

Nurses Observation

Domain 1: Planning and Preparation

Galloway Twp Nurses 2013-2014 (.5 levels) - 1a.

Component	1 Ineffective	1.5 Ineffective/ Partially Effective	2 Partially Effective	2.5 Partially Effective/ Effective	3 Effective	3.5 Effective/ Distinguished	4 Distinguished
1a. Demonstrating medical knowledge and skill in nursing techniques Indicators: 1. Formal/Informal Observations 2. Professional Development Pursued 3. Professional Development Provided.	Nurse demonstrates little understanding of medical knowledge and nursing techniques.		Nurse demonstrates limited understanding of medical knowledge and nursing techniques.		Nurse demonstrates a solid understanding of medical knowledge and nursing techniques.		Nurse demonstrates deep and thorough understanding of medical knowledge and nursing techniques.
Enter Notes and Evidence							
Rubric Score: 0/0							

Galloway Twp Nurses 2013-2014 (.5 levels) - 1a. N/A

Component	Insufficient Evidence
N/A	

Galloway Twp Nurses 2013-2014 (.5 levels) - 1b.

Component	1 Ineffective	1.5 Ineffective/ Partially Effective	2 Partially Effective	2.5 Partially Effective/ Effective	3 Effective	3.5 Effective/ Distinguished	4 Distinguished
1b. Demonstrating knowledge of child and adolescent development Indicators: 1. Formal/Informal Observations 2. Nurse's records 3. Conversations with Students 4. Conversations with Nurse about their Students 5. Conversations with Staff and Parents/Guardians.	Nurse displays little or no knowledge of child and adolescent development.		Nurse displays limited knowledge of child and adolescent development.		Nurse displays accurate knowledge of the typical developmental characteristics of the age group, as well as exceptions to the general patterns.		In addition to accurate knowledge of the typical developmental characteristics of the age group and exceptions to the general patterns, nurse displays knowledge of the extent to which individual students follow the general patterns.
Enter Notes and Evidence							
Rubric Score: 0/0							

Galloway Twp Nurses 2013-2014 (.5 levels) - 1b. N/A

Component	Insufficient Evidence
N/A	

Galloway Twp Nurses 2013-2014 (.5 levels) - 1c.

Component	1	1.5	2	2.5	3	3.5	4
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	Ineffective	Ineffective/ Partially Effective	Partially Effective	Partially Effective/ Effective	Effective	Effective/ Distinguished	Distinguished
1c. Establishing goals for the nursing practice appropriate to the setting and the students Indicators: 1. Formal/Informal Observations 2. Professional Development Pursued 3. Professional Development Provided.	Nurse has no clear goals for the nursing program, or they are inappropriate to either the situation or the age of the students.		Nurse's goals for the nursing program are rudimentary and are partially suitable to the situation and the age of the students.		Nurse's goals for the nursing program are clear and appropriate to the situation and to the age of the students.		Nurse's goals for the nursing program are highly appropriate to the situation and to the age of the students and have been developed following consultations with students, parents, and colleagues.
Enter Notes and Evidence							
Rubric Score: 0/0							

Galloway Twp Nurses 2013-2014 (.5 levels) - 1c. N/A

Component	Insufficient Evidence
N/A	

Galloway Twp Nurses 2013-2014 (.5 levels) - 1d.

Component	1 Ineffective	1.5 Ineffective/ Partially Effective	2 Partially Effective	2.5 Partially Effective/ Effective	3 Effective	3.5 Effective/ Distinguished	4 Distinguished
1d. Demonstrating knowledge of state, federal, community, and district regulations and resources Indicators: 1. Formal/Informal Observations 2. Professional Development Pursued 3. Use of on-line information.	Nurse demonstrates little or no knowledge of governmental regulations and resources for students available through the school or district.		Nurse displays awareness of state and federal regulations and resources for students available through the school or district, but no knowledge of resources available more broadly.		Nurse displays awareness of state and federal regulations and resources for students available through the school or district and some familiarity with resources external to the school.		Nurse's knowledge of state and federal regulations and resources for students is extensive, including those available through the school or district and in the community.
Enter Notes and Evidence							
Rubric Score: 0/0							

Galloway Twp Nurses 2013-2014 (.5 levels) - 1d. N/A

Component	Insufficient Evidence
N/A	

Galloway Twp Nurses 2013-2014 (.5 levels) - 1e.

Component	1 Ineffective	1.5 Ineffective/ Partially Effective	2 Partially Effective	2.5 Partially Effective/ Effective	3 Effective	3.5 Effective/ Distinguished	4 Distinguished

1e. Planning nursing interventions for both individuals and groups of students, integrated with the regular school program	Nurse's plan consists of a random collection of unrelated activities, lacking coherence or an overall structure.		Nurse's plan has a guiding principle and includes a number of worthwhile activities, but some of them don't fit with the broader goals.		Nurse's plan includes the important aspects of work in the setting.		Nurse's plan is highly coherent and serves to support not only the students individually and in groups, but also the broader educational program.
	<div>Enter Notes and Evidence</div> <div>Rubric Score: 0/0</div>						

3. Reports/
documentation
4. Language and
displays that
support positive
character traits.

Rubric Score: 0/0

Galloway Twp Nurses 2013-2014 (.5 levels) - 2a. N/A

Component	Insufficient Evidence
N/A	

Galloway Twp Nurses 2013-2014 (.5 levels) - 2b.

Component	1 Ineffective	1.5 Ineffective/ Partially Effective	2 Partially Effective	2.5 Partially Effective/ Effective	3 Effective	3.5 Effective/ Distinguished	4 Distinguished
2b. Establishing a culture for health and wellness Indicators: 1. Interactions in whole/small group settings 2. Formal/Informal Observations 3. Nurse Responses promote student knowledge.	Nurse makes no attempt to establish a culture for health and wellness in the school as a whole, or among students or teachers		Nurse's attempts to promote a culture throughout the school for health and wellness are partially successful.		Nurse promotes a culture throughout the school for health and wellness.		The culture in the school for health and wellness, is guided by the nurse, and is maintained by both teachers and students.
Enter Notes and Evidence							

Rubric Score: 0/0

Galloway Twp Nurses 2013-2014 (.5 levels) - 2b. N/A

Component	Insufficient Evidence
N/A	

Galloway Twp Nurses 2013-2014 (.5 levels) - 2c.

Component	1 Ineffective	1.5 Ineffective/ Partially Effective	2 Partially Effective	2.5 Partially Effective/ Effective	3 Effective	3.5 Effective/ Distinguished	4 Distinguished
2c. Following health protocols and procedures	Nurse's procedures for the nursing office are nonexistent or in disarray.		Nurse has rudimentary and partially successful procedures for the nursing office.		Nurse's procedures for the nursing office work effectively.		Nurse's procedures for the nursing office are seamless, and able to anticipate unexpected situations.
Enter Notes and Evidence							

Rubric Score: 0/0

Galloway Twp Nurses 2013-2014 (.5 levels) - 2c. N/A

Component	Insufficient Evidence
N/A	

Galloway Twp Nurses 2013-2014 (.5 levels) - 2d.

Component	1 Ineffective	1.5 Ineffective/ Partially Effective	2 Partially Effective	2.5 Partially Effective/ Effective	3 Effective	3.5 Effective/ Distinguished	4 Distinguished
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		Partially Effective	Partially Effective	Partially Effective/ Effective		Distinguished	
2d. Supervising delegates Indicators: 1. Written expectations 2. Discussion/ Comments 3. Formal/Informal Observations 4. Written Tests.	No guidelines for delegated duties have been established, or the guidelines are unclear. Nurse does not monitor delegates' activities.		Nurse's efforts to establish guidelines for delegated duties are partially successful. Nurse monitors delegates activities sporadically.		Nurse has established guidelines for delegated duties and monitors delegates' activities.		Delegates work independently, indicating clear guidelines for their work. Nurse's supervision is subtle and professional.
Enter Notes and Evidence							
Rubric Score: 0/0							

Galloway Twp Nurses 2013-2014 (.5 levels) - 2d. N/A

Component	Insufficient Evidence
N/A	

Galloway Twp Nurses 2013-2014 (.5 levels) - 2e.

Component	1 Ineffective	1.5 Ineffective/ Partially Effective	2 Partially Effective	2.5 Partially Effective/ Effective	3 Effective	3.5 Effective/ Distinguished	4 Distinguished
2e. Organizing physical space Indicators: 1. Formal and informal observations of the physical space 2. Organization and Neatness of Room.	Nurse's office is in disarray or is inappropriate to the planned activities. Medications are not properly stored.		Nurse's attempts to create a well-organized physical environment are partially successful. Medications are stored properly but are difficult to find.		Nurse's office is well organized and is appropriate to the planned activities. Medications are properly stored and well organized.		Nurse's office is efficiently organized and is highly appropriate to the planned activities. Medications are properly stored and well organized.
Enter Notes and Evidence							
Rubric Score: 0/0							

Galloway Twp Nurses 2013-2014 (.5 levels) - 2e. N/A

Component	Insufficient Evidence
N/A	

Domain 2 Score Report

Rubric	Progress	Score	Max	Criteria	Avg	Last Completed
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Domain 2 Average:

Domain 3 Delivery of Service

Galloway Twp Nurses 2013-2014 (.5 levels) - 3a.

Component	1 Ineffective	1.5 Ineffective/ Partially Effective	2 Partially Effective	2.5 Partially Effective/ Effective	3 Effective	3.5 Effective/ Distinguished	4 Distinguished
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3a. Assessing student needs Indicators: 1. Formal/Informal Observations 2. Materials/documents utilized.	Nurse does not assess student needs, or the assessments result in inaccurate conclusions.		Nurse's assessments of student needs are perfunctory.		Nurse assesses student needs and knows the range of student needs.		Nurse conducts detailed and individualized assessment of student needs and reaches accurate/appropriate conclusions.
Enter Notes and Evidence							
Rubric Score: 0/0							

Galloway Twp Nurses 2013-2014 (.5 levels) - 3a. N/A

Component	Insufficient Evidence
N/A	

Galloway Twp Nurses 2013-2014 (.5 levels) - 3b.

Component	1 Ineffective	1.5 Ineffective/ Partially Effective	2 Partially Effective	2.5 Partially Effective/ Effective	3 Effective	3.5 Effective/ Distinguished	4 Distinguished
3b. Administering medications to students Indicators: 1. Formal/Informal Observations 2. Record keeping per District policy.	Medications are administered with no regard to state or district policies.		Medications are administered by the school nurse or delegate but required documents are not filed appropriately.		Medications are administered by the school nurse or delegate and required documents are filed appropriately and available when needed.		Medications are administered by the school nurse or delegate and required documents are filed appropriately and available when needed. Students take an active role in medication compliance.
Enter Notes and Evidence							
Rubric Score: 0/0							

Galloway Twp Nurses 2013-2014 (.5 levels) - 3b. N/A

Component	Insufficient Evidence
N/A	

Galloway Twp Nurses 2013-2014 (.5 levels) - 3c.

Component	1 Ineffective	1.5 Ineffective/ Partially Effective	2 Partially Effective	2.5 Partially Effective/ Effective	3 Effective	3.5 Effective/ Distinguished	4 Distinguished
3c. Promoting wellness in the school setting	Nurse fails to work with students to promote wellness.		Nurse's efforts to promote wellness are partially effective.		Nurse's interactions result in students acquiring the knowledge and attitudes that help them adopt a healthy lifestyle.		Nurse's interactions are effective, and students assume an active role in the school in promoting a healthy lifestyle.
Enter Notes and Evidence							
Rubric Score: 0/0							

Galloway Twp Nurses 2013-2014 (.5 levels) - 3c. N/A

Component	Insufficient Evidence
N/A	

Galloway Twp Nurses 2013-2014 (.5 levels) - 3d.

Component	1 Ineffective	1.5 Ineffective/ Partially Effective	2 Partially Effective	2.5 Partially Effective/ Effective	3 Effective	3.5 Effective/ Distinguished	4 Distinguished
3d. Managing emergency situations Indicators: 1. Emergency records/materials 2. Anecdotal records 3. Formal and informal observation.	Nurse has no contingency plans for emergency situations.		Nurse's plans for emergency situations have been partially developed for the most frequently occurring situations but not others.		Nurse's plans for emergency situations have been developed for many situations.		Nurse's plans for emergency situations have been developed for all situations. Students and teachers have learned their responsibilities in case of emergencies.
Enter Notes and Evidence							
Rubric Score: 0/0							

Galloway Twp Nurses 2013-2014 (.5 levels) - 3d. N/A

Component	Insufficient Evidence
N/A	

Galloway Twp Nurses 2013-2014 (.5 levels) - 3e.

Component	1 Ineffective	1.5 Ineffective/ Partially Effective	2 Partially Effective	2.5 Partially Effective/ Effective	3 Effective	3.5 Effective/ Distinguished	4 Distinguished
3e. Demonstrating flexibility and responsiveness Indicators: 1. Formal/Informal Observations 2. Anecdotal records.	Nurse adheres to the plan or practice in spite of evidence of its inadequacy.		Nurse makes modest changes in the nursing practice when confronted with evidence of the need for change.		Nurse makes revisions in the nursing practice when they are needed.		Nurse is continually seeking ways to improve the nursing practice and makes changes as needed.
Enter Notes and Evidence							
Rubric Score: 0/0							

Galloway Twp Nurses 2013-2014 (.5 levels) - 3e. N/A

Component	Insufficient Evidence
N/A	

Galloway Twp Nurses 2013-2014 (.5 levels) - 3f.

Component	1 Ineffective	1.5 Ineffective/ Partially Effective	2 Partially Effective	2.5 Partially Effective/ Effective	3 Effective	3.5 Effective/ Distinguished	4 Distinguished
3f. Collaborating with staff to address health issues which may impact learning for students with diverse medical needs. Indicators: 1. Formal/Informal Observations	Nurse declines to collaborate with classroom teachers and staff to address health issues which impact learning.		Nurse collaborates with classroom teachers and staff in developing Individual Health Care Plans when specifically asked to do so.		Nurse initiates collaboration with classroom teachers and staff in developing Individual Health Care Plans when needed.		Nurse initiates collaboration with classroom teachers and staff to address individual health care needs of students that impact learning and locates additional resources from outside the school.

2. Anecdotal records.[Enter Notes and Evidence](#)**Rubric Score: 0/0****Galloway Twp Nurses 2013-2014 (.5 levels) - 3f. N/A**

Component	Insufficient Evidence
N/A	

Domain 3 Score Report

Rubric	Progress	Score	Max	Criteria	Avg	Last Completed
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Domain 3 Average:**Domain 4 Professional Responsibilities****Galloway Twp Nurses 2013-2014 (.5 levels) - 4a.**

Component	1 Ineffective	1.5 Ineffective/ Partially Effective	2 Partially Effective	2.5 Partially Effective/ Effective	3 Effective	3.5 Effective/ Distinguished	4 Distinguished
4a. Reflecting on practice Indicators: 1. : Reflections on Observations 2. Informal Discussions 3. Pre/Post Observation meetings.	Nurse does not reflect on practice, or the reflections are inaccurate or self-serving.		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.		Nurse's reflection provides an accurate and objective description of practice, citing specific positive and negative characteristics. Nurse makes some specific suggestions as to how the nursing program might be improved.		Nurse's reflection is highly accurate and perceptive, citing specific examples. Nurse draws on an extensive repertoire to suggest alternative strategies.

[Enter Notes and Evidence](#)**Rubric Score: 0/0****Galloway Twp Nurses 2013-2014 (.5 levels) - 4a. N/A**

Component	Insufficient Evidence
N/A	

Domain 4 Score Report

Rubric	Progress	Score	Max	Criteria	Avg	Last Completed
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Domain 4 Average:**Observation Average:****Notes/Evidence:****Areas of Strength:****Areas for Growth:****Recommendations:**

Additional Comments:

