

CITE 2013 – School Nurse

NB: Unlike other versions of the CITE evaluation, the School Nurse evaluation contains cumulative rubric language, Denoted by “And...”, where all rubric expectations from the lesser rating must also be demonstrated in order to receive the highest rating.

Standard 1 – EXPERTISE: School Nurse demonstrates World Class expertise in the domain of school nursing.
1.1 School Nurse provides nursing services aligned with Federal, State, and District Health Services guidelines including State and National School Nurse Standards.
④ Highly Effective ③ Effective ② Partially Effective ① Ineffective
HE: School Nurse mentors colleagues in the development of health care plans, 504’s, and IEP assessments in accordance with nursing guidelines. And...
E: School Nurse participates in the development of health care plans, 504’s, and IEP assessments in accordance with nursing guidelines. And...
PE: School Nurse maintains her special service providers license and registered nurse licensure as required by law.
I: School Nurse does not consistently apply Federal, State and District guidelines when providing nursing services.
1.2 School Nurse demonstrates knowledge of effective services and strategies that reduce barriers to learning.
4 Point Matrix
HE: School Nurse evaluates the effectiveness of plans and strategies, adjusts plan of action to improve readiness to learn. And...
E: School Nurse creates plans or strategies to maximize instructional time that optimize student health outcomes. And...
PE: School Nurse prioritizes identified student health needs. And...
I: School Nurse identifies medical and emotional causes for lost class time.
1.3 School Nurse integrates evidence-based interventions and research findings into their nursing practice
4 Point Matrix
HE: School Nurse shares clinical updates with colleagues and/or peers. And...
E: School Nurse seeks out professional development opportunities to enhance evidence-based interventions. And...
PE: School Nurse utilizes clinical guidelines and evidence-based interventions in providing school health services.
I: School Nurse does not consistently use evidence-based research in her/his nursing practice.
1.4 School Nurse provides services that reflect the interconnectedness of home, school and community influences on student achievement.
4 Point Matrix
HE: School Nurse consults with community agencies to facilitate access to community resources. And...
E: School Nurse writes health care plans and provides trainings that incorporate feedback from home, school and medical community. And...
PE: School Nurse writes a health care plan and provides appropriate training with follow-up.
I: School Nurse writes health care plans and provides trainings.
Standard 2- ASSESSMENT: School Nurse reflects on her/his practice.
2.1 School Nurse makes recommendations for accommodations for students to access instruction for World Class Outcomes.
4 Point Matrix
HE: School Nurse thoroughly investigates student needs through face-to-face meetings, phone calls and emails with parents and stakeholders to provide optimal accommodations, instruction and learning and progress toward mastery of World Class Outcomes. And...
E: School Nurse communicates student’s health concerns utilizing all modes of communication as they relate to accommodations, instruction and learning and progress toward World Class Outcomes. And...
PE: School Nurse communicates student health concerns as they relate to accommodations, instruction and learning and

progress toward World Class Outcomes.
I: School Nurse communicates student health concerns utilizing limited modes of communication as they relate to accommodations, instruction and learning.
2.2 School Nurse creates plans of care to promote the achievement of World Class Outcomes.
4 Point Matrix
HE: School Nurse continues to evaluate and improve care plans incorporating best practices to increase usefulness to staff providing guidelines of care and interventions to improve the child's health and classroom attendance. And...
E: School Nurse develops health plans and systematically adjusts nursing practice to promote and improve student World Class Outcomes. And...
PE: School Nurse develops health plans that are useful to staff and provide guidelines of care.
I: School Nurse develops student health plans utilizing minimal resources.
2.3 School Nurse integrates World Class Tools (technology) to maximize student health in 21st century learning.
4 Point Matrix
HE: School Nurse explores new ways to utilize technology to maximize student health in 21 st century learning. And...
E: School Nurse utilizes 21 st century technology to improve mastery of World Class Outcomes. And...
PE: School Nurse utilizes limited 21 st century technology to improve student outcomes.
I: School Nurse does not utilize 21 st century technology to improve student outcomes.
2.4 School Nurse collects/analyzes current data and utilizes the data to modify plans of care.
4 Point Matrix
HE: School Nurse reviews and seeks out additional data from all stakeholders to establish and modify plans of care to maximize student progress. Reporting out to stakeholders. And...
E: School Nurse reviews available data to establish and modify plans of care incorporating parents and stakeholders to ensure appropriate student progress in mastery of World Class Outcomes. And...
PE: School Nurse reviews available data to establish and modify plans of care.
I: School Nurse reviews data.
Standard 3 – INSTRUCTION: School Nurse plans and delivers nursing services to create an environment that facilitates World Class Outcomes.
3.1 School Nurse demonstrates knowledge of the appropriate levels of intellectual, social and emotional development of their students.
4 Point Matrix
HE: School Nurse develops relationships with students and incorporates them in the management of their health needs. And...
E: School Nurse assesses students' health needs and their developmental level to educate and empower the student to assist in their care.
PE: School Nurse considers developmental levels of students on a limited basis when developing plan of care.
I: School Nurse demonstrates limited knowledge of developmental levels of students.
3.2 School Nurse creates plans of care to meet health needs of students, including service delivery methods that promote achievement.
4 Point Matrix
HE: School Nurse collaborates with stakeholders to create plans to meet the unique health needs of students and facilitate achievement in all school environments.
E: School Nurse creates plans to meet health needs with multiple intervention strategies to promote achievement.
PE: School Nurse creates plans of care with minimal intervention strategies to meet student needs.
I: School Nurse creates limited plans of care to meet health needs.
3.3 School Nurse communicates effectively with students regarding their health needs.
4 Point Matrix
HE: School Nurse utilizes multiple methods of communication with students. School Nurse invites interaction and feedback to validate student understanding. And...
E: School Nurse effectively utilizes student developmental level when communicating with students.

PE: School Nurse takes into consideration developmental level of student when communicating with students.
I: School Nurse does not consider developmental level of student when communicating with students.
3.4 School Nurse communicates effectively the health needs of students with all stakeholders.
4 Point Matrix
HE: School Nurse collaborates with stakeholders to inform decisions of student health needs. And...
E: School Nurse uses several methods of communication to involve stakeholders in addressing the health needs of students.
PE: School Nurse uses only one form of communication with stakeholders.
I: School Nurse minimally communicates with stakeholders to provide information for health care.
Standard 4 – CULTURE & CLIMATE: School Nurse supports and establishes a safe, inclusive and respectful learning environment for a diverse population of students.
4.1 School Nurse supports teachers to provide a predictable, accessible, nurturing learning environment at school.
4 Point Matrix
HE: School Nurse collaborates with stakeholders to establish an appropriate learning environment for students.
E: School Nurse communicates individual student health needs to stakeholders to establish an appropriate learning environment for students.
PE: School Nurse works as a limited collaborator to establish an appropriate learning environment.
I: School Nurse does not collaborate to provide an appropriate learning environment.
4.2 School Nurse demonstrates a commitment to and respect for diversity while working toward common goals for students.
4 Point Matrix
HE: School Nurse identifies, communicates and educates school staff on the specific cultural health practices of individual students.
E: School Nurse considers cultural diversity of different populations when addressing the health needs of students.
PE: School Nurse has limited knowledge of cultural health practices.
I: School Nurse does not consider cultural health practices.
4.3 School Nurse engages students as individuals with unique interests, strengths and needs.
4 Point Matrix
HE: School Nurse collaborates with individual students to develop health plans based on the their unique strengths and needs.
E: School Nurse develops plans for students, taking into consideration their individual strengths and needs.
PE: School Nurse utilizes HCP templates with minimal individualization.
I: School Nurse utilizes HCP templates with no individualization.
4.4 School Nurse demonstrates respect for diversity within the home, school, local and global communities.
4 Point Matrix
HE: School Nurse serves as a resource to staff in addressing the unique needs of students and family.
E: School Nurse applies knowledge and diversity to nursing practice.
PE: School Nurse seeks to understand and respect cultural differences.
I: School Nurse does not show sensitivity to diverse values and beliefs when interacting with students and their families.
Standard 5 – PROFESSIONALISM: School Nurse demonstrates professional growth and development, leadership, and professionalism.
5.1 School Nurse works collaboratively with colleagues for the benefit of students.
4 Point Matrix
HE: School Nurse collaborates with stakeholders through participation in multidisciplinary teams to plan for the needs of students. And...
E: School Nurse provides clear and constructive communication with stakeholders by participating in meetings to plan for student needs.
PE: School Nurse attends meetings but seldom collaborates.

I: School Nurse seldom participates in meetings regarding individual students.
5.2 School Nurse shares new knowledge and skills with colleagues for the benefit of students.
4 Point Matrix
HE: School Nurse shares new knowledge with stakeholders.
E: School Nurse shares new knowledge with nurse colleagues.
PE: School Nurse seeks new knowledge but does not share new knowledge with colleagues.
I: School Nurse does not seek new knowledge or support colleagues.
5.3 School Nurse demonstrates the application of professional learning to practice.
4 Point Matrix
HE: School Nurse attends professional development opportunities and works with multidisciplinary organizations related to the needs of students.
E: School Nurse attends professional development opportunities related to the needs of students.
PE: School Nurse sometimes attends workshops or clinics to improve knowledge.
I: School Nurse never attends workshops or clinics to improve knowledge.
5.4 School Nurse demonstrates leadership qualities.
4 Point Matrix
HE: School Nurse develops an area of expertise in his/her practice and shares this expertise with stakeholders.
E: School Nurse is a health resource for stakeholders.
PE: School Nurse uses minimum opportunities to develop expertise.
I: School Nurse uses others' expertise but does not develop her own.
5.5 School Nurse demonstrates professional and ethical conduct.
④ Highly Effective ③ Effective ② Partially Effective ① Ineffective
HE: School Nurse leads and models professional behavior within the building and throughout the district and community. * World Class Target Prerequisite: Leadership (4 of 4)
E: School Nurse demonstrates professional behavior in meeting all expectations, both legal and school/district.
PE: School Nurse is compliant with legal and school/district expectations.
I: School Nurse does not meet legal and school/district expectations.