Nurses Observation

Domain 1: Planning and Preparation

Partially

Effective

2.5 Partially

Effective/ Effective **Effective**

3.5 Effective/ Distinguished

Distinguished

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

Ineffective

Component

1.5 Ineffective/

Partially

Effective

La. Demonstrating medical knowledge and skill in nursing techniques Indicators: 1. Formal/Informal Observations 2. Professional Development	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.
3. Professional Development				- See Sur 1			1
Provided.				er Notes and Evide	ence		
4.0	* 272 15,00		Rubric Sco	re: 0/0			
alloway Twp Nu	rses 2013-2014	(.5 levels) - 1a	a. N/A				
	Compone	ent			Insufficient	Evidence	
N/A							
Salloway Twp Nu		(E lovels) 1		- 3 - 3 -	40 17 19	35 Y 12 11 11	. S 10 % 🚉 II
Component	1 Ineffective	1.5 Ineffective/ Partially Effective	2 Partially Effective	2.5 Partially Effective/ Effective	3 Effective	3.5 Effective/ Distinguished	4 Distinguish
1b. Demonstrating knowledge of child and adolescent development Indicators: 1. Formal/Informa Observations 2. Nurse's records 3. Conversations with Students 4. Conversations with Nurse about their Students 5. Conversations with Staff and Parents/Guardians	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 developmenta characteristics of the age group and exceptions to the general patterns, nurs displays knowledge of the extent to which individus students follo the general patterns.
			Rubric Sco	nter Notes and Evid	<u>dence</u>		
		2 7 5 1 5 1	KUDFIC SCO	ne: 0/0			
Galloway Twp Nu	rses 2013-2014	(.5 levels) - 1	b. N/A	AND TOWNS			
	Compon	ent			Insufficien	t Evidence	
N/A							
	2012 201	(E lovele) -1			401431	177 73	
Galloway Twp Nu	rses 2013-2014 1	(.5 levels) - 10	с.	2.5	3	3.5	4

	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	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.
Provided.	,		Ente	er Notes and Evid	lence		1

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

Component Insufficient Evidence

N/A

Rubric Score: 0/0

Galloway Twp Nurses 2013-2014 (.5 levels) - 1d. 1.5 2.5 3.5 Partially Ineffective/ Component **Partially** Effective/ Ineffective **Partially** Effective/ Effective Distinguished Effective Distinguished Effective **Effective** 1d. Nurse Nurse displays Nurse displays Nurse's Demonstrating demonstrates awareness of awareness of knowledge of knowledge of little or no state and state and state and state, federal, knowledge of federal federal federal community, and governmental regulations and regulations and regulations and district regulations and resources for resources for resources for regulations and resources for students students students is resources students available available extensive, available through the through the including those Indicators: through the school or school or district available school or district, but no and some through the Formal/Informal district. knowledge of familiarity with school or district **Observations** resources resources and in the 2. Professional available more external to the community. **Development** broadly. school. Pursued 3. Use of on-line information. Enter Notes and Evidence

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

Component Insufficient Evidence

N/A

Rubric Score: 0/0

Galloway Twp f	Nurses 2013-20	14 (.5 levels) - :	1e.			4	
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.

Enter Notes and Evidence

Rubric Score: 0/0

Galloway Twp Nurses 2013-2014 (.5 levels) - 1e. N/A	
Component	Insufficient Evidence
N/A	

Component	1 Ineffective	1.5 Ineffective/ Partially Effective	2 Partially Effective	2.5 Partially Effective/ Effective	3 Effective	3.5 Effective/ Distinguished	4 Distinguished
1f. Developing a plan to self- evaluate the nursing program	Nurse has no plan to self- evaluate the program or resists		Nurse has a rudimentary plan to self- evaluate the nursing		Nurse's plan to self-evaluate the program is organized around clear		Nurse's self- evaluation plan is highly sophisticated, with imaginativ
Indicators: 1. Formal/Informal Observations 2. Reports/ documentation 3. Anecdotal	suggestions that such an evaluation is important.		program.		goals and the collection of evidence which indicates the degree to which the goals have been met.		sources of evidence and a clear path toward improving the program on an ongoing basis.

Galloway Twp Nurses 2013-2014 (.5 levels) - 1f. N/A	
Component	Insufficient Evidence
N/A	

Domain 1 Score Report						The second second
Rubric	Progress	Score	Max	Criteria	Avg	Last Completed

Domain 1 Average:

Domain 2 Environment

Component	1 Ineffective	1.5 Ineffective/ Partially Effective	2 Partially Effective	2.5 Partially Effective/ Effective	3 Effective	3.5 Effective/ Distinguished	4 Distinguished
2a. Creating an environment of respect and rapport Indicators: 1. Procedures	Nurse's interactions with at least some students are negative or inappropriate.		Nurse's interactions with students are a mix of positive and negative.		Nurse's interactions with students are positive and respectful.		Students seek out the nurse, reflecting a high degree of comfort and trust in the relationship.
2. Formal/Informal Observations			En	ter Notes and Evid	dence		

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

			Rubric Sco	ore: 0/0			
Galloway Twp I	Nurses 2013-201	4 (.5 levels) -	2a. N/A	200200	1945	471-11	
	Compo	nent			Insufficien	t Evidence	
N/A							
Galloway Twp I	Nurses 2013-201	4 (.5 levels) -	2b.		23, 41		
Component	1 Ineffective	1.5 Ineffective/ Partially Effective	2 Partially Effective	2.5 Partially Effective/ Effective	3 Effective	3.5 Effective/ Distinguished	4 Distinguishe
2b. Establishing a culture for health and wellness Indicators: 1. Interactions in whole/small group settings 2. Formal/Informal Observations 3. Nurse Responses			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.
promote student knowledge.			Ent	er Notes and Evid	dence		
Late Con	hot was a line		Rubric Sco				V. Carrier and Co.
ialloway Twp N	lurses 2013-201	4 (.5 levels) -	2b. N/A			15871	
	Compor	nent			Insufficien	t Evidence	
N/A							
alloway Twp N	lurses 2013-201	4 (.5 levels) -	2c.	1.00	4.7		
			TT TT		1		
Component	1 Ineffective	1.5 Ineffective/ Partially Effective	2 Partially Effective	2.5 Partially Effective/ Effective	3 Effective	3.5 Effective/ Distinguished	4 Distinguished
Component 2c. Following nealth protocols and procedures		Ineffective/ Partially	Partially	Partially Effective/		Effective/	4
2c. Following nealth protocols and	Nurse's procedures for the nursing office are nonexistent or	Ineffective/ Partially	Partially Effective Nurse has rudimentary and partially successful procedures for the nursing office.	Partially Effective/ Effective	Nurse's procedures for the nursing office work effectively.	Effective/	Nurse's procedures for the nursing office are seamless, and able to anticipate unexpected
2c. Following nealth protocols and	Nurse's procedures for the nursing office are nonexistent or	Ineffective/ Partially	Partially Effective Nurse has rudimentary and partially successful procedures for the nursing office.	Partially Effective/ Effective	Nurse's procedures for the nursing office work effectively.	Effective/	Nurse's procedures for the nursing office are seamless, and able to anticipate unexpected
2c. Following health protocols and procedures	Nurse's procedures for the nursing office are nonexistent or	Ineffective/ Partially Effective	Partially Effective Nurse has rudimentary and partially successful procedures for the nursing office. Ente Rubric Sco	Partially Effective/ Effective	Nurse's procedures for the nursing office work effectively.	Effective/	Nurse's procedures for the nursing office are seamless, and able to anticipate unexpected situations.
2c. Following nealth protocols and procedures	Nurse's procedures for the nursing office are nonexistent or in disarray.	Ineffective/ Partially Effective	Partially Effective Nurse has rudimentary and partially successful procedures for the nursing office. Ente Rubric Sco	Partially Effective/ Effective	Nurse's procedures for the nursing office work effectively.	Effective/ Distinguished	Nurse's procedures for the nursing office are seamless, and able to anticipate unexpected situations.
2c. Following health protocols and procedures	Nurse's procedures for the nursing office are nonexistent or in disarray.	Ineffective/ Partially Effective	Partially Effective Nurse has rudimentary and partially successful procedures for the nursing office. Ente Rubric Sco	Partially Effective/ Effective	Nurse's procedures for the nursing office work effectively.	Effective/ Distinguished	Nurse's procedures for the nursing office are seamless, and able to anticipate unexpected
2c. Following health protocols and procedures	Nurse's procedures for the nursing office are nonexistent or in disarray.	Ineffective/ Partially Effective 4 (.5 levels) -	Partially Effective Nurse has rudimentary and partially successful procedures for the nursing office. Ente Rubric Sco	Partially Effective/ Effective	Nurse's procedures for the nursing office work effectively.	Effective/ Distinguished	Nurse's procedures for the nursing office are seamless, and able to anticipate unexpected

		Partially Effective	Partially Effective	Partially Effective/ Effective		Distinguished	
2d. Supervising delegates Indicators: 1. Written expectations 2. Discussion/ Comments 3.	No guidelines for delegated duties have been established, or the guidelines are unclear. Nurse does not monitor		Nurse's efforts to establish guidelines for delegated duties are partially successful. Nurse monitors delegates		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.
Formal/Informal	delegates'		activities				
Observations 4. Written Tests.	activities.		sporadically.	tor Notes and Evid	0000		
		314 275	Rubric Sc	ter Notes and Evid ore: 0/0	ence		state that
alloway Twp Nı	urses 2013-201	.4 (.5 levels) - 2	2d. N/A				
	Compo	nent			Insufficie	nt Evidence	
N/A							
ialloway Twp No	urses 2013-201	.4 (.5 levels) - 2	2e.		1541		15-31
Component	1 Ineffective	1.5 Ineffective/ Partially Effective	2 Partially Effective	2.5 Partially Effective/ Effective	3 Effective	3.5 Effective/ Distinguished	4 Distinguished
ohysical space Indicators:	Nurse's office is in disarray or is inappropriate to the planned activities.		Nurse's attempts to create a well- organized physical		Nurse's office is well organized and is appropriate to the planned		Nurse's office is efficiently organized and i highly appropriate to
nformal observations	Medications are not properly stored.		environment are partially successful. Medications are stored properly but are difficult to find.		activities. Medications are properly stored and well organized.		the planned activities. Medications are properly stored and well organized.
of Room.			Ent	ter Notes and Evide	ence		
			Rubric Sc	core: 0/0		150	
ialloway Twp Ni	urses 2013-201	.4 (.5 levels) -	2e. N/A				
	Compo	nent			Insufficie	ent Evidence	
N/A							
Domain 2 Score	Report	EU-LEI X	10000		The Park	Marian A.	
Rubric			Progres	ss S	Score Max	Criteria Avg	Last Completed
Domain 2 Averag	je:						
		Doma	ain 3 Deliv	very of Se	ervice		
Salloway Twp N	urses 2013-20:	14 (.5 levels) -	3a.				
	1	1.5 Ineffective	2 Partially	2.5 Partially	3 Effective	3.5 Effective/	4 Distinguished

3a. Assessing Nurse does not Nurse's Nurse Nurse conducts student needs assess student assessments of assesses detailed and needs, or the student needs student individualized **Indicators:** assessments are needs and assessment of 1. Formal/Informal result in perfunctory. knows the student needs and **Observations** inaccurate range of reaches 2. conclusions. student accurate/appropriate Materials/documents needs. conclusions. utilized. 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. 2.5 3.5 1 Ineffective/ **Partially** 3 Component **Partially** Effective/ Ineffective **Partially** Effective/ **Effective** Distinguished Effective Distinguished **Effective Effective** 3b. Medications are Medications are Medications are Medications are **Administering** administered administered by administered by administered by medications to with no regard the school nurse the school nurse the school nurse students to state or or delegate but or delegate and or delegate and district policies. required required required **Indicators:** documents are documents are documents are 1. not filed filed filed Formal/Informal appropriately. appropriately appropriately **Observations** and available and available 2. Record when needed. when needed. keeping per Students take District policy. 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. 1.5 2.5 3.5 Ineffective/ 1 **Partially** Component **Partially** Effective/ **Ineffective** Partially Effective/ **Effective** Distinguished **Effective** Distinguished **Effective Effective** 3c. Promoting Nurse fails to Nurse's efforts Nurse's Nurse's wellness in the work with to promote interactions interactions are school setting students to wellness are result in effective, and promote partially students students wellness. effective. acquiring the assume an knowledge and active role in the attitudes that school in help them adopt promoting a a healthy healthy lifestyle. lifestyle. Enter Notes and Evidence Rubric Score: 0/0 Galloway Twp Nurses 2013-2014 (.5 levels) - 3c. N/A Component **Insufficient Evidence** N/A

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	Nurse has no contingency plans for emergency		Nurse's plans for emergency situations have been partially		Nurse's plans for emergency situations have been developed		Nurse's plans for emergency situations have been developed
Indicators: 1. Emergency records/materials 2. Anecdotal records 3. Formal and informal	situations.		developed for the most frequently occurring situations but not others.		for many situations.		for all situations. Students and teachers have learned their responsibilities in case of emergencies.
observation.	l	IL	Ent	ter Notes and Evic	lence		

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

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	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.
records.			Ent				

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

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							
				.ore. 0/0	WIEW E			
Galloway Twp	Nurses 2013-20		· 3f. N/A					
Component N/A					Insufficien	t Evidence		
IN/A								
Domain 3 Score	e Report					27 50 7		
Rubric			Progres	ss	Score Max C	riteria Avg L	ast Completed	
Domain 3 Avera	nge:							
		Domain 4	Professio	nal Resp	onsibilities		162/16/7	
Galloway Twp I	Nurses 2013-20	14 (.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.	
				er Notes and Evid	lence			
10.5 = 100 (E			Rubric Sc	ore: U/U				
Galloway Twp N	lurses 2013-20	14 (.5 levels) -	4a. N/A				Ē	
N/A Component				Insufficient Evidence				
Domain 4 Score	Report			18.85			Δ	
Rubric			Progress	s S	Score Max Cr	riteria Avg L	ast Completed	
Domain 4 Avera	ge:							
Observation Ave	erage:							
Notes/Evidence	:							
Areas of Strengt	h:							
Areas for Growtl	h:							
Recommendatio	ns:			1 - 1 - 1 - 2 - 2 - 1				

