

Gloucester City Nurse Evaluation Summary Scores

Standard process for evaluating all standards under these conditions:

1 **Not Demonstrated** rating of an element within a standard: Maximum rating of **Developing** for standard

2 **Not Demonstrated** ratings of an element within a standard: Maximum rating of **Not Demonstrated** for standard

1 **Developing** rating of an element within a standard: Maximum rating of **Proficient** for standard

For summary ratings:

Standard I:

Demonstrates Leadership - (3 elements)

2 Proficient = **Proficient rating**

2 Accomplished = **Accomplished rating**

2 Distinguished = **Distinguished rating**

1 Proficient; 1 Accomplished; 1 Distinguished = **Accomplished rating**

Standard II:

Uses nursing process to ensure the quality of student health care – (4 elements)

3 Proficient = **Proficient rating**

3 Accomplished = **Accomplished rating**

3 Distinguished = **Distinguished rating**

2 Proficient; 2 Accomplished = **Proficient rating**

2 Accomplished; 2 Distinguished = **Accomplished rating**

Standard III:

Uses knowledge of school environment, child development, and health needs to improve student achievement – (3 elements)

2 Proficient = **Proficient rating**

2 Accomplished = **Accomplished rating**

2 Distinguished = **Distinguished rating**

1 Proficient; 1 Accomplished; 1 Distinguished = **Accomplished rating**

Standard IV:

Code of Ethics – (3 elements)

2 Proficient = **Proficient rating**

2 Accomplished = **Accomplished rating**

2 Distinguished = **Distinguished rating**

1 Proficient; 1 Accomplished; 1 Distinguished = **Accomplished rating**

Standard V:

Reflects on their practice – (3 elements)

2 Proficient = **Proficient rating**

2 Accomplished = **Accomplished rating**

2 Distinguished = **Distinguished rating**

1 Proficient; 1 Accomplished; 1 Distinguished = **Accomplished rating**

NOTE: Other observation/evaluative information may be considered when determining standard rating. Rating can only be adjusted one level.

Gloucester City Conversion to the State Rubric – Nurse Practice Score

There are 5 Standards for Nurses

Highly Effective: Accomplished/Distinguished

5 Distinguished Standard Ratings = 4.0

1 Accomplished and 4 Distinguished Standard Ratings = 3.9

2 Accomplished and 3 Distinguished Standard Ratings = 3.8

3 Accomplished and 2 Distinguished Standard Ratings = 3.7

4 Accomplished and 1 Distinguished Standard Ratings = 3.6

Effective: Proficient/Accomplished

5 Accomplished Standard Ratings = 3.5

1 Proficient and 4 Accomplished Standard Ratings = 3.35

2 Proficient and 3 Accomplished Standard Ratings = 3.2

2 Proficient, 2 Accomplished, and 1 Distinguished Standard Ratings = 3.15

3 Proficient and 2 Accomplished Standard Ratings = 2.95

4 Proficient and 1 Accomplished Standard Ratings = 2.8

5 Proficient Standard Ratings = 2.65

Note: 1 Proficient and a combination of Distinguished and Accomplished Standard Ratings = 3.5

Partially Effective

1 Developing Standard Rating = 2.0

Ineffective

2 Developing Standard Ratings = 1.5

1 Not Demonstrated Standard Ratings = 1.0