

# School Nurses Tri-Level Evaluation

## Competencies and Indicators

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| <p><b>Competency I</b> In collaboration with educational staff and others, the professional school nurse establishes and manages a coordinated school health program consistent with New Mexico guidelines, regulations and statutes governing nursing and school health, as well as the local school district policy.</p> |   |   |  |
|  | <b>Level I</b>  | <b>Level II</b>   | <b>Level III</b>   |
|  |   |   | <b>Masters Degree</b>  |
| <b>1.</b>  | <p>Shall understand the process used in consulting with school administrators, physicians and others to establish, review and revise policies, procedures and specific programs for coordinated school health education services.</p> | <p>Shall consult with school administrators, physicians and others to establish, review and revise policies, procedures and specific programs for coordinated school health education services.</p> | <p>Shall consult with school administrators, physicians and others to establish, review and revise policies, procedures and specific programs for coordinated school health education services in order to develop a collaborative plan of care.</p> |

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| 2. | Shall understand the needs assessment procedures and data collection procedure, as well as a plan to evaluate health services; also preparing regular written reports for school officials and state agencies. | Shall implement a needs assessment procedure and data collection procedure, as well as a plan to evaluate health services; also preparing regular written reports for school officials and state agencies. | Utilizing the nursing process, shall implement a needs assessment procedure and data collection procedure, as well as a plan to evaluate health services; also preparing regular written reports for school officials and state agencies. Utilizing information from these reports, care will be prioritized utilizing the Nursing Process. |
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| 3. | Shall organize and (delete) implement state mandated programs such as immunization surveillance and health screening programs.   | Shall organize and implement state mandated programs such as immunization surveillance and health screening programs.   | Shall organize and implement state mandated programs such as immunization surveillance and health screening programs, make appropriate referrals, and follow-through on those referrals.  |
| 4. | Shall understand the supervision and evaluation of health assistant personnel as needed to provide a safe level of health services and to comply with the NM Nurse Practice Act and other relevant statutes and regulations. | Shall facilitate the orientation, training, supervision and evaluation of health assistant personnel as needed to provide a safe level of health services and to comply with the NM Nurse Practice Act and other relevant statutes and regulations. | Shall facilitate the orientation, training, supervision and evaluation of health assistant personnel as needed to provide a safe level of health services and to comply with the NM Nurse Practice Act and other relevant statutes and regulations. Collaborates with Health Assistants to enhance professional practice and the health care of students. |

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| 5. | Shall know the principals of effective methods of documentation and coordinated school health record systems.   | Shall develop and implement effective methods of documentation and coordinated school health record systems.   | Shall develop and implement effective methods of documentation and coordinated school health record systems to aid in the school nursing program evaluation and improvement.  |
| 6. | Will understand the principals of communicable disease prevention and infection control based on current guidelines for universal precautions, prevention of blood-borne pathogens exposure and hazardous medical waste disposal. | Shall implement programs for communicable disease prevention and infection control based on current guidelines for universal precautions, prevention of blood-borne pathogens exposure and hazardous medical waste disposal. | Shall develop implement school-based programs for communicable disease prevention and infection control based on current guidelines for universal precautions, prevention of blood-borne pathogens exposure and hazardous medical waste disposal. |
| 7. | Will understand the principals of promoting positive safety practices both within and outside of the school buildings.  | Shall promote positive safety practices both within and outside of school buildings and participate in the development of an emergency plan which is communicated to personnel and students.                                 | Shall develop and promote positive safety practices both within and outside of school buildings and participate in the development of an emergency plan which is communicated to personnel and students.  |

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| 8. | Shall have an understanding of school health service needs and the role of the school nurse to the school and community. | Shall interpret school health service needs and the role of the school nurse to the school and community. | Shall interpret school health service needs of the community and actively promote the role of the school nurse to the school and community. |
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| <b>Competency II</b> Using the nursing process, the professional school nurse plans and implements health care in collaboration with educational staff, families and students. |  |  |  |
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|  | <b>Level I</b>   | <b>Level II</b>  | <b>Level III</b>   |
|  |  |  | <b>Masters Degree</b>  |
| 1.   | Shall understand the principals of collection and analysis of information about the health and developmental status of students, staff, and families in a continuous and systematic manner, including health and social histories, screening results, physical assessments, emotional status, performance levels and health goals. | Shall collect and analyze information about the health and developmental status of students, staff, and families in a continuous and systematic manner, including health and social histories, screening results, physical assessments, emotional status, performance levels and health goals. | Shall collect and analyze and interpret and plan based on information about the health and developmental status of students, staff, and families in a continuous and systematic manner, including health and social histories, screening results, physical assessments, emotional status, performance levels and health goals. |

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| 2. | <p>Shall understand the development of the nursing process and a student health management plan with specific goals and interventions delineating school nursing actions specific to the student needs and coordinated with the efforts of other providers and school personnel.</p> | <p>Shall understand the development of the nursing process and a student health management plan with specific goals and interventions delineating school nursing actions specific to the student needs and coordinated with the efforts of other providers and school personnel; also implementing this plan in a manner aimed at improving health and educational status.</p> | <p>Shall understand the development of the nursing process and a student health management plan with specific goals and interventions delineating school nursing actions specific to the student needs and coordinated with the efforts of other providers and school personnel; also implementing this plan in a manner aimed at improving health and educational status. Will evaluate the effectiveness of the plan and make changes as needed.</p> |
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| 3. | <p>Shall provide for medically prescribed interventions, including medication administration and medical/nursing treatments and arranging for the standard of care of ill and injured students and staff members as needed.</p> | <p>Shall provide for medically prescribed interventions, including medication administration and medical/nursing treatments and arranging for the standard of care of ill and injured students and staff members as needed.</p> | <p>Shall provide for medically prescribed interventions, including medication administration and medical/nursing treatments and arranging for the standard of care of ill and injured students and staff members as needed. Shall evaluate effectiveness of treatment plan and provide feedback to providers as needed.</p> |
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| 4. | Shall respond to health issues, providing counseling and crisis intervention when required in areas such as teen pregnancy, substance abuse, death of family members, suicide and child neglect or abuse.   | Shall respond to health issues, providing counseling and crisis intervention when required in areas such as teen pregnancy, substance abuse, death of family members, suicide and child neglect or abuse.  | Shall respond to health issues, providing counseling, crisis intervention and making appropriate school and community referrals when required in areas such as teen pregnancy, substance abuse, death of family members, suicide and child neglect or abuse.   |
| 5. | Shall understand the principles of managing communicable disease issues in the school through school based education and interventions in collaboration with and under the direction of local health authority, and pursuant to appropriate federal regulations and guidelines. | Shall manage communicable disease issues in the school through school based education and interventions in collaboration with and under the direction of local health authority, and pursuant to appropriate federal regulations and guidelines. | Shall manage communicable disease issues in the school through school based education and interventions in collaboration with and under the direction of local health authority, and pursuant to appropriate federal regulations and guidelines. Shall evaluate effectiveness of education and interventions and make changes as needed. |

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| 6. | Shall assess student responses to nursing actions in order to revise the data base, nursing diagnoses and nursing care plan and to determine the progress made toward goal achievement. | Shall assess student responses to nursing actions in order to revise the data base, nursing diagnoses and nursing care plan and to determine the progress made toward goal achievement. | Shall assess student responses to nursing actions by gathering data from a variety of sources. In order to revise the data base, nursing diagnoses and nursing care plan and to determine the progress made toward goal achievement. Based on new evaluation data, will change plan of care as needed. |
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**Competency III** The professional school nurse collaborates with other professionals, team members and community providers in assessing, planning, implementing and evaluating programs and other school health activities in order to maximize and coordinate services and prevent duplication.

|    | Level I  | Level II  | Level III   |
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|    |  |   | <b>Masters Degree</b>   |
| 1. | Shall understand the processes to identify students at risk for physical and psychosocial problems, communicating health needs to other school personnel as appropriate and establishing a referral system using both internal and external community resources. | Shall establish a process to identify students at risk for physical and psychosocial problems, communicating health needs to other school personnel as appropriate and establishing a referral system using both internal and external community resources. | Shall establish a process to identify students at risk for physical and psychosocial problems, communicating health needs to other school personnel as appropriate and establishing a referral system using both internal and external community resources. Will evaluate effectiveness of process in collaboration with other professionals. |

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| 2. | Shall participate as a team member and, with parental consent when indicated, share information with other team members about student health problems and needs; also acting as an advocate for students and families when appropriate. | Shall participate as a team member and, with parental consent when indicated, share information with other team members about student health problems and needs; also acting as an advocate for students and families when appropriate. | Shall actively participate as a team member and, with parental consent when indicated, interpret health concerns and instruct other team members about student health problems and needs; also acting as an advocate for students and families when appropriate. Assist in evaluation of effectiveness of team recommendations. |
| 3. | Shall include students and families in team conferences whenever possible and appropriate.  | Shall include students and families in team conferences whenever possible and appropriate.  | Shall include students and families in team conferences whenever possible and appropriate. Shall be a resource to student, family and team.   |
| 4. | Shall understand principles of identifying health-related needs for inclusion in the student's individual education plan and developing the health management plan if appropriate.  | Shall identify health-related needs for inclusion in the student's individual education plan and developing the health management plan if appropriate.  | Shall identify health-related needs for inclusion in the student's individual education plan and developing the health management plan if appropriate. Will monitor and evaluate effectiveness of plan.   |

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| 5. | Shall understand the role of membership in pertinent committees and teams, such as the district's long range strategic planning committee, special education committee, intervention committee, crisis intervention team and support groups for students. | Shall understand the role of membership in pertinent committees and teams, such as the district's long range strategic planning committee, special education committee, intervention committee, crisis intervention team and support groups for students.. | Shall actively participate as a member in pertinent committees and teams, such as the district's long range strategic planning committee, special education committee, intervention committee, crisis intervention team and support groups for students. |
| 6. | Shall understand the function of school-based health centers  | Participate in the planning, implementation and evaluation of school-based health centers.   | Participate in the planning, implementation and evaluation of school-based health centers, and acting as the leader of these centers, if appropriate.  |
| 7. | Shall understand principals of planning and implementation of staff and student health promotion and wellness programs.   | Shall participate in the planning and implementation of staff and student health promotion and wellness programs.  | Shall participate in the planning, implementation and evaluation of staff and student health promotion and wellness programs.  |

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| 8. | Shall identify community agencies who address school/community health care needs. | Shall work with community agencies addressing school/community health care needs. | Shall work with community agencies to develop programs addressing school/community health care needs. |
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| <b>Competency IV</b> The professional school nurse assists students, families and staff to achieve optimal levels of wellness through health education and promotion. |  |  |  |
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|    | Level I   | Level II   | Level III   |
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|    |   |  | <b>Masters Degree</b>   |
| 1. | Shall identify needs for health education and understand principals of health promotion and disease prevention. | Shall Identify needs for health education and teaching the basic principals of health promotion and disease prevention to students and staff, using principles of learning and appropriate teaching methods. | Utilizing current data and research, shall Identify needs for health education and teaching the basic principals of health promotion and disease prevention to students and staff, using principles of learning and appropriate teaching methods. |

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| 2. | Shall participate in the planning of health inservice programs for school personnel. | Shall participate in the planning of health inservice programs for school personnel. | Shall participate in the planning of health inservice programs for school personnel. Shall evaluate effectiveness of programs and make changes as needed. |
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| 3. | Shall act as a resourse person to health education programs and classes and to the curriculum committee for health education. | Shall act as a resourse person to health education programs and classes and to the curriculum committee for health education. | Shall assist in the evaluation of health education programs and act as a resourse person to health education programs and classes and to the curriculum committee for health education. |
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**Competency V** The professional school nurse participates with other members of the community in assessing, planning, implementing and evaluating school health services and community services that include the broad continuum of primary, secondary and tertiary prevention programs.

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|  | <b>Level I</b> | <b>Level II</b> | <b>Level III</b>      |
|  |                |                 | <b>Masters Degree</b> |

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| 1. | Has knowledge of the school team which assesses the health/social aspects of the school district's long-range strategic plan. | Shall serve as a member of the school team which assesses the health/social aspects of the school district's long-range strategic plan. | Shall serve as a member of the school team which assesses the health/social aspects of the school district's long-range strategic plan. Provides input and collaborates with other team members to develop prevention programs. |
| 2. | Shall use community and population-based data.  | Shall use community and population-based data.  | Shall gather and analyze pertinent community and population-based data.   |

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| 3. | Shall identify core public health functions of assessment, policy development, evaluation and assurance. | Shall understand and apply core public health functions of assessment, policy development, evaluation and assurance. | Shall understand and apply core public health functions of assessment, policy development, evaluation and assurance, when implementing and or developing prevention programs. |
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| 4. | Shall understand the principal of community resources for referral of students with unmet health needs, including the need for a primary care provider, participate in the planning and implementation of new services. | Shall use community resources for referral of students with unmet health needs, including the need for a primary care provider, participate in the planning and implementation of new services. | Shall use community resources for referral of students with unmet health needs, including the need for a primary care provider, participate in the planning and implementation of new services. Evaluates effectiveness of referral process. |
| 5. | Shall work with the community to convey health information and acting as an advocate for the role of the school health program in promoting the health of the student population.                                       | Shall work with the community to convey health information and acting as an advocate for the role of the school health program in promoting the health of the student population.               | Shall work with the community to convey health information and acting as an advocate for the role of the school health program in promoting the health of the student population. Evaluate effectiveness of prevention programs.             |
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| <b>Competency VI</b> The professional school nurse applies nursing theory as the basis for decision-making in the school setting while expanding knowledge and skills in response to student health needs. |                |                 |                       |
|  | <b>Level I</b> | <b>Level II</b> | <b>Level III</b>      |
|  |                |                 | <b>Masters Degree</b> |

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| 1. | <p>Shall begin to gain knowledge in such areas as:<br/> a) professional issues in school nursing b) school and community health c) communicable disease control d) growth and development e) health assessment f) acute and chronic health conditions g) student issues h) injury prevention and emergency care i) legal / ethical health policy</p> | <p>Shall demonstrate current knowledge in such areas as: a) professional issues in school nursing b) school and community health c) communicable disease control d) growth and development e) health assessment f) acute and chronic health conditions g) student issues h) injury prevention and emergency care i) legal / ethical health policy</p> | <p>Shall demonstrate and share through in-services, professional conferences or presentations current knowledge in such areas as: a) professional issues in school nursing b) school and community health c) communicable disease control d) growth and development e) health assessment f) acute and chronic health conditions g) student issues h) injury prevention and emergency care i) legal / ethical health policy while mentoring a new school nurse, a student nurse or by participating as a member of the Nurse Management Council, (or as a board member or committee member of the state profession</p> |
| 2. | <p>Shall be aware of current pilot projects/research projects related to school health.</p>  | <p>Shall participate, where appropriate, in pilot projects / research projects related to school health.</p>  | <p>Shall participate and evaluate, where appropriate, in pilot projects / research projects related to school health.</p>   |

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| <b>3.</b> | Shall be aware of collaboration between local schools of nursing to provide student practice in community health as well as to obtain education resources. | Shall collaborate with local schools of nursing to provide student practice in community health as well as to obtain education resources.   | Shall collaborate with local schools of nursing to provide student practice in community health as well as to obtain and evaluate education resources. |
| <b>4</b>  | Shall assume responsibility for continuing his/her own education and obtaining expert consultation, supervision and peer reviews as needed.                | Shall assume responsibility for continuing his/her own education and obtaining expert consultation, supervision and peer reviews as needed. | Shall assume responsibility for continuing his/her own education and obtaining expert consultation, supervision and peer reviews as needed.            |