**Wisconsin School Nurse Evidence Sources**

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| **Component Number and Title/Principle** | **Evidence** | **Indicator/“Look-fors”** | **Evidence Collection** |
| **Component 1.0 Assessment**  Description: The school nurse collects pertinent data and information relative to the student, family, group, school community, or population.  Principle: Care Coordination | * Evaluator/school nurse conversations * Brief consultations * Observations * End of Year Report * Electronic Health Record (EHR) * District health policies | * Use of existing data collection tools * Creation of data collection tools * Articulates accurate information from the collection of data and its analysis * Evidence of locating appropriate and varied sources from which to collect data * Appropriately applies knowledge of data to policymaking and health practice within their school nurse practice * Consultation provided reflects knowledge of information gathered, sorted, and analyzed * Follows established local school district policies and procedures during collection of data, health details of students, and overall practice * Provides useful feedback to adjust local school district policies, procedures, and overall health of students to better support student learning and success * Completes End of Year report summarizing and analyzing district’s school data and makes recommendations for improvement * Evidence of interventions selected or designed based upon assessments * Collects data on chronic health conditions * Collects data on students with chronic absenteeism | * **Evaluator/school nurse conversations**   Documentation of conversation (e.g., notes, written reflection)   * **Brief consultations**   Documentation of consultation   * **Observations**   Notes taken during observation   * **Resources**   Documentation of resources used   * **Review of health records**   Redacted student health plans |
| **Component 2.0 Diagnosis**  Component 2.0 Diagnosis  Description: The school nurse analyzes assessment data of the student, family, group, school community, or population to describe actual or potential diagnoses.  Principle: Care Coordination | * Evaluator/school nurse conversations * Brief consultations * Observations * Resources/Professional literature on Nursing Diagnoses * Redacted student health plans and Individualized Health Care Plans (IHP) * End of Year Report * Professional Practice Goal (PPG) * Student Program Outcome (SPO) | * Uses assessment data, standardized classification systems, technology and clinical decision support tools * Articulates actual or potential diagnoses, problems and issues relevant to school population * Interprets issues to the student, family, and appropriate school staff. * Articulates trends in student diagnoses or health issues * Writes Individualized Healthcare Plans for select students with critical health and/or safety needs * Bases PPG or SPO on nursing diagnosis or health/safety issue of concern for district * Evidence of correctly formatted nursing diagnosis in Individualized Health Care Plans (IHP) * Correct use of health plans: Individualized Health Care Plan, Emergency Action Plan (EAP), and Student Health Plans (SHP). | * **Evaluator/school nurse conversations**   Documentation of conversation (e.g., notes, written reflection)   * **Brief consultations**   Documentation of consultation   * **Observations**   Notes taken during observation   * **Resources**   Documentation of resources used   * **Review of health records**   Redacted student health plans |
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| **Component 3.0 Outcomes Identification**  Description: The school nurse articulates measurable expected outcomes for a plan individualized to the student, family, group, school community, or population.  Principle: Care Coordination | * Evaluator/school nurse conversations * Brief consultations * Observations * Resources * Redacted student health plans * Redacted IEP or 504 plans | * Participation on IEP and 504 evaluation teams * Articulates differentiated expectations based on assessment data and aligned with student health needs * Contributions to IEP or 504 teams reflect identification of outcomes that are culturally appropriate and designed to meet student’s needs. * Provides staff in-services * Consultation provided reflects knowledge of diverse populations and health disparities * Develops Emergency Action Plans for students | * **Evaluator/school nurse conversations**   Documentation of conversation (e.g., notes, written reflection)   * **Brief consultations**   Documentation of consultation   * **Observations**   Notes taken during observation   * **Resources**   Documentation of resources used   * **Review of health records**   Redacted student health plans |
| **Component 4.0 Planning**  Description: The school nurse develops a collaborative course of action that prescribes strategies to attain expected, measurable outcomes that address the student, family, group, school community, or population.  Principle: Care Coordination | * Evaluator/school nurse conversations * Brief consultations * Observations * Resources * Redacted student health plans and records * Professional development * District health policies | * Health office record documentation * Individualized Healthcare Plan and/or Emergency Action Plans * Evidence of parent conversations and inclusion in health plans * Contacts with student’s healthcare providers, school nursing colleagues, medical advisor, nursing educators * Evidence of health promotion activities in health office or school building * Articulates knowledge of state and federal laws and local school district policies * Provides research articles used in health planning and promotion | * **Evaluator/school nurse conversations**   Documentation of conversation (e.g., notes, written reflection)   * **Brief consultations**   Documentation of consultation   * **Observations**   Notes taken during observation   * **Resources**   Documentation of resources used, contacts made   * **Review of health records**   Redacted student health plans   * **Professional development**   Documentation of completed professional development and training |
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| **Component 5.0 Implementation**  Description: The school nurse executes an agreed upon plan/ intervention for student, family, group, school community, or population.  Principle: Care Coordination | * Evaluator/school nurse conversations * Brief consultations * Observations * Resources * Professional development * Forms * Redacted student health plans * Electronic Health Record (EHR) * District health policies | * Articulates and follows professional nursing delegation principles * Number and types of delegated procedures * Use of skill checklist and documentation of training * Evidence of implementation and modification of Individualized healthcare plans and/or Emergency Action Plans * Follows district policies and protocols * Makes suggestions for changes to policies or protocols based upon current evidenced- based practice * Evidence of parent conversations and inclusion in health plans | * **Evaluator/school nurse conversations**   Documentation of conversation (e.g., notes, written reflection)   * **Brief consultations**   Documentation of consultation   * **Observations**   Notes taken during observation   * **Resources**   Documentation of resources used   * **Professional development**   Documentation of completed professional development and training   * **Forms**   Documentation of forms used   * **Review of health records**   Redacted student health plans |
| **Component 5.A Coordination of Care**  Description: The school nurse aligns care for student, family, group, school community, or population.  Principle: Care Coordination | * Evaluator/school nurse conversations * Brief consultations * Observations * Resources * Forms * Redacted student health plans * Electronic Health Record (EHR) | * Use of skill checklist and documentation of training * Evidence of sharing Health Plans with school staff while maintaining confidentiality * Evidence of communications and collaboration with students, parents, school staff, and healthcare providers * Evidence of advocating for the delivery of dignified culturally congruent and developmentally appropriate care * Participation in IEP and 504 evaluation meetings | * **Evaluator/school nurse conversations**   Documentation of conversation (e.g., notes, written reflection)   * **Brief consultations**   Documentation of consultation   * **Observations**   Notes taken during observation   * **Resources**   Documentation of resources used   * **Professional development**   Documentation of completed professional development and training   * **Forms**   Documentation of forms used   * **Review of health records**   Redacted student health plans |
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| **Component 5.B Health Teaching and Health Promotion**  Description: The school nurse employs strategies to improve the health and safety of students, family, group, school community, or population.  Principle: Community/ Public Health | * Evaluator/school nurse conversations * Brief consultations * Observations * Resources * Forms * Surveys * Attendance data * Pupil Services Personnel Collaborations | * Health education and promotion activities (newsletters/social media posts) * Participation in student or staff wellness activities * Newsletters or other written health education documents * Provides staff in-services or trainings * Conducts surveys to assess health needs and effectiveness * Positive change in attendance patterns after school nurse interactions * Classroom presentations –supplemental classroom instruction * Samples of developed teaching materials * Mental health promotion and collaboration with Pupil Services colleagues | * **Evaluator/school nurse conversations**   Documentation of conversation (e.g., notes, written reflection)   * **Brief consultations**   Documentation of consultation   * **Observations**   Notes taken during observation   * **Resources/Surveys**   Documentation of resources/surveys used   * **Forms**   Documentation of forms used   * **Review of attendance records** |
| **Component 6.0 Evaluation**  Description: The school nurse systematically appraises progress toward attainment of student and school population goals and outcomes.  Principle: Quality Improvement | * Evaluator/school nurse conversations * Brief consultations * Observations * Resources * Professional literature * Professional development * Forms * Redacted student health plans * Electronic Health Record (EHR) * District health policies * Professional Practice Goal (PPG) * Student Program Outcome (SPO) * Pupil Services Personnel Collaborations | * Review and revision of Individualized Healthcare and/or Emergency Action Plans on at least an annual basis * Writes End of Year Report * Suggests changes to health polices based on aggregated data * Evidence of prior or ongoing professional development * Evidence of student involvement in care plan as appropriate * Positive student outcomes * Evaluation of school climate and district goals related to mental health to support healthy learning environment | * **Evaluator/school nurse conversations**   Documentation of conversation (e.g., notes, written reflection)   * **Brief consultations**   Documentation of consultation   * **Observations**   Notes taken during observation   * **Resources**   Documentation of resources used   * **Professional development**   Documentation of completed professional development and training |
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| **Component 7.0 Ethics**  Description: The school nurse integrates ethics in all aspects of practice.  Principle: Standards of Practice | * Evaluator/school nurse conversations * Brief consultations * Observations * Resources * Professional literature * Professional development * Forms * Redacted student health plans * Electronic Health Record (EHR) * District health policies | * Articulates ethical decision-making model used to manage ethical challenges * References knowledge of School Nursing Scope and Standards * Articulates understanding of both FERPA and HIPAA. * Demonstrates adherence to FERPA * Participation in record keeping policy and practice development * Maintains student confidentiality in conversations and emails * Maintains student’s Patient Healthcare Record in accordance with state laws * Evidence of collaboration and consultation with administrators and school staff | * **Evaluator/school nurse conversations**   Documentation of conversation (e.g., notes, written reflection)   * **Brief consultations**   Documentation of consultation   * **Observations**   Notes taken during observation   * **Resources**   Documentation of resources used   * **Professional development**   Documentation of completed professional development and training   * **Forms**   Documentation of forms used   * **Review of health records**   Redacted student health plans |
| **Component 8.0 Advocacy**  Description: The school nurse demonstrates advocacy in all roles and settings.  Principle: Standards of Practice | * Evaluator/school nurse conversations * Brief consultations * Observations * Resources * Professional literature * Professional development * Forms * Surveys * End of Year Report * District health policies * Professional Practice Goal (PPG) * Student Program Outcome (SPO) | * Advocates for the rights, health, and safety of the students and the school community * Includes student and family in care decisions * Participates in school and community healthcare initiatives on behalf of students, families, and school staff * Promotes evidenced-based policies to improve healthcare access, equity, and delivery of school health services * Contributes to professional organizations’ efforts to advance advocacy and equity * Evidence of education or others about the complex and holistic needs to students | * **Evaluator/school nurse conversations**   Documentation of conversation (e.g., notes, written reflection)   * **Brief consultations**   Documentation of consultation   * **Observations**   Notes taken during observation   * **Resources**   Documentation of resources used   * **Professional development**   Documentation of completed professional development, training provided to others, and involvement with professional organizations |
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| **Component 9.0 Respectful and Equitable** Practice Description: The nurse practices with cultural humility and inclusiveness.  Principle: Community/ Public Health | * Evaluator/school nurse conversations * Brief consultations * Observations * Resources * Professional literature * Professional development * Forms * Surveys * End of Year Report * District health policies * Professional Practice Goal (PPG) * Student Program Outcome (SPO) | * Positive changes in school climate data * Demonstrates respect, equity, and empathy in actions and interactions with all students, families, and the school community * Self-reflection journaling * Advocates for policies that promote health and prevent harm among culturally diverse, underserved, or underrepresented students and families. * Uses skills and tools that are appropriately vetted for the culture, literacy, and language of the population served | * **Evaluator/school nurse conversations**   Documentation of conversation (e.g., notes, written reflection)   * **Brief consultations**   Documentation of consultation   * **Observations**   Notes taken during observation   * **Resources**   Documentation of resources used   * **Professional development**   Documentation of completed professional development and training   * **Forms** * Documentation of forms used |
| **Component 10.0 Communication**  Description: The school nurse conveys information in all areas of practice.  Principle: Care Coordination | * Evaluator/school nurse conversations * Brief consultations * Observations * Resources * Professional literature * Professional development * Forms * Redacted student health plans * Surveys * End of Year Report * Electronic Health Record (EHR) * Professional Practice Goal (PPG) | * Participation in team meetings * Quality of oral and written communication * Evidence of professional development in this area * Uses format that is most effective in different situations (note home, phone call, home visit) * Newsletters/website * Student/parent/staff satisfaction as measured by survey | * **Evaluator/school nurse conversations**   Documentation of conversation (e.g., notes, written reflection)   * **Brief consultations**   Documentation of consultation   * **Observations**   Notes taken during observation   * **Resources**   Documentation of resources used   * **Professional development**   Documentation of completed professional development and training   * **Forms**   Documentation of forms used   * **Review of health records**   Redacted student health plan |
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| **Component 11.0 Collaboration**  Description: The school nurse collaborates with student, families, and key stakeholders.  Principle: Care Coordination | * Evaluator/school nurse conversations * Brief consultations * Observations * Resources * Professional literature * Professional development * Forms * Redacted student health plans * Surveys * Electronic Health Record (EHR) | * Quality relationships with students, families, staff and outside agencies * Participation in interdisciplinary team meetings * Develops Health Plans in conjunction with student, family and healthcare provider * Trains school staff as needed and delegates nursing care procedures as necessary following professional guidelines and law. * Assists families with connection to health and social service resources | * **Evaluator/school nurse conversations**   Documentation of conversation (e.g., notes, written reflection)   * **Brief consultations**   Documentation of consultation   * **Observations**   Notes taken during observation   * **Resources**   Documentation of resources used   * **Professional development**   Documentation of completed professional development and training   * **Forms**   Documentation of forms used   * **Review of health records**   Redacted student health plans |
| **Component 12.0 Leadership**  Description: The school nurse leads within their professional practice setting and the profession.  Principle: Leadership | * Evaluator/school nurse conversations * Brief consultations * Observations * Resources * Professional literature * Professional development * Forms * Surveys * End of Year Report * District health policies * Professional Practice Goal (PPG) | * Participation on committees and project groups * Evidence that opinion and knowledge of school nursing sought out by staff, parents and/or students * Membership in state and national nursing associations * Mentors nursing students * Demonstrates knowledge of district school health services’ mission * Documented leadership roles in professional organizations | * **Evaluator/school nurse conversations**   Documentation of conversation (e.g., notes, written reflection)   * **Brief consultations**   Documentation of consultation   * **Observations**   Notes taken during observation   * **Resources**   Documentation of resources used   * **Professional development**   Documentation of completed professional development and training   * **Forms**   Documentation of forms used |
| **Component 13.0 Education**  Description: The school nurse seeks knowledge and competence that reflects current nursing practice and promotes innovative, anticipatory thinking.  Principle: Leadership | * Evaluator/school nurse conversations * Brief consultations * Resources * Professional literature * Professional development * Forms * End of Year Report * District health policies * Professional Practice Goal (PPG) * NCSN certification | * Seeks out continuing education opportunities * Attendance at networking meetings and/or conferences * Documentation of professional development activities * Subscribes to professional journals/school health-related websites * Enrollment in advance degree program * Attainment of advanced degree * Attainment of DPI licensure * Attainment (and maintenance) of national school nurse certification * Attainment and maintenance of CPR/AED certification * Presents at school nurse conferences or writes professional articles | * **Evaluator/school nurse conversations**   Documentation of conversation (e.g., notes, written reflection)   * **Brief consultations**   Documentation of consultation   * **Resources**   Documentation of resources used   * **Professional development**   Documentation of completed professional development and training   * **Forms**   Documentation of forms used |
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| **Component 15.0 Quality of Practice**  Description: The school nurse contributes to quality nursing practice.  Principle: Quality Improvement | * Evaluator/school nurse conversations * Brief consultations * Observations * Resources * Professional literature * Professional development * Forms * Redacted student health plans * Surveys * End of Year Report * Electronic Health Record (EHR) * District health policies * Professional Practice Goal (PPG) * Student Program Outcome (SPO) | * Health-related policies congruent with state and federal laws * Reviews health policies and makes suggestions for changes * Conducts quality improvement project * Participates in district lead quality improvement projects * Collects data to monitor quality of practice * Participates in formal or informal peer review * Introduces, initiates innovative ideas that improve practice | * **Evaluator/school nurse conversations**   Documentation of conversation (e.g., notes, written reflection)   * **Brief consultations**   Documentation of consultation   * **Observations**   Notes taken during observation   * **Resources**   Documentation of resources used   * **Professional development**   Documentation of completed professional development and training   * **Forms**   Documentation of forms used   * **Review of health records**   Redacted student health plans |
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| **Component 16.0 Professional Practice Evaluation**  Description: Description: The school nurse appraises one’s own and others’ school nursing practice.  Principle: Care Coordination | * Evaluator/school nurse conversations * Brief consultations * Observations * Resources * Professional literature * Professional development * Self-Reflection * Professional Practice Goal (PPG) | * Membership or participation in one or more professional nursing associations * Participation in professional learning activities * Able to identify strengths and areas to further develop * Analyzes data to evaluate effectiveness of service delivery * Performs work autonomously * Articulates professional goals and objectives * Review or revision of job descriptions | * **Evaluator/school nurse conversations**   Documentation of conversation (e.g., notes, written reflection)   * **Brief consultations**   Documentation of consultation   * **Observations**   Notes taken during observation   * **Resources**   Documentation of resources used   * **Professional development**   Documentation of completed professional development and training   * **Forms**   Documentation of forms used |
| **Component 17.0 Resource Stewardship**  Description: The school nurse utilizes appropriate resources to plan, provide, and sustain evidence -based nursing service that are safe, effective, financially responsible, and used judiciously.  Principle: Community/ Public Health | * Evaluator/school nurse conversations * Brief consultations * Observations * Resources * Professional literature * Forms * Redacted student health plans * End of Year Report * Electronic Health Record (EHR) * District health policies | * Participates in budget development * Evidence that considers cost, safety, quality of products, and programs * Assists families with connection to health and social service resources * Recommends health supplies for purchase * Seeks alternative funding sources as available * Collaborates with community agencies, serves on task forces * Identifies children who do not have health insurance and refers students/families to available resources | * **Evaluator/school nurse conversations**   Documentation of conversation (e.g., notes, written reflection)   * **Brief consultations**   Documentation of consultation   * **Observations**   Notes taken during observation   * **Resources**   Documentation of resources used   * **Forms**   Documentation of forms used   * **Review of health records**   Redacted student health plans |
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| **Component 18.0 Environmental Health**  Description: The school nurse practices in a manner that advances environmental safety, justice, and health.  Principle: Community/ Public Health | * Evaluator/school nurse conversations * Brief consultations * Observations * Resources * Professional literature * Professional development * Forms * Redacted student health plans * Surveys * End of Year Report * Electronic Health Record (EHR) * Attendance records * District health policies * Professional Practice Goal (PPG) * Student Program Outcome (SPO) * Safety Reports | * Positive changes in school safety data * Identifies and reports risk factors including safe school nurse staffing levels, food security, sound, odor, chemicals, mold, noise, and light. * Maintains current knowledge of environmental health concepts * Uses products or treatments consistent with evidenced-based practice * Advocates for school safety (E-cigarette free schools, sanitation, hygiene, air quality, playground and sports safety, substance abuse prevention, anti-bullying) * Reductions in illness or injuries among targeted students * Increases in attendance and classroom time among targeted students | * **Evaluator/school nurse conversations**   Documentation of conversation (e.g., notes, written reflection)   * **Brief consultations**   Documentation of consultation   * **Observations**   Notes taken during observation   * **Resources**   Documentation of resources used   * **Professional development**   Documentation of completed professional development and training   * **Forms**   Documentation of forms used   * **Review of health records**   Redacted student health plans |

**Reference:**

National Association of School Nurses. 2022. School Nursing: Scope and Standards of Practice, 4th Edition. Silver Spring MD: NASN.

National Association of School Nurses [NASN]. 2016. Framework for 21st century school nursing practice: National Association of School Nurses. *NASN School Nurse, 31*(1), 45-53. doi: 10.1177/1942602X15618644