Rubric to Evaluate North Carolina's School-Based Physical Therapists

Standard 1: School-based physical therapists demonstrate leadership.							
Developing	Proficient	Accomplished	Distinguished	Not Demonstrated (Comment Required)			
Element a. School-based physical therapists demonstrate leadership in public schools . Physical therapists work collaboratively with school staff to determine and implement educationally relevant services. They contribute to developing, implementing, coordinating, and staffing the physical therapy program within the school and district. Physical therapists promote the philosophy, vision, procedures, and goals of the state and district.							
 The physical therapist: Demonstrates an understanding of the: Role of school-based physical therapists. Unique context of school-based physical therapy. 	 and The physical therapist: Collaborates with school staff to: Make appropriate physical therapy referrals. Develop and implement department/team/ school goals. Implement school and/or district long-range plans. Facilitate positive outcomes for meetings. 	 and The physical therapist: Contributes to developing the physical therapy program within the district. Uses data to : Advocate for physical therapy resources. Guide the development of new or modifications to existing physical therapy programs. 	 and The physical therapist: Contributes to the evaluation and revision of physical therapist workloads and job descriptions. Serves on committees or task forces at the school, district, or state level to improve the quality of physical therapy services for students. Participates in policy development beyond the school 				
	 sed physical therapists promend strategies and provide and The physical therapist: Models best practices throughout the program. Serves as a resource on disabling conditions and their effects on student learning. 		level. critical to support education	onal outcomes of			

Standard 1: School	Standard 1: School based-physical therapists demonstrate leadership.						
Developing	Proficient	Accomplished	Distinguished	Not Demonstrated (Comment Required)			
Element c. School-based physical therapists promote and support their profession. Physical therapists afford students and colleagues opportunities to learn about the profession.							
Colleagues opportunities The physical therapist:	to learn about the profession.	and	and	1			
 Initiates dialogues with colleagues to exchange professional perspectives. Communicates the role of the School- based physical therapist to stakeholders. 	 The physical therapist: Promotes awareness of the profession. Advocates for decision making structures that take advantage of physical therapists' knowledge and skills. 	 The physical therapist: Provides formal and/or informal mentoring to colleagues. Provides formal and/or informal clinical education opportunities for physical therapy students. 	 The physical therapist: Establishes and/or maintains student clinical affiliation(s). Conducts presentations at the state and/or national level. 				
Element d. School-base	d physical therapists demon	strate and promote high e	ethical standards. Physica	al Therapists uphold the			
legal standards of practic <i>Therapists: American Ph</i> regulations (e.g. Individu	Carolina Educators and the S e as defined in the Physical T ysical Therapy Association. I als with Disabilities Education the delivery of services to study and	<i>Therapy Practice Act: North</i> Physical Therapists uphold n Act, Americans with Disa	<i>Carolina</i> and <i>Code of Eth</i> federal, state and local po	<i>hics for Physical</i> licies, laws and			
 Adheres to: Professional, ethical, and legal standards of practice. (See Appendix A.) Demonstrates knowledge of the structure, global goals, and responsibilities of physical therapists (including supervision of physical therapist assistants) within the education system. 	 The physical therapist: Understands the implications of national, state, and local laws, regulations, and policies related to: Essential/required components of physical therapy programs. Funding and reimbursements. Provision of services for students with disabilities. Manages and delivers physical therapy services in accordance with the policies, laws and regulations from referral to exit. 	 The physical therapist: Promotes: School-based physical therapist competencies. Cooperation, respect, and trust as defined by relevant standards and codes of conduct. Understanding of policies, laws and regulations to address ethical risks, benefits, and outcomes. 	 The physical therapist: Provides professional development in the use of these documents outside the school community Collaboratively resolves ethical issues encountered in school-based practice. 				
	at may be used to demonstr	ate performance:					
In-service scheduleContinuing competer	nev record						
□ IEP documentation							
Communication logs							
u							

Evaluator Comments: (Required for all "Not Demonstrated" ratings, recommended for all ratings.)

Comments of Person Being Evaluated: (Optional)

Standard 2: School-based physical therapists establish an inclusive and respectful environment for a diverse population of students.

Developing	Proficient	Accomplished	Distinguished	Not Demonstrated (Comment Required)				
Element a. School-based physical therapists promote awareness of individual student needs . Physical therapists treat all people with dignity and respect. They ensure that school communities are mindful of and address individual differences.								
The physical therapist: Demonstrates awareness of how individual differences impact student learning.	 and The physical therapist: Collaborates with school staff members and physical therapist colleagues to address individual student needs. 	 and The physical therapist: Provides resources on individual differences to the school community. 	 and The physical therapist: Supports school communities in establishing an environment of respect for individual differences. 					
	d physical therapists comm							
The physical therapist: Identifies and accesses resources regarding communication methods for various populations and audiences.	 and The physical therapist: Demonstrates effective communication skills: During physical therapy sessions. With diverse populations. With IEP and other inter-professional teams. Provides students, families and the school community information and resources to support student learning. Listens effectively 	 and The physical therapist: Develops and implements informational resources and communication strategies. Uses: Conflict resolution strategies when needed. Customized communication strategies to meet audience or contextual needs. 	 and The physical therapist: Models: Alternative communication techniques. Collegial approach to communicating with all members of the school community. 					

	Developing	Proficient	Accomplished	Distinguished	Not Demonstrated (Comment Required)		
		d physical therapists advo			cilities, and inclusion		
in adherence to the Individuals with Disabilities Education Act, Americans with Disabilities Act, and Section 504.							
	physical therapist: Encourages school and district staff members to provide all students equal access to programs and facilities.	 and The physical therapist: Advocates on behalf of students for equal access to programming, activities, and facilities. 	and The physical therapist: Advocates for adequate resources.	 and The physical therapist: Participates in advocacy initiatives at the, state, and/or national level. 			
		ed physical therapists colla					
		e of student services. They					
	physical therapist: Understands the role of internal and external partnerships to promote student success.	 and The physical therapist: Establishes collaborative relationships with: Students School staff Parents and families Service providers outside the school setting. Refers students, families, and others for community based services and programs when needed. 	 and The physical therapist: Coordinates services on behalf of students with community partners. 	 and The physical therapist: Leverages community partnerships to promote student success. Assists school administrators with the development of standard operating procedures relative to physical therapy practice. 			
		hat may be used to demons	trate performance:				
	<u>.</u>	n student participation data					
	· ·	s training events for schools					
	School accessibility						
	Evacuation plan pro	ation Plans, particularly Lea	et Restrictive Environment	equirement			
		tion including contact logs, e					
	itererrar abcumenta	tion morutaning contact 10gs, (
Eva	luator Comments:	(Required for all "Not De	monstrated" ratings, recon	nmended for all ratings.)			
Coi	nments of Person B	eing Evaluated: (Optional)				

Standard 3: School-based physical therapists implement educationally relevant pediatric (ages 3 to 21) physical therapy.								
Developing	Proficient	Accomplished	Distinguished	Not Demonstrated (Comment Required)				
Element a. School-based physical therapists understand the importance of appropriate and timely documentation. Physical Therapists assist in developing student-centered and clear IEPs. They provide accurate documentation and maintain records compliant with the Physical Therapy Practice Act: NC.								
 The physical therapist: Adheres to documentation requirements for Physical Therapy Practice Act: North Carolina IEPs. 	 and The physical therapist: Provides documentation that is: Supported by data. Clear and appropriate for the intended audience. 	 and The physical therapist: Participates in documentation reviews. Updates knowledge to 	 and The physical therapist: Compiles and interprets data from documentation reviews for ongoing 					
 Plans of care. District, state, and federal policies. Funding regulations for third party reimbursement. 	Timely.Relevant.Concise.	ensure compliance with educational regulations and funding requirements.	improvement.					
learning and participati	1 v 1	ect their work to the NC	Standard Course of Study	to facilitate student				
The physical therapist: Understands the relationship between physical therapy practice and student progress through the NC Standard Course of Study.	 and The physical therapist: Incorporates the NC Standard Course of Study into physical therapy practice. 	and The physical therapist: Educates the school community in the understanding of the connection between physical therapy and studer progress through the NC Standard Course of Study.	nt professional development beyond the school community in the successful use of physical therapy to enable student progress through the NC Standard Course of Study.					
			s into the physical therapy d promote successful transit					
The physical therapist: □ Understands the 21 st Century skills and their importance to student success.	 and The physical therapist: Facilitates successful transitions (entering school, changing schools and moving from school to community) using 21st century skills. 	and The physical therapist:	andThe physical therapist:Provides					
EvaluationsIEPs	at may be used to demons	strate performance:						
Plans of careDaily Treatment note								
 Letters of medical ne Correspondence and Colleague assessment 	communication logs							

Continuing competer				
	Aedicaid cost recovery			
	(Required for all "Not Demo	nstratad" ratings racom	mandad for all ratings)	
	accumentor un 1966 Demo	nistrated Tatings, recom	incluce for all facings,	
Comments of Person Be	ing Evaluated: (Optional)			
	-based physical therapi facilitate student partic			
Developing	Proficient	Accomplished	Distinguished	
Element a. School-based		-		Not Demonstrated (Comment Required)
The physical therapist:	l physical therapists provide	-		(Comment Required)

Standard 4: School-based physical therapists support learning by practicing educationally-relevant physical therapy to facilitate student participation and access in the least restrictive learning environment.

environment.						
Developing	Proficient	Accomplished	Distinguished	Not Evident (Comment Required)		
Element b. School-based physical therapists use a variety of methods to assess students in the educational environment. Physical Therapists evaluate students using appropriate assessments and therapeutic observations. They utilize information from IEP team members, school staff, outside agencies, and student records. Physical Therapists assess student ability to participate in meaningful school activities and to function independently.						
	 and The physical therapist: Utilizes valid, cost- effective, and nondiscriminatory instruments for : Identification and eligibility. Diagnostic purposes. Individual program planning. Documentation of progress. Selects, administers, and interprets appropriate screening instruments and measurement tools. 	service delivery, intervent	ions, and strategies that a			
	needs. Physical therapists a plan of care that fosters a			e student participation		
 The physical therapist: Identifies students' strengths and needs. Develops individualized plans of care aligned with the IEP that include appropriate: Interventions. Clinically reasoned service delivery recommendations. Exit plan. 	 and The physical therapist: Operationalizes Plans of Care by: Implementing effective therapeutic strategies. Providing direct, individual, group, integrated, consultative, monitoring, and/or collaborative approaches based on student needs. Preparing students and their families for transitions. Using a variety of evidence-based interventions. 	 and The physical therapist: Develops or seeks new evidence- based strategies as required by student and setting. Delivers professional development programs on new therapeutic approaches. 	 and The physical therapist: Serves on district-level facilities planning, assistive technology, transportation, emergency planning, and/or other specialty teams. 			

Standard 4: School-based physical therapists support learning by practicing educationally-relevant physical therapy to facilitate student participation and access in the least restrictive learning environment.

environment.							
Developing	Proficient	Accomplished	Distinguished	(Comment Required)			
Element d. School-based physical therapists promote safety, access and participation of all students. Physical therapists promote wellness using knowledge of health and environmental safety measures. Physical therapists recommend modifications and adaptations to the school environment.							
	and and and						
The physical therapist: Identifies and addresses unsafe situations	 The physical therapist: Consults to ensure safe emergency evacuation procedures. Participates in 	 The physical therapist: Develops and implements school safety procedures. Adapts 	The physical therapist: Promotes general health and wellness at the district level.				
	planning environmental modifications to improve	environments to facilitate student access to and participation in					
	accessibility.	student activities.					
	at may be used to demons	strate performance:					
Plans of Care							
Training logs	. 1						
Professional develop							
Physical therapy evalEvacuation plans	luations						
Evacuation plansEquipment inventorio	as and other records						
 Equipment inventorio Calendars, schedules 							
	, and worktoad						
	Required for all "Not De	monstrated" ratings rea	ommended for all ratings	1			
Evaluator Comments: (Required for all "Not Demonstrated" ratings, recommended for all ratings.)							
~		N					
Comments of Person Be	ing Evaluated: (Optional						

	Developing		Proficient		Accomplished	Distinguished	Not Demonstrated (Comment Required)	
Ele	ment a. School-based	l phy	sical therapists collect	and	analyze data to evalu	late the impact of phys	ical therapy services on	
		al the	rapists adapt their practic	ce ba	sed on evaluation find	lings and student outcom	nes.	
	e physical therapist: Develops data collection processes to determine student success and program quality.		and physical therapist: Collects data about physical therapy program quality from stakeholders. Summarizes data to determine the effect of the program on students' progress.	 The	and e physical therapist: apts practice based	 and The physical therapist: Creates and uses instruments to collect data about the physical therapy program. 		
					needs and			
					outcomes.			
Ele	ment b. School-based	d phy	sical therapists link pr	ofess		r professional goals. Pr	vsical therapists	
						e. Physical therapists ac		
	C i 1	-	rder to function effective	-		· 1		
The	e physical therapist:		and	••••	and	and		
	Maintains physical therapy license. Remains current with physical therapy theory, best practices, and research-based evidences.		 physical therapist: Participates in regular continuing education aligned with professional goals. Uses constructive feedback for on- going professional growth. Seeks assistance from colleagues, supervisors and/or other professionals when needed. 		research-based knowledge and skills into daily practice.	The physical therapist: Participates in clinical research projects, including but not limited to case studies or reports.		
			ay be used to demonstr	ate p	performance:			
	Current NC Physical	thera	apy license					
	Study group logs	T 1001	horany Counts					
	Involvement in Physic							
	1 0							
	6							
	<u> </u>							
_								

Comments of Person Being Evaluated: (Optional)		
Rubric Signature Page		
School-Based Physical Therapist Signature		Date
Physical Therapy Supervisor Signature	Date	
Comments Attached: YES NO		
Physical Therapy Supervisor Signature (Signature indicates question above regarding comments has been addressed)	Date	

Note: The School-based physical therapist's signature on this form represents neither acceptance nor approval of the report. It does, however, indicate that the School-based physical therapist has reviewed the report with the evaluator and may reply in writing. The signature of the principal or evaluator verifies that the report has been reviewed and that the proper process has been followed according to the North Carolina State Board of Education Policy for the School-Based Physical Therapist Evaluation Process.