

**Santa Paula Unified School District
OBSERVATION REPORT (Nurses)**

Name: _____ Evaluator _____ Date: _____

School: _____ Position: _____

Observation Date/Time: _____ Conference Date: _____

Status: Temporary Probationary 1
 Permanent Probationary 2

1 – Meets Standards 2 – Needs Improvement 3 – Unsatisfactory N/O – Not Observed

COMPETENCY A: PROVIDES HEALTH AND WELLNESS SERVICES

1 2 3 N/O

COMPETENCY B: PROVIDES DIRECT CLIENT CARE SERVICES

1 2 3 N/O

COMPETENCY C: DEMONSTRATING PROFESSIONAL MANAGEMENT SKILLS

1 2 3 N/O

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ADDITIONAL EVALUATOR COMMENTS:

Signature Evaluator: _____ Date: _____

This report has been discussed with me in conference with the evaluator. An opportunity has been extended to me to append comments regarding this evaluation. A SIGNATURE ON THIS OBSERVATION REPORT DOES NOT NECESSARILY SIGNIFY AGREEMENT WITH THE REPORT.

Signature Employee: _____ Date: _____

Printed Name: _____

**Santa Paula Unified School District
OBSERVATION REPORT (Nurses)**

(STANDARDS FOR REFERENCE)

COMPETENCY A: PROVIDES HEALTH AND WELLNESS SERVICES



- Understands how to provide a wide range of health and wellness services for students and the school community
- Conducts state-mandated screenings, required immunizations and health education
- Facilitates student access to health care beyond the school setting
- Identifies available community health resources
- Promotes environmental health and safety
- Exercises leadership with other agencies within the community
- Promotes healthy nutrition of students and staff, and implementing the overall school health program
- Promotes the oral health of students
- Promotes the mental health of students and staff
- Is alert to potential situations of child abuse/neglect and appropriately reports such situations
- Recognizes signs and symptoms of substance abuse and makes appropriate referrals
- Alert to issues of student attendance and intervenes appropriately to promote student attendance

COMPETENCY B: PROVIDES DIRECT CLIENT CARE SERVICES



- Demonstrates the ability to provide healthcare services to students and emergency and/or first aid assistance to others in the school setting
- Understands how to manage the acute and chronic healthcare of all students including those who are medically fragile
- Understands the case management process and can appropriately apply that process to the school setting
- Understands the process of identifying/responding to the potential spread of communicable disease and applies appropriate preventive measures
- Effectively manages and implements health screening programs and procedures
- Assesses and appropriately manages acute injuries that occur in the school setting
- Appropriately stores, manages and dispenses medications to students and documents medication administration within the school setting
- Appropriately identifies crisis situations and provides intervention services
- Identifies and addresses health-related barriers to learning (e.g. food allergies, asthma, diabetes, seizures, headaches, ADHD)

COMPETENCY C: DEMONSTRATING PROFESSIONAL MANAGEMENT SKILLS



- Demonstrates the ability to use professional knowledge and skills to promote the overall health of the school community
- Advocates appropriately with students, family, community and others to promote healthy behaviors and lifestyles
- Uses and models evidence-based health care practices in the delivery of school nursing services
- Communicates effectively in writing and can make clear oral presentations to a wide variety of audiences
- Organizes and maintains accurate and complete health records
- Uses time effectively and manages fiscal and personnel resources prudently
- Demonstrates the ability to train, supervise and monitor others who may assist with medical administration and may provide specialized physical health care procedures to students
- Demonstrates the ability to work in a collaborative and collegial manner with others
- Working with colleagues to improve professional practice