

**SANTA MARIA INDEPENDENT SCHOOL DISTRICT
CERTIFIED NURSE ASSISTANT * LICENSED VOCATIONAL NURSE APPRAISAL**

Name _____ Evaluation period _____
 Position _____ Department/campus _____
 Evaluator _____ Title _____

Rating scale:

| | | |
|----------|-----------------------|--|
| O | Outstanding | Performance significantly exceeds expectations |
| E | Exceeds expectations | Performance exceeds expectations |
| M | Meets expectations | Performance meets expectations |
| I | Improvement indicated | Performance is below expectations |
| U | Unsatisfactory | Performance does not meet expectations |

Directions: Use the following descriptors to rate each performance area. Determine the overall job performance by reviewing all ratings. Supporting comments must be given for a rating of (O) outstanding, (I) improvement indicated, or (U) unsatisfactory.

| Rating | General responsibilities and skills |
|--------|---|
| _____ | <p>Performance area: School and community relations</p> <ul style="list-style-type: none"> Participates in school and community activities Works cooperatively with others Demonstrates knowledge of district policies and procedures Participates in meetings, training, and special events Follows appropriate lines of authority Adheres to state, district, and campus policies, regulations, and procedures <p>Comments:</p> |
| _____ | <p>Performance area: Planning and organization</p> <ul style="list-style-type: none"> Sets goals with supervisor Completes tasks in a timely and accurate manner Keeps records organized, up-to-date, and accurate Disseminates information on a timely and periodic basis <p>Comments:</p> |

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|--|--|
| _____ | <p>Performance area: Communication</p> <p>Communicates in a clear, effective, and informative manner Writes and speaks in an understandable and organized manner Communicates role and program related to the district's mission and goals Promotes positive interactions with the community</p> <p>Comments:</p> |
| _____ | <p>Performance area: Job knowledge and skills</p> <p>Demonstrates knowledge of job requirements Bases recommendations and decisions on data, knowledge, and experience Provides leadership and direction for improvement in areas of responsibility Evaluates and analyzes results to determine effectiveness Uses innovations and current developments in areas of responsibility</p> <p>Comments:</p> |
| _____ | <p>Performance area: Professional growth and development</p> <p>Participates in self-evaluation Cooperatively sets goals that reflect feedback from evaluation process Seeks self-improvement ideas</p> <p>Comments:</p> |
| Specialized responsibilities and skills | |
| _____ | <p>Performance area: Prepares a safe and appropriate health-care program to identify needs for each campus assigned</p> <p>Assesses health promotion, protection, and care needs of each campus Systematically collects, compiles, and analyzes pertinent student health data Formulates goals for campus health services program based on district priorities and campus needs Prepares a plan for both problem intervention and prevention Confers regularly with campus administration to review and revise plan</p> <p>Comments:</p> |

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| | |
|--------------------------|---|
| _____ | <p>Performance area: Demonstrates ability in implementing campus health-care program to support district mission and goals</p> <p>Maintains a safe, clean, and orderly work area Develops an effective system for the acquisition, maintenance, and use of supplies and equipment for the school health facility Provides a private and comfortable environment for emergency health care and health-care counseling Effectively performs emergency first aid to meet student and staff needs Authorizes appropriate exclusion and readmission of students according to district policy Manages school health facility through effective management of students</p> <p>Comments:</p> |
| _____ | <p>Performance area: Demonstrates proficiency in nursing skills</p> <p>Organizes campus health facility to provide for efficient ongoing school health care Clearly communicates health assessments, screening results, and medical or specialist consultation reports to parents and appropriate school personnel Demonstrates skill in collecting data using a variety of appropriate methods: interviewing, screening, observing, and reviewing records Demonstrates appropriate use of crisis intervention procedures Establishes safe systems of medication administration and communicable disease containment</p> <p>Comments:</p> |
| _____ | <p>Performance area: Demonstrates health teaching skills and provides services to the school community</p> <p>Implements self-care concept into plan of campus activities Provides appropriate assistance to teachers of health education Makes health information accessible to staff, students, and parents Identifies candidates for referral to special programs</p> <p>Comments:</p> |
| _____ | <p>Performance area:</p> |
| Performance goals | |
| General comments | |
| Employee comments | |

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Overall performance rating (check one)

- Outstanding Exceeds Expectations Meets Expectations
 Improvement Indicated Unsatisfactory

This evaluation has been discussed with me by my supervisor. I have read and received a copy of it.

Employee signature

Date

Evaluator signature

Date

Reviewer signature

Date

It is the policy of Santa Maria ISD not to discriminate on the basis of race, color, national origin, sex or handicap in its vocational programs, services or activities as required by Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Education Amendments of 1972; and Section 504 of the Rehabilitation Act of 1973, as amended.

***Registered Nurse Appraisal is Administrator Appraisal**