

SCHOOL NURSE ORGANIZATION OF MINNESOTA

SCHOOL NURSE OF THE YEAR AWARD CRITERIA

A. ELIGIBILITY

1. Member of SNOM for the current and preceding two years without a lapse in membership. Nominee must have five years experience in school nursing and currently practice as a school nurse.
2. More than 60% of the nominee's time must be spent in direct care.
3. Nominee may not be an officer of SNOM at the time of nomination.
4. Evidence of excellence in school nursing must be based on the *School Nursing Scope and Standards of Practice* published by the National Association of School Nurses and American Nurses Association (2005).

B. CRITERIA FOR SELECTION

1. Demonstrates competence as defined by the *School Nursing Scope and Standards of Practice* published by the National Association of School Nurses and American Nurses Association (2005).

C. SELECTION PROCEDURE

1. If Nominee does not meet eligibility or submission criteria, the following actions will be taken:

Problem	Action
Nominee is not a registered nurse	rejected folder
Nominee does not meet membership eligibility requirements	rejected folder
Nominee does not have five years experience as a school nurse	rejected folder
Nominee less than 60% in direct care	rejected folder
Nominee is a current SNOM Officer	rejected folder

2. The SNOM Awards Committee reviews and scores the nomination folders. Committee members will not score

candidates from their own district or that they nominated.

3. Selection of recipient will be announced by the Executive Board to the SNOM Board at the August board meeting.
4. The SNOM President will telephone selected nominee. The President and Chair will notify the recipient and all other nominees of the results by mail.
5. The award will be presented at the SNOM Annual Fall Conference.
6. The decision of the Committee is final and not open to appeal. All ballots will be destroyed upon notification of the selected nominee.

SNOM SCHOOL NURSE OF THE YEAR AWARD

**JUDGING CRITERIA FOR SELECTION BASED ON
*SCHOOL NURSING SCOPE AND STANDARDS OF PRACTICE (2005)***

Standards of School Nursing Practice 1-6

- 1. Assessment: The school nurse collects comprehensive data pertinent to the child's health or situation _____3
- 2. Diagnosis: The school nurse analyzes the assessment data to determine the diagnosis and issues _____3
- 3. Outcomes Identification: The school nurse identifies expected outcomes for a plan individualized to the client or situation. _____3
- 4. Planning: The school nurse develops a plan that prescribes strategies and alternatives to attain expected outcomes _____3
- 5. Implementation: The school nurse implements and documents the identified plan using evidence-based interventions and standard language or recognized terminology.
 - a. Coordination of Care _____2
 - b. Health Teaching and Health Promotion _____2
 - c. Consultation _____1
- 6. Evaluation: The school nurse evaluates progress towards attainment of outcomes. _____3

Possible Points 20

Total Points: _____

Standards Professional Performance 7

- **Quality of Practice:** The school nurse systemically enhances the quality and effectiveness of nursing practice.
 - a. Demonstrates quality by documenting the application of the nursing process in a responsible, accountable and ethical manner _____ 2
 - b. Incorporates new knowledge into practice _____ 2
 - c. Participates in quality improvement practices _____ 2
 - d. Obtains and maintains professional certification _____ 2

Possible Points 8

Total Points: _____

Standards Professional Performance 8

- **Education:** The school nurse attains knowledge and competency that reflects current nursing practice.
 - a. Participates in educational activities regularly _____ 2
 - b. Provides continuing education _____ 2
 - c. Seeks experiences that reflect current practice _____ 2
 - d. Uses knowledge and skills appropriate to practice or situation _____ 2

Possible Points 8

Total Points: _____

Standards Professional Performance 9

- **Professional Practice Evaluation:** The school nurse evaluates one's own nursing practice in relation to professional practice standards and guidelines, relevant statutes, rules and regulations.
 - a. Practice reflects application of current knowledge _____ 2
 - b. Provides care that is age appropriate in a culturally and sensitive manner _____ 2
 - c. Engages in self evaluation on a regular basis _____ 2
 - d. Participates in formal or informal evaluation process or per review _____ 2

Possible Points 8

Total Points: _____

Standards Professional Performance 10

• **Collegiality:** The school nurse interacts with, and contributes to the professional development of, peers and school personnel as colleagues.

- a. Shares knowledge and skills and provides feedback with peers and colleagues _____3
- b. Contributes to a supportive and healthy work environment _____2
- c. Participates in appropriate local, state and national professional associations in a membership or leadership capacity _____3

Possible Points 8

Total Points: _____

Standards Professional Performance 11

• **Collaboration:** The School nurse collaborates with the client, the family, school staff and others in the conduct of school Nursing practice.

- a. Communicates the school nurse’s role regarding client care and delivery of that care _____2
- b. Collaborates in creating documented healthcare plan that is focused on outcomes and decisions related to care and delivery of services _____2
- c. Partners with others to effect positive outcomes or change _____2
- d. Documents referrals, including provisions for continuity of care _____2

Possible Points 8

Total Points: _____

Standards Professional Performance 12

• **Ethics:** The school nurse integrates provisions in all areas of practice.

- a. Maintains client confidentiality _____2
- b. Serves as a client advocate assisting clients in developing skills for self-advocacy _____2
- c. Seeks available resources to formulate ethical decisions _____2
- d. Practices self-care, managing stress and connecting to self and others _____2

Possible Points 8

Total Points: _____

Standards Professional Performance 13

- **Research:** The school nurse integrates research findings into practice.
 - a. Utilizes the best available evidence, including research findings to guide practice decisions _____2
 - b. Actively participates in research activities
 - 1. Identifies clinical problems specific to research _____1
 - 2. Participates in a formal committee or program _____1
 - 3. Participates or conducts research _____2
 - 4. Contributes to school nursing literature _____2

Possible Points 8

Total Points: _____

Standards Professional Performance 14

- **Resource Utilization:** The school nurse considers factors related to safety, effectiveness, cost and impact on practice in the planning and delivery of school nursing services.
 - a. Evaluates factors such as safety, effectiveness, availability of cost and benefits, and impact on practice _____2
 - b. Assists the client and family in identifying and securing appropriate and available services _____2
 - c. Delegation of appropriate tasks and assignments _____2
 - d. Assists client and school community in becoming informed consumers _____2

Possible Points 8

Total Points: _____

Standards Professional Performance 15

- **Leadership:** The school nurse provides leadership in the Professional practice and the profession.
 - a. Works to create and maintain healthy work environments _____2
 - b. Teaches others to proceed by mentoring and other strategies _____2
 - c. Willingness to create a culture in which risk taking is not only safe but expected _____2
 - d. Serves in key roles in the school and work settings by participating in committees, councils and administrative teams _____2

Possible Points 8

Total Points: _____

Standards Professional Performance 16

• **Program Management:** The School nurse manages School health services.

- a. Conducts school health needs assessments to identify current health problems and identify the need for new programs _____2
- b. Develops and implements needed health programs using a program planning process _____2
- c. Develops and implements health policies and procedures _____2
- d. Participates in environmental and health activities _____2

Possible Points 8

Total Points: _____