

## SCHOOL NURSE PROFESSIONAL PRACTICE STANDARDS AND INDICATORS

<b>STANDARD 1</b> The School Nurse demonstrates specialized knowledge, skills, decision making, and evidence-based practice to provide the best possible nursing care with the best possible outcomes	<b>STANDARD 2</b> The School Nurse utilizes a critical thinking process of assessment, diagnosis, planning, implementation, and evaluation to improve student outcomes, foster self-management and family support, reduce barriers to learning, and improve healthcare coordination	<b>STANDARD 3</b> The School Nurse serves in key roles to lead in the development of school health policies, procedures, and programs for the provision of health services	<b>STANDARD 4</b> The School Nurse engages in a continuous and systematic process that leads to measurable improvements and outcomes, helping to change practice and build a critical evidence base for school nursing practice	<b>STANDARD 5</b> The School Nurse employs strategies to promote health and a safe environment in a manner that is congruent with cultural diversity and inclusion; practices in an environmentally safe and healthy manner
<b>Indicator 1</b> Demonstrates competence in the assessment, diagnosis and treatment of health problems in accordance with Nevada Revised Statutes and district/department policies, and provides appropriately prescribed interventions and standard of care for students, utilizing sound judgment, decision-making, and critical thinking skills	<b>Indicator 1</b> Delegates in accordance with the Nevada Nurse Practice Act, the School Nurse Regulation and Advisory Opinion, NASN Principles of Practice and the National Council of State Boards of Nursing (NCSBN) National Guidelines for Nursing Delegation and utilizes existing training materials to assure the safe administration of medication and other delegated tasks	<b>Indicator 1</b> Partners with the student, family, and key stakeholders to advocate for and effect change, leading to positive outcomes, quality care, and expanding access to services	<b>Indicator 1</b> Identifies problems and barriers that occur in day-to-day nursing work routines to correct process inefficiencies and incorporates evidence-based practice for continuous quality improvement	<b>Indicator 1</b> 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
<b>Indicator 2</b> Ensures that nursing practice is in compliance with the Nevada Nurse Practice Act and is consistent with regulatory requirements pertaining to licensure, relevant statutes, rules, and regulations, including the American Nurses Association (ANA) Code of Ethics for Nurses with Interpretive Statements, The National Association of School Nurses (NASN) Code of Ethics for School Nurses, HIPAA and FERPA	<b>Indicator 2</b> Manages the care of students by coordinating health services and collaborating and communicating with other stakeholders in the provision of health services at school to reduce barriers to learning; and develops, implements, evaluates, and revises the individualized healthcare plan for each student with special needs	<b>Indicator 2</b> Complies with policies and documentation standards for healthcare reimbursement systems	<b>Indicator 2</b> Engages in self-reflection and self-evaluation of nursing practice; identifying areas of strength as well as areas in which professional growth would be beneficial. Takes action to achieve goals identified during the evaluation process	<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; implements mandated health programs in accordance with Nevada Revised Statutes and district/department policies
<b>Indicator 3</b> Demonstrates knowledge of and compliance in practice with nursing department policies/procedures and expectations and current school district regulations, policies, procedures	<b>Indicator 3</b> Responds to health issues by providing counseling and crisis intervention when required in such areas as teen pregnancy, substance abuse, bullying, death of family members, suicide and child neglect or abuse; and provides self-advocacy strategies to students	<b>Indicator 3</b> Serves in key roles in the school and work settings by participating on committees, councils, and teams at all levels	<b>Indicator 3</b> Provides critical review of barriers within the school organization and makes recommendations to improve the delivery of school health services	<b>Indicator 3</b> Manages disease surveillance and immunization compliance in accordance with Nevada Revised Statutes and district/department policies
<b>Indicator 4</b> Interprets the diagnoses or health issues to the student, family, or appropriate school staff and individualizes accommodations to address educational implications	<b>Indicator 4</b> Follows Licensed Healthcare Provider orders and complies with department standards, including but not limited to medication/procedure administration and treatments, diabetic care, and all standards of care for students in the school community	<b>Indicator 4</b> Attends faculty and other school/department related activities including on-line education, workshops, in-services, and conferences to promote commitment to life-long learning and education of self and others	<b>Indicator 4</b> Documents consistently in adherence of current department policies/procedures and systematically monitors documentation by unlicensed assistive personnel and other licensed staff	<b>Indicator 4</b> Coordinates development and implementation of the emergency action plan and disaster preparedness plans

## SCHOOL NURSE PROFESSIONAL PRACTICE STANDARDS AND INDICATORS

### STANDARD 1: STANDARDS OF PRACTICE

**The School Nurse demonstrates specialized knowledge, skills, decision making, and evidence-based practice to provide the best possible nursing care with the best possible outcomes**

Indicators				Performance Levels			
What School Nurses Need to Demonstrate	National Standards/State Statutes	Mandatory Evidence Sources	Confirmatory Evidence Sources	Level 4	Level 3	Level 2	Level 1
<p><b>Indicator 1</b></p> <p>Demonstrates competence in the assessment, diagnosis and treatment of health problems in accordance with Nevada Revised Statutes and district/department policies, and provides appropriately prescribed interventions and standard of care for students, utilizing sound judgment, decision-making, and critical thinking skills</p>	<ul style="list-style-type: none"> <li>•NRS 391.292</li> <li>•NRS 632.018</li> <li>•NRS 392.420</li> <li>•NAC 388.365</li> <li>•Nevada State Board of Nursing (NSBN) School Nurse Regulation and Advisory Opinion</li> <li>•Framework for 21st Century School Nursing Practice (National Association of School Nurses (NASN))</li> <li>• School Nursing: Scope and Standards of Practice (ANA &amp; NASN)</li> </ul>	<ul style="list-style-type: none"> <li>•Compliance with Nevada Nurse Practice Act and Nevada State Board of Nursing Rules and Regulations</li> <li><b>AND EITHER</b></li> <li>•Direct evaluator observation</li> <li><b>OR</b></li> <li>•One confirmatory source</li> </ul>	<ul style="list-style-type: none"> <li>•Electronic Medical Record/Health Office Documentation</li> <li>• Health assessment</li> <li>•Mandatory State screening</li> <li>•Pre/post conference</li> </ul>	<p>Meets level 3</p> <p>And also provides instruction to nursing staff in maintaining competency in the assessment and diagnostic process and appropriate prescribed interventions or guides others to attain level 3 competency</p>	<p>Consistently demonstrates competence in the assessment, diagnosis and treatment of health problems in accordance with Nevada Revised Statutes and district/department policies, and provides appropriately prescribed interventions and standard of care for students, utilizing sound judgment, decision-making, and critical thinking skills</p>	<p>Minimally demonstrates competence in the assessment, diagnosis and treatment of health problems in accordance with Nevada Revised Statutes and district/department policies, and provides appropriately prescribed interventions and standard of care for students, utilizing sound judgment, decision-making, and critical thinking skills</p>	<p>Rarely or never demonstrates competence in the assessment, diagnosis and treatment of health problems in accordance with Nevada Revised Statutes and district/department policies, and provides appropriately prescribed interventions and standard of care for students, utilizing sound judgment, decision-making, and critical thinking skills</p>

**SCHOOL NURSE PROFESSIONAL PRACTICE STANDARDS AND INDICATORS**

Indicators				Performance Levels			
What School Nurses Need to Demonstrate	National Standards/State Statutes	Mandatory Evidence Sources	Confirmatory Evidence Sources	Level 4	Level 3	Level 2	Level 1
<p><b>Indicator 2</b></p> <p>Ensures that nursing practice is in compliance with the Nevada Nurse Practice Act and is consistent with regulatory requirements pertaining to licensure, relevant statutes, rules, and regulations, including the American Nurses Association (ANA) Code of Ethics for Nurses with Interpretive Statements, The National Association of School Nurses (NASN) Code of Ethics for School Nurses, HIPAA and FERPA</p>	<ul style="list-style-type: none"> <li>•NRS 391.292</li> <li>•NRS 632.018</li> <li>•Nevada Nurse Practice Act</li> <li>•Nevada State Board of Nursing (NSBN) School Nurse Regulation and Advisory Opinion</li> <li>•Framework for 21st Century School Nursing Practice (National Association of School Nurses (NASN))</li> <li>• School Nursing: Scope and Standards of Practice (ANA &amp; NASN)</li> <li>• ANA Code of Ethics for Nurses with Interpretive Statements</li> <li>•NASN Code of Ethics for School Nurses</li> <li>•Health Insurance Portability and Accountability Act (HIPAA)</li> <li>•Family Educational Rights and Privacy Act (FERPA)</li> </ul>	<ul style="list-style-type: none"> <li>•Compliance with Nevada Nurse Practice Act and Nevada State Board of Nursing Rules and Regulations</li> </ul> <p><b>AND EITHER</b></p> <ul style="list-style-type: none"> <li>•Direct evaluator observation</li> </ul> <p><b>OR</b></p> <ul style="list-style-type: none"> <li>•One confirmatory source</li> </ul>	<ul style="list-style-type: none"> <li>•Electronic Medical Record/Health Office Documentation</li> <li>•Communication documentation</li> <li>•Pre/post conference</li> </ul>	<p>Meets level 3</p> <p>And also provides training regarding regulatory requirements pertaining to licensure, relevant statutes, rules/regulations or guides others to attain level 3 competency</p>	<p>Consistently ensures that nursing practice is in compliance with the Nevada Nurse Practice Act and is consistent with regulatory requirements pertaining to licensure, relevant statutes, rules, and regulations, including the American Nurses Association (ANA) Code of Ethics for Nurses with Interpretive Statements, the National Association of School Nurses (NASN) Code of Ethics for School Nurses, HIPAA and FERPA</p>	<p>Minimally ensures that nursing practice is in compliance with the Nevada Nurse Practice Act and is consistent with regulatory requirements pertaining to licensure, relevant statutes, rules, and regulations, including the American Nurses Association (ANA) Code of Ethics for Nurses with Interpretive Statements, the National Association of School Nurses (NASN) Code of Ethics for School Nurses, HIPAA and FERPA</p>	<p>Rarely or never ensures that nursing practice is in compliance with the Nevada Nurse Practice Act and is consistent with regulatory requirements pertaining to licensure, relevant statutes, rules, and regulations, including the American Nurses Association (ANA) Code of Ethics for Nurses with Interpretive Statements, the National Association of School Nurses (NASN) Code of Ethics for School Nurses, HIPAA and FERPA</p>

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Indicators				Performance Levels			
What School Nurses Need to Demonstrate	National Standards/State Statutes	Mandatory Evidence Sources	Confirmatory Evidence Sources	Level 4	Level 3	Level 2	Level 1
<p><b>Indicator 3</b></p> <p>Demonstrates knowledge of and compliance in practice with nursing department policies/procedures and expectations and current school district regulations, policies, procedures</p>	<ul style="list-style-type: none"> <li>•NRS 391.292</li> <li>•NRS 632.018</li> <li>•NAC 632.226</li> <li>•Nevada State Board of Nursing (NSBN) School Nurse Regulation and Advisory Opinion</li> <li>•Framework for 21st Century School Nursing Practice (National Association of School Nurses (NASN))</li> <li>• School Nursing: Scope and Standards of Practice (ANA &amp; NASN)</li> </ul>	<ul style="list-style-type: none"> <li>•Compliance with Nevada Nurse Practice Act and Nevada State Board of Nursing Rules and Regulations</li> <li><b>AND EITHER</b></li> <li>•Direct evaluator observation</li> <li><b>OR</b></li> <li>•One confirmatory source</li> </ul>	<ul style="list-style-type: none"> <li>•Electronic Medical Record/Health Office Documentation</li> <li>•Compliance with Department Expectations</li> <li>•School Nurse documentation for adherence of current district/department policies and procedures</li> <li>•Pre/post conference</li> </ul>	<p>Meets level 3</p> <p>And also at a department level, participates in the development and implementation of written policies and procedures or guides others to attain Level 3 competency</p>	<p>Consistently demonstrates knowledge of and compliance in practice with nursing department policies/procedures and expectations and current district regulations, policies, procedures</p>	<p>Minimally demonstrates knowledge of and compliance in practice with nursing department policies/procedures and expectations and current district regulations, policies, procedures</p>	<p>Rarely or never demonstrates knowledge of and compliance in practice with nursing department policies/procedures and expectations and current district regulations, policies, procedures</p>
<p><b>Indicator 4</b></p> <p>Interprets the diagnoses or health issues to the student, family, or appropriate school staff and individualizes accommodations to address educational implications</p>	<ul style="list-style-type: none"> <li>•NRS 391.292</li> <li>•NRS 632.018</li> <li>•NAC 632.226</li> <li>•Nevada State Board of Nursing (NSBN) School Nurse Regulation and Advisory Opinion</li> <li>•Framework for 21st Century School Nursing Practice (National Association of School Nurses (NASN))</li> <li>• School Nursing: Scope and Standards of Practice (ANA &amp; NASN)</li> </ul>	<ul style="list-style-type: none"> <li>•Compliance with Nevada Nurse Practice Act and Nevada State Board of Nursing Rules and Regulations</li> <li><b>AND EITHER</b></li> <li>•Direct evaluator observation</li> <li><b>OR</b></li> <li>•One confirmatory source</li> </ul>	<ul style="list-style-type: none"> <li>•Electronic Medical Record/Health Office Documentation</li> <li>•Multidisciplinary Team Notes</li> <li>•Communication documentation</li> <li>•Pre/post conference</li> </ul>	<p>Meets level 3</p> <p>And also provides training/guidance regarding the interpretation of diagnoses or health issues and appropriate accommodations or guides others to attain Level 3 competency</p>	<p>Consistently interprets the diagnoses or health issues to the student, family, or appropriate school staff and individualizes accommodations to address educational implications</p>	<p>Minimally interprets the diagnoses or health issues to the student, family, or appropriate school staff and individualizes accommodations to address educational implications</p>	<p>Rarely or never interprets the diagnoses or health issues to the student, family, or appropriate school staff and individualizes accommodations to address educational implications</p>

## SCHOOL NURSE PROFESSIONAL PRACTICE STANDARDS AND INDICATORS

### STANDARD 2: Care Coordination

**The School Nurse utilizes a critical thinking process of assessment, diagnosis, planning, implementation, and evaluation to improve student outcomes, foster self-management and family support, reduce barriers to learning, and improve healthcare coordination**

Indicators				Performance Levels			
What School Nurses Need to Demonstrate	Associated National Standards	Mandatory Evidence Sources	Confirmatory Evidence Sources	Level 4	Level 3	Level 2	Level 1
<p><b>Indicator 1</b></p> <p>Delegates in accordance with the Nevada Nurse Practice Act, the School Nurse Regulation and Advisory Opinion, NASN Principles of Practice and the National Council of State Boards of Nursing (NCSBN) National Guidelines for Nursing Delegation and utilizes existing training materials to assure the safe administration of medication and other delegated tasks</p>	<ul style="list-style-type: none"> <li>•NRS 391.292</li> <li>•NRS 632.018</li> <li>•NAC 632.226</li> <li>•NAC 632.220</li> <li>•NAC 632.222</li> <li>•NAC 388.225</li> <li>•NRS 632.120</li> <li>•NRS 392.425</li> <li>•Nevada State Board of Nursing (NSBN) School Nurse Regulation and Advisory Opinion</li> <li>•Framework for 21st Century School Nursing Practice (National Association of School Nurses (NASN))</li> <li>• School Nursing: Scope and Standards of Practice (ANA &amp; NASN)</li> </ul>	<ul style="list-style-type: none"> <li>•Compliance with Nevada Nurse Practice Act and Nevada State Board of Nursing Rules and Regulations</li> <li><b>AND EITHER</b></li> <li>•Direct evaluator observation</li> <li><b>OR</b></li> <li>•One confirmatory source</li> </ul>	<ul style="list-style-type: none"> <li>•Electronic Medical Record/Health Office Documentation</li> <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>And also participates in the development of departmentally-approved training materials to assure appropriate delegation of care or guides others to attain Level 3 competency</p>	<p>Consistently delegates in accordance with the Nevada Nurse Practice Act, the School Nurse Regulation and Advisory Opinion, NASN Principles of Practice and the National Council of State Boards of Nursing (NCSBN) National Guidelines for Nursing Delegation and utilizes existing training materials to assure the safe administration of medication and other delegated tasks</p>	<p>Minimally delegates in accordance with the Nevada Nurse Practice Act, the School Nurse Regulation and Advisory Opinion, NASN Principles of Practice and the National Council of State Boards of Nursing (NCSBN) National Guidelines for Nursing Delegation and utilizes existing training materials to assure the safe administration of medication and other delegated tasks</p>	<p>Rarely or never delegates in accordance with the Nevada Nurse Practice Act, the School Nurse Regulation and Advisory Opinion, NASN Principles of Practice and the National Council of State Boards of Nursing (NCSBN) National Guidelines for Nursing Delegation and utilizes existing training materials to assure the safe administration of medication and other delegated tasks</p>

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Indicators				Performance Levels			
What School Nurses Need to Demonstrate	Associated National Standards	Mandatory Evidence Sources	Confirmatory Evidence Sources	Level 4	Level 3	Level 2	Level 1
<p><b>Indicator 2</b></p> <p>Manages the care of students by coordinating health services and collaborating and communicating with other stakeholders in the provision of health services at school to reduce barriers to learning; and develops, implements, evaluates, and revises the individualized healthcare plan for each student with special needs</p>	<ul style="list-style-type: none"> <li>•NRS 632.018</li> <li>•NRS 392.420</li> <li>•NRS 391.292</li> <li>•NRS 392.425</li> <li>•NRS 392.435</li> <li>•NRS 392.437</li> <li>•Nevada State Board of Nursing (NSBN) School Nurse Regulation and Advisory Opinion</li> <li>•Framework for 21st Century School Nursing Practice (National Association of School Nurses (NASN))</li> <li>• School Nursing: Scope and Standards of Practice (ANA &amp; NASN)</li> <li>•IDEIA Section 504 and Individuals with Disabilities Education Improvement Act</li> </ul>	<ul style="list-style-type: none"> <li>•Compliance with Nevada Nurse Practice Act and Nevada State Board of Nursing Rules and Regulations</li> <li><b>AND EITHER</b></li> <li>•Direct evaluator observation</li> <li><b>OR</b></li> <li>•One confirmatory source</li> </ul>	<ul style="list-style-type: none"> <li>•Electronic Medical Record/Health Office Documentation</li> <li>•Communication documentation</li> <li>•School Nurse Referral Documentation</li> <li>•Individualized healthcare plans</li> <li>•IEP present levels &amp; accommodations</li> <li>•504 plans</li> <li>•Pre/post conference</li> </ul>	<p>Meets level 3</p> <p>And also develops a consistent school, department, or district-wide approach to the planning for the student and school community health needs or guides others to attain Level 3 competency</p>	<p>Consistently manages the care of students by coordinating health services and collaborating and communicating with other stakeholders in the provision of health services at school to reduce barriers to learning; and develops, implements, evaluates, and revises the individualized healthcare plan for each student with special needs</p>	<p>Minimally manages the care of students by coordinating health services and collaborating and communicating with other stakeholders in the provision of health services at school to reduce barriers to learning; and develops, implements, evaluates, and revises the individualized healthcare plan for each student with special needs</p>	<p>Rarely or never manages the care of students by coordinating health services and collaborating and communicating with other stakeholders in the provision of health services at school to reduce barriers to learning; and develops, implements, evaluates, and revises the individualized healthcare plan for each student with special needs</p>
<p><b>Indicator 3</b></p> <p>Responds to health issues by providing counseling and crisis intervention when required in such areas as teen pregnancy, substance abuse, bullying, death of family members, suicide and child neglect or abuse; and provides self-advocacy strategies to students</p>	<ul style="list-style-type: none"> <li>•NRS 392.420</li> <li>•NRS 391.292</li> <li>•NRS 432.b220</li> <li>•NRS 388.132</li> <li>•NRS 632.018</li> <li>•Nevada State Board of Nursing (NSBN) School Nurse Regulation and Advisory Opinion</li> <li>•Framework for 21st Century School Nursing Practice (National Association of School Nurses (NASN))</li> <li>• School Nursing: Scope and Standards of Practice (ANA &amp; NASN)</li> </ul>	<ul style="list-style-type: none"> <li>•Compliance with Nevada Nurse Practice Act and Nevada State Board of Nursing Rules and Regulations</li> <li><b>AND EITHER</b></li> <li>•Direct evaluator observation</li> <li><b>OR</b></li> <li>•One confirmatory source</li> </ul>	<ul style="list-style-type: none"> <li>•Electronic Medical Record/Health Office Documentation</li> <li>•Referral documentation</li> <li>•Communication documentation</li> <li>•Pre/post conference</li> </ul>	<p>Meets level 3</p> <p>And also coordinates with the school team to address counseling or crisis intervention needs within the school setting or guides others to attain Level 3 competency</p>	<p>Consistently responds to health issues by providing counseling and crisis intervention when required in such areas as teen pregnancy, substance abuse, bullying, death of family members, suicide and child neglect or abuse; and provides self-advocacy strategies to students</p>	<p>Minimally responds to health issues by providing counseling and crisis intervention when required in such areas as teen pregnancy, substance abuse, bullying, death of family members, suicide and child neglect or abuse; and provides self-advocacy strategies to students</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, bullying, death of family members, suicide and child neglect or abuse; and provides self-advocacy strategies to students</p>

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Indicators				Performance Levels			
What School Nurses Need to Demonstrate	Associated National Standards	Mandatory Evidence Sources	Confirmatory Evidence Sources	Level 4	Level 3	Level 2	Level 1
<p><b>Indicator 4</b></p> <p>Follows Licensed Healthcare Provider orders and complies with department standards, including but not limited to medication/procedure administration and treatments, diabetic care, and all standards of care for students in the school community</p>	<ul style="list-style-type: none"> <li>•NRS 392.420</li> <li>•NRS 391.292</li> <li>•NAC 632.220</li> <li>•NRS 632.120</li> <li>•NRS 392.425</li> <li>•NRS 632.018</li> <li>•Nevada State Board of Nursing (NSBN) School Nurse Regulation and Advisory Opinion</li> <li>•Framework for 21st Century School Nursing Practice (National Association of School Nurses (NASN))</li> <li>• School Nursing: Scope and Standards of Practice (ANA &amp; NASN)</li> </ul>	<ul style="list-style-type: none"> <li>•Compliance with Nevada Nurse Practice Act and Nevada State Board of Nursing Rules and Regulations</li> <li><b>AND EITHER</b></li> <li>•Direct evaluator observation</li> <li><b>OR</b></li> <li>•One confirmatory source</li> </ul>	<ul style="list-style-type: none"> <li>•Electronic Medical Record/Health Office Documentation</li> <li>•Individualized Healthcare plans</li> <li>•Pre/post conference</li> </ul>	<p>Meets level 3</p> <p>And also at the department level, participates in the development and implementation of written policies and procedures for clinical services or guides others to attain Level 3 competency</p>	<p>Consistently follows Licensed Healthcare Provider orders and complies with department standards, including but not limited to medication/procedure administration and treatments, diabetic care, and all standards of care for students in the school community</p>	<p>Minimally follows Licensed Healthcare Provider orders and complies with department standards, including but not limited to medication/procedure administration and treatments, diabetic care, and all standards of care for students in the school community</p>	<p>Rarely or never follows Licensed Healthcare Provider orders and complies with department standards, including but not limited to medication/procedure administration and treatments, diabetic care, and all standards of care for students in the school community</p>

**SCHOOL NURSE PROFESSIONAL PRACTICE STANDARDS AND INDICATORS**

STANDARD 3: Leadership							
The School Nurse serves in key roles to lead in the development of school health policies, procedures, and programs for the provision of health services							
Indicators				Performance Levels			
What School Nurses Need to Demonstrate	Associated National Standards	Mandatory Evidence Sources	Confirmatory Evidence Sources	Level 4	Level 3	Level 2	Level 1
<p><b>Indicator 1</b></p> <p>Partners with the student, family, and key stakeholders to advocate for and effect change, leading to positive outcomes, quality care, and expanding access to services</p>	<ul style="list-style-type: none"> <li>•NRS 392.420</li> <li>•NRS 391.292</li> <li>•NRS 632.018</li> <li>•Nevada State Board of Nursing (NSBN) School Nurse Regulation and Advisory Opinion</li> <li>•Framework for 21st Century School Nursing Practice (National Association of School Nurses (NASN))</li> <li>• School Nursing: Scope and Standards of Practice (ANA &amp; NASN)</li> </ul>	<ul style="list-style-type: none"> <li>•Compliance with Nevada Nurse Practice Act and Nevada State Board of Nursing Rules and Regulations</li> <li><b>AND EITHER</b></li> <li>•Direct evaluator observation</li> <li><b>OR</b></li> <li>•One confirmatory source</li> </ul>	<ul style="list-style-type: none"> <li>•Electronic Medical Record/Health Office Documentation</li> <li>•Referral Documentation</li> <li>•Individualized Educational Plans</li> <li>•504 plans</li> <li>•Pre/post conference</li> </ul>	<p>Meets level 3</p> <p>And also frequently demonstrates a leadership role, collaborating with school staff and community/medical resources to promote an optimal level of health and academic success or guides others to attain Level 3 competency</p>	<p>Consistently partners with the student, family, and key stakeholders to advocate for and effect change, leading to positive outcomes, quality care, and expanding access to services</p>	<p>Minimally partners with the student, family, and key stakeholders to advocate for and effect change, leading to positive outcomes, quality care, and expanding access to services</p>	<p>Rarely or never partners with the student, family, and key stakeholders to advocate for and effect change, leading to positive outcomes, quality care, and expanding access to services</p>
<p><b>Indicator 2</b></p> <p>Complies with policies and documentation standards for healthcare reimbursement systems</p>	<ul style="list-style-type: none"> <li>•NRS 391.292</li> <li>•NRS 632.018</li> <li>•NRS 392.420</li> <li>•Nevada State Board of Nursing (NSBN) School Nurse Regulation and Advisory Opinion</li> <li>•Framework for 21st Century School Nursing Practice (National Association of School Nurses (NASN))</li> <li>• School Nursing: Scope and Standards of Practice (ANA &amp; NASN)</li> <li>•State of Nevada Medicaid Billing</li> </ul>	<ul style="list-style-type: none"> <li>•Compliance with Nevada Nurse Practice Act and Nevada State Board of Nursing Rules and Regulations</li> <li><b>AND EITHER</b></li> <li>•Direct evaluator observation</li> <li><b>OR</b></li> <li>•One confirmatory source</li> </ul>	<ul style="list-style-type: none"> <li>•Electronic Medical Record/Health Office Documentation</li> <li>•Medicaid Billing Documentation</li> <li>•Pre/post conference</li> </ul>	<p>Meets level 3</p> <p>And also trains and/or reviews documentation standards for the electronic medical record/billing system or guides others to attain Level 3 competency</p>	<p>Consistently complies with policies and documentation standards for healthcare reimbursement systems</p>	<p>Minimally complies with policies and documentation standards for healthcare reimbursement systems</p>	<p>Rarely or never complies with policies and documentation standards for healthcare reimbursement systems</p>

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Indicators				Performance Levels			
What School Nurses Need to Demonstrate	Associated National Standards	Mandatory Evidence Sources	Confirmatory Evidence Sources	Level 4	Level 3	Level 2	Level 1
<p><b>Indicator 3</b></p> <p>Serves in key roles in the school and work settings by participating on committees, councils, and teams at all levels</p>	<ul style="list-style-type: none"> <li>•NRS 391.292</li> <li>•NRS 632.018</li> <li>•Nevada State Board of Nursing (NSBN) School Nurse Regulation and Advisory Opinion</li> <li>•Framework for 21st Century School Nursing Practice (National Association of School Nurses (NASN))</li> <li>• School Nursing: Scope and Standards of Practice (ANA &amp; NASN)</li> </ul>	<ul style="list-style-type: none"> <li>•Compliance with Nevada Nurse Practice Act and Nevada State Board of Nursing Rules and Regulations</li> <li><b>AND EITHER</b></li> <li>•Direct evaluator observation</li> <li><b>OR</b></li> <li>•One confirmatory source</li> </ul>	<ul style="list-style-type: none"> <li>•Electronic Medical Record/Health Office Documentation</li> <li>•Documentation of participation on committees related to school nursing</li> <li>•Committee Project</li> <li>•Pre/post observation conference</li> </ul>	<p>Meets level 3</p> <p>And also serves in formal leadership roles in the department, school-site, district, local, state or national committees</p>	<p>Consistently serves in key roles in the school and work settings by participating on committees, councils, and teams at all levels</p>	<p>Minimally serves in key roles in the school and work settings by participating on committees, councils, and 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 teams at all levels</p>
<p><b>Indicator 4</b></p> <p>Attends faculty and other school/department related activities including on-line education, workshops, in-services, and conferences to promote commitment to life-long learning and education of self and others</p>	<ul style="list-style-type: none"> <li>•NRS 391.292</li> <li>•NRS 632.343</li> <li>•NRS 632.018</li> <li>•Nevada State Board of Nursing (NSBN) School Nurse Regulation and Advisory Opinion</li> <li>•Framework for 21st Century School Nursing Practice (National Association of School Nurses (NASN))</li> <li>• School Nursing: Scope and Standards of Practice (ANA &amp; NASN)</li> </ul>	<ul style="list-style-type: none"> <li>•Compliance with Nevada Nurse Practice Act and Nevada State Board of Nursing Rules and Regulations</li> <li><b>AND EITHER</b></li> <li>•Direct evaluator observation</li> <li><b>OR</b></li> <li>•One confirmatory source</li> </ul>	<ul style="list-style-type: none"> <li>•Continuing education verification</li> <li>•Skills training records</li> <li>•Pre/post conference</li> </ul>	<p>Meets level 3</p> <p>And also designs, develops, or provides educational activities/information related to professional issues for peers and the school community</p>	<p>Consistently attends faculty and other school/department related activities including on-line education, workshops, in-services, and conferences to promote commitment to life-long learning and education of self and others</p>	<p>Minimally attends faculty and other school/department related activities including on-line education, workshops, in-services, and conferences to promote commitment to life-long learning and education of self and others</p>	<p>Rarely or never attends faculty and other school/department related activities including on-line education, workshops, in-services, and conferences to promote commitment to life-long learning and education of self and others</p>

## SCHOOL NURSE PROFESSIONAL PRACTICE STANDARDS AND INDICATORS

### STANDARD 4: Quality Improvement

**The School Nurse engages in a continuous and systematic process that leads to measurable improvements and outcomes, helping to change practice and build a critical evidence base for school nursing practice**

Indicators				Performance Levels			
What School Nurses Need to Demonstrate	Associated National Standards	Mandatory Evidence Sources	Confirmatory Evidence Sources	Level 4	Level 3	Level 2	Level 1
<p><b>Indicator 1</b></p> <p>Identifies problems and barriers that occur in day-to-day nursing work routines to correct process inefficiencies and incorporates evidence-based practice for continuous quality improvement</p>	<ul style="list-style-type: none"> <li>•NRS 391.292</li> <li>•NRS 632.018</li> <li>•Nevada State Board of Nursing (NSBN) School Nurse Regulation and Advisory Opinion</li> <li>•Framework for 21st Century School Nursing Practice (National Association of School Nurses (NASN))</li> <li>• School Nursing: Scope and Standards of Practice (ANA &amp; NASN)</li> </ul>	<ul style="list-style-type: none"> <li>•Compliance with Nevada Nurse Practice Act and Nevada State Board of Nursing Rules and Regulations</li> <li><b>AND EITHER</b></li> <li>•Direct evaluator observation</li> <li><b>OR</b></li> <li>•One confirmatory source</li> </ul>	<ul style="list-style-type: none"> <li>•Electronic Medical Record/Health Office Documentation</li> <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>And also engages in the evaluation and/or revision of current policies, procedures, and guidelines to improve delivery of service or guides others to attain Level 3 competency</p>	<p>Consistently identifies problems and barriers that occur in day-to-day nursing work routines to correct process inefficiencies and incorporates evidence-based practice for continuous quality improvement</p>	<p>Minimally identifies problems and barriers that occur in day-to-day nursing work routines to correct process inefficiencies and incorporates evidence-based practice for continuous quality improvement</p>	<p>Rarely or never identifies problems and barriers that occur in day-to-day nursing work routines to correct process inefficiencies and incorporates evidence-based practice for continuous quality improvement</p>
<p><b>Indicator 2</b></p> <p>Engages in self-reflection and self-evaluation of nursing practice; identifying areas of strength as well as areas in which professional growth would be beneficial. Takes action to achieve goals identified during the evaluation process</p>	<ul style="list-style-type: none"> <li>•NRS 632.240</li> <li>•NRS 632.343</li> <li>•NRS 391.292</li> <li>•NRS 632.018</li> <li>•Nevada State Board of Nursing (NSBN) School Nurse Regulation and Advisory Opinion</li> <li>•Framework for 21st Century School Nursing Practice (National Association of School Nurses (NASN))</li> <li>• School Nursing: Scope and Standards of Practice (ANA &amp; NASN)</li> </ul>	<ul style="list-style-type: none"> <li>•Compliance with Nevada Nurse Practice Act and Nevada State Board of Nursing Rules and Regulations</li> <li><b>AND EITHER</b></li> <li>•Direct evaluator observation</li> <li><b>OR</b></li> <li>•One confirmatory source</li> </ul>	<ul style="list-style-type: none"> <li>•Completion of self-evaluation tool</li> <li>•Documentation of Professional Goal Setting</li> <li>•Pre/post conference</li> </ul>	<p>Meets level 3</p> <p>And also initiates and participates in peer review for the purpose of improving nursing practice</p>	<p>Consistently engages in self-reflection and self-evaluation of nursing practice; identifying areas of strength as well as areas in which professional growth would be beneficial. Takes action to achieve goals identified during the evaluation process</p>	<p>Minimally engages in self-reflection and self-evaluation of nursing practice; identifying areas of strength as well as areas in which professional growth would be beneficial. 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; identifying areas of strength as well as areas in which professional growth would be beneficial. Takes action to achieve goals identified during the evaluation process</p>

**SCHOOL NURSE PROFESSIONAL PRACTICE STANDARDS AND INDICATORS**

Indicators				Performance Levels			
What School Nurses Need to Demonstrate	Associated National Standards	Mandatory Evidence Sources	Confirmatory Evidence Sources	Level 4	Level 3	Level 2	Level 1
<p><b>Indicator 3</b></p> <p>Provides critical review of barriers within the school organization and makes recommendations to improve the delivery of school health services</p>	<ul style="list-style-type: none"> <li>•NRS 391.292</li> <li>•NRS 632.018</li> <li>•Nevada State Board of Nursing (NSBN) School Nurse Regulation and Advisory Opinion</li> <li>•Framework for 21st Century School Nursing Practice (National Association of School Nurses (NASN))</li> <li>• School Nursing: Scope and Standards of Practice (ANA &amp; NASN)</li> </ul>	<ul style="list-style-type: none"> <li>•Compliance with Nevada Nurse Practice Act and Nevada State Board of Nursing Rules and Regulations</li> <li><b>AND EITHER</b></li> <li>•Direct evaluator observation</li> <li><b>OR</b></li> <li>•One confirmatory source</li> </ul>	<ul style="list-style-type: none"> <li>•Electronic Medical Record/Health Office Documentation</li> <li>•Communication documentation</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>And demonstrates a leadership role in the integration of health services within the school community or guides others to attain Level 3 competency</p>	<p>Consistently provides critical review of barriers within the school organization and makes recommendations to improve the delivery of school health services</p>	<p>Minimally provides critical review of barriers within the school organization and makes recommendations to improve the delivery of school health services</p>	<p>Rarely or never provides critical review of barriers within the school organization and makes recommendations to improve the delivery of school health services</p>
<p><b>Indicator 4</b></p> <p>Documents consistently in adherence of current department policies/procedures and systematically monitors documentation by unlicensed assistive personnel and other licensed staff</p>	<ul style="list-style-type: none"> <li>•NRS 391.292</li> <li>•NRS 632.018</li> <li>•Nevada State Board of Nursing (NSBN) School Nurse Regulation and Advisory Opinion</li> <li>•Framework for 21st Century School Nursing Practice (National Association of School Nurses (NASN))</li> <li>• School Nursing: Scope and Standards of Practice (ANA &amp; NASN)</li> </ul>	<ul style="list-style-type: none"> <li>•Compliance with Nevada Nurse Practice Act and Nevada State Board of Nursing Rules and Regulations</li> <li><b>AND EITHER</b></li> <li>•Direct evaluator observation</li> <li><b>OR</b></li> <li>•One confirmatory source</li> </ul>	<ul style="list-style-type: none"> <li>•Electronic Medical Record/Health Office Documentation</li> <li>•Pre/post conference</li> </ul>	<p>Meets level 3</p> <p>And also designs, develops or provides training to others in standardized departmental documentation procedures or guides others to attain Level 3 competency</p>	<p>Consistently documents consistently in adherence of current department policies/procedures and systematically monitors documentation by unlicensed assistive personnel and other licensed staff</p>	<p>Minimally documents consistently in adherence of current department policies/procedures and systematically monitors documentation by unlicensed assistive personnel and other licensed staff</p>	<p>Rarely or never documents consistently in adherence of current department policies/procedures and systematically monitors documentation by unlicensed assistive personnel and other licensed staff</p>

## SCHOOL NURSE PROFESSIONAL PRACTICE STANDARDS AND INDICATORS

**STANDARD 5: Community/Public Health**  
**The School Nurse employs strategies to promote health and a safe environment in a manner that is congruent with cultural diversity and inclusion; practices in an environmentally safe and healthy manner**

Indicators				Performance Levels			
What School Nurses Need to Demonstrate	Associated National Standards	Mandatory Evidence Sources	Confirmatory Evidence Sources	Level 4	Level 3	Level 2	Level 1
<p><b>Indicator 1</b></p> <p>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>	<ul style="list-style-type: none"> <li>•NRS 391.292</li> <li>•NRS 632.018</li> <li>•Nevada State Board of Nursing (NSBN) School Nurse Regulation and Advisory Opinion</li> <li>•Framework for 21st Century School Nursing Practice (National Association of School Nurses (NASN))</li> <li>• School Nursing: Scope and Standards of Practice (ANA &amp; NASN)</li> </ul>	<ul style="list-style-type: none"> <li>•Compliance with Nevada Nurse Practice Act and Nevada State Board of Nursing Rules and Regulations</li> <li><b>AND EITHER</b></li> <li>•Direct evaluator observation</li> <li><b>OR</b></li> <li>•One confirmatory source</li> </ul>	<ul style="list-style-type: none"> <li>•Electronic Medical Record/Health Office Documentation</li> <li>•School Nurse Referral Documentation</li> <li>•Communication documentation</li> <li>•Pre/post conference</li> </ul>	<p>Meets level 3</p> <p>And also demonstrates a leadership role in addressing issues impacting the health and safety of the school environment or guides others to attain Level 3 competency</p>	<p>Consistently 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>Minimally 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>Rarely or never 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>Indicator 2</b></p> <p>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; implements mandated health programs in accordance with Nevada Revised Statutes and district/department policies</p>	<ul style="list-style-type: none"> <li>•NRS 391.292</li> <li>•NRS 392.425</li> <li>•NRS 632.018</li> <li>•Nevada State Board of Nursing (NSBN) School Nurse Regulation and Advisory Opinion</li> <li>•Framework for 21st Century School Nursing Practice (National Association of School Nurses (NASN))</li> <li>• School Nursing: Scope and Standards of Practice (ANA &amp; NASN)</li> </ul>	<ul style="list-style-type: none"> <li>•Compliance with Nevada Nurse Practice Act and Nevada State Board of Nursing Rules and Regulations</li> <li><b>AND EITHER</b></li> <li>•Direct evaluator observation</li> <li><b>OR</b></li> <li>•One confirmatory source</li> </ul>	<ul style="list-style-type: none"> <li>•Electronic Medical Record/Health Office Documentation</li> <li>•Verification of training/ skills checklist</li> <li>•Student Self-Care Teaching Documentation</li> <li>•Individual/Classroom Health Teaching Plans</li> <li>•Pre/post conference</li> </ul>	<p>Meets level 3</p> <p>And also designs or develops materials and/or conducts educational activities for the school community, appropriate to age, developmental level, learning needs, readiness to learn, and cultural values and beliefs of the target audience or guides others to attain Level 3 competency</p>	<p>Consistently 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; implements mandated health programs in accordance with Nevada Revised Statutes and district/department policies</p>	<p>Minimally 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; implements mandated health programs in accordance with Nevada Revised Statutes and district/department policies</p>	<p>Rarely or never 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; implements mandated health programs in accordance with Nevada Revised Statutes and district/department policies</p>

**SCHOOL NURSE PROFESSIONAL PRACTICE STANDARDS AND INDICATORS**

Indicators				Performance Levels			
What School Nurses Need to Demonstrate	Associated National Standards	Mandatory Evidence Sources	Confirmatory Evidence Sources	Level 4	Level 3	Level 2	Level 1
<p><b>Indicator 3</b></p> <p>Manages disease surveillance and immunization compliance in accordance with Nevada Revised Statutes and district/department policies</p>	<ul style="list-style-type: none"> <li>•NRS 391.292</li> <li>•NRS 632.018</li> <li>•NRS 392.435</li> <li>•NRS 392.437</li> <li>•NRS 392.439</li> <li>•NRS 392.446</li> <li>•Nevada State Board of Nursing (NSBN) School Nurse Regulation and Advisory Opinion</li> <li>•Framework for 21st Century School Nursing Practice (National Association of School Nurses (NASN))</li> <li>• School Nursing: Scope and Standards of Practice (ANA &amp; NASN)</li> </ul>	<ul style="list-style-type: none"> <li>•Compliance with Nevada Nurse Practice Act and Nevada State Board of Nursing Rules and Regulations</li> <li><b>AND EITHER</b></li> <li>•Direct evaluator observation</li> <li><b>OR</b></li> <li>•One confirmatory source</li> </ul>	<ul style="list-style-type: none"> <li>•Electronic Medical Record/Health Office Documentation</li> <li>•Immunization Compliance Documentation</li> <li>•Documentation of Student/Staff Health Education regarding infection control</li> <li>•Pre/post conference</li> </ul>	<p>Meets level 3</p> <p>And also designs, develops, or provides training to School Nurses or school staff regarding communicable diseases including compliance with immunization requirements or guides others to attain Level 3 competency</p>	<p>Consistently manages disease surveillance and immunization compliance in accordance with Nevada Revised Statutes and district/department policies</p>	<p>Minimally manages disease surveillance and immunization compliance in accordance with Nevada Revised Statutes and district/department policies</p>	<p>Rarely or never manages disease surveillance and immunization compliance in accordance with Nevada Revised Statutes and district/department policies</p>
<p><b>Indicator 4</b></p> <p>Coordinates development and implementation of the emergency action plan and disaster preparedness plans</p>	<ul style="list-style-type: none"> <li>•NRS 450.B620</li> <li>•NRS 388.132</li> <li>•NRS 391.292</li> <li>•NRS 632.018</li> <li>•Nevada State Board of Nursing (NSBN) School Nurse Regulation and Advisory Opinion</li> <li>•Framework for 21st Century School Nursing Practice (National Association of School Nurses (NASN))</li> <li>• School Nursing: Scope and Standards of Practice (ANA &amp; NASN)</li> </ul>	<ul style="list-style-type: none"> <li>•Compliance with Nevada Nurse Practice Act and Nevada State Board of Nursing Rules and Regulations</li> <li><b>AND EITHER</b></li> <li>•Direct evaluator observation</li> <li><b>OR</b></li> <li>•One confirmatory source</li> </ul>	<ul style="list-style-type: none"> <li>•Electronic Medical Record/Health Office Documentation</li> <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>•Documentation of CPR/AED classes taught</li> <li>•Pre/post conference</li> </ul>	<p>Meets level 3</p> <p>And also designs, develops, or provides training to site or departmental staff regarding emergency/crisis planning and implementation or guides others to attain Level 3 competency</p>	<p>Consistently coordinates development and implementation of the emergency action plan and disaster preparedness plans</p>	<p>Minimally coordinates development and implementation of the emergency action plan and disaster preparedness plans</p>	<p>Rarely or never coordinates development and implementation of the emergency action plan and disaster preparedness plans</p>