address them.

2.4 Managing expectations for protocols and practice

Ineffective

School nurse demonstrates limited implementation of guidelines for delegated duties or understanding of the guidelines is unclear. Nurse does not mentor associates' activities.

Critical Attributes:

*School nurse does not understand appropriate delegation under licensure.

*School nurse does not recognize the need to mentor.

Minimally Effective

School nurse's efforts to implement established guidelines for delegated duties are basic. School nurse inconsistently mentors associates' activities.

Critical Attributes:

*School nurse has basic understanding of delegation under licensure.

*School nurse inconsistently recognizes the need to mentor and/or provide mentoring.

Critical Attributes:

*School nurse has thorough understanding of delegation under licensure.

*School nurse consistently recognizes the need to mentor and provides mentoring.

Critical Attributes:

*School nurse reviews and evaluates District delegation practices and makes suggestions to meet student needs.

*School nurse pursues opportunities to mentor

Effective

School nurse effectively implements established guidelines for delegated duties and mentors associates' activities.

Highly Effective

School nurse's mentoring is subtle and professional. Mentoring provides the knowledge and time to empower the associates to work safely and independently following established protocols.

co-workers to empower independence and promote safe practice.

Domain 3: Delivery of Services

3.1 Using Knowledge of Student Educational Programs and Services to Collaborate with and Support Different Stakeholders

Ineffective

The school nurse has a limited knowledge of special education laws pertaining to IHP, EHP's, IEP's, and section 504 (ADA), and of the process of creating a basic Individual Education Plan for an identified student with a medical need.

Critical Attributes:

**School nurse has a lack of understanding of the processes used to acquire students the assistance needed for academic success.
School nurse rarely demonstrates use of these processes.

Minimally Effective

The school nurse has a basic knowledge of special education laws pertaining to IHP, EHP's, IEP's, and section 504 (ADA), and of the process of creating a basic Individual Education Plan for an identified student with a medical need.

Critical Attributes:

**School nurse has a basic understanding of the processes used to acquire students the assistance needed for academic success.
School nurse demonstrates use of these processes inconsistently.

Critical Attributes:

**School nurse has a strong understanding of the processes used to acquire*

Effective

The school nurse has a thorough understanding of special education laws pertaining to IHP, EHP's, IEP's and section 504 (ADA) and participates in developing goals that are educationally relevant to individual medical needs.

Highly Effective

The school nurse has a thorough understanding of special education laws pertaining to IHP, EHP's, IEP's and section 504 (ADA). School Nurse participates in developing goals that are educationally relevant to an individual's medical needs and collaborates with other school personnel, parents, students and appropriate outside community agencies to provide necessary accommodations in the educational setting addressing specific health and wellness interests.

students the assistance needed for academic success.
 *School nurse identifies students who should be evaluated by the school team.
 *School nurse works collaboratively with the student support team.
 *When appropriate, the school nurse will write goals to improve students health and educational access.

Critical Attributes:

*School nurse has a substantial understanding of the processes used to acquire students the assistance needed for academic success.
 *School nurse demonstrates leadership on the student support team.
 *School nurse identifies students who should be evaluated by the school team.
 *When appropriate, the school nurse will write goals to improve students health and educational access, and tracks data to monitor progress.

3.2 Using Knowledge of Educational Impact of Prescribed Medication Upon a Student's Academic Progress

Ineffective

School nurse demonstrates a limited

Minimally Effective

School nurse demonstrates a basic

Effective

School nurse demonstrates knowledge

Highly Effective

School nurse demonstrates extensive

School nurse demonstrates a limited knowledge of medication and side effects. The connection to academic progress is usually missing.

School nurse demonstrates a basic knowledge of medication and side effects. School nurse inconsistently notes the impact on a child's academic progress.

School nurse demonstrates knowledge of medication, side effects, and their impact on a child's academic progress. The educational impact is shared with the educational team.

School nurse demonstrates extensive knowledge of medications, side effects, and their impact on a child's academic progress, which is documented with student data. The educational impact is shared with the educational team and collaborates with the team to adjust the educational program secondary to the medication impact. School nurse demonstrates the application of best practice with regards to medication practice.

Critical Attributes:

*School nurse cannot identify the relationship between medication effect and/or side effects as it impacts academic performance.

*School nurse does not have understanding of best practice for medication administration and safety.

Critical Attributes:

*School nurse has inconsistent understanding of the relationship between medication effect and/or side effects as it impacts academic performance.

*School nurse has inconsistent understanding of best practice for medication administration and safety.

Critical Attributes:

*School nurse has thorough understanding of the relationship between medication effect and/or side effects as it impacts academic performance.

*School nurse has thorough understanding of best practice for medication administration and safety.

Critical Attributes:

*School nurse reflects on the relationship between medication use and its

impact on academic performance, and makes appropriate accommodations based on individual student need.

**School nurse reviews District policies and procedures related to medication administration and safety.*

Recommendations are made based on best practice and trends and patterns reflected in district data.

3.3 Promoting Wellness Through Classes, Classroom Presentations, and Community Activities

Ineffective

School nurse is unaware of how to develop a presentation/training and how to use age appropriate strategies for presentations. School Nurse is resistant to provide educational programs when the need is present.

Critical Attributes:

**School nurse is unable to demonstrate appropriate methods for engaging students in health topic.
School nurse does not provide classroom educational programs.

Minimally Effective

School nurse's efforts to promote wellness through classroom presentations are inconsistent in the ability to deliver current health knowledge with age appropriate classroom management.

Critical Attributes:

**School nurse demonstrates inconsistent understanding of appropriate methods for engaging students in health topic.
School nurse rarely provides classroom educational programs.

Effective

School nurse's presentations/training result in students and families acquiring the appropriate health knowledge and strategies. The classroom or school presentations will reflect current health knowledge and age appropriate classroom management.

Highly Effective

School nurse initiates effective collaboration with district or broader community colleagues in developing presentations/training and instructional lessons and units that include additional resources for wellness from outside of the school, and support students/families to assume an active role in the school in promoting a healthy lifestyle.

Critical Attributes:

**School nurse demonstrates appropriate methods for engaging students in health topic.*

**School nurse provides classroom educational programs as needed or requested.*

Critical Attributes:

**School nurse implements strategies to promote student engagement in classroom instruction.*

**School nurse recognizes the need for educational classroom programs based on current health topics and collaborates with other staff to provide instruction.*

3.4 Assessing Student Needs

Ineffective

School nurse does a minimal assessment of student needs, or the assessments result in inaccurate conclusions.

Critical Attributes:

**School nurse is unable to identify student needs or inaccurately*

Minimally Effective

School nurse does a basic assessment of student needs.

Critical Attributes:

**School nurse inconsistently identifies student needs.*

Effective

School nurse assesses student needs using the nursing process and individualizing a plan of action when necessary. The School nurse will also communicate with teachers and staff to put individualized interventions into action.

Highly Effective

School nurse conducts detailed and individualized assessment of student needs to contribute to program planning. Individualized planning is based on available data and best practice. School nurse understands the roles and responsibilities as a health resource professional by advocating for students, staff, families and community.

identifies student needs.

**School nurse does not pursue opportunities to improve assessment skills.*

**School nurse inconsistently pursues opportunities to improve assessment skills.*

Critical Attributes:

**School nurse consistently and accurately identifies student needs.*

**School nurse creates the individual plan based on student need and shares with staff as appropriate, based on FERPA regulations.*

**School nurse seeks opportunities for professional education and assessment skills.*

Critical Attributes:

**School nurse assessments are based on age-appropriate norms and individual student needs.*

**School nurse plans are individualized and based on best practice standards.*

**School nurse presents or recruits presenters to improve assessment skills of team members (building RNs, Med-Ed nurses, health aides).*

3.5 Demonstrating Flexibility and Responsiveness

Ineffective

School nurse adheres to the plan or program, in spite of evidence of its

Minimally Effective

School nurse makes modest or inconsistent changes in the nursing

Effective

School nurse makes revisions in the nursing program when they are

Highly Effective

School nurse is continually seeking ways to improve the nursing program

inadequacy

program when confronted with evidence of the need for change.

needed.

and makes changes as needed based upon feedback from student's families, or teachers.

Critical Attributes:

*School nurse demonstrates resistance to change in programming or scheduling based on building, department, or District needs.

Critical Attributes:

*School nurse demonstrates an inconsistent response to requests for change in programming or scheduling based on building, department, or District needs.

Critical Attributes:

*School nurse is consistently flexible to requests for change in programming or scheduling based on an assignment.

Critical Attributes:

*School nurse demonstrates flexibility and leadership when addressing the need for change within and outside of an assignment.

Domain 4: Professional Responsibilities

4.1 Reflecting on Nursing Practice

Ineffective

School nurse minimally reflects on practice, and the reflections are often inaccurate or self-serving.

Minimally Effective

School nurse's reflection on practice is moderately accurate and objective without citing specific examples and with only global suggestions as to how it might be improved.

Effective

School nurse's reflection provides an accurate and objective description of practice, citing specific positive and negative characteristics. School Nurse makes some specific suggestions as to how the nursing program might be

Highly Effective

School nurse's reflection is highly accurate and perceptive, citing specific examples and evidence based practice. School nurse utilizes an extensive understanding of best practice to suggest alternative

		improved.	strategies.
<p>Critical Attributes: *School nurse does not utilize National Scope and Standards of Practice to reflect on personal practice.</p>	<p>Critical Attributes: *School nurse inconsistently utilizes National Scope and Standards of Practice to reflect on personal practice.</p> <p>Critical Attributes: *School nurse consistently utilizes National Scope and Standards of Practice to reflect on practice.</p> <p>Critical Attributes: *School nurse has a thorough understanding of National Scope and Standards of Practice, as well as National Nursing Diagnostics and Interventions. *School nurse uses the above to provide alternative strategies in practice and collaboration.</p>		

4.2 Maintaining Health Records in Accordance with Policy and Submitting Reports in a Timely Fashion

Ineffective	Minimally Effective	Effective	Highly Effective
School nurse's medical reviews, records, and documentation are missing, late, or inaccurate, resulting in confusion.	School nurse's medical reviews, records, and documentation reflect basic information, are inconsistent, and/or are occasionally late.	School nurse's medical reviews, records, and documentation are accurate, thorough, and are submitted in a timely manner.	School nurse's medical reviews, records, and documentation are accurate, comprehensive, and are submitted in a timely manner. School nurse synthesizes the information gathered and utilizes it to appropriately collaborate with related service providers to maintain accuracy

in programming.

Critical Attributes:

**School nurse lacks a comprehensive understanding of requirements for a complete medical review.*

**School nurse reports are frequently inaccurate, late, or missing.*

Critical Attributes:

**School nurse has an inconsistent understanding of requirements for a complete medical review.*

**School nurse reports are inconsistently accurate or late, or are missing with appropriate notice given.*

Critical Attributes:

**School nurse consistently demonstrates understanding of requirements for a complete medical review.*

**School nurse reports are consistently accurate and submitted on time with appropriate notice given.*

Critical Attributes:

**School nurse produces comprehensive medical reviews that reflect student need and educational impact.*

**School nurse interprets medical information for significance in educational setting and works collaboratively with related service providers to program for individual student need.*

4.3 Communicating with Families and Communities and Develops Collaborative Relationships

Ineffective

**Minimally
Effective**

Effective

**Highly
Effective**

School nurse provides limited information to families about district health services. School nurse does not provide or inconsistently provides resources.

Critical Attributes:

- *School nurse rarely provides information to families.*
- *School nurse fails to provide resources when needed.*

School nurse provides basic information to families about district health services and available resources.

Critical Attributes:

- *School nurse inconsistently provides information to families.*
- *School nurse is developing her knowledge of available resources to use with families.*

Critical Attributes:

- *School nurse provides evidence based information.*
- *School nurse helps families access their needed information.*
- *School nurse connects families with community resources.*

Critical Attributes:

- *School nurse seeks resources for the school community based on needs assessments.*
- *School nurse documents resources provided to families.*
- *School nurse actively seeks to identify families in need and actively works to provide and connect them with resources and assistance.*

School nurse identifies and provides thorough and accurate information to families about district health services as a whole. School nurse informs families about the impact on health and wellness in the school setting.

School nurse does a health and wellness needs assessment and seeks resources for the district based on that assessment. School nurse is proactive in providing information to families about health services and resources to meet their individual needs.

4.4 Growing Individually and Collectively as a Professional

Ineffective

School nurse's relationships with colleagues are negative or self-serving, and nurse avoids being involved in required school and district events and projects. School nurse does not participate in professional development activities, even when such activities are clearly needed for the development of School nursing skills.

Critical Attributes:

- *School nurse does not pursue opportunities for staff development.*
- *School nurse misses the deadlines for district mandated tutorials.*

Minimally Effective

School nurse's relationships with colleagues are cordial, and school nurse participates in school and district events and projects when specifically requested. School nurse participation in professional development activities is limited to those that are convenient or are required.

Effective

School nurse participates actively in professional development activities within and outside of the district and maintains positive and productive relationships with colleagues. School nurse seeks out opportunities for professional development based on an individual assessment of need.

Critical Attributes:

- *School nurse completes all mandatory district tutorials.*
- *School nurse meets Michigan requirements for licensure.*
- *School nurse meets Michigan requirements for educational endorsement*

Critical Attributes:

- *School nurse meets all district, state educational endorsement, and licensure requirements.*
- *School nurse belongs to at least*

Highly Effective

School nurse makes a substantial contribution to school, district, and community events and projects and assumes leadership role with colleagues. School nurse actively pursues professional development opportunities, and makes a substantial contribution to the profession through such activities as offering workshops to colleagues.

one professional organization.
*School nurse seeks CNEs appropriate for her practice

Critical Attributes:

*School nurse meets all district, state educational endorsement, and licensure requirements.
*School nurse belongs to at least two professional organizations.
*School nurse seeks interactive CNEs appropriate for her practice.
*School nurse presents continuing education opportunities.

4.5 Demonstrating professionalism, including integrity, advocacy, and maintaining confidentiality

Ineffective

School nurse displays dishonesty in interactions with colleagues, students, and the public; violates principles of confidentiality. School Nurse does not comply with school, district, and professional regulations even when directed.

Minimally Effective

School nurse interacts honestly, however shows inconsistencies in maintaining confidentiality with colleagues, students, and the public and in advocacy of students. School nurse minimally complies or requires prompting to comply with school, district, and professional regulations.

Effective

School nurse displays high standards of honesty, integrity, and confidentiality in interactions with colleagues, students, and the public; advocates for students when needed. School nurse complies fully with school and district regulations.

Highly Effective

School nurse can be counted on to hold the highest standards of honesty, integrity, and confidentiality based on the professional code of ethics. School nurse takes a leadership role in advocating for students with colleagues. School nurse complies fully with school and district

Critical Attributes:

- *School nurse does not follow National Code of Ethics.*
- *School nurse does not follow FERPA regulations.*
- *School nurse demonstrates dishonest interactions with colleagues, students, and the public.*
- *School nurse willfully rejects school district regulations*

Critical Attributes:

- *School nurse inconsistently follows National Code of Ethics.*
- *School nurse inconsistently follows FERPA regulations.*
- *School nurse demonstrates honest interactions with colleagues, students, and the public.*
- *School nurse complies with school district regulations only when prompted.*

Critical Attributes:

- *School nurse consistently follows National Code of Ethics.*
- *School nurse demonstrates thorough understanding of FERPA regulations.*
- *School nurse demonstrates high standards of honesty, integrity and confidentiality in all interactions with colleagues, students, and the public.*
- *School nurse complies completely with district regulations.*

Critical Attributes:

- *School nurse reflects and demonstrates the highest level of honesty, integrity, and confidentiality in all areas of practice.*
- *School nurse assumes leadership roles in advocating for students and*

regulations, taking a leadership role with colleagues.

families.

**School nurse takes a leadership role regarding district regulations.*