

# Colorado Department of Education School Nurse Mentor Program Agreement

## **Program Purpose**

Due to the complexity and scope of school nursing practice, it is imperative that the novice school nurse be provided adequate support. Novice school nurses face challenges with the issues that are specific to the school setting for which they have not been prepared in their previous work or academic settings. In addition, school nurses lack exposure to the type of mentoring that occurs in traditional health care settings. The school nurse mentor program provides opportunities to:

- Connect novice school nurses with school nurse experts
- Address the unique role of nurses in an educational setting
- Increase the comfort level of school nurses in their new role with a goal of toward retention and school health program sustainability
- Provide standardization of health services in schools, with a goal toward healthier students with a greater capacity for achieving optimally in education programs
- Facilitate improved competencies, confidence and job satisfaction
- Improve school nurses' ability to provide adequate health services for students
- Support school districts, BOCES, and Charter School Institute induction programs with a goal toward the school nurse receiving achieving a Colorado Department of Education Special Service Provider (SSP) Professional license with a School Nurse Endorsement

## **Advancing from Initial SSP license to Professional SSP license**

The Initial SSP license expires in 3 years; prior to expiration, the school nurse will need to apply for a Professional SSP license. To advance from an Initial SSP license to a Professional SSP license, you will need a certificate verifying completion of an induction program specific to the license you wish to advance (ie, Special Service Provider with School Nurse endorsement). **Induction programs are provided by your school (public, private or charter), Charter School Institute, or BOCES. The induction program requirements include mentoring.**

## **What is Induction?**

Induction is a formally approved program designed for new educators and related service providers. It includes mentoring, information about ongoing professional development and school/building acculturation, and introduces the employee to laws and policies regarding performance-based standards & expectations and what is required to qualify for professional licensure in the state.

## **Who is my mentor?**

- Your mentor is an experienced school nurse, knowledgeable about the school nurse role in the school setting, who has been qualified through specific training to be a mentor – a role model - to work one-on-one with you
- As a personal/professional advisor who helps you acclimate to your new career as a school nurse, your mentor can help “show you the ropes”
- A mentor is a coach or advisor that assists the novice school nurse in determining professional actions through a shared relationship and are never in a position to evaluate your performance.

For more information: [https://www.cde.state.co.us/healthandwellness/snh\\_ofcmgmt#professional](https://www.cde.state.co.us/healthandwellness/snh_ofcmgmt#professional)

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Protegee Responsibilities	Mentor Responsibilities	District Responsibilities
<ul style="list-style-type: none"> <li>● Apply for CDE Special Service Provider Initial License</li> <li>● Participate in district-level induction program (this is a requirement to obtain your Special Service Provider Professional license)</li> <li>● Establish professional goals based on the <a href="#">CDE Rubric for Evaluating Colorado's Specialized Service Professionals: School Nurses</a></li> <li>● Actively participate in at least two visits with the mentor, either face-to-face or virtual, and maintain routine communication with assigned mentor in a timely manner</li> <li>● Attend CDE's annual School Nurse Orientation (SNO), SNO Webinars and New Nurse Huddles</li> <li>● Attend CDE School Nurse Professional Development opportunities as able</li> </ul>	<ul style="list-style-type: none"> <li>● Provide support, consultation, and coaching related to achieving the protegee's professional goals, prioritizing activities, and promoting understanding of programs that support students with disabilities.</li> <li>● Provide ongoing phone and/or email support to school nurse</li> <li>● Communicate with school nurse and district administrator</li> <li>● Attend School Nurse Orientation, SNO Webinars, and New Nurse Huddles when able</li> </ul>	<ul style="list-style-type: none"> <li>● Provide induction program and issue district induction certificate for the school nurse at completion induction program for school nurse to obtain CDE Special Service Provider Professional license</li> <li>● Recognize that the one-year CDE School Nurse Mentor Program is an essential component of the district approved induction program but is not the comprehensive program</li> <li>● Support School Nurse Mentoring Program in the following ways:             <ul style="list-style-type: none"> <li>○ Support school nurse's participation in school nurse mentoring expectations, CDE School Nurse Orientation, and professional development opportunities</li> <li>○ Connect with the School Nurse Mentor and the new school nurse at least once during the Mentor Program</li> <li>○ Complete Administrator Evaluation at conclusion of Mentor Program</li> </ul> </li> </ul>

Protégé: \_\_\_\_\_

Mentor: \_\_\_\_\_

Administrator: \_\_\_\_\_

Date: \_\_\_\_\_

Date: \_\_\_\_\_

Date: \_\_\_\_\_