

Design Question 1: What is the professional doing to help establish and communicate learning goals, track progress, and celebrate success?	
Elements	School Nurse: Relates to provision of health services, health education & training sessions, and wellness initiatives
Communicates a clear learning goal (1)	<ul style="list-style-type: none"> • Identifies and communicates learning goals related to classroom health presentations (including Human Growth & Development, etc.) • Identifies learning goals related to faculty/staff training/PD events (including CPR/FA/AED, BBP, HGD training, clinic assistant annual in-service, SHAC meetings, school nurse meetings, and other health topics as requested) • Identifies goals associated with parent, student, faculty interactions (meetings, counseling sessions, small group work) • Develops annual goals and objectives to enhance professional performance
Establishes and monitors progress of stakeholders (2) <ul style="list-style-type: none"> • Parents • Students • Community partners • Faculty/staff • Administration 	<ul style="list-style-type: none"> • Adequately completes annual health screening at mandatory grade levels and provides appropriate follow up on identified failures • Coordinates mobile/on-site outreach health events (Ronald McDonald CareMobile, vision van, Health Department ARNP visits, dental operator RBCES) • Coordinates and provides dental outreach efforts (Title I dental sealant program, dental referrals, RBCES operatory) • Initiates referral to healthcare providers (HCP) & monitors student health status periodically • Communicates with teachers, parents, and HCP to establish plan of care • Effectively participates in problem-solving meetings at assigned schools • Updates and revises plan of care as needed • Trains & monitors delegation of health care tasks to unlicensed assistive personnel (UAP) • Assesses student health status as needed (SN clinic referral) • Provides communicable disease management • Ensures immunization compliance
Acknowledges and celebrates progress based on current status and knowledge gained relative to the learning goal (3)	<ul style="list-style-type: none"> • Demonstrates ability to utilize rewards to celebrate success in all areas of school health (verbal praise, tangible rewards, etc.) and with various stakeholders • Recognizes achievement of wellness activities, health emergency response teams, improvements in staff and student health conditions, etc. (staff Emails, drill response outcomes, evidence R/T health improvements)

Design Question 2: What is the professional doing to help stakeholders effectively interact with new knowledge?	
Elements	School Nurse: Relates to formal & informal educational opportunities – examples listed below
Begins session by explaining why information is important (6)	<ul style="list-style-type: none"> • Participates in problem solving meeting, 504 plan development, health procedure training, counseling session, PD training/in-service, etc. • Provides rationale for delegation of health tasks • Reviews student plan of care and provides information re: health condition • Identifies importance of information presented during classroom health presentations
Organizes stakeholders to allow for processing of new information (7)	<ul style="list-style-type: none"> • Ensures that appropriate staff receive health training/information to meet student health needs annually/per semester • Assesses prior knowledge before implementation and adjusts level of training as needed
Provides activities to link new content (8)	<ul style="list-style-type: none"> • Provides update to staff re: any new student health information • Demonstrates health task to be performed
Breaks the information into small chunks (9)	<ul style="list-style-type: none"> • Follows skill procedure checklists • Reviews task in a sequential manner
Engages stakeholders in summarizing activities (10)	<ul style="list-style-type: none"> • Provides periodic review of delegated health tasks • Ensures understanding of process before proceeding on

Design Question 3: What is the professional doing to help stakeholders practice and deepen their understanding of new knowledge?	
Elements	School Nurse: Relates to introducing knowledge to students and staff about health conditions, prevention, wellness efforts (including HGD and emergency preparedness)
Uses specific strategies to review important information (11)	<ul style="list-style-type: none"> • Participates in problem solving meeting, 504 plan development, health procedure training, counseling session, PD training/in-service, etc. • Provides bloodborne pathogens training to at-risk staff on an annual basis • Provides updates for members of health emergency response teams • Recertifies trained staff as needed (CPR)
Groups stakeholders to facilitate practice and deepening of knowledge (12)	<p>Examples of stakeholder groupings:</p> <ul style="list-style-type: none"> • At-risk employees - blood borne pathogens • Health emergency response team members • School-based problem-solving team members • Clinic assistant training • Teachers of Human Growth & Development • Staff designated to receive delegation training
Engages stakeholders in identifying and addressing barriers to progress and/or misconceptions (13)	<ul style="list-style-type: none"> • Demonstrates familiarity with state and federal laws • Reviews procedural guidelines and board policy with all stakeholders • Provides clarification and direction as needed
Engages stakeholders in examination of content (14)	<ul style="list-style-type: none"> • Observes and monitors for accuracy of return demonstration • Documents mastery of delegated tasks

Design Question 4: What is the professional doing to help stakeholders generate and test hypotheses about new knowledge?	
Elements	School Nurse: Relates to monitoring health conditions, immunization & reportable diseases
Interacts with stakeholders to determine needs (15 a)	<ul style="list-style-type: none"> • Consults with parent, student, and health care provider to revise health care plan as needed to improve student participation in educational environment • Consults with parent, student, health care provider, community partner, and available health resources to identify health problems and refer for treatment • Monitors immunization status and provides timely notification to ensure compliance and prevent spread of disease • Monitors for disease outbreaks and communicates with parent, HCP, and Health Department to prevent spread of communicable disease • Effectively participates in problem-solving meetings at assigned schools and serves as resource for management of chronic disease
Facilitates an activator so that the stakeholder's identify the importance of generating/testing a hypothesis or "why" statement (15 b)	N/A
Indicates data-based decision making involving the problem solving process (15 c)	<ul style="list-style-type: none"> • Utilizes the Nursing Process <ul style="list-style-type: none"> ○ Collects and synthesizes comprehensive health data ○ Analyzes assessment data to determine problem, diagnosis, or issue ○ Identifies expected outcomes with recommended strategies to design Individualized Health Care Plan (IHCP) ○ Routinely evaluates progress towards attainment of expected outcomes and their impact on student health and learning
Provides time, access, resources and guidance to stakeholders (16)	<ul style="list-style-type: none"> • Updates documentation in HealthTracker relating to student, parent, staff and HCP interventions/contacts • Participation in problem-solving and/or 504 meetings, parent conferences, student counseling, staff training sessions, etc.

Design Question 5: What is the professional doing to engage stakeholders?	
Elements	School Nurse: Relates to observation during formal or informal classroom or professional development opportunities and other elements as noted
Uses appropriate activities/learning aids and pacing techniques to engage stakeholders (17 a)	<ul style="list-style-type: none"> • Maintains therapeutic and caring student-nurse relationships, including appropriate role boundaries
Monitors and adjusts to energy levels of stakeholders (17 b)	<ul style="list-style-type: none"> • Provides school health services and/or classroom health education in an individualized manner to meet the unique needs of the stakeholder • Provides consultation to enhance the abilities of others and to effect change
Uses response rate techniques to maintain engagement (18)	<ul style="list-style-type: none"> • Utilizes evidence-based/school-based data to identify patterns and trends in student health to inform and guide clinical practice
Uses cues (tone of voice, body position, level of excitement) (19 a)	<ul style="list-style-type: none"> • Communicates effectively utilizing a variety of formats
Adjusts energy level and makes personal connections to the content (19 b)	<ul style="list-style-type: none"> • Demonstrates energy, excitement and a passion for quality work
Elicits and accepts varying perspectives and opinions on content, when appropriate (20)	<ul style="list-style-type: none"> • Delivers care in a manner that preserves and protects confidentiality, dignity and rights of students/families • Delivers care in a manner that is sensitive to and respectful of diversity within the school community

Design Question 6: What is the professional doing to establish or maintain procedures?	
Elements	School Nurse: Relates to implementation and management of school health services
Involves others when developing and maintaining routines (4)	<ul style="list-style-type: none"> • Provide child-specific training to all staff at all school sites throughout the school year (includes general medication administration, emergency medication, diabetes management, etc.) • Coordinates and oversees the provision of intensive outreach assistance to students in need of health care: <ul style="list-style-type: none"> ○ Full service ARNP program (PCHD) ○ Healthy Student Program ○ Ronald McDonald CareMobile ○ Dental Sealant Program ○ Oversight of RBCES Dental operatory ○ Various vision referral initiatives (Kiwanis, Lenscrafters, Target, VisionQuest) ○ Vision Van Mobile outreach coordination • Provide appropriate training, supervision, and periodic monitoring of procedures performed by clinic assistant, LPN and UAP at school sites • Participates as the health expert on the IEP and 504 teams • Establishes and maintains clear communication with parents, health care providers, teachers, administrators, and school staff
Organizing the Physical Layout of the Classroom (5)	<ul style="list-style-type: none"> • Facilitates maintenance of an organized clinic/health room • Orients, trains, supervises and directs clinic assistants, LPNs, and UAP responsible for implementation of health services • Secures appropriate resources to effectively and efficiently deliver school health services • Utilizes available technology (HealthTracker) to manage student health services • Participates in the development of an health emergency response plan (AED) that is communicated to the school community

Design Question 7: What is the professional doing to recognize and acknowledge adherence or lack of adherence to rules and procedures?	
Elements	School Nurse: Relates to formal or informal classroom or professional development opportunities
Makes eye contact with all stakeholders and physically occupies all quadrants of the environment (21 a)	<ul style="list-style-type: none"> Engages in teamwork and team-building process Functions as case manager in collaboration with stakeholders Invites the contribution of all stakeholders to achieve optimal outcomes Creates a work environment that promotes cooperation, respect and trust
Recognizes potential sources of disruption and deals with them immediately (21 b)	<ul style="list-style-type: none"> Uses conflict management to facilitate engagement and consensus of strategic partners (stakeholders)
Provides fair and appropriate verbal, nonverbal and/or written feedback when rules and/or procedures are not followed (22)	<ul style="list-style-type: none"> Participates in building consensus or resolving conflict Applies group process that includes negotiation techniques to maximize collaboration
Consistently and fairly acknowledges adherence to rules and procedures (23)	<ul style="list-style-type: none"> Acts as an advocate for student/stakeholder in multidisciplinary collaboration Adheres to standards and applicable codes of conduct that govern behavior among peers and colleagues

Design Question 8: What is the professional doing to establish and maintain effective relationships with stakeholders?	
Elements	School Nurse: Relates to implementation and management of school health services
Engages in discussions with stakeholders about events (24 a)	<ul style="list-style-type: none"> • Coordinates and oversees the provision of intensive outreach assistance to students in need of health care: <ul style="list-style-type: none"> ○ Full service ARNP program (PCHD) ○ Healthy Student Program ○ Ronald McDonald CareMobile ○ Dental Sealant Program ○ Oversight of RBCES Dental operatory ○ Various vision referral initiatives (Kiwanis, Lenscrafters, Target, VisionQuest) ○ Vision Van Mobile outreach coordination
Builds on stakeholders interests and demonstrates an understanding of their backgrounds (24 b)	<ul style="list-style-type: none"> • Provide appropriate training, supervision, and periodic monitoring of procedures performed by clinic assistant and LPN at school sites • Participates as the health expert on the IEP and 504 teams • Establishes and maintains clear communication with parents, health care providers, teachers, administrators, and school staff
Compliments stakeholders regarding personal and academic accomplishments (25)	<ul style="list-style-type: none"> • Provides peers with constructive feedback regarding their practice
Uses humor, smiles, and proximity when appropriate (25)	<ul style="list-style-type: none"> • Per report unless observed first hand in formal setting
Interacts with stakeholders in a calm controlled fashion (26 a)	<ul style="list-style-type: none"> • Per report unless observed first hand in formal setting
Does not exhibit extremes in positive or negative emotions (26 b)	<ul style="list-style-type: none"> • Per report unless observed first hand in formal setting
Communicates effectively with stakeholders (26 c)	<ul style="list-style-type: none"> • Per report unless observed first hand in formal setting

Design Question 9: What is the professional doing to communicate high expectations for all stakeholders?	
Elements	School Nurse: Relates to implementation and management of school health services
Provides nonverbal indicators, indicating value and respect (27 a)	<ul style="list-style-type: none"> • Appropriately documents all essential communication
Provides verbal indicators of value and respect (27 b)	<ul style="list-style-type: none"> • Demonstrates effective verbal communication skills
Breaks information/questions into smaller parts and adapts content/context to meet the needs of all stakeholders, as needed (28 a)	<ul style="list-style-type: none"> • Models the school nurse role and the importance of health services for new school nurse colleagues • Mentors and supervises others in the collaborative process
Corrects misunderstood information in a constructive and supportive manner (28 b)	<ul style="list-style-type: none"> • Identifies and helps to resolve barriers to effective collaboration • Provides peers with constructive feedback regarding their practice
Checks for understanding (28 c)	<ul style="list-style-type: none"> • Builds consensus within the school community to achieve identified goals • Seeks constructive feedback from nursing and education colleagues
Clarifies information, as needed (28 d)	<ul style="list-style-type: none"> • Contributes knowledge to staff about the impact of health on academic achievement