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 schoolbased physical therapists. □ Unique context of schoolbased 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 longrange 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 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								
The physical therapist:	to learn about the profession.	-	_					
☐ Initiates dialogues with colleagues to exchange professional perspectives. ☐ Communicates the role of the School- based physical therapist to stakeholders.	 and The physical therapist: □ Promotes awareness of the profession. □ Advocates for decision making structures that take advantage of physical therapists' knowledge and skills. 	 and The physical therapist: □ Provides formal and/or informal mentoring to colleagues. □ Provides formal and/or informal clinical education opportunities for physical therapy students. 	and The physical therapist: ☐ Establishes and/or maintains student clinical affiliation(s). ☐ Conducts presentations at the state and/or national level.					
	d physical therapists demon							
legal standards of practice Therapists: American Ph regulations (e.g. Individu	Carolina Educators and the Se as defined in the Physical Trysical Therapy Association. It als with Disabilities Education de delivery of services to stude and and	herapy Practice Act: North Physical Therapists uphold n Act, Americans with Disa	Carolina and Code of Eth federal, state and local pol	nics for Physical licies, laws and				
Adheres to:	The physical therapist:	The physical therapist:	The physical therapist:					
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.	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.	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.	☐ 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 schedule ☐ Continuing competer ☐ IEP documentation ☐ Communication logs ☐	•							

Evaluator Comments: (Required for all "Not Demonstrated" ratings, recommended for all ratings.)							
Comments of Person Bo	eing Evaluated: (Optional)						
Standard 2: School diverse population	l-based physical therap of students.	oists establish an inclu	sive and respectful er	nvironment for a			
Developing	Proficient	Accomplished	Distinguished	Not Demonstrated (Comment Required)			
	d physical therapists promorespect. They ensure that sch						
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.				
Element b. School-base	d physical therapists comm	unicate effectively.					
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.				

	Standard 2: School-based physical therapists establish an inclusive and respectful environment for a diverse population of students.							
ui v		Proficient	Accomplished	Distinguished	Not Demonstrated			
	Developing		Accomplished	Distinguished	(Comment Required)			
			cate for equal access for all					
	physical therapist:	and	Education Act, Americans v	and	Section 504.			
	Encourages school	The physical therapist:	The physical therapist:	The physical therapist:				
_	and district staff	☐ Advocates on behalf	☐ Advocates for	Participates in				
	members to	of students for equal	adequate resources.	advocacy				
	provide all	access to		initiatives at the,				
	students equal	programming,		state, and/or				
	access to	activities, and		national level.				
	programs and	facilities.						
171 -	facilities.	- 11	4	4-:-44661				
			aborate with school and distribution of the school and distrib		ommunity partners			
	physical therapist:	and	and	and				
	Understands the	The physical therapist:	The physical therapist:	The physical therapist:				
	role of internal	Establishes	☐ Coordinates services	Leverages				
	and external	collaborative	on behalf of students	community				
	partnerships to	relationships with:	with community	partnerships to				
	promote student	☐ Students	partners.	promote student				
	success.	☐ School staff		success.				
		Parents and families		D A				
		Service providers outside the school		Assists school administrators with				
		setting.		the development of				
		setting.		standard operating				
		☐ Refers students,		procedures relative				
		families, and others		to physical therapy				
		for community		practice.				
		based services and						
		programs when						
		needed.						
Exa		hat may be used to demons	trate performance:					
<u> </u>		n student participation data						
	School accessibility	s training events for schools						
-	Evacuation plan pro							
╅	1 1		st Restrictive Environment r	requirement				
<u> </u>		tion including contact logs, e		equitoment				
		8	, <u>r</u> <u>g</u> .					
Eva	luator Comments:	(Required for all "Not Der	monstrated" ratings, recon	nmended for all ratings.)				
Cor	mments of Person B	eing Evaluated: (Optional)					
		J (- r						

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. □ Plans of care. □ District, state, and federal policies. □ Funding regulations for third party reimbursement.	The physical therapist: Provides documentation that is: Supported by data. Clear and appropriate for the intended audience. Timely. Relevant. Concise.	and The physical therapist: □ Participates in documentation reviews. □ Updates knowledge to ensure compliance with educational regulations and funding requirements.	and The physical therapist: ☐ Compiles and interprets data from documentation reviews for ongoing improvement.					
Element b. School-based learning and participation		ect their work to the <i>NC</i> .	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 studen progress through the NC Standard Course of Study.	professional development beyond the school community in the successful use of physical therapy to enable student progress through the NC Standard Course of Study.					
			into the physical therapy d promote successful transi					
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.	The physical therapist: ☐ Incorporates 21 st century skills into physical therapy program.	and The physical therapist: □ Provides professional development beyond the school level on the integration of 21 st Century Skills into physical therapy programs.					
Examples of artifacts the Evaluations	at may be used to demons	trate performance:						
☐ IEPs								
□ Transition plans□ Plans of care□ Daily Treatment note								
☐ Letters of medical ned☐ Correspondence and d	·							
Colleague assessment	_							

	Continuing competer							
	Documentation for M	l edic	aid cost recovery					
Eva	Evaluator Comments: (Required for all "Not Demonstrated" ratings, recommended for all ratings.)							
Co	Comments of Person Being Evaluated: (Optional)							
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								
_	ysical therapy to by vironment.	tacıl	litate student partic	sipation and access	in the least restrictive	learning		
en	vironment. Developing		Proficient	Accomplished	Distinguished	Not Demonstrated (Comment Required)		
en	vironment. Developing ement a. School-based		Proficient	Accomplished e services in a professio	Distinguished nal, effective and efficient	Not Demonstrated (Comment Required)		
Ele	vironment. Developing ement a. School-based e physical therapist:	l phy	Proficient vsical therapists provide and	Accomplished e services in a professio and	Distinguished nal, effective and efficient and	Not Demonstrated (Comment Required)		
Ele The Der	Developing ment a. School-based e physical therapist: monstrates:	l phy	Proficient visical therapists provide and e physical therapist:	Accomplished e services in a professio and The physical therapist:	Distinguished nal, effective and efficient and The physical therapist:	Not Demonstrated (Comment Required)		
Ele	Developing ment a. School-based e physical therapist: monstrates: Safe delivery of	l phy	Proficient visical therapists provide and ephysical therapist: Recommends	Accomplished e services in a professio and The physical therapist: Demonstrates	Distinguished nal, effective and efficient and The physical therapist: Allocates and	Not Demonstrated (Comment Required)		
Ele The Der	Developing ment a. School-based e physical therapist: monstrates: Safe delivery of therapeutic	l phy	Proficient visical therapists provide and e physical therapist: Recommends appropriate adaptive	Accomplished e services in a professio and The physical therapist: Demonstrates resourcefulness in	Distinguished nal, effective and efficient and The physical therapist: Allocates and manages	Not Demonstrated (Comment Required)		
Ele The Der	Developing ment a. School-based e physical therapist: monstrates: Safe delivery of therapeutic services.	l phy	Proficient visical therapists provide and e physical therapist: Recommends appropriate adaptive equipment, assistive	Accomplished e services in a professio and The physical therapist: Demonstrates resourcefulness in the provision of	Distinguished nal, effective and efficient and The physical therapist: Allocates and manages resources	Not Demonstrated (Comment Required)		
Ele The Der	perior to a service services. Peveloping The ment a. School-based to physical therapist: monstrates: Safe delivery of therapeutic services. Flexibility.	l phy	Proficient visical therapists provide and e physical therapist: Recommends appropriate adaptive equipment, assistive technology, and	Accomplished e services in a professio and The physical therapist: Demonstrates resourcefulness in the provision of appropriate school	Distinguished nal, effective and efficient and The physical therapist: Allocates and manages resources efficiently to meet	Not Demonstrated (Comment Required)		
Ele The Der	Developing ment a. School-based e physical therapist: monstrates: Safe delivery of therapeutic services. Flexibility. Priority setting.	l phy	Proficient visical therapists provide and e physical therapist: Recommends appropriate adaptive equipment, assistive technology, and environmental	Accomplished e services in a professio and The physical therapist: Demonstrates resourcefulness in the provision of appropriate school based services,	Distinguished nal, effective and efficient and The physical therapist: Allocates and manages resources efficiently to meet district program	Not Demonstrated (Comment Required)		
Ele The Der	Developing ment a. School-based e physical therapist: monstrates: Safe delivery of therapeutic services. Flexibility. Priority setting. Effective time	l phy	Proficient visical therapists provide and e physical therapist: Recommends appropriate adaptive equipment, assistive technology, and	Accomplished e services in a professio and The physical therapist: Demonstrates resourcefulness in the provision of appropriate school based services, materials, and	Distinguished nal, effective and efficient and The physical therapist: Allocates and manages resources efficiently to meet	Not Demonstrated (Comment Required)		
Ele The Der	periority setting. Effective time management	l phy	Proficient vsical therapists provide and e physical therapist: Recommends appropriate adaptive equipment, assistive technology, and environmental adaptations.	Accomplished e services in a professio and The physical therapist: Demonstrates resourcefulness in the provision of appropriate school based services,	Distinguished nal, effective and efficient and The physical therapist: Allocates and manages resources efficiently to meet district program	Not Demonstrated (Comment Required)		
Ele The Der	Developing ment a. School-based e physical therapist: monstrates: Safe delivery of therapeutic services. Flexibility. Priority setting. Effective time management strategies.	l phy	Proficient vsical therapists provide and e physical therapist: Recommends appropriate adaptive equipment, assistive technology, and environmental adaptations. Maintains equipment	Accomplished e services in a professio and The physical therapist: Demonstrates resourcefulness in the provision of appropriate school based services, materials, and	Distinguished nal, effective and efficient and The physical therapist: Allocates and manages resources efficiently to meet district program	Not Demonstrated (Comment Required)		
Ele The Der	periority setting. Effective time management	l phy	Proficient vsical therapists provide and e physical therapist: Recommends appropriate adaptive equipment, assistive technology, and environmental adaptations. Maintains equipment to ensure student	Accomplished e services in a professio and The physical therapist: Demonstrates resourcefulness in the provision of appropriate school based services, materials, and	Distinguished nal, effective and efficient and The physical therapist: Allocates and manages resources efficiently to meet district program	Not Demonstrated (Comment Required)		
Ele The Der	personment. Developing ment a. School-based physical therapist: monstrates: Safe delivery of therapeutic services. Flexibility. Priority setting. Effective time management strategies. Accountability for	l phy	Proficient vsical therapists provide and e physical therapist: Recommends appropriate adaptive equipment, assistive technology, and environmental adaptations. Maintains equipment	Accomplished e services in a professio and The physical therapist: Demonstrates resourcefulness in the provision of appropriate school based services, materials, and	Distinguished nal, effective and efficient and The physical therapist: Allocates and manages resources efficiently to meet district program	Not Demonstrated (Comment Required)		
Ele The Der	personment. Developing ment a. School-based physical therapist: monstrates: Safe delivery of therapeutic services. Flexibility. Priority setting. Effective time management strategies. Accountability for	l phy	Proficient vsical therapists provide and e physical therapist: Recommends appropriate adaptive equipment, assistive technology, and environmental adaptations. Maintains equipment to ensure student	Accomplished e services in a professio and The physical therapist: Demonstrates resourcefulness in the provision of appropriate school based services, materials, and	Distinguished nal, effective and efficient and The physical therapist: Allocates and manages resources efficiently to meet district program	Not Demonstrated (Comment Required)		
Ele The Der	personment. Developing ment a. School-based physical therapist: monstrates: Safe delivery of therapeutic services. Flexibility. Priority setting. Effective time management strategies. Accountability for	I phy	Proficient visical therapists provide and e physical therapist: Recommends appropriate adaptive equipment, assistive technology, and environmental adaptations. Maintains equipment to ensure student safety.	Accomplished e services in a professio and The physical therapist: Demonstrates resourcefulness in the provision of appropriate school based services, materials, and	Distinguished nal, effective and efficient and The physical therapist: Allocates and manages resources efficiently to meet district program	Not Demonstrated (Comment Required)		
Ele The Der	personment. Developing ment a. School-based physical therapist: monstrates: Safe delivery of therapeutic services. Flexibility. Priority setting. Effective time management strategies. Accountability for	I phy	Proficient visical therapists provide and e physical therapist: Recommends appropriate adaptive equipment, assistive technology, and environmental adaptations. Maintains equipment to ensure student safety. Supports the	Accomplished e services in a professio and The physical therapist: Demonstrates resourcefulness in the provision of appropriate school based services, materials, and	Distinguished nal, effective and efficient and The physical therapist: Allocates and manages resources efficiently to meet district program	Not Demonstrated (Comment Required)		
Ele The Der	personment. Developing ment a. School-based physical therapist: monstrates: Safe delivery of therapeutic services. Flexibility. Priority setting. Effective time management strategies. Accountability for	I phy	Proficient vsical therapists provide and ephysical therapist: Recommends appropriate adaptive equipment, assistive technology, and environmental adaptations. Maintains equipment to ensure student safety. Supports the placement of students	Accomplished e services in a professio and The physical therapist: Demonstrates resourcefulness in the provision of appropriate school based services, materials, and	Distinguished nal, effective and efficient and The physical therapist: Allocates and manages resources efficiently to meet district program	Not Demonstrated (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. Not Evident **Developing Proficient** Accomplished Distinguished (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. The physical therapist: ...and . . . and . . . and ■ Understands The physical therapist: The physical therapist: The physical therapist: various pediatric Utilizes valid, cost-☐ Evaluates, obtains Develops physical therapy effective, and and organizes assessment assessment tools. nondiscriminatory assessment tools. protocols and/or instruments for: screening tools. Evaluates students to ☐ Identification and □ Promotes consistent student determine: eligibility. ☐ Diagnostic purposes. ☐ Level of assessment Individual program participation. procedures within ■ Necessary planning. the district physical assistance and Documentation of therapy program. adaptation. progress. ☐ Functional abilities. ☐ Selects, administers, **Impairments** and interprets related to appropriate screening functional ability. instruments and measurement tools. ☐ Required services in relation to skills of staff. Element c. School-based physical therapists plan service delivery, interventions, and strategies that are based on the student's strengths and needs. Physical therapists promote skill acquisition and generalization to enhance student participation and learning. They create a plan of care that fosters achievement of student's goals. The physical therapist: ...and ...and ...and ☐ Identifies students' The physical therapist: The physical therapist: The physical therapist: strengths and Operationalizes Plans of Develops or seeks ☐ Serves on districtneeds. new evidencelevel facilities Care by: ☐ Implementing based strategies as planning, assistive effective required by student technology, Develops individualized plans of therapeutic and setting. transportation, emergency care aligned with the strategies. IEP that include ☐ Providing direct, planning, and/or Delivers appropriate: individual, group, professional other specialty ☐ Interventions. integrated, development teams. Clinically reasoned consultative, programs on new service delivery monitoring, and/or therapeutic recommendations. collaborative approaches. Exit plan. approaches based on student needs. ☐ Preparing students and their families for transitions. ☐ Using a variety of evidence-based interventions.

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.								
Developing	Proficient	Accomplished	Distinguished	Not Evident (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 planning environmental modifications to improve	The physical therapist: Develops and implements school safety procedures. Adapts environments to facilitate student access to and participation in	The physical therapist: ☐ Promotes general health and wellness at the district level.					
Examples of artifacts th	accessibility. at may be used to demons	student activities. trate performance:						
☐ Plans of Care								
☐ Training logs								
Professional developPhysical therapy eval								
Evacuation plans	iuations							
☐ Equipment inventorion	es and other records							
☐ Calendars, schedules								
	,							
	(D. 1.10 11/37 : 5	1 199	1 10 22 24 1					
Evaluator Comments: (Required for all "Not Demonstrated" ratings, recommended for all ratings.)								
Comments of Person Being Evaluated: (Optional)								

Standard 5: School-based physical therapists reflect on their current practice and demonstrate an increasing knowledge base, life-long learning and professional development.								
IIICI	Proficient	ng a	Accomplished	ic v c	Distinguished	Not Demonstrated (Comment Required)		
			vsical therapists collect					
			rapists adapt their practic					es.
I G	ohysical therapist: Develops data collection processes to determine student success and program quality.	The	e 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 Current and relevant research. Stakeholder feedback. Program and facility evaluation findings. Data on student needs and outcomes.		e physical therapist: Creates and uses instruments to collect data about the physical therapy program.	
Elem	ent b. School-based	l phy	vsical therapists link pro	ofess	************	r pro	ofessional goals. Phy	vsical therapists
			e continuing competency					
consi	der current evidence	in o	rder to function effective	ly in	a complex, dynamic	envi	ronment.	
	ohysical therapist:		and		and		and	
t I	Maintains physical herapy license. Remains current with physical herapy theory, pest practices, and research-based evidences.		e physical therapist: Participates in regular continuing education aligned with professional goals. Uses constructive feedback for ongoing professional growth. Seeks assistance from colleagues, supervisors and/or other professionals when needed.		e physical therapist: Integrates research-based knowledge and skills into daily practice.	The	e 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 Involvement in Physi	ioo1 7	Charany Counts					
	Documentation of pa		1 0					
	Feedback received from							
			ne student and program n	eeds				
	Professional Growth		1 0					
	Continuing Education							
	Continuing competer	ıcy d	ocumentation					
		(D			4		. 1 . 1 6	
Lval	uator Comments: (Keq	uired for all "Not Demo	ınstr	rateu ratings, recon	ımer	iueu ior ali ratings.)	

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.