



Douglas County School District

Outstanding School Nurse

The intent of the Outstanding School Nurse designation is to honor nursing excellence in Douglas County Schools. The Outstanding School Nurse program is an annual bonus that rewards outstanding school nurses who demonstrate and document nursing excellence during the academic year. This can be accomplished through a diverse and open system that allows individuality and creativity while maintaining consistent, districtwide guidelines. Several options have been developed to allow school nurses choices in this process.

All eligible licensed school nurses interested in being designated Outstanding in Douglas County are encouraged to participate in this process.

Eligibility for *Outstanding School Nurse*

- A school nurse must have been evaluated at the *proficient* level on their most recent evaluation or *satisfactory* on their most recent growth plan in order to participate in the *Outstanding School Nurse* program. Proficient is defined as satisfactory on each criterion of the school nurse evaluation system.
- All school nurses who are on “regular” employment status (in their fourth consecutive year in Douglas County) are eligible to apply for the *Outstanding School Nurse* designation.
- All School Nurses who are on probationary status (in their first three years in Douglas County) will not be eligible to apply for the *outstanding* designation with the following exception: Any school nurse who has completed at least three consecutive years of *proficient* nursing experience in another district will become eligible to apply for the *Outstanding School Nurse* designation during his/her second and third probationary years in Douglas County, as well as after attaining regular employment status. He/she would not be eligible during the first full year in Douglas County.
- If a School Nurse is deemed *unsatisfactory* on either the summative evaluation or the professional growth plan, that school nurse may not apply for the *outstanding* designation in the following year. That school nurse should instead focus his/her attention on improving performance to the *satisfactory* level. If a school nurse applies for the outstanding designation in October and then falls below satisfactory sometime during or at the end of the school year, he/she may not receive the *outstanding* designation for that year.

School Nurses applying for *Outstanding* designation for the second year

If you have applied for the *outstanding* designation in a previous year, you are encouraged to use new artifacts. Artifacts used in a previous year's portfolio may only be used again under the following circumstances:

If you choose to use an artifact from a previous year, please include a copy of the original artifact along with your revised artifact. Please be sure to clearly label which is the old artifact and which is the new, revised artifact. The reflective writing should indicate how you evaluated the effectiveness of your nursing, the growth and insight you acquired through that analysis and a description of how you have modified your nursing and your artifact accordingly. You are also encouraged to try a different option to demonstrate outstanding performance in subsequent years.

Part-time School Nurses – Portfolio Requirements

For **Portfolio Option A** – Any part-time school nurse who works 75% or more would be required to do the full portfolio and would receive the full payment. From 50% to 74%, he/she would only have to include 3 artifacts in the portfolio (one for each of the criteria) instead of 6 artifacts, and would receive 1/2 of the bonus. Anyone who works less than 50% is not eligible.

Outstanding Performance: Option A

In order to be designated as having demonstrated *outstanding* performance under this option (A), a school nurse must receive an *outstanding* rating on each of the criterion described below.

1. Assessment and Instruction

Outstanding School Nurses act on the belief that all students can learn and be healthy. They recognize, value and adjust for individual differences while maintaining an in-depth understanding of student health needs, development and learning.

Outstanding School Nurses implement a variety of health promotion and instructional strategies to support access and attendance to school. *Outstanding School Nurses* include and motivate students to take an active role in their health care need. *Outstanding School Nurses* draw on multiple strategies for assessing student health and development and clearly communicate assessment results to students, staff and parents.

Indicators, exemplified on a consistent basis throughout the year, would include, but are not limited to:

- ◆ soliciting, obtaining and utilizing client input;
- ◆ demonstrating proficiency in the professional endeavor;
- ◆ documenting evidence of thorough planning based on student needs, interests and strengths;
- ◆ documenting student or client growth and progress;
- ◆ demonstrating that staff are provided the opportunity to learn about students individual challenges and participate in integrating these challenges into the school environment for optimal learning availability;
- ◆ facilitating student self-evaluation for the purpose of improvement.

2. Knowledge of Content and Pedagogy

Outstanding School Nurses demonstrate, in an **ongoing** fashion, a diversified and complete understanding of health promoting principles and their impact on students and staff and the ability to learn. Beyond this, an *Outstanding School Nurse* should demonstrate how to teach health promotion principles to students and staff and how these principals are related to school curriculum and standards.

Outstanding School Nurses are reflective practitioners who facilitate professional growth through self-assessment. An *Outstanding School Nurse's* knowledge is based on both practical experience and professional literature.

Outstanding School Nurses exhibit an expert balance and understanding of health issues that are impacting students, while consistently:

- ◆ being sought out as a resource by colleagues and other professionals;
- ◆ acquiring and applying new knowledge and skills;
- ◆ demonstrating expertise in their content area through input from colleagues and clients;
- ◆ demonstrating knowledge, application and mastery of a wide variety of health promoting strategies;
- ◆ creating, innovating and taking risks that focus on health promotion and its impact on student learning;
- ◆ facilitating personal growth through self-evaluation.

3. Collaboration and Partnership

Outstanding School Nurses contribute to the effectiveness of the school and profession by working collaboratively with other school professionals and community health providers on common health issues facing students and staff and on staff development. Their perspective is not only grounded in experience, but also by research and literature.

Outstanding School Nurses are knowledgeable about school and community resources for their students' benefit, and they find ways to work collaboratively and creatively with parents, staff and community. They are models of self-awareness and self-esteem; they also respect diverse individuals and groups.

*Overall, Outstanding School Nurses **can be counted on to:***

- ◆ contribute to the profession;
- ◆ share time, knowledge and ideas with others;
- ◆ demonstrate significant commitment and contributions above and beyond basic requirements to the attainment of department and district goals;
- ◆ demonstrate a self-awareness of their value to the profession and indicates a willingness to explain and describe their processes.

SUMMARY OF
CRITERIA FOR OUTSTANDING DESIGNATION
“OPTION A”

Assessment and Instruction

Outstanding School Nurses:

- Act on the belief that all students can learn and be healthy
- Recognize, value, and adjust for individual differences, while maintaining an in-depth understanding of student health needs, development and learning
- Implement a variety of health promotion and instructional strategies to support access and attendance to school
- Include and motivate students to take an active role in their health care needs
- Draw on multiple strategies for assessing student health and development and clearly communicate assessment results to students, staff and parents

Knowledge of Content and Pedagogy

Outstanding School Nurses:

- Have knowledge of health issues impacting students
- Know how to teach health promotion principles to students and staff
- Know how health promotion principles are related to the school curriculum and standards
- Know the impact of health issues on the ability to learn
- Are reflective practitioners who facilitate professional growth through self-assessment, and whose knowledge is based on both practical experience and professional literature

Collaboration and Partnership

Outstanding School Nurses:

- Collaborate with other school professionals and community health providers
- Work effectively with parents and community
- Draw on school and community resources to benefit students
- Contribute to the school, community, and profession in a variety of ways
- Respect diverse individuals and groups

Process for Demonstration of Outstanding Performance – Option A

The *Outstanding* designation for *Option A* is based on the following annual application/nomination process.

1. The school nurse provides documentation to the building administrator.
2. The documentation will be provided in a portfolio format, as described in detail in the “portfolio construction” section.
3. To be deemed outstanding, a school nurse must receive an outstanding rating in each of the three categories.
4. If the documentation meets the established criteria, the administrator indicates that he/she supports the application.
5. If the administrator cannot support the application, specific reasons must be communicated in writing to the school nurse.
6. When the administrator support is declined in writing, the school nurse may appeal the decision to the Outstanding School Nurse Review Board. (see the Appeals Process)

PORTFOLIO CONSTRUCTION

I. Background Information and Thesis Statements

- A. Resume with background information and the professional context in which you work.
- B. Reflective writing piece (2 pg. max) to include:
 - 1. General educational philosophy
 - 2. Reflective statements on A, B, C, [A, B, and C as used in this document refer to the criteria for outstanding school nurse as described in the note below] beginning with the thesis statement:
 - a. I believe my performance in Douglas County Schools is outstanding in the area of assessment and instruction because...
 - b. I believe my performance in Douglas County Schools is outstanding in the area of knowledge of content and pedagogy because...
 - c. I believe my performance in Douglas County Schools is outstanding in the area of collaboration and partnership because...

II. Professional Artifacts and Reflections (see appendix for examples)

Each candidate will submit:

- A. Six (6) artifacts documenting extended professional activities under criteria A, B, and C with at least one artifact per criterion
- B. If a video is used in this process, it may only be used as an artifact and must be limited to 10 minutes in length. Include a written guide for the administration telling what to look for in the video.
- C. One paragraph rationale and reflection for each artifact describing how it supports criterion A, B, or C.

* Part-time school nurses – please see the section on eligibility guidelines.

III. Client and Peer Surveys

Each candidate will prepare and submit a summary and a one-page reflection for each of the following:

- A. The peer evaluation.
- B. The client surveys completed by teachers, administrators, or other clients.

IV. Normal School Nurse Evaluation Requirements

- A. A copy of your current summative evaluation or growth plan.
- B. A brief written reflection on your summative evaluation or growth plan.

V. Overall Reflection on the Outstanding School Nurse Program

- A. A brief written statement describing how the Outstanding School Nurse Program is being used for professional growth.

NOTE: Criteria for Outstanding designation:

- A. Assessment and Instruction
- B. Knowledge of Content and Pedagogy
- C. Collaboration and Partnership

Instructions to School Nurses for Constructing Option A Portfolios

There are three criteria areas for Outstanding School Nurse consideration:

- Assessment and Instruction
- Knowledge of Content and Pedagogy
- Collaboration and Partnership

Each of these three criteria are further defined in the section titled: Option A Criteria. When you are doing your reflective writing, make reference to all the bulleted statements under each of the criteria. It is important to clearly support your application for outstanding designation with specific examples that demonstrate outstanding performance as defined by the criteria. Be overt in your explanation of how your artifacts demonstrate the criteria. As your administrator reviews your portfolio he/she will be looking for clear evidence that you have met all the components of each of the criteria listed above.

As you select six artifacts for your portfolio:

- You must have at least one artifact representing your outstanding work this year in **assessment and instruction.**
- You must have at least one artifact representing your outstanding work this year in **knowledge of content and pedagogy.**
- You must have at least one artifact representing your outstanding work this year in **collaboration and partnership.**

The three remaining artifacts (of the total six artifacts required) may represent any of the three criteria upon which you choose to focus.

Suggested artifact types:

- Original or enhanced curricular units
- Original or enhanced assessments
- Collaboration strategies that have been successful
- Curriculum which meet the needs of all learners
- Photographs of student health activities
- Video of student activity*
- Projects which create partnerships
- Evidence of incorporating professional development ideas in curriculum/classroom
- Evidence of promoting a standards-based environment

- Evidence of using data to support instruction, administration and management decisions

This list represents some common artifacts but is not inclusive. The selection of artifacts ultimately lies with you, and should not be limited to the list above.

*See outline of portfolio contents Option A for details on video artifacts.

OPTION A PORTFOLIO ASSESSMENT PROCESS GUIDELINES FOR THE ADMINISTRATOR

The three criteria of success as a school nurse (i.e., assessment and instruction, knowledge of content and pedagogy, and collaboration and partnership) are not distinct or independent, but overlapping and intertwined responsibilities that all school nurses share. However, for portfolio assessment purposes school nurses are given a separate rating for each of the three criteria. To be deemed outstanding, a school nurse must receive an outstanding rating in each of the three criteria.

Each criterion is explained by five descriptors of the critical features of the criterion. These descriptors should guide, but not dictate, the assessment process. That is, administrators should carefully consider each of the five descriptors in assessing a nurse's performance for each criterion, but a final decision about a rating should be arrived at holistically.

The credibility of the Outstanding School Nurse Portfolio Assessment depends largely on how well administrators make concrete comments based on the evidence available. Please keep these key points in mind:

- Link your perceptions to the evidence presented in the portfolio. Impressions can form quickly, but they can sometimes be based on limited or distorted information. Validate your impressions by looking carefully at the educational philosophy, reflective statements, artifacts, and summary of surveys included in each portfolio you review.
- The Outstanding School Nurse program is designed to reward outstanding nurses, not simply outstanding portfolios. Therefore, in assessing each section, you may bring to bear knowledge about a nurse not included in the portfolio. However, it is essential that you adhere to the following guidelines:
 1. Outside knowledge must relate to the Outstanding School Nurse Portfolio criteria (Assessment and Instruction, Knowledge of Content and Pedagogy, Collaboration and Partnership) or to district school nurse evaluation standards and criteria.
 2. All outside knowledge must be supported by documented evidence. Your outside comments must refer to a nursing observation, extra-curricular activity, a letter, or some tangible artifact or activity relevant to the criteria being assessed.
 3. Outside knowledge must be recent, relating to this year's performance.
 4. Any outside information brought to bear during the assessment must be documented on the Portfolio Feedback Form. Comments must be linked to evidence.

In evaluating the portfolios, administrators should follow the process described below:

1. Review the criteria for the outstanding designation
2. Read the entire portfolio
3. Assign ratings to each of the three categories in the following manner:
 - a. Consider evaluation criteria and descriptors for Assessment and Instruction
 - b. Reexamine the contents of the portfolio relevant to this criterion
 - c. Note evidence found
 - d. Write relevant comments
 - e. Consider additional information if any (which must be explained in writing)
 - f. Assign a recommendation
O=outstanding
E=excellent
D/N=does not meet criterion
 - g. Repeat the process for the other two criteria
4. Assign an overall rating
 - a. In order to receive the outstanding designation all three criteria must be demonstrated at the outstanding level
 - b. Assign an overall recommendation
 - c. If not designated as outstanding note the reason(s) on the back of the form
5. Key points to keep in mind while assessing portfolios:
 - Use a similar process for each portfolio
 - Base your comments on evidence
 - Highlight strengths and areas for growth
 - For consistency and fairness, spend approximately the same amount of time reviewing each portfolio
 - Take notes as you review the portfolio to use as feedback to the school nurse. Feedback should be provided for both strengths and areas for growth

PEER AND CLIENT SURVEY GUIDELINES

Because of our need to gather feedback at all levels, we now have 3 client surveys available to school nurses. One of the forms, for use at the elementary level, is designed to gather feedback from parents and children combined following a discussion of the items between parents and their children. Two forms are provided for middle and high school nurses, a parent form and a student form. School nurses at the secondary level may choose to gather input from parents or students or a mixture of both. School nurses whose clients are not predominately students may substitute additional peer surveys in the place of a number of client surveys. The school nurse must first discuss this approach with the administrator. It is critical that a consistent and fair process be followed when conducting the peer and client surveys. Please make note of the following instructions:

1. School nurses are to pick up the survey forms from the school office or obtain them from this website.
2. School nurses are to solicit feedback from at least twenty clients. Ten surveys are to be sent to people chosen by the school nurse while the other ten are to be given to the administrator to mail. The school nurse is responsible for filling in the return address information for all twenty surveys.
3. Because of concerns that have been expressed at the elementary level, we've decided to modify the number of surveys required at that level. We encourage all school nurses to survey at least 20 clients in order to obtain more feedback. However, any school nurse who serves fewer than 40 students will be required to survey at least one-half of his/her clients (student/parent clients). If a total of fewer than 20 are sent, half of those sent should be sent to recipients chosen by the school nurse and half to recipients chosen by the administrator.
4. School nurses are to solicit feedback from at least four peers. Two surveys are to be sent to people chosen by the school nurse while the other two are to be given to the administrator for mailing. The school nurse is responsible for filling in the return address information for all four surveys.
5. It is the school nurse's responsibility to submit to the administrator a list of the ten names of client survey recipients and the names of the two peer survey recipients selected by the school nurse.
6. The administrator will choose the recipients of the other ten client surveys and two peer surveys and will handle the distribution of those survey documents.
7. It is the school nurse's responsibility to mail the surveys to the names on their lists.
8. It is the responsibility of the school nurse to provide self addressed return envelopes for all survey recipients.
9. School nurses whose clients are not predominately students may substitute additional peer surveys in the place of a number of client surveys. The school nurse must first discuss this approach with the administrator.
10. In order for school nurses to review the survey results and to have portfolios ready in time, we recommend that the surveys be sent out by the middle of March.
11. All responses to the surveys will be returned to the school nurse.
12. It is permissible to use school mail for all of the above.

Applicants are asked to consider that while the survey instrument is very important, it is only one aspect of the complete portfolio. Responses can be extremely helpful in improving services and the outstanding school nurse will use the results for the purpose of improving his/her nursing style and methods.

Note:

- ◆ Postage through the U.S. mail will be paid by the district. Return postage is the responsibility of either the recipient or school nurse.
- ◆ Schools will assist in duplication of surveys (client and peer) for candidates.
- ◆ It is helpful to copy client surveys in one color and peer surveys in another color.
- ◆ The school nurse will provide the office at the school the following:
 - 12 blank envelopes to which the administrator or secretary will affix a mailing label. (envelopes are to contain the letter, surveys and return envelopes)
 - 12 return envelopes addressed to the school nurse candidate at the school address.
 - Students may return surveys directly to the school nurse candidate or they may be mailed.

Dear Douglas County Parent:

In an effort to recognize outstanding school nurse performance in Douglas County, and at the request of your child's school nurse, you have been selected to take part in a survey regarding your school nurse's professional performance.

As part of Douglas County Schools' performance pay plan, this survey will provide your school nurse with information that will be used as a means of assessing his/her current performance level and establishing directions for future professional growth. Your school nurse will be reviewed by his or her colleagues, will be evaluated by the building administrator, and will be compiling a portfolio with examples of health care plans, health education plans and other performance indicators. This survey is an important part of the process and will help all school nurses reach even higher levels of instructional and professional performance.

To complete the survey, please set aside some quiet time that you and your student may use to carefully consider each of the questions. Each question is accompanied by a response range of 1 to 4. Please circle that which you feel is most appropriate. In the event that you are uncertain about the questions and don't feel you have sufficient information to respond, simply do not circle any rating. Space has been allotted for comments below each question for you to use if you would like to provide additional information. After completing the survey, please use the self-addressed envelope to return it to your school nurse promptly via the US Mail or drop it off at your school's main office.

Thank you for taking the time to complete the attached survey and to be an active participant in the outstanding school nurse designation process. The information you provide will not only help your school nurse but is an important part of the Douglas County Schools' commitment to offer you and your child the highest quality educational opportunities possible.

Thank you on behalf of the Outstanding School Nurse Review Board,

Douglas B. Hartman
Human Resources Director

Elementary Client Survey (Parent and child)

To be completed by the parent with input from the student for _____
(Nurse)

Before responding to the statements below, Please indicate how communication between you and your child's school nurse has occurred during this school year. Please check all that apply:

- _____ I communicated with the nurse by phone, mail, or in person.
 - _____ I completed health questionnaires or emergency information forms for my child.
 - _____ I completed Individual Education Plan (IEP) health information forms for my child.
 - _____ I discussed my child with the nurse and contributed to my child's health care plan.
 - _____ Other
-

For the following questions, please indicate your perception of this nurse's skill on the following scale:

No Mark= Do not know/not applicable; 1= Not at all; 2= To some extent; 3= To great extent; 4=Always

Knowledge and Pedagogy – This school nurse...

- 1. Knows and understands my child's health concerns and needs. 1 2 3 4
- 2. Relates this knowledge to my child's learning progress, and performance in the school setting. 1 2 3 4
- 3. Conveys confidence in the school staff providing for my child's health needs. 1 2 3 4

Assessment and Instruction – This school nurse...

- 4. Has high expectations for my child's access and attendance at school with regard to his/her health needs. 1 2 3 4
- 5. Communicates appropriately with me regarding my child's health needs. 1 2 3 4
- 6. Provides instruction and training regarding my child's health needs to teachers and staff as needed. 1 2 3 4

Collaboration and Partnership– This school nurse...

- 7. Works effectively with my child's teachers/staff and me to provide for his/her health needs. 1 2 3 4
- 8. Communicates with my child's physician or health care provider, as needed. 1 2 3 4
- 9. (School nurse created question) 1 2 3 4

Additional Comments (Optional):

Name: (optional) _____ Date: _____

Secondary Client Survey (Parent)

Client Survey for: _____
(Nurse)

Before responding to the statements below, Please indicate how communication between you and your child's school nurse has occurred during this school year. Please check all that apply:

- I communicated with the school nurse by phone, mail, or in person.
- I completed health questionnaires or emergency information forms for my child.
- I completed Individual Education Plan (IEP) health information forms for my child.
- I discussed my child with the nurse and contributed to my child's health care plan.
- Other
-

For the following questions, please indicate your perception of this nurse's skill on the following scale:

No Mark= Do not know/not applicable; 1= Not at all; 2= To some extent; 3= To great extent; 4=Always

Knowledge and Pedagogy – This school nurse...

- | | |
|---|---------|
| 1. Knows and understands my child's health concerns and needs. | 1 2 3 4 |
| 2. Relates this knowledge to my child's learning progress, and performance in the school setting. | 1 2 3 4 |
| 3. Conveys confidence in the school staff providing for my child's health needs. | 1 2 3 4 |

Assessment and Instruction – This school nurse...

- | | |
|--|---------|
| 4. Has high expectations for my child's access and attendance at school with regard to his/her health needs. | 1 2 3 4 |
| 5. Communicates appropriately with me regarding my child's health needs. | 1 2 3 4 |
| 6. Provides instruction and training regarding my child's health needs to teachers and staff as needed. | 1 2 3 4 |

Collaboration and Partnership– This school nurse...

- | | |
|---|---------|
| 7. Works effectively with my child's teachers/staff and me to provide for his/her health needs. | 1 2 3 4 |
| 8. Communicates with my child's physician or health care provider, as needed. | 1 2 3 4 |
| 9. (School nurse created question) | 1 2 3 4 |

Additional Comments (Optional):

Name: (optional) _____ Date: _____

Secondary Client Survey (Student)

Client Survey for: _____
Nurse

For the following questions, please indicate your perception of this building resource teacher's skill on the following scale:

No mark = Do not know/not applicable; 1 = Not at all; 2 = To some extent; 3 = To great extent; 4 = Always

Knowledge and Pedagogy – This school nurse.....

- | | | |
|----|---|---------|
| 1. | Knows and understands my health concerns and needs. | 1 2 3 4 |
| 2. | Relates this knowledge to my learning progress and performance in the school setting. | 1 2 3 4 |
| 3. | Conveys confidence in the school staff providing for my health needs. | 1 2 3 4 |

Assessment and Instruction – This school nurse.....

- | | | |
|----|--|---------|
| 4. | Has high expectations for my access and attendance at school with regard to my health needs. | 1 2 3 4 |
| 5. | Communicates appropriately with me regarding my health needs. | 1 2 3 4 |
| 6. | Provides instruction and training regarding my health needs to teachers and staff as needed. | 1 2 3 4 |

Collaboration and Partnership – This school nurse

- | | | |
|----|--|---------|
| 7. | Works effectively with my parents as well as with me to provide for my health needs. | 1 2 3 4 |
| 8. | Communicates with my physician or health care provider, as needed. | 1 2 3 4 |
| 9. | (School nurse created question) | 1 2 3 4 |

Additional Comments (Optional):

Name: _____
(optional)

Date: _____

Peer Survey for: _____

(nurse)

Before responding to the statements below, please indicate how communication between you and the school nurse has occurred during this school year. Please check all that apply:

_____ I communicated with the school nurse by phone, mail, email, or in person.

_____ I work on the same team (special education team, crisis team, etc.) or school.

_____ I have observed this school nurse training staff regarding student health needs or have been trained by this school nurse.

_____ I have observed this school nurse teaching in the classroom and/or for staff development.

_____ Other

For the following questions, please indicate your perception of this nurse's skill on the following scale:

No Mark= Do not know/not applicable; 1= Not at all; 2= To some extent; 3= To great extent; 4=Always

Knowledge and Pedagogy – This school nurse...

- | | |
|--|---------|
| 1. Knows and understands students' health concerns and needs in the school setting. | 1 2 3 4 |
| 2. Relates this knowledge to students' learning progress, and performance in the school setting. | 1 2 3 4 |
| 3. Consistently, uses current health information, and actively pursues professional growth. | 1 2 3 4 |

Assessment and Instruction – This school nurse...

- | | |
|---|---------|
| 4. Understands the relationship between students' health needs and their ability to access and attend school. | 1 2 3 4 |
| 5. Implements a variety of health promoting strategies (health care plans, health problems lists, health bulletins, etc) | 1 2 3 4 |
| 6. Provides instruction and training to teachers, paraprofessionals and staff regarding student health needs and/or staff health needs. | 1 2 3 4 |

Collaboration and Partnership – This school nurse...

- | | |
|--|---------|
| 6. Collaborates in ways that enhance the health and safety of the student, school and community. | 1 2 3 4 |
| 7. Contributes actively to help solve problems within the classroom or school. | 1 2 3 4 |
| 8. (School nurse created question) | 1 2 3 4 |

Additional Comments (Optional):

Name: (optional) _____ Date: _____

Douglas County Schools – Outstanding School Nurse Portfolio Option A Feedback Form

Name

School

Overall Rating

Administrator's Name

Date Reviewed

Assessment and Instruction	Recommendation: O = outstanding E = excellent D/N = does not meet criteria
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Criteria *Believes all students can learn and be healthy *Adjusts for individual differences
 *Varies for health promotion and instructional strategies *Motivates students
 *Assesses student health effectively

STRENGTHS:

AREAS FOR GROWTH:

Knowledge of Content and Pedagogy	Recommendation: O = outstanding E = excellent D/N = does not meet criteria
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Criteria *Knows health issues *Knows how to teach health promotion to staff and students
 *Knows how to relate health promotion to curriculum *Knows impact of health
 issues on ability to learn * Is reflective

STRENGTHS:

AREAS FOR GROWTH:

Collaboration	Recommendation: O = outstanding E = excellent D/N = does not meet criteria
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Criteria *Collaborates with other professionals *Works with parents and community
 * Respects diversity *Draws from resources *Contributes to school and community

STRENGTHS:

AREAS FOR GROWTH:

If not designated as outstanding. Please note above the reason(s) why a designation other than outstanding was given this year. Please make one copy for School Nurse's records and one for the administrator.