



Check Appropriate Box: OT/PT: SLP/Audiologist: Nurse/LPN/PCS: Behavioral Health:

Candidate's Name: _____ School System Name: _____ SCORE = _____

Note: The rubric is to be used holistically across all application components.

Key Competency	1 (Ineffective)	2 (Effective Emerging)	3 (Effective Proficient)	4 (Highly Effective)	SCORE 1-4
1. The candidate is an expert in their field, trusted by students, staff and families and provides outstanding care to all students they serve.	<p>The candidate:</p> <ul style="list-style-type: none"> • Demonstrates little clinical knowledge • Does not demonstrate competent care of all students • Demonstrates little evidence of trust from students, staff and families • Does not ensure every student assigned to their care receives adequate treatment • Does not build relationships with colleagues, students, and families. 	<p>The candidate:</p> <ul style="list-style-type: none"> • Demonstrates some clinical knowledge • Demonstrates competent care of students • Demonstrates some evidence of trust from students, staff and families • Narrows some academic gaps • Describes a basic plan for students to receive adequate treatment • Minimally builds relationships with colleagues, students, and families. 	<p>The candidate:</p> <ul style="list-style-type: none"> • Demonstrates clinical knowledge • Holds themselves to high standards • Demonstrates evidence of trust from students, staff and families • Identifies and attempts to eliminate/substantially narrows any healthcare obstacles for students <ul style="list-style-type: none"> • Describes a clear, impactful plan which ensures every student receives basic healthcare • Builds relationships with colleagues, students, and families. Brings groups of people together in order to create a positive culture as well as establish a healthy school. 	<p>The candidate:</p> <ul style="list-style-type: none"> • Demonstrates clinical expertise and is sought out by others for that expertise • Holds themselves to high standards • Demonstrates significant evidence of trust from students, staff and families • Eliminates/substantially narrows any healthcare obstacles for students <ul style="list-style-type: none"> • Describes a clear, impactful plan which ensures every student receives superior healthcare • Demonstrates an ability to build meaningful relationships with colleagues, students, and families. Uses creative/inventive ways to bring groups of people together in order to create a culture of school health. 	



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<p>2. The candidate is an advocate for student health both in and out of the school.</p>	<p>The candidate:</p> <ul style="list-style-type: none"> • Does not show evidence of innovation and growth mindset. • Does not demonstrate impact on the healthcare system within education and is not involved in efforts to help increase healthcare access. 	<p>The candidate:</p> <ul style="list-style-type: none"> • Shows minimal evidence of innovation and growth mindset. • Demonstrates minimal impact on the healthcare system within education and little involvement in efforts to help increase healthcare access. 	<p>The candidate:</p> <ul style="list-style-type: none"> • Demonstrates some innovation and growth mindset. This is manifested inside the school building walls and shows how the educator enhances student learning. • Is positively impacting the healthcare system within education and is involved in efforts to increase healthcare access. 	<p>The candidate:</p> <ul style="list-style-type: none"> • Is an innovator and lifelong learner. This may manifest itself inside and/or outside the school building walls. This shows how the provider uses creativity and ingenuity to enhance school health, positively impact student health, and promote healthcare access. • Is transforming the healthcare system within education and creating pathways that ensure healthcare access 	



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3. The candidate demonstrates a commitment to personal professional growth.	<p>The candidate:</p> <ul style="list-style-type: none"> • Is not involved in professional communities and does not demonstrate understanding of how these communities impact student health • Does not demonstrate a desire to learn and grow in their field • Does not participate in any professional growth opportunities 	<p>The candidate:</p> <ul style="list-style-type: none"> • Shows minimal involvement in professional communities and demonstrates little understanding of how these communities impact student health • Demonstrates a minimal desire to learn and grow in their field • Participates in few professional growth opportunities 	<p>The candidate:</p> <ul style="list-style-type: none"> • Is involved in efforts to engage in/lead professional communities and understands how these communities can impact student health • Demonstrates a desire to learn and grow in their field • Participates in professional growth opportunities 	<p>The candidate:</p> <ul style="list-style-type: none"> • Is a leader in the profession. who understands and demonstrates the importance of engaging in/leading professional communities and how those communities can both positively impact student health as well as healthcare access at large • Demonstrates a significant desire to learn and grow in their field. Has taken on leadership work to help other in their profession grow as well. • Participates in and leads professional growth opportunities 	



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4. The candidate demonstrates a commitment to growing the health program at their school.	<p>The candidate:</p> <ul style="list-style-type: none"> • Demonstrates no evidence of the growth of the school health program due to their efforts. • Communication is not clear and/or it is not compelling • Does not collaborate to enhance the school health experiences of students • Does not connect students/staff with the community in order to impact student health • Does not bring healthcare stakeholders into the school. • Does not leverage stakeholders/ the community to enhance student health 	<p>The candidate:</p> <ul style="list-style-type: none"> • Demonstrates minimal evidence of the growth of the school health program due to their efforts • Communication is generally, but not completely, clear and/or compelling • Minimally collaborates to enhance the school health experiences of students • Minimally connects students/staff with the community in order to impact student health • Minimally brings healthcare stakeholders into the school. • Minimally leverages some healthcare stakeholders/ the community to enhance student health 	<p>The candidate:</p> <ul style="list-style-type: none"> • Demonstrates some evidence of the growth of the school health program due to their efforts • Communicates with stakeholders in a somewhat clear, compelling, and impactful manner • Demonstrates collaboration to enhance school health experiences of students • Connects students/staff with the community in an effort to form connections within and/or outside of the school in order to impact students health, the school and communities • Brings some healthcare stakeholders into the school. • Leverages some healthcare stakeholders/ the community to enhance student health 	<p>The candidate:</p> <ul style="list-style-type: none"> • Demonstrates extraordinary evidence of the growth of the school health program due to their efforts • Communicates with all stakeholders in a clear, compelling, impactful manner that leads to lifelong success • Exemplifies how collaboration enhances the school health experiences of all students • Ensures that healthcare transcends the school by intentionally connecting students/staff with the community in an effort to form connections within and/or outside of the school that positively impact student health, the school and communities 	



				retaining school health providers to the profession	
FINAL SCORE AND NOTES					<u> </u> /20