

## PROFESSIONAL SCHOOL NURSE STANDARDS AND INDICATORS

STANDARD 1	STANDARD 2	STANDARD 3	STANDARD 4	STANDARD 5
<p><b>The school nurse collects pertinent data and information relative to the student and the community's health or the situation</b></p>	<p><b>The school nurse analyzes assessment data to determine actual or potential diagnoses, problems, and <del>or</del> issues</b></p>	<p><b>The school nurse identifies expected outcomes for a plan individualized to the student or the situation; develops a plan that prescribes strategies to attain expected measurable outcomes</b></p>	<p><b>The school nurse implements the identified plan, coordinates care delivery, employs strategies to promote health and safe environment</b></p>	<p><b>The school nurse evaluates progress toward attainment of goals and outcomes</b></p>
<p><b>Indicator 1</b> Collects pertinent data including but not limited to demographics, social determinants of health, health disparities, and physical, functional, psychosocial, emotional, cognitive, sexual, cultural, age-related, environmental, spiritual/transpersonal, and economic assessments in a systematic, ongoing process with compassion and respect for the inherent dignity, worth, and unique attributes of every person</p>	<p><b>Indicator 1</b> Prioritizes diagnoses, problems, and issues based on mutually established goals to meet the needs of the student across the health-illness continuum</p>	<p><b>Indicator 1</b> Advocates for outcomes that reflect the culture, values and ethical concerns</p>	<p><b>Indicator 1</b> Provides appropriately prescribed interventions, including medication administration and standard of care for students in the school community</p>	<p><b>Indicator 1</b> Determines, in partnership with the student, family, and other stakeholders, the patient centeredness, effectiveness, efficiency, safety, timeliness, and equitability of the strategies in relation to the responses of the plan and the attainment of outcomes</p>

<p><b>STANDARD 1</b></p> <p>The school nurse collects pertinent data and information relative to the student and the community's health or the situation</p>	<p><b>STANDARD 2</b></p> <p>The school nurse analyzes assessment data to determine actual or potential diagnoses, problems, and <del>or</del> issues</p>	<p><b>STANDARD 3</b></p> <p>The school nurse identifies expected outcomes for a plan individualized to the student or the situation; develops a plan that prescribes strategies to attain expected measurable outcomes</p>	<p><b>STANDARD 4</b></p> <p>The school nurse implements the identified plan, coordinates care delivery, employs strategies to promote health and safe environment</p>	<p><b>STANDARD 5</b></p> <p>The school nurse evaluates progress toward attainment of goals and outcomes</p>
<p><b>Indicator 2</b> Identifies barriers to effective written, verbal, and nonverbal communication based on biological, ethnic, cultural, psychosocial, literacy, environmental, and financial considerations</p>	<p><b>Indicator 2</b> Identifies actual or potential risks to the health and safety of the student, family, or school community and/or barriers to their health, which may include but are not limited to interpersonal, systemic, or environmental circumstances</p>	<p><b>Indicator 2</b> Develops an individualized, holistic, evidence-based plan in partnership with the student who has complex conditions and his or her interprofessional team</p>	<p><b>Indicator 2</b> Engages health promotion/health teaching in collaboration with the values, beliefs, health practices, developmental level, learning needs, readiness and ability to learn, language preference, spirituality, culture, and socioeconomic status</p>	<p><b>Indicator 2</b> Uses ongoing assessment data to revise the diagnoses, outcomes, plan, and implementation strategies, including holistic approaches</p>

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<p><b>Indicator 3</b> Prioritizes data collection based on the student's immediate condition or the anticipated needs of the student or situation</p>	<p><b>Indicator 3</b> Interprets the diagnoses or issues to the student, family, and appropriate school staff</p>	<p><b>Indicator 3</b> Includes evidence-based strategies in the plan to address each of the identified diagnoses, problems, or issues. These strategies may include but are not limited to: promotion and restoration of health; prevention of illness, injury, and disease; facilitation of healing; alleviation of suffering; and supportive care</p>	<p><b>Indicator 3</b> Delegates according to the health, safety, and welfare of the student and considering the circumstance, person, task, direction or communication, supervision, evaluation as well as the state nurse practice act regulations, institution, and regulatory entities while maintaining accountability for the care</p>	<p><b>Indicator 3</b> Shares evaluation data and conclusions with the student, family, and other stakeholders, in accordance with federal and state regulations</p>

<p><b>STANDARD 1</b></p> <p>The school nurse collects pertinent data and information relative to the student and the community's health or the situation</p>	<p><b>STANDARD 2</b></p> <p>The school nurse analyzes assessment data to determine actual or potential diagnoses, problems, and <del>or</del> issues</p>	<p><b>STANDARD 3</b></p> <p>The school nurse identifies expected outcomes for a plan individualized to the student or the situation; develops a plan that prescribes strategies to attain expected measurable outcomes</p>	<p><b>STANDARD 4</b></p> <p>The school nurse implements the identified plan, coordinates care delivery, employs strategies to promote health and safe environment</p>	<p><b>STANDARD 5</b></p> <p>The school nurse evaluates progress toward attainment of goals and outcomes</p>
<p><b>Indicator 4</b> Engages the student and other interprofessional team members in holistic, culturally sensitive data collection</p>	<p><b>Indicator 4</b> Documents diagnoses, problems, and issues in a manner that facilitates the determination of the expected outcomes and plan</p>	<p><b>Indicator 4</b> Modifies expected outcomes based on the evaluation of the status of the student and the situation</p>	<p><b>Indicator 4</b> Responds to health issues by providing counseling and crisis intervention when required in such areas as teen pregnancy, substance abuse, death of family members, suicide and child neglect or abuse</p>	

<p><b>STANDARD 6</b></p> <p>The school nurse communicates effectively and collaborates with key stakeholders in the conduct of nursing practice</p>	<p><b>STANDARD 7</b></p> <p>The school nurse seeks knowledge and competence that reflect current nursing practice and promotes futuristic thinking; and evaluates one’s own nursing practice</p>	<p><b>STANDARD 8</b></p> <p>The school nurse manages school health services, utilizing appropriate resources to plan, provide, and sustain nursing services that are safe, effective, and fiscally responsible in an environmentally safe and healthy manner</p>	<p><b>STANDARD 9</b></p> <p>The school nurse integrates evidence and research findings, contributing to quality nursing practice</p>	<p><b>STANDARD 10</b></p> <p>The school nurse practices ethically and in a manner that is congruent with cultural diversity and inclusion principles, demonstrating leadership in the professional setting and the profession</p>
<p><b>Indicator 1</b> Conveys accurate information in appropriate formats for students and families</p>	<p><b>Indicator 1</b> Acquires knowledge, skills, and abilities relative to the school nurse role; the population of students, their families, and the school community; as well as the global or local health situation</p>	<p><b>Indicator 1</b> Assesses student care needs and resources available to achieve desired outcomes</p>	<p><b>Indicator 1</b> Uses current evidence-based nursing knowledge, including research findings, to guide practice</p>	<p><b>Indicator 1</b> Integrates the Code of Ethics for Nurses with Interpretive Statements (ANA, 2015a) and the Code of Ethics for School Nurses (NASN, 2016b) to guide nursing practice and articulate the moral foundation of school nursing.</p>

<p><b>STANDARD 6</b></p> <p>The school nurse communicates effectively and collaborates with key stakeholders in the conduct of nursing practice</p>	<p><b>STANDARD 7</b></p> <p>The school nurse seeks knowledge and competence that reflect current nursing practice and promotes futuristic thinking; and evaluates one's own nursing practice</p>	<p><b>STANDARD 8</b></p> <p>The school nurse manages school health services, utilizing appropriate resources to plan, provide, and sustain nursing services that are safe, effective, and fiscally responsible in an environmentally safe and healthy manner</p>	<p><b>STANDARD 9</b></p> <p>The school nurse integrates evidence and research findings, contributing to quality nursing practice</p>	<p><b>STANDARD 10</b></p> <p>The school nurse practices ethically and in a manner that is congruent with cultural diversity and inclusion principles, demonstrating leadership in the professional setting and the profession</p>
<p><b>Indicator 2</b> Applies regulations pertaining to privacy and confidentiality to maintain the rights of individual students and families in all communications</p>	<p><b>Indicator 2</b> Engages in self-reflection and self-evaluation of nursing practice on a regular basis, identifying areas of strength as well as areas in which professional growth would be beneficial</p> <p>Takes action to achieve goals identified during the evaluation process</p>	<p><b>Indicator 2</b> Delegates in accordance with applicable legal and policy parameters, such as the nurse practice acts, NASN Principles of Practice and the NCSBN National Guidelines for Nursing Delegation.</p>	<p><b>Indicator 2</b> Identifies problems that occur in day-to-day work routines to correct process inefficiencies and incorporates evidence into school nursing practice to improve outcomes.</p>	<p><b>Indicator 2</b> Demonstrates respect, equality, and empathy in actions and interactions with all students, families, and the school community.</p>
<p><b>Indicator 3</b> Partners with the student, family, and key stakeholders to advocate for and effect change, leading to positive outcomes and quality care</p>	<p><b>Indicator 3</b> Ensures that nursing practice is consistent with regulatory requirements pertaining to licensure, relevant statutes, rules, and regulations</p>	<p><b>Indicator 3</b> Coordinates creation and implementation of the emergency action plan and disaster preparedness plans.</p>	<p><b>Indicator 3</b> Provides critical review and/or evaluation of policies, procedures, and guidelines to improve the quality of healthcare and delivery of school health services</p>	<p><b>Indicator 3</b> Serves in key roles in the school and work settings by participating on committees, councils, and administrative teams at all levels</p>

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<p><b>Indicator 4</b></p> <p>Functions as a case manager in collaboration with the healthcare consumer identifying and utilizing community resources</p>	<p><b>Indicator 4</b></p> <p>Adheres to the guidance about professional practice as specified in School Nursing: Scope and Standard of Practice, Code of Ethics for Nurses with Interpretive Statements, and NASN Code of Ethics for School Nurses</p>	<p><b>Indicator 4</b></p> <p>Promotes a safe and healthy workplace and professional practice environment</p>	<p><b>Indicator 4</b></p> <p>Identifies barriers and opportunities to improve healthcare safety, effectiveness, efficiency, equitability, timeliness, and student centeredness.</p>	<p><b>Indicator 4</b></p> <p>Engages in teamwork as a team player and team builder</p>

**PROFESSIONAL SCHOOL NURSE STANDARDS AND INDICATORS**

STANDARD 1: ASSESSMENT						
The school nurse collects pertinent data and information relative to the student and the community's health or the situation						
Indicators			Performance Levels			
What School Nurses Need to Demonstrate	Mandatory Evidence Sources	Confirmatory Evidence Sources	Level 4	Level 3	Level 2	Level 1
<p><b>Indicator 1</b> Collects pertinent data including but not limited to demographics, social determinants of health, health disparities, and physical, functional, psychosocial, emotional, cognitive, sexual, cultural, age-related, environmental, spiritual/transpersonal, and economic assessments in a systematic, ongoing process with compassion and respect for the inherent dignity, worth, and unique attributes of every person</p> <p><b>National Standards</b> NRS 392420 NRS 391292 Nevada State Board of Nursing (NSBN) School Nurse Regulation and Advisory Opinion Chronic Health Conditions Managed by School Nurses (NASN Position Statement) The role of the 21st Century School Nurse (NASN Position Statement)</p>	<ul style="list-style-type: none"> <li>• Direct evaluator observation</li> <li>• One confirmatory source or two confirmatory sources</li> </ul>	<ul style="list-style-type: none"> <li>• Yearly health update</li> <li>• Any of the following: Health assessment, mandatory screening such as vision screening, hearing screening, scoliosis screening, height screening and /or weight screening</li> <li>• Pre/post conference</li> </ul>	<p>Meets level 3</p> <p>Also, uses the system for research purposes to develop best practice guidelines for the subspecialty of school nursing; instructs others</p>	<p>Consistently collects pertinent data including but not limited to demographics, social determinants of health, health disparities, and physical, functional, psychosocial, emotional, cognitive, sexual, cultural, age-related, environmental, spiritual/transpersonal, and economic assessments in a systematic ongoing process with compassion and respect for the inherent dignity, worth, and unique attributes of every person</p>	<p>Minimally collects pertinent data including but not limited to demographics, social determinants of health, health disparities, and physical, functional, psychosocial, emotional, cognitive, sexual, cultural, age-related, environmental, spiritual/transpersonal, and economic assessments in a systematic, ongoing process with compassion and respect for the inherent dignity, worth, and unique attributes of every person</p>	<p>Rarely or never collects pertinent data including but not limited to demographics, social determinants of health, health disparities, and physical, functional, psychosocial, emotional, cognitive, sexual, cultural, age-related, environmental, spiritual/transpersonal, and economic assessments in a systematic, ongoing process with compassion and respect for the inherent dignity, worth, and unique attributes of every person. Requires frequent direction and consultation</p>



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The school nurse collects pertinent data and information relative to the student and the community’s health or the situation						
Indicators			Performance Levels			
What School Nurses Need to Demonstrate	Mandatory Evidence Sources	Confirmatory Evidence Sources	Level 4	Level 3	Level 2	Level 1
<p><b>Indicator 2</b> Identifies barriers to effective written, verbal, and nonverbal communication based on biological, ethnic, cultural, psychosocial, literacy, environmental, and financial considerations</p> <p><b>National Standards</b></p> <p>NRS 392420 NRS 391292 Individualized Healthcare Plans: The Role of the School Nurse (NASN Position Statement) The role of the 21st Century School Nurse (NASN Position Statement)</p>	<ul style="list-style-type: none"> <li>• Direct evaluator observation</li> <li>• One confirmatory source or two confirmatory sources</li> </ul>	<ul style="list-style-type: none"> <li>• Interpreter services</li> <li>• Referral in native language</li> <li>• Documentation of self-care capabilities</li> <li>• Social Services referrals</li> <li>• Individualized Healthcare Plans</li> <li>• Pre/post conference</li> </ul>	<p>Meets level 3</p> <p>Also, provides self-advocacy strategies to the healthcare consumer</p>	<p>Consistently identifies barriers to effective written, verbal, and nonverbal communication based on biological, ethnic, cultural, psychosocial, literacy, environmental, and financial considerations</p>	<p>Minimally identifies barriers to effective written, verbal, and nonverbal communication based on biological, ethnic, cultural, psychosocial, literacy, environmental, and financial considerations</p>	<p>Rarely or never identifies barriers to effective written, verbal, and nonverbal communication based on biological, ethnic, cultural, psychosocial, literacy, environmental, and financial considerations</p>

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What School Nurses Need to Demonstrate	Mandatory Evidence Sources	Confirmatory Evidence Sources	Level 4	Level 3	Level 2	Level 1
<p><b>Indicator 3</b> Prioritizes data collection based on the student’s immediate condition or the anticipated needs of the student or situation</p> <p><b>National Standards</b></p> <p>NRS 450B620 NRS 388424 NSBN School Nurse Regulation and Advisory Opinion Emergency Preparedness and Response in the School Setting (NASN Position Statement) School-Sponsored Trips: The Role of the School Nurse (NASN Position Statement) The role of the 21st Century School Nurse (NASN Position Statement)</p>	<ul style="list-style-type: none"> <li>• Direct evaluator observation</li> <li>• One confirmatory source or two confirmatory sources</li> </ul>	<ul style="list-style-type: none"> <li>• Field trip planning</li> <li>• Emergency response</li> <li>• Individualized health conditions training records</li> <li>• Verification of staff training</li> <li>• Pre/post conference</li> </ul>	<p>Meets level 3</p> <p>Also, evaluates the effectiveness and efficiency of the data system based on current needs with all healthcare partners and consumers</p>	<p>Consistently prioritizes data collection based on the student’s immediate condition or the anticipated needs of student or situation</p>	<p>Minimally prioritizes data collection based on the student’s immediate condition or the anticipated needs of student or situation</p>	<p>Rarely or never prioritizes data collection based on the student’s immediate condition or the anticipated needs of student or situation</p>

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What School Nurses Need to Demonstrate	Mandatory Evidence Sources	Confirmatory Evidence Sources	Level 4	Level 3	Level 2	Level 1
<p><b>Indicator 4</b> Engages the student and other interprofessional team members in holistic, culturally sensitive data collection</p> <p><b>National Standards</b> NRS 392420 NRS 391292 NRS 392425 NSBN School Nurse Regulation and Advisory Opinion The role of the 21st Century School Nurse (NASN Position Statement)</p>	<ul style="list-style-type: none"> <li>• Direct evaluator observation</li> <li>• One confirmatory source or two confirmatory sources</li> </ul>	<ul style="list-style-type: none"> <li>• Health history</li> <li>• Behavioral history</li> <li>• Yearly health update</li> <li>• Licensed Healthcare Provider (LHCP) orders</li> <li>• Communication documentation</li> <li>• Pre/post conference</li> </ul>	<p>Meets level 3</p> <p>Also designs, implements and/or evaluates data collection protocols for research initiatives in school health practice at the individual, group and community levels</p>	<p>Consistently engages the student and other interprofessional team members in holistic, culturally sensitive data collection</p>	<p>Minimally engages the student and other interprofessional team members in holistic, culturally sensitive data collection</p>	<p>Rarely or never engages the student and other interprofessional team members in holistic, culturally sensitive data collection</p>

STANDARD 2: DIAGNOSIS						
The school nurse analyzes assessment data to determine actual or potential diagnoses, problems, and or issues						
Indicators			Performance Levels			
What School Nurses Need to Demonstrate	Mandatory Evidence Sources	Confirmatory Evidence Sources	Level 4	Level 3	Level 2	Level 1
<p><b>Indicator 1</b> Prioritizes diagnoses, problems, and issues based on mutually established goals to meet the needs of the student across the health-illness continuum</p> <p><b>National Standards</b> NRS 392420 NRS 391292 NRS 392425 NSBN School Nurse Regulation and Advisory Opinion Individualized Healthcare plans: The Role of the School Nurse (NASN Position Statement) Emergency Preparedness and Response in the School Setting (NASN Position Statement) Chronic Health Conditions Managed by School Nurses (NASN Position Statement) The role of the 21st Century School Nurse (NASN Position Statement)</p>	<ul style="list-style-type: none"> <li>• Direct evaluator observation</li> <li>• One confirmatory source or two confirmatory sources</li> </ul>	<ul style="list-style-type: none"> <li>• Medical alerts</li> <li>• Individualized healthcare plans</li> <li>• Emergency action plans</li> <li>• Communication documentation</li> <li>• Pre/post conference</li> </ul>	<p>Meets level 3</p> <p>Also, provides instruction to nursing staff at a departmental level in maintaining competency in the diagnostic process</p>	<p>Consistently prioritizes diagnoses, problems, and issues based on mutually established goals to meet the needs of the student across the health-illness continuum</p>	<p>Minimally prioritizes diagnoses, problems, and issues based on mutually established goals to meet the needs of the student across the health-illness continuum</p>	<p>Rarely or never prioritizes diagnoses, problems, and issues based on mutually established goals to meet the needs of the student across the health-illness continuum</p>

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What School Nurses Need to Demonstrate	Mandatory Evidence Sources	Confirmatory Evidence Sources	Level 4	Level 3	Level 2	Level 1
<p><b>Indicator 2</b> Identifies actual or potential risks to the health and safety of the student, family, or school community and/or barriers to their health, which may include but are not limited to interpersonal, systemic, or environmental circumstances</p> <p><b>National Standards</b> NRS 392420 NRS 391292 NSBN School Nurse Regulation and Advisory Opinion Individualized Healthcare Plans: The Role of the School Nurse (NASN Position Statement) Mental Health of Students (NASN Position Statement) Chronic Health Conditions Managed by School Nurses (NASN Position Statement) Bullying Prevention in Schools (NASN Position Statement) The role of the 21st Century School Nurse (NASN Position Statement)</p>	<ul style="list-style-type: none"> <li>• Direct evaluator observation</li> <li>• One confirmatory source or two confirmatory sources</li> </ul>	<ul style="list-style-type: none"> <li>• Suicide protocols</li> <li>• Emergency plans</li> <li>• Individualized healthcare plans</li> <li>• Health office visits log</li> <li>• Referrals to financially based clinics</li> <li>• Pre/post conference</li> </ul>	<p>Meets level 3</p> <p>Also, uses trends in student diagnoses to guide district planning for future programs</p>	<p>Consistently identifies actual or potential risks to the health and safety of the student, family, or school community and/barriers to their health, which may include but are not limited to interpersonal, systemic, or environmental circumstances</p>	<p>Minimally identifies actual or potential risks to the health and safety of the student, family, or school community and/or barriers to their health, which may include but are not limited to interpersonal, systemic, or environmental circumstances</p>	<p>Rarely or never identifies actual or potential risks to the health and safety of the student, family, or school community and/or barriers to their health, which may include but are not limited to interpersonal, systemic, or environmental circumstances</p>

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Indicators			Performance Levels			
What School Nurses Need to Demonstrate	Mandatory Evidence Sources	Confirmatory Evidence Sources	Level 4	Level 3	Level 2	Level 1
<p><b>Indicator 3</b> Interprets the diagnoses or issues to the student, family, and appropriate school staff</p> <p><b>National Standards</b></p> <p>NRS 392420 NRS 391292 NSBN School Nurse Regulation and Advisory Opinion IDEIA Section 504 and Individuals with Disabilities Education Improvement Act - The Role of the School Nurse (NASN Position Statement) The role of the 21st Century School Nurse (NASN Position Statement)</p>	<ul style="list-style-type: none"> <li>• Direct evaluator observation</li> <li>• One confirmatory source or two confirmatory sources</li> </ul>	<ul style="list-style-type: none"> <li>• Screening results</li> <li>• Community Referrals</li> <li>• MDT Nurse report</li> <li>• IEP Present Levels</li> <li>• 504 plan input</li> <li>• Pre/post conference</li> </ul>	<p>Meets level 3</p> <p>Also, formulates population-based diagnoses as indicated</p>	<p>Consistently interprets the diagnoses or issues to the student, family, and appropriate school staff</p>	<p>Minimally interprets the diagnoses or issues to the student, family, and appropriate school staff</p>	<p>Rarely or never interprets the diagnoses or issues to the student, family, and appropriate school staff</p>

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<p><b>Indicator 4</b> Documents diagnoses, problems, and issues in a manner that facilitates the determination of the expected outcomes and plan</p> <p><b>National Standards</b> NRS 392420 NRS 391292 NSBN School Nurse Regulation and Advisory Opinion Individualized Healthcare Plans: The Role of the School Nurse (NASN Position Statement) Mental Health of Students (NASN Position Statement) Chronic Health Conditions Managed by School Nurses (NASN Position Statement) Bullying Prevention in Schools (NASN Position Statement) The role of the 21st Century School Nurse (NASN Position Statement)</p>	<ul style="list-style-type: none"> <li>• Direct evaluator observation</li> <li>• One confirmatory source or two confirmatory sources</li> </ul>	<ul style="list-style-type: none"> <li>• Screening results</li> <li>• Community Referrals</li> <li>• MDT Nurse report</li> <li>• IEP Present Levels</li> <li>• 504 plan input</li> <li>• Pre/post conference</li> </ul>	No level 4	Consistently documents diagnoses, problems, and issues in a manner that facilitates the determination of the expected outcomes and plan	Minimally documents diagnoses, problems, and issues in a manner that facilitates the determination of the expected outcomes and plan	Rarely documents diagnoses, problems, and issues in a manner that facilitates the determination of the expected outcomes and plan

**STANDARD 3: OUTCOMES, IDENTIFICATION, AND PLANNING**

The school nurse identifies expected outcomes for a plan individualized to the student or the situation; develops a plan that prescribes strategies to attain expected measurable outcomes

Indicators			Performance Levels			
What School Nurses Need to Demonstrate	Mandatory Evidence Sources	Confirmatory Evidence Sources	Level 4	Level 3	Level 2	Level 1
<p><b>Indicator 1</b> Advocates for outcomes that reflect the student’s values and ethical concerns</p> <p><b>National Standards</b> NRS 392420 NRS 391292 IDEIA Section 504: Section 504 and Individuals with Disabilities Education Improvement Act- The Role of the School Nurse (NASN Position Statement)</p>	<ul style="list-style-type: none"> <li>• Direct evaluator observation</li> <li>• One confirmatory source or two confirmatory sources</li> </ul>	<ul style="list-style-type: none"> <li>• Individualized healthcare plans</li> <li>• IEP goals &amp; benchmarks</li> <li>• IEP accommodations</li> <li>• Documentation of self-care progress</li> <li>• Nurse participation in 504 plans</li> <li>• Pre/post conference</li> </ul>	<p>Meets level 3</p> <p>Also, identifies and uses trends in student outcomes to guide district planning for future school programs</p>	<p>Consistently advocates for outcomes that reflect the student’s values and ethical concerns</p>	<p>Minimally advocates for outcomes that reflect the student’s culture, values and ethical concerns</p>	<p>Rarely or never advocates for outcomes that reflect the student’s culture, values and ethical concerns.</p>



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What School Nurses Need to Demonstrate	Mandatory Evidence Sources	Confirmatory Evidence Sources	Level 4	Level 3	Level 2	Level 1
<p><b>Indicator 2</b> Develops an individualized, holistic, evidence-based plan in partnership with the student who has complex conditions and his or her interprofessional team</p> <p><b>National Standards</b> NRS 392420 NRS 391292 NRS 392425 NRS 392435 NRS 392437 NSBN School Nurse Regulation and Advisory Opinion IDEIA Section 504 and Individuals with Disabilities Education Improvement Act- The Role of the School Nurse (NASN Position Statement) Immunizations (NASN Position Statement) Individualized Healthcare Plans: The Role of the School Nurse (NASN Position Statement)  Standards</p>	<ul style="list-style-type: none"> <li>• Direct evaluator observation</li> <li>• One confirmatory source or two confirmatory sources</li> </ul>	<ul style="list-style-type: none"> <li>• Individualized healthcare plans</li> <li>• IEP present levels &amp; accommodations</li> <li>• 504 plans</li> <li>• Religious immunizations exemptions</li> <li>• Chronic Health conditions vs religious (Dietary)</li> <li>• Pre/post conference</li> </ul>	<p>Meets level 3</p> <p>Also, develops a consistent district-wide approach to the planning for student and school community health needs</p>	<p>Consistently develops an individualized, holistic, evidence-based plan in partnership with the student who has complex conditions and his or her interprofessional team</p>	<p>Minimally develops an individualized, holistic, evidence-based plan in partnership with the student who has complex conditions and his or her interprofessional team</p>	<p>Rarely or never develops an individualized, holistic, evidence-based plan in partnership with the student who has complex conditions and his or her interprofessional team</p>

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Indicators			Performance Levels			
What School Nurses Need to Demonstrate	Mandatory Evidence Sources	Confirmatory Evidence Sources	Level 4	Level 3	Level 2	Level 1
<p><b>Indicator 3</b> Includes evidence-based strategies in the plan to address each of the identified diagnoses, problems, or issues These strategies may include but are not limited to: promotion and restoration of health; prevention of illness, injury, and disease; facilitation of healing; alleviation of suffering; and supportive care</p> <p><b>National Standards</b> NRS 392420 NRS 391292 NSBN School Nurse Regulation and Advisory Opinion IDEIA Emergency Preparedness and Response in the School Setting: The Role of the School Nurse (NASN Position Statement) Section 504 and Individuals with Disabilities Education Improvement Act- The Role of the School Nurse (NASN Position Statement) School-Sponsored Trips: The Role of the School Nurse (NASN Position Statement) The role of the 21st Century School Nurse (NASN Position Statement) Whole School, Whole Community, Whole Child: Implications for 21st Century School Nurses (NASN Position Statement, June 2017)</p>	<ul style="list-style-type: none"> <li>• Direct evaluator observation</li> <li>• One confirmatory source or two confirmatory sources</li> </ul>	<ul style="list-style-type: none"> <li>• Individualized Healthcare Plans (IHCP)</li> <li>• IEP Present Levels &amp; Accommodations</li> <li>• 504 plans</li> <li>• Field trip planning</li> <li>• Emergency training (Anaphylaxis, Diabetes, AED/CPR, etc.)</li> <li>• Communication documentation</li> <li>• School newsletter</li> <li>• School based health memos</li> <li>• Immunization reminder letters</li> <li>• Pre/post conference</li> </ul>	<p>Meets level 3</p> <p>Also, serves as a resource at the departmental or district level in the development of individual health and/or educational outcomes</p>	<p>Consistently includes evidence-based strategies in the plan to address each of the identified diagnoses, problems, or issues These strategies may include but are not limited to: promotion and restoration of health; prevention of illness, injury, and disease; facilitation of healing; alleviation of suffering; and supportive care</p>	<p>Minimally includes evidence-based strategies in the plan to address each of the identified diagnoses, problems, or issues These strategies may include but are not limited to: promotion and restoration of health; prevention of illness, injury, and disease; facilitation of healing; alleviation of suffering; and supportive care</p>	<p>Rarely or never acts includes evidence-based strategies in the plan to address each of the identified diagnoses, problems, or issues. These strategies may include but are not limited to: promotion and restoration of health; prevention of illness, injury, and disease; facilitation of healing; alleviation of suffering; and supportive care.</p>

**STANDARD 3: OUTCOMES, IDENTIFICATION, AND PLANNING**

**The school nurse identifies expected outcomes for a plan individualized to the student or the situation; develops a plan that prescribes strategies to attain expected measurable outcomes**

Indicators			Performance Levels			
What School Nurses Need to Demonstrate	Mandatory Evidence Sources	Confirmatory Evidence Sources	Level 4	Level 3	Level 2	Level 1
<p><b>Indicator 4</b> Modifies expected outcomes based on the evaluation of the status of the student and the situation</p> <p><b>National Standards</b> NRS 392420 NRS 391292 IDEA Section 504 and Individuals with Disabilities Education Improvement Act- The Role of the School Nurse (NASN Position Statement) The role of the 21st Century School Nurse (NASN Position Statement) Whole School, Whole Community, Whole Child: Implications for 21st Century School Nurses (NASN Position Statement, June 2017)</p>	<ul style="list-style-type: none"> <li>• Direct evaluator observation</li> <li>• One confirmatory source or two confirmatory sources</li> </ul>	<ul style="list-style-type: none"> <li>• Peer review article from Nursing or Medical Journal</li> <li>• Continuing education to support strategies and interventions</li> <li>• Individualized Healthcare Plans (IHCP)</li> <li>• IEP Present Levels &amp; Accommodations</li> <li>• 504 plans</li> <li>• Field trip planning</li> <li>• Emergency training (Anaphylaxis, Diabetes, AED/CPR, etc.</li> <li>• Communication documentation</li> <li>• School newsletter</li> <li>• School based health memos</li> <li>• Immunization reminder letters</li> <li>• Pre/post conference</li> </ul>	<p>Meets level 3</p> <p>Also, seeks new scientific evidence and best practices to achieve expected outcomes</p>	<p>Consistently modifies expected outcomes based on the evaluation of the status of the student and the situation</p>	<p>Minimally modifies expected outcomes based on the evaluation of the status of the student and the situation</p>	<p>Rarely or never modifies expected outcomes based on the evaluation of the status of the student and the situation.</p>

**STANDARD 4: IMPLEMENTATION**

**The school nurse implements the identified plan, coordinates care delivery, employs strategies to promote health and safe environment**

Indicators		Performance Levels				
What School Nurses Need to Demonstrate	Mandatory Evidence Sources	Confirmatory Evidence Sources	Level 4	Level 3	Level 2	Level 1
<p><b>Indicator 1</b> Provides appropriately prescribed interventions, including medication administration and treatments, and standard of care for students in the school community</p> <p><b>National Standards</b> NRS 392420 NRS 391292 NAC 632220 NRS 632120 NRS 392425 NSBN School Nurse Regulation and Advisory Opinion Chronic Health Conditions Managed by School Nurses (NASN Position Statement) Medication Administration in the Schools (NASN Position Statement) The role of the 21st Century School Nurse (NASN Position Statement) Whole School, Whole Community, Whole Child: Implications for 21st Century School Nurses (NASN Position Statement, June 2017)</p>	<ul style="list-style-type: none"> <li>• Direct evaluator observation</li> <li>• One confirmatory source or two confirmatory sources</li> </ul>	<ul style="list-style-type: none"> <li>• Licensed Healthcare Provider Orders (LHCP)</li> <li>• Health office documentation/treatment notes</li> <li>• Individualized Healthcare plans</li> <li>• Injury reports</li> <li>• Medical records</li> <li>• Pre/post conference</li> </ul>	<p>Meets level 3</p> <p>Also, at the departmental level, participates in the development and implementation of written policies and procedures for the clinical services and programs addressing school health and well being</p>	<p>Consistently provides appropriately prescribed interventions, including medication administration and treatments, and standard of care for students in the school community</p>	<p>Minimally provides appropriately prescribed interventions, including medication administration and treatments, and standard of care for students in the school community</p>	<p>Rarely or never provides appropriately prescribed interventions, including medication administration and treatments, and standard of care for students in the school community</p>

**STANDARD 4: IMPLEMENTATION**

**The school nurse implements the identified plan, coordinates care delivery, employs strategies to promote health and safe environment**

Indicators		Performance Levels				
What School Nurses Need to Demonstrate	Mandatory Evidence Sources	Confirmatory Evidence Sources	Level 4	Level 3	Level 2	Level 1
<p><b>Indicator 2</b> Engages health promotion/health teaching in collaboration with the student's practices, developmental level, learning needs, readiness and ability to learn, language preference, spirituality, culture, and socioeconomic status</p> <p><b>National Standards</b> NRS 392420 NRS 391292 NSBN School Nurse Regulation and Advisory Opinion The Patient Protection and Affordable Care Act: The role of the School Nurse (NASN Position Statement) The Role of the 21st Century School Nurse (NASN Position Statement) Whole School, Whole Community, Whole Child: Implications for 21st Century School Nurses (NASN Position Statement, June 2017)</p>	<ul style="list-style-type: none"> <li>• Direct evaluator observation</li> <li>• One confirmatory source or two confirmatory sources</li> </ul>	<ul style="list-style-type: none"> <li>• Health office documentation</li> <li>• Treatment notes</li> <li>• Verification of training/ skills checklist</li> <li>• Individualized Healthcare plans</li> <li>• Lesson plans</li> <li>• Health Education Materials</li> <li>• Pre/post conference</li> </ul>	<p>Meets level 3</p> <p>Also, designs materials and activities for school community education appropriate to age, developmental level, learning needs, readiness to learn, and cultural values and beliefs of the target audience</p>	<p>Consistently engages health promotion/health teaching in collaboration with the student's beliefs, health practices, developmental level, learning needs, readiness and ability to learn, language preference, spirituality, culture, and socioeconomic status</p>	<p>Minimally engages health promotion/health teaching in collaboration with the student's beliefs, health practices, developmental level, learning needs, readiness and ability to learn, language preference, spirituality, culture, and socioeconomic status</p>	<p>Rarely or never engages health promotion/health teaching in collaboration with the student's values, beliefs, health practices, developmental level, learning needs, readiness and ability to learn, language preference, spirituality, culture, and socioeconomic status</p>

**STANDARD 4: IMPLEMENTATION**

**The school nurse implements the identified plan, coordinates care delivery, employs strategies to promote health and safe environment**

Indicators			Performance Levels			
What School Nurses Need to Demonstrate	Mandatory Evidence Sources	Confirmatory Evidence Sources	Level 4	Level 3	Level 2	Level 1
<p><b>Indicator 3</b> Delegates according to the health, safety, and welfare of the student and considering the circumstance, person, task, direction or communication, supervision, evaluation as well as the state nurse practice act regulations, institution, and regulatory entities while maintaining accountability for the care</p> <p><b>National Standards</b> NRS 392420 NRS 391292 NRS 441a190 LGBTQ Students: The Role of the School Nurse (NASN Position Statement) The Role of the 21st Century School Nurse (NASN Position Statement) Whole School, Whole Community, Whole Child: Implications for 21st Century School Nurses (NASN Position Statement, June 2017)</p>	<ul style="list-style-type: none"> <li>• Direct evaluator observation</li> <li>• One confirmatory source or two confirmatory sources</li> </ul>	<ul style="list-style-type: none"> <li>• Individualized Healthcare plans</li> <li>• Referral documentation</li> <li>• Health office documentation</li> <li>• Communication documentation</li> <li>• Pre/post conference</li> </ul>	<p>Meets level 3</p> <p>Also, at the departmental level, participates in the development and implementation of written policies and procedures for delegation</p>	<p>Consistently delegates according to the health, safety, and welfare of the student and considering the circumstance, person, task, direction or communication, supervision, evaluation as well as the state nurse practice act regulations, institution, and regulatory entities while maintaining accountability for the care</p>	<p>Minimally delegates according to the health, safety, and welfare of the student and considering the circumstance, person, task, direction or communication, supervision, evaluation as well as the state nurse practice act regulations, institution, and regulatory entities while maintaining accountability for the care</p>	<p>Rarely or never delegates according to the health, safety, and welfare of the student and considering the circumstance, person, task, direction or communication, supervision, evaluation as well as the state nurse practice act regulations, institution, and regulatory entities while maintaining accountability for the care</p>

**STANDARD 4: IMPLEMENTATION**

**The school nurse implements the identified plan, coordinates care delivery, employs strategies to promote health and safe environment**

Indicators			Performance Levels			
What School Nurses Need to Demonstrate	Mandatory Evidence Sources	Confirmatory Evidence Sources	Level 4	Level 3	Level 2	Level 1
<p><b>Indicator 4</b> Responds to health issues by providing counseling and crisis intervention when required in such areas as teen pregnancy, substance abuse, death of family members, suicide and child neglect or abuse</p> <p><b>National Standards</b> NRS 392420 NRS 391292 NRS 432b220 NRS 388132 Pregnant and Parenting students: The role of the School Nurse (NASN Position Statement) Bullying Prevention in Schools (NASN Position Statement) Mental Health of Students (NASN Position Statement) The Role of the 21st Century School Nurse (NASN Position Statement)</p>	<ul style="list-style-type: none"> <li>• Direct evaluator observation</li> <li>• One confirmatory source or two confirmatory sources</li> </ul>	<ul style="list-style-type: none"> <li>• Health office documentation</li> <li>• Referral documentation</li> <li>• Communication documentation</li> <li>• Pre/post conference</li> </ul>	<p>Meets level 3</p> <p>Also, at the departmental level, participates in the development and implementation of written policies and procedures for the clinical services and programs addressing health issues including mental health issues and prevention, within the school setting</p>	<p>Consistently responds to health issues by providing counseling and crisis intervention when required in such areas as teen pregnancy, substance abuse, death of family members, suicide and child neglect or abuse</p>	<p>Minimally responds to health issues by providing counseling and crisis intervention when required in such areas as teen pregnancy, substance abuse, death of family members, suicide and child neglect or abuse</p>	<p>Rarely or never responds to health issues by providing counseling and crisis intervention when required in such areas as teen pregnancy, substance abuse, death of family members, suicide and child neglect or abuse</p>

STANDARD 5: EVALUATION						
The school nurse evaluates progress toward attainment of goals and outcomes						
Indicators			Performance Levels			
What School Nurses Need to Demonstrate	Mandatory Evidence Sources	Confirmatory Evidence Sources	Level 4	Level 3	Level 2	Level 1
<p><b>Indicator 1</b> Determines, in partnership with the student, family, and other stakeholders, the patient centeredness, effectiveness, efficiency, safety, timeliness, and equitability of the strategies in relation to the responses of the plan and the attainment of outcomes</p> <p><b>National Standards</b> NRS 392420 NRS 391292 IDEIA The Role of the 21st Century School Nurse (NASN Position Statement) Section 504 and Individuals with Disabilities Education Improvement Act- The Role of the School Nurse (NASN Position Statement) Whole School, Whole Community, Whole Child: Implications for 21st Century School Nurses (NASN Position Statement, June 2017)</p>	<ul style="list-style-type: none"> <li>• Direct evaluator observation</li> <li>• One confirmatory source or two confirmatory sources</li> </ul>	<ul style="list-style-type: none"> <li>• Healthcare plans</li> <li>• IEP's</li> <li>• 504 plans</li> <li>• Health office documentation</li> <li>• Communication documentation</li> <li>• Review of medical records</li> <li>• Pre/post conference</li> </ul>	<p>Meets level 3</p> <p>Also, uses the results of the evaluation to make or recommend process, policy, procedure, or protocol revisions when warranted, especially to promote student health programs that support student learning and healthy development</p>	<p>Consistently determines, in partnership with the student, family, and other stakeholders, the patient centeredness, effectiveness, efficiency, safety, timeliness, and equitability of the strategies in relation to the responses of the plan and the attainment of outcomes</p>	<p>Minimally determines, in partnership with the student, family, and other stakeholders, the patient centeredness, effectiveness, efficiency, safety, timeliness, and equitability of the strategies in relation to the responses of the plan and the attainment of outcomes</p>	<p>Rarely or never determines, in partnership with the student, family, and other stakeholders, the patient centeredness, effectiveness, efficiency, safety, timeliness, and equitability of the strategies in relation to the responses of the plan and the attainment of outcomes</p>



STANDARD 5: EVALUATION						
The school nurse evaluates progress toward attainment of goals and outcomes						
Indicators			Performance Levels			
What School Nurses Need to Demonstrate	Mandatory Evidence Sources	Confirmatory Evidence Sources	Level 4	Level 3	Level 2	Level 1
<p><b>Indicator 2</b> Uses ongoing assessment data to revise the diagnoses, outcomes, plan, and implementation strategies, including holistic approaches</p> <p><b>National Standards</b> NRS 392420 NRS 391292 NSBN School Nurse Regulation and Advisory Opinion IDEIA The Role of the 21st Century School Nurse (NASN Position Statement) Section 504 and Individuals with Disabilities Education Improvement Act- The Role of the School Nurse (NASN Position Statement) Whole School, Whole Community, Whole Child: Implications for 21st Century School Nurses (NASN Position Statement, June 2017)</p>	<ul style="list-style-type: none"> <li>• Direct evaluator observation</li> <li>• One confirmatory source or two confirmatory sources</li> </ul>	<ul style="list-style-type: none"> <li>• Licensed Healthcare Provider (LHCP) orders</li> <li>• Individualized Healthcare plans</li> <li>• IEP's</li> <li>• 504 plans</li> <li>• Health office documentation</li> <li>• Communication documentation</li> <li>• Review of medical records</li> <li>• Pre/post conference</li> </ul>	<p>Meets level 3</p> <p>Also, aggregates the data from student health care consumer outcomes to effect change to policies and procedures and promote health programs that support student learning and healthy development</p>	<p>Consistently uses ongoing assessment data to revise the diagnoses, outcomes, plan, and implementation strategies, including holistic approaches</p>	<p>Minimally uses ongoing assessment data to revise the diagnoses, outcomes, plan, and implementation strategies, including holistic approaches</p>	<p>Rarely or never uses ongoing assessment data to revise the diagnoses, outcomes, plan, and implementation strategies, including holistic approaches</p>

STANDARD 5: EVALUATION						
The school nurse evaluates progress toward attainment of goals and outcomes						
Indicators			Performance Levels			
What School Nurses Need to Demonstrate	Mandatory Evidence Sources	Confirmatory Evidence Sources	Level 4	Level 3	Level 2	Level 1
<p><b>Indicator 3</b> Shares evaluation data and conclusions with the student, family, and other stakeholders, in accordance with federal and state regulations</p> <p><b>National Standards</b>  NRS 392420 NRS 391292 IDEIA The Role of the 21st Century School Nurse (NASN Position Statement) Section 504 and Individuals with Disabilities Education Improvement Act- The Role of the School Nurse (NASN Position Statement)</p>	<ul style="list-style-type: none"> <li>• Direct evaluator observation</li> <li>• One confirmatory source or two confirmatory sources</li> </ul>	<ul style="list-style-type: none"> <li>• Referral documentation</li> <li>• MDT report input</li> <li>• Communication documentation</li> <li>• 504 plans</li> <li>• Review of medical records</li> <li>• Pre/post conference</li> </ul>	<p>Meets level 3</p> <p>Also, uses the results of the evaluation to make or recommend process or structural changes including policy, procedure, or protocol revision, as appropriate</p>	<p>Consistently shares evaluation data and conclusions with the student, family, and other stakeholders, in accordance with federal and state regulations</p>	<p>Minimally shares evaluation data and conclusions with the student, family, and other stakeholders, in accordance with federal and state regulations</p>	<p>Rarely or never shares evaluation data and conclusions with the student, family, and other stakeholders, in accordance with federal and state regulations</p>

**STANDARD 6: COMMUNICATION AND COLLABORATION**

**The school nurse communicates effectively and collaborates with key stakeholders in the conduct of nursing practice**

Indicators			Performance Levels			
What School Nurses Need to Demonstrate	Mandatory Evidence Sources	Confirmatory Evidence Sources	Level 4	Level 3	Level 2	Level 1
<p><b>Indicator 1</b> Conveys accurate information in appropriate formats for students and families</p> <p><b>National Standards</b> NRS 392420 NRS 391292 NSBN School Nurse Regulation and Advisory Opinion Individualized Healthcare Plans: The Role of the School Nurse (NASN Position Statement) Emergency Preparedness and Response in the School Setting (NASN Position Statement) The Role of the 21st Century School Nurse (NASN Position Statement) Whole School, Whole Community, Whole Child: Implications for 21st Century School Nurses (NASN Position Statement, June 2017)</p>	<ul style="list-style-type: none"> <li>• Direct evaluator observation</li> <li>• One confirmatory source or two confirmatory sources</li> </ul>	<ul style="list-style-type: none"> <li>• Individualized Healthcare Plans</li> <li>• Emergency Plans</li> <li>• Referral information in native language</li> <li>• Documentation of Interpreter services</li> <li>• Lesson plans and materials adapted for developmental needs</li> <li>• Pre/post conference</li> </ul>	<p>Meets level 3</p> <p>Also, actively seeks to learn from healthcare consumer requests and insights and incorporates feedback into future planning for health care needs</p>	<p>Consistently conveys accurate information in appropriate formats for students and families</p>	<p>Sometimes conveys accurate information in appropriate formats for students and families</p>	<p>Rarely or never conveys accurate information in appropriate formats for students and families</p>

**STANDARD 6: COMMUNICATION AND COLLABORATION**

**The school nurse communicates effectively and collaborates with key stakeholders in the conduct of nursing practice**

Indicators		Performance Levels				
What School Nurses Need to Demonstrate	Mandatory Evidence Sources	Confirmatory Evidence Sources	Level 4	Level 3	Level 2	Level 1
<p><b>Indicator 2</b> Applies regulations pertaining to privacy and confidentiality to maintain the rights of individual students and families in all communications</p> <p><b>National Standards</b> NRS 392420 NRS 391292 Health Insurance Portability and Accountability Act (HIPAA) Family Educational Rights and Privacy Act (FERPA) NASN Code of Ethics Personal Health Information Protection Act, 2004 (PHIPA) The Role of the 21st Century School Nurse (NASN Position Statement) Whole School, Whole Community, Whole Child: Implications for 21st Century School Nurses (NASN Position Statement, June 2017)</p>	<ul style="list-style-type: none"> <li>• Direct evaluator observation</li> <li>• One confirmatory source or two confirmatory sources</li> </ul>	<ul style="list-style-type: none"> <li>• Health Office Documentation</li> <li>• Communication documentation</li> <li>• Copies of Permission to obtain records in compliance with HIPAA/FERPA</li> <li>• Pre/post conference</li> </ul>	<p>Meets level 3</p> <p>Also, consistently ensures student and family confidentiality through the education of peers and interdisciplinary colleagues</p>	<p>Consistently applies regulations pertaining to privacy and confidentiality to maintain the rights of individual students and families in all communications</p>	<p>Minimally applies regulations pertaining to privacy and confidentiality to maintain the rights of individual students and families in all communications</p>	<p>Rarely or never applies regulations pertaining to privacy and confidentiality to maintain the rights of individual students and families in all communications</p>

**STANDARD 6: COMMUNICATION AND COLLABORATION**

**The school nurse communicates effectively and collaborates with key stakeholders in the conduct of nursing practice**

Indicators			Performance Levels			
What School Nurses Need to Demonstrate	Mandatory Evidence Sources	Confirmatory Evidence Sources	Level 4	Level 3	Level 2	Level 1
<p><b>Indicator 3</b> Partners with the student, family, and key stakeholders to advocate for and effect change, leading to positive outcomes and quality care</p> <p><b>National Standards</b> NRS 392420 NRS 391292 NSBN School Nurse Regulation and Advisory Opinion The Role of the 21st Century School Nurse (NASN Position Statement) Section 504 and Individuals with Disabilities Education Improvement Act- The Role of the School Nurse (NASN Position Statement) Whole School, Whole Community, Whole Child: Implications for 21st Century School Nurses (NASN Position Statement, June 2017)</p>	<ul style="list-style-type: none"> <li>• Direct evaluator observation AND One confirmatory source</li> <li>• Or two confirmatory sources</li> </ul>	<ul style="list-style-type: none"> <li>• Individualized Educational Plans</li> <li>• 504 plans</li> <li>• Meeting notes</li> <li>• Health office documentation</li> <li>• Pre/post conference</li> </ul>	<p>Meets level 3</p> <p>Also, actively participates in interprofessional activities, including but not limited to education, consultation, management, technological development, or research to enhance outcomes</p>	<p>Consistently partners with the student, family, and key stakeholders to advocate for and effect change, leading to positive outcomes and quality care</p>	<p>Minimally partners with the student, family, and key stakeholders to advocate for and effect change, leading to positive outcomes and quality care</p>	<p>Rarely or never partners with the student, family, and key stakeholders to advocate for and effect change, leading to positive outcomes and quality care</p>

**STANDARD 6: COMMUNICATION AND COLLABORATION**

**The school nurse communicates effectively and collaborates with key stakeholders in the conduct of nursing practice**

Indicators		Performance Levels				
What School Nurses Need to Demonstrate	Mandatory Evidence Sources	Confirmatory Evidence Sources	Level 4	Level 3	Level 2	Level 1
<p><b>Indicator 4</b> Functions as a case manager in collaboration with the healthcare consumer identifying and utilizing community resources</p> <p><b>National Standards</b> NRS 392420 NRS 391292 NSBN School Nurse Regulation and Advisory Opinion The Role of the 21st Century School Nurse (NASN Position Statement) Whole School, Whole Community, Whole Child: Implications for 21st Century School Nurses (NASN Position Statement, June 2017)</p>	<ul style="list-style-type: none"> <li>• Direct evaluator observation AND One confirmatory source</li> <li>• Or two confirmatory sources</li> </ul>	<ul style="list-style-type: none"> <li>• Health office documentation</li> <li>• Referral information</li> <li>• Referral source lists</li> <li>• Pre/post conference</li> </ul>	<p>Meets level 3</p> <p>Also, frequently demonstrates leadership role, initiating and sharing contacts with appropriate individuals and agencies to promote an optimal level of health and academic success</p>	<p>Consistently functions as a case manager in collaboration with the healthcare consumer (including the student), identifying community resources</p>	<p>Minimally functions as a case manager in collaboration with the healthcare consumer (including the student), identifying community resources</p>	<p>Rarely or never functions as a case manager in collaboration with the healthcare consumer (including the student) identifying community resources</p>

**STANDARD 7: EDUCATION AND PROFESSIONAL EVALUATION**

The school nurse seeks knowledge and competence that reflect current nursing practice and promotes futuristic thinking; and evaluates one’s own nursing practice

Indicators			Performance Levels			
What School Nurses Need to Demonstrate	Mandatory Evidence Sources	Confirmatory Evidence Sources	Level 4	Level 3	Level 2	Level 1
<p><b>Indicator 1</b> Acquires knowledge, skills, and abilities relative to the school nurse role; the population of students, their families, and the school community; as well as the global or local health situation</p> <p><b>National Standards</b> NRS 391 292 NRS 632240 NRS 632343 NRS 632018 NSBN School Nurse Regulation and Advisory Opinion Education, Licensure and Certification of School Nurses (NASN Position Statement) The Role of the 21st Century School Nurse (NASN Position Statement) Whole School, Whole Community, Whole Child: Implications for 21st Century School Nurses (NASN Position Statement, June 2017)</p>	<ul style="list-style-type: none"> <li>• Direct evaluator observation AND One confirmatory source</li> <li>• Or two confirmatory sources</li> </ul>	<ul style="list-style-type: none"> <li>• Continuing education verification</li> <li>• Skills training records</li> <li>• Communication logs</li> <li>• Pre/post conference</li> </ul>	<p>Meets level 3</p> <p>Also, provides educational activities related to professional issues for peers and the school community</p>	<p>Consistently acquires knowledge, skills, and abilities relative to the school nurse role; the population of students, their families, and the school community; as well as the global or local health situation</p>	<p>Minimally acquires knowledge, skills, and abilities relative to the school nurse role; the population of students, their families, and the school community; as well as the global or local health situation</p>	<p>Rarely or never acquires knowledge, skills, and abilities relative to the school nurse role; the population of students, their families, and the school community; as well as the global or local health situation</p>

**STANDARD 7: EDUCATION AND PROFESSIONAL EVALUATION**

The school nurse seeks knowledge and competence that reflect current nursing practice and promotes futuristic thinking; and evaluates one’s own nursing practice

Indicators			Performance Levels			
What School Nurses Need to Demonstrate	Mandatory Evidence Sources	Confirmatory Evidence Sources	Level 4	Level 3	Level 2	Level 1
<p><b>Indicator 2</b> Engages in self-reflection and self-evaluation of nursing practice on a regular basis, identifying areas of strength and as well as areas in which professional growth would be beneficial</p> <p>Takes action to achieve goals identified during the evaluation process</p> <p><b>National Standards</b> NRS 632240 NRS 632343 The Role of the 21st Century School Nurse (NASN Position Statement) Supervision and Evaluation of the School Nurse (NASN Position Statement) Whole School, Whole Community, Whole Child: Implications for 21st Century School Nurses (NASN Position Statement, June 2017)</p>	<ul style="list-style-type: none"> <li>• Direct evaluator observation AND One confirmatory source</li> <li>• Or two confirmatory sources</li> </ul>	<ul style="list-style-type: none"> <li>• Completion of self-evaluation tool</li> <li>• Documentation of Professional Goal Setting</li> <li>• Annual evaluation summary</li> <li>• Continuing education verification</li> <li>• Pre/post conference</li> </ul>	<p>Meets level 3</p> <p>Also, plans, designs, and implements professional development or higher education programs in school health at the local, state, or national level</p>	<p>Consistently engages in self-reflection and self-evaluation of nursing practice on a regular basis, identifying areas of strength as well as areas in which professional growth would be beneficial</p> <p>Takes action to achieve goals identified during the evaluation process</p>	<p>Minimally engages in self-reflection and self-evaluation of nursing practice on a regular basis, identifying areas of strength as well as areas in which professional growth would be beneficial</p> <p>Takes action to achieve goals identified during the evaluation process</p>	<p>Rarely or never engages in self-reflection and self-evaluation of nursing practice on a regular basis, identifying areas of strength as well as areas in which professional growth would be beneficial</p> <p>Rarely or never takes action to achieve goals identified during the evaluation process</p>



**STANDARD 7: EDUCATION AND PROFESSIONAL EVALUATION**

The school nurse seeks knowledge and competence that reflect current nursing practice and promotes futuristic thinking; and evaluates one’s own nursing practice

Indicators			Performance Levels			
What School Nurses Need to Demonstrate	Mandatory Evidence Sources	Confirmatory Evidence Sources	Level 4	Level 3	Level 2	Level 1
<p><b>Indicator 3</b> Ensures that nursing practice is consistent with regulatory requirements pertaining to licensure, relevant statutes, rules, and regulations</p> <p><b>National Standards</b> ANA/NASN Standards of Care for School Nursing NRS 632018 NRS 632240 NRS 391292 NSBN School Nurse Regulation and Advisory Opinion Nevada Board of Nursing: Regulations District policies/protocols NASN Code of ethics The Role of the 21st Century School Nurse (NASN Position Statement) Supervision and Evaluation of the School Nurse (NASN Position Statement)</p>	<ul style="list-style-type: none"> <li>• Direct evaluator observation AND One confirmatory source</li> <li>• Or two confirmatory sources</li> </ul>	<ul style="list-style-type: none"> <li>• Current nursing license</li> <li>• Current board of education licensure</li> <li>• Communication documentation</li> <li>• Continuing education verification</li> <li>• Pre/post conference</li> </ul>	<p>Meets level 3</p> <p>Also, provides formalized departmental training regarding regulatory requirements pertaining to licensure, relevant statutes, rules, and regulations</p>	<p>Consistently ensures that nursing practice is consistent with regulatory requirements pertaining to licensure, relevant statutes, rules, and regulations</p>	<p>Minimally ensures that nursing practice is consistent with regulatory requirements pertaining to licensure, relevant statutes, rules, and regulations</p>	<p>Rarely or never ensures that nursing practice is consistent with regulatory requirements pertaining to licensure, relevant statutes, rules, and regulations</p>

**STANDARD 7: EDUCATION AND PROFESSIONAL EVALUATION**

The school nurse seeks knowledge and competence that reflect current nursing practice and promotes futuristic thinking; and evaluates one’s own nursing practice

Indicators			Performance Levels			
What School Nurses Need to Demonstrate	Mandatory Evidence Sources	Confirmatory Evidence Sources	Level 4	Level 3	Level 2	Level 1
<p><b>Indicator 4</b> Adheres to the guidance about professional practice as specified in School Nursing: Scope and Standard of Practice, Code of Ethics for Nurses with Interpretive Statements, and NASN Code of Ethics for School Nurses</p> <p><b>National Standards</b> NRS 632018 NRS 632240 NRS 632343 The Role of the 21st Century School Nurse (NASN Position Statement) Supervision and Evaluation of the School Nurse (NASN Position Statement) ANA/NASN Code of Ethics</p>	<ul style="list-style-type: none"> <li>• Direct evaluator observation AND One confirmatory source</li> <li>• Or two confirmatory sources</li> </ul>	<ul style="list-style-type: none"> <li>• Nursing License</li> <li>• Board of Education License</li> <li>• Other applicable licenses/ certifications (Healthcare provider card, CPR/ AED, AHA Instructor card)</li> <li>• National Board Certification</li> </ul>	<p>Meets level 3</p> <p>Also, provides formalized departmental training regarding professional responsibility, accountability, and behavior</p>	<p>Consistently adheres to the guidance about professional practice as specified in <i>School Nursing: Scope and Standard of Practice, Code of Ethics for Nurses with Interpretive Statements, and NASN Code of Ethics for School Nurses</i></p>	<p>Minimally adheres to the guidance about professional practice as specified in <i>School Nursing: Scope and Standard of Practice, Code of Ethics for Nurses with Interpretive Statements, and NASN Code of Ethics for School Nurses</i></p>	<p>Rarely or never adheres to the guidance about professional practice as specified in <i>School Nursing: Scope and Standard of Practice, Code of Ethics for Nurses with Interpretive Statements, and NASN Code of Ethics for School Nurses</i></p>

STANDARD 8: RESOURCE UTILIZATION, ENVIRONMENT HEALTH, AND PROGRAM MANAGEMENT						
The school nurse manages school health services, utilizing appropriate resources to plan, provide, and sustain nursing services that are safe, effective, and fiscally responsible in an environmentally safe and healthy manner						
Indicators			Performance Levels			
What School Nurses Need to Demonstrate	Mandatory Evidence Sources	Confirmatory Evidence Sources	Level 4	Level 3	Level 2	Level 1
<p><b>Indicator 1</b> Assesses student care needs and resources available to achieve desired outcomes</p> <p><b>National Standards</b> NRS 392420 NRS 391292 The Role of the 21st Century School Nurse (NASN Position Statement) Whole School, Whole Community, Whole Child: Implications for 21st Century School Nurses (NASN Position Statement, June 2017)</p>	<ul style="list-style-type: none"> <li>• Direct evaluator observation AND One confirmatory source</li> <li>• Or two confirmatory sources</li> </ul>	<ul style="list-style-type: none"> <li>• List of resources</li> <li>• Nursing referral documentation (completed, follow-up, etc.)</li> <li>• Communication documentation</li> <li>• Pre/post conference</li> <li>• Health Office Documentation</li> </ul>	<p>Meets level 3</p> <p>Also, independently seeks resources (grant-writing, special funds, etc.) for appropriate school health and departmental programs</p>	<p>Consistently assesses student care needs and resources available to achieve desired outcomes</p>	<p>Minimally assesses student care needs and resources available to achieve desired outcomes</p>	<p>Rarely or never assesses student care needs and resources available to achieve desired outcomes</p>

STANDARD 8: RESOURCE UTILIZATION, ENVIRONMENT HEALTH, AND PROGRAM MANAGEMENT						
The school nurse manages school health services, utilizing appropriate resources to plan, provide, and sustain nursing services that are safe, effective, and fiscally responsible in an environmentally safe and healthy manner						
Indicators			Performance Levels			
What School Nurses Need to Demonstrate	Mandatory Evidence Sources of Professional Practice	Confirmatory Evidence Sources of Professional Practice	Level 4	Level 3	Level 2	Level 1
<p><b>Indicator 2</b> Delegates in accordance with applicable legal and policy parameters, such as the nurse practice acts, NASN Principles of Practice and the NCSBN National Guidelines for Nursing Delegation</p> <p><b>National Standards</b> NAC 632226 NAC 632220 NAC 632222 NAC 388225 NRS 632120 NRS 392425 NSBN School Nurse Regulation and Advisory Opinion The Role of the 21st Century School Nurse (NASN Position Statement) Delegation, Nursing Delegation to Unlicensed Assistive Personnel in the School Setting (NASN Position Statement, June 2014)</p>	<ul style="list-style-type: none"> <li>• Direct evaluator observation AND One confirmatory source</li> <li>• Or two confirmatory sources</li> </ul>	<ul style="list-style-type: none"> <li>• Verification of training forms/documents</li> <li>• UAP training (field trips, first aid)</li> <li>• Other licensed nurses training verification forms</li> <li>• Communication documentation</li> <li>• Pre/post conference</li> </ul>	<p>Meets level 3</p> <p>Also, participates in the development of departmentally approved training materials to assure appropriate delegation of care</p>	<p>Consistently delegates in accordance with applicable legal and policy parameters, such as the nurse practice acts, NASN <i>Principles of Practice</i> and the NCSBN <i>National Guidelines for Nursing Delegation</i></p>	<p>Minimally delegates in accordance with applicable legal and policy parameters, such as the nurse practice acts, NASN <i>Principles of Practice</i> and the NCSBN <i>National Guidelines for Nursing Delegation</i></p>	<p>Rarely or never delegates in accordance with applicable legal and policy parameters, such as the nurse practice acts, NASN <i>Principles of Practice</i> and the NCSBN <i>National Guidelines for Nursing Delegation</i></p>

STANDARD 8: RESOURCE UTILIZATION, ENVIRONMENT HEALTH, AND PROGRAM MANAGEMENT						
The school nurse manages school health services, utilizing appropriate resources to plan, provide, and sustain nursing services that are safe, effective, and fiscally responsible in an environmentally safe and healthy manner						
Indicators			Performance Levels			
What School Nurses Need to Demonstrate	Mandatory Evidence Sources	Confirmatory Evidence Sources	Level 4	Level 3	Level 2	Level 1
<p><b>Indicator 3</b> Coordinates creation and implementation of the emergency action plan and disaster preparedness plans</p> <p><b>National Standards</b> NRS 450B620 NRS 388424 NSBN School Nurse Regulation and Advisory Opinion Emergency Preparedness and Response in the School Setting (NASN Position Statement ) The Role of the 21st Century School Nurse (NASN Position Statement)</p>	<ul style="list-style-type: none"> <li>• Direct evaluator observation AND One confirmatory source</li> <li>• Or two confirmatory sources</li> </ul>	<ul style="list-style-type: none"> <li>• Emergency Plan/Crisis Plan</li> <li>• Communication documentation</li> <li>• Documentation of Drills (AED, Anaphylaxis, Diabetes, etc.)</li> <li>• AED checks documentation</li> <li>• CPR/AED classes documentation</li> <li>• Pre/post conference</li> </ul>	<p>Meets level 3</p> <p>Also, provides training to departmental staff regarding emergency/crisis planning and implementation</p>	<p>Consistently coordinates creation and implementation of the emergency action plan and disaster preparedness plans</p>	<p>Minimally coordinates creation and implementation of the emergency action plan and disaster preparedness plans</p>	<p>Rarely or never coordinates creation and implementation of the emergency action plan and disaster preparedness plans</p>

STANDARD 8: RESOURCE UTILIZATION, ENVIRONMENT HEALTH, AND PROGRAM MANAGEMENT						
The school nurse manages school health services, utilizing appropriate resources to plan, provide, and sustain nursing services that are safe, effective, and fiscally responsible in an environmentally safe and healthy manner						
Indicators			Performance Levels			
What School Nurses Need to Demonstrate	Mandatory Evidence Sources	Confirmatory Evidence Sources	Level 4	Level 3	Level 2	Level 1
<p><b>Indicator 4</b> Promotes a safe and healthy workplace and professional practice environment</p> <p><b>National Standards</b> Whole School, Whole Community, Whole Child: Implications for 21st Century School Nurses (NASN Position Statement, June 2017) Environmental Health in the School Setting: The Role of the School Nurse (NASN Position Statement, January 2014) Public Health Standards</p>	<ul style="list-style-type: none"> <li>• Direct evaluator observation AND One confirmatory source</li> <li>• Or two confirmatory sources</li> </ul>	<ul style="list-style-type: none"> <li>• District approved environmental agents</li> <li>• Documentation of cleaning procedures</li> <li>• Training forms</li> <li>• Educational Bulletin Boards</li> <li>• Staff training in infection control</li> <li>• Documentation Classroom/Staff education</li> <li>• Pre/post conference</li> </ul>	<p>Meets level 3</p> <p>Also, leads school nurses in advocating for and implementing environmental health principles in school nursing practice</p>	<p>Consistently Promotes a safe and healthy workplace and professional practice environment</p>	<p>Minimally Promotes a safe and healthy workplace and professional practice environment</p>	<p>Rarely or never promotes a safe and healthy workplace and professional practice environment</p>

STANDARD 9: EVIDENCED-BASED PRACTICE AND RESEARCH AND QUALITY OF PRACTICE						
The school nurse integrates evidence and research findings, contributing to quality nursing practice						
Indicators			Performance Levels			
What School Nurses Need to Demonstrate	Mandatory Evidence Sources	Confirmatory Evidence Sources	Level 4	Level 3	Level 2	Level 1
<p><b>Indicator 1</b> Uses current evidence-based nursing knowledge, including research findings to promote further research and guide practice</p> <p><b>National Standards</b> NRS 392435 NRS 392437 NRS 392439 The Role of the 21st Century School Nurse (NASN Position Statement)</p>	<ul style="list-style-type: none"> <li>• Direct evaluator observation AND One confirmatory source</li> <li>• Or two confirmatory sources</li> </ul>	<ul style="list-style-type: none"> <li>• Citations from relevant research articles</li> <li>• Citations from current communicable disease guidelines</li> <li>• Citations from current relevant evidence based web resources</li> <li>• Citations from presentations/lectures</li> <li>• Pre/post conference</li> </ul>	<p>Meets level 3</p> <p>Also, contributes to published literature using current evidence based nursing knowledge, including research findings, to guide practice</p>	<p>Consistently uses current evidence-based nursing knowledge, including research findings, to promote further research and guide practice</p>	<p>Minimally uses current evidence-based nursing knowledge, including research findings, to promote further research and guide practice</p>	<p>Rarely or never uses current evidenced- based nursing knowledge, including research findings, to promote further research and guide practice</p>

STANDARD 9: EVIDENCED-BASED PRACTICE AND RESEARCH AND QUALITY OF PRACTICE						
The school nurse integrates evidence and research findings, contributing to quality nursing practice						
Indicators			Performance Levels			
What School Nurses Need to Demonstrate	Mandatory Evidence Sources	Confirmatory Evidence Sources	Level 4	Level 3	Level 2	Level 1
<p><b>Indicator 2</b> Identifying problems that occur in day-to-day work routines to correct process inefficiencies and incorporates evidence into school nursing practice to improve outcomes</p> <p><b>National Standards</b> The Role of the 21st Century School Nurse (NASN Position Statement) Whole School, Whole Community, Whole Child: Implications for 21st Century School Nurses (NASN Position Statement, June 2017)</p>	<ul style="list-style-type: none"> <li>• Direct evaluator observation AND one confirmatory source</li> <li>• Or two confirmatory sources</li> </ul>	<ul style="list-style-type: none"> <li>• Health office statistics</li> <li>• Communication documentation</li> <li>• Incident reports</li> <li>• Documentation of meetings with administration/staff/parents/ students</li> <li>• Pre/post conference</li> </ul>	<p>Meets level 3</p> <p>Also, participates in departmental activities to identify problems that occur in day-to day work routines to correct inefficiencies</p>	<p>Consistently identifies problems that occur in day-to-day work routines to correct inefficiencies and incorporates evidence into school nursing practice to improve outcomes</p>	<p>Minimally identifies problems that occur in day-to-day work routines to correct inefficiencies and incorporates evidence into school nursing practice to improve outcomes</p>	<p>Rarely or never identifies problems that occur in day-to day work routines to correct process inefficiencies and incorporates evidence into school nursing practice to improve outcomes</p>



STANDARD 9: EVIDENCED-BASED PRACTICE AND RESEARCH AND QUALITY OF PRACTICE						
The school nurse integrates evidence and research findings, contributing to quality nursing practice						
Indicators			Performance Levels			
What School Nurses Need to Demonstrate	Mandatory Evidence Sources	Confirmatory Evidence Sources	Level 4	Level 3	Level 2	Level 1
<p><b>Indicator 3</b> Provides critical review and/or evaluation of policies, procedures, and guidelines to improve the quality of health care and delivery of school health services</p> <p><b>National Standards</b> NRS 391292 The Role of the 21st Century School Nurse (NASN Position paper) Supervision and Evaluation of the of the School Nurse (NASN Position Statement)</p>	<ul style="list-style-type: none"> <li>• Direct evaluator observation AND one confirmatory source</li> <li>• r two confirmatory sources</li> </ul>	<ul style="list-style-type: none"> <li>• Documentation of participation on committees regarding school nursing practice</li> <li>• Referrals to appropriate personnel/committee for review of current nursing practice</li> <li>• School Nurse documentation for adherence of current policies and procedures</li> <li>• Pre/post conference</li> </ul>	<p>Meets level 3</p> <p>Also, develops, implements, and evaluates policies, procedures, and/or guidelines to improve the quality of school nursing practice</p>	<p>Consistently provides critical review and/or evaluation of policies, procedures, and guidelines to improve the quality of healthcare and delivery of school health services</p>	<p>Minimally provides critical review and/or evaluation of policies, procedures, and guidelines to improve the quality of healthcare and delivery of school health services</p>	<p>Rarely or never provides critical review and/or evaluation of policies, procedures, and guidelines to improve the quality of healthcare and delivery of school health services</p>

STANDARD 9: EVIDENCED-BASED PRACTICE AND RESEARCH AND QUALITY OF PRACTICE						
The school nurse integrates evidence and research findings, contributing to quality nursing practice						
Indicators			Performance Levels			
What School Nurses Need to Demonstrate	Mandatory Evidence Sources	Confirmatory Evidence Sources	Level 4	Level 3	Level 2	Level 1
<p><b>Indicator 4</b> Identifies barriers and opportunities to improve healthcare safety, effectiveness, efficiency, equitability, timeliness, and student centeredness</p> <p><b>National Standards</b> NRS 391292 Bullying Prevention in Schools (NASN Position Statement) Mental Health of Students (NASN Position Statement) LGBTQ Students : the Role of the School Nurse (NASN Position Statement) School-sponsored Before, After and Extended School Year Programs: the role of the school Nurse (NASN Position Statement) School -sponsored Trips, Role of the School Nurse (NASN Position Statement) Transition Planning for the Students with Chronic Health Conditions (NASN Position Statement) Diabetes Management in the School Setting (NASN Position Statement)</p>	<ul style="list-style-type: none"> <li>• Direct evaluator observation AND one confirmatory source</li> <li>• Or two confirmatory sources</li> </ul>	<ul style="list-style-type: none"> <li>• 504 plans/IEPs</li> <li>• Suicide protocol documentation</li> <li>• Reentry plans/ return to school documentation</li> <li>• Communication documentation</li> <li>• Delegation training documentation</li> <li>• Chronic illness training (diabetes, seizures, anaphylaxis, asthma, etc)</li> <li>• Field trip training documentation</li> <li>• Individualized Healthcare Plans</li> <li>• Referral lists</li> <li>• Documentation of participation on committees regarding school nursing practice</li> <li>• Pre/post conference</li> </ul>	<p>Meets level 3</p> <p>Also, engages in development, implementation, evaluation, and/or revision of policies, procedures, and guidelines to improve healthcare quality</p>	<p>Consistently identifies barriers and opportunities to improve healthcare safety, effectiveness, efficiency, equitability, timeliness, and student centeredness</p>	<p>Minimally identifies barriers and opportunities to improve healthcare safety, effectiveness, efficiency, equitability, timeliness, and student centeredness</p>	<p>Rarely or never identifies barriers and opportunities to improve healthcare safety, effectiveness, efficiency, equitability, timeliness, and student centeredness</p>

STANDARD 10: ETHICS, CULTURAL CONGRUENT PRACTICE, AND LEADERSHIP						
The school nurse practices ethically and in a manner that is congruent with cultural diversity and inclusion principles, demonstrating leadership in the professional setting and the profession						
Indicators			Performance Levels			
What School Nurses Need to Demonstrate	Mandatory Evidence Sources	Confirmatory Evidence Sources	Level 4	Level 3	Level 2	Level 1
<p><b>Indicator 1</b> Integrates the Code of Ethics for Nurses with Interpretive Statements (ANA, 2015a) and the Code of Ethics for School Nurses (NASN, 2016b) to guide nursing practice and articulate the moral foundation of school nursing</p> <p><b>National Standards</b> Health Insurance Portability and Accountability Act (HIPAA) Family Educational Rights and Privacy Act (FERPA) ANA/NASN Code of Ethics The Role of the 21st Century School Nurse (NASN Position Statement) Whole School, Whole Community, Whole Child: Implications for 21st Century School Nurses (NASN Position Statement, June 2017) ANA/NASN Code of Ethics</p>	<ul style="list-style-type: none"> <li>• Direct evaluator observation AND one confirmatory source</li> <li>• Or two confirmatory sources</li> </ul>	<ul style="list-style-type: none"> <li>• Health Office Documentation</li> <li>• Communication documentation</li> <li>• School nurse documentation</li> <li>• Pre/post observation conference</li> </ul>	<p>Meets level 3</p> <p>Also, develops departmental policies, procedures or professional activities to protect the healthcare consumer's autonomy, dignity, rights, values, and beliefs for delivery of care</p>	<p>Consistently integrates the <i>Code of Ethics for Nurses with Interpretive Statements (ANA, 2015a)</i> and the <i>Code of Ethics for School Nurses (NASN, 2016b)</i> to guide nursing practice and articulate the moral foundation of school nursing</p>	<p>Minimally integrates the <i>Code of Ethics for Nurses with Interpretive Statements (ANA, 2015a)</i> and the <i>Code of Ethics for School Nurses (NASN, 2016b)</i> to guide nursing practice and articulate the moral foundation of school nursing</p>	<p>Rarely or never integrates the <i>Code of Ethics for Nurses with Interpretive Statements (ANA, 2015a)</i> and the <i>Code of Ethics for School Nurses (NASN, 2016b)</i> to guide nursing practice and articulate the moral foundation of school nursing</p>

STANDARD 10: ETHICS, CULTURAL CONGRUENT PRACTICE, AND LEADERSHIP						
The school nurse practices ethically and in a manner that is congruent with cultural diversity and inclusion principles, demonstrating leadership in the professional setting and the profession						
Indicators			Performance Levels			
What School Nurses Need to Demonstrate	Mandatory Evidence Sources	Confirmatory Evidence Sources	Level 4	Level 3	Level 2	Level 1
<p><b>Indicator 2</b> Demonstrates respect, equality, and empathy in actions and interactions with all students, families, and the school community</p> <p><b>National Standards</b> ANA/NASN Code of Ethics IDEIA Section 504 Transitioning Planning for Students with Chronic Health Conditions (NASN Position Statement) The Role of the 21st Century School Nurse (NASN Position Statement) Mental Health of Students (NASN Position Statement) Section 504 and Individuals with Disabilities Education Improvement Act The Role of the School Nurse (NASN Position Statement) Whole School, Whole Community, Whole Child: Implications for 21st Century School Nurses (NASN Position Statement, June 2017)</p>	<ul style="list-style-type: none"> <li>• Direct evaluator observation AND one confirmatory source</li> <li>• Or two confirmatory sources</li> </ul>	<ul style="list-style-type: none"> <li>• Communication documentation</li> <li>• Documentation of Re- entry plans/return to school plan</li> <li>• Documentation/ Participation in Manifestation determinations</li> <li>• 504 plan documentation</li> <li>• IEP documentation</li> <li>• Health Office Documentation</li> <li>• Pre/post observation conference</li> </ul>	<p>Meets level 3</p> <p>Also, promotes shared decision-making solutions in planning and evaluation processes when the student and family cultural preferences and norms may create incompatibility with evidenced-based practice</p>	<p>Consistently demonstrates respect, equality, and empathy in actions and interactions with all students, families, and the school community</p>	<p>Minimally demonstrates respect, equality, and empathy in actions and interactions with all students, families, and the school community</p>	<p>Rarely or never demonstrates respect, equality, and empathy in actions and interactions with all students, families, and the school community</p>

STANDARD 10: ETHICS, CULTURAL CONGRUENT PRACTICE, AND LEADERSHIP						
The school nurse practices ethically and in a manner that is congruent with cultural diversity and inclusion principles, demonstrating leadership in the professional setting and the profession						
Indicators			Performance Levels			
What School Nurses Need to Demonstrate	Mandatory Evidence Sources	Confirmatory Evidence Sources	Level 4	Level 3	Level 2	Level 1
<p><b>Indicator 3</b> Serves in key roles in the school and work settings by participating on committees, councils, and administrative teams at all levels</p> <p><b>National Standards</b> Role of the 21st Century Nurse (NASN Position Statement) Whole School, Whole Community, Whole Child: Implications for 21st Century School Nurses (NASN Position Statement, June 2017)</p>	<ul style="list-style-type: none"> <li>• Direct evaluator observation AND one confirmatory source</li> <li>• Or two confirmatory sources</li> </ul>	<ul style="list-style-type: none"> <li>• Documentation of participation on committees related to school nursing</li> <li>• List of committee involvement</li> <li>• Committee notes</li> <li>• Committee Project outcomes</li> <li>• Pre/post observation conference</li> </ul>	<p>Meets level 3</p> <p>Also, serves in formal leadership roles in departmental, local, state, or national committees</p>	<p>Consistently serves in key roles in the school and work settings by participating on committees, councils, and administrative teams at all levels</p>	<p>Minimally serves in key roles in the school and work settings by participating on committees, councils, and administrative teams at all levels</p>	<p>Rarely or never serves in key roles in the school and work settings by participating on committees, councils, and administrative teams at all levels</p>

STANDARD 10: ETHICS, CULTURAL CONGRUENT PRACTICE, AND LEADERSHIP						
The school nurse practices ethically and in a manner that is congruent with cultural diversity and inclusion principles, demonstrating leadership in the professional setting and the profession						
Indicators			Performance Levels			
What School Nurses Need to Demonstrate	Mandatory Evidence Sources	Confirmatory Evidence Sources	Level 4	Level 3	Level 2	Level 1
<p><b>Indicator 4</b> Engages in teamwork as a team player and team builder</p> <p><b>National Standards</b> NRS 392420 NRS 391292 Transition Planning for Students with Chronic Health Conditions (NASN Position Statement) The Role of the 21st Century School Nurse (NASN Position Statement) Section 504 and Individuals with Disabilities Education Improvement Act- The Role of the School Nurse (NASN Position Statement) Individualized Healthcare Plans: The Role of the School Nurse (NASN Position Statement) Whole School, Whole Community, Whole Child: Implications for 21st Century School Nurses (NASN Position Statement, June 2017)</p>	<ul style="list-style-type: none"> <li>• Direct evaluator observation AND one confirmatory source</li> <li>• Or two confirmatory sources</li> </ul>	<ul style="list-style-type: none"> <li>• Communication documentation</li> <li>• Health Office documentation</li> <li>• 504 plans/ IEP</li> <li>• Emergency Plans</li> <li>• Team schedules/meetings</li> <li>• Pre/post observation conference</li> </ul>	<p>Meets level 3</p> <p>Also, mentors colleagues for the advancement of nursing practice, the profession, and quality healthcare</p>	<p>Consistently engages in teamwork as a team player and team builder</p>	<p>Minimally engages in teamwork as a team player and team builder</p>	<p>Rarely or never engages in teamwork as a team player and team builder</p>