



RUBRIC ASSESSMENT: CERTIFIED SCHOOL DENTAL HYGIENIST (CSDH)

Date ☐ Self-Assessment ☐ Evaluator Assessment ☐

Formal Observation ☐ Individual Growth Project ☐ Intensive Support Plan ☐ Summative ☐

Domain 1: Planning and Preparation

“To improve the public's total health by ensuring access to quality oral health care, increasing awareness of the cost-effective benefits of prevention, promoting the highest standards of dental hygiene education, licensure, practice and research.” (ADHA, 2012)

| Component | Failing | Needs Improvement | Proficient | Distinguished |
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| <i>1a: Demonstrating Knowledge of Content and Pedagogy/Demonstrating Knowledge of Oral Hygiene Process and Health</i> | Certified School Dental Hygienist (CSDH) demonstrates little understanding of oral hygiene process and health. | CSDH demonstrates basic understanding of oral hygiene process and health. | <p>CSDH demonstrates a proficient understanding of oral hygiene process and health.</p> <p>CSDH consistently collects, prioritizes, documents and evaluates individual and collective student health data.</p> <p>CSDH's decisions are guided by clinical judgment and current research information to meet the needs of the district.</p> <p>CSDH identifies important concepts of the discipline and their relationships to one another.</p> <p>CSDH consistently provides clear explanations of the content, answers questions accurately and provides feedback that furthers student learning.</p> <p>CSDH seeks out content-related professional development.</p> | CSDH demonstrates extensive understanding of oral hygiene process and health. |
| <i>Evidence/Examples</i> | <p>CSDH was unable to answer questions related to nutrition, healthcare and follow-up dental care.</p> <p>CSDH does not know that man-made sugar results in decay.</p> | <p>CSDH was able to answer some questions related to nutrition, healthcare and follow-up dental care.</p> <p>CSDH doesn't know that frequency of sugar ingestion affects decay rate.</p> | <p>CSDH was able to demonstrate knowledge related to the relationship between good nutrition and home dental care.</p> <p>CSDH understands crunchy fruits and vegetables act as detergent foods to help clean the teeth when brushing and flossing is unattainable.</p> | <p>CSDH understands that optimal dental health results in optimal systemic health.</p> <p>CSDH understands good dental care reduces dental diseases, heart disease, and type II diabetes associated with obesity.</p> |

| Component | Failing | Needs Improvement | Proficient | Distinguished |
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| <i>1b: Demonstrating Knowledge of Students/Demonstrating Knowledge of Individual Health Needs and Normal Growth and Development</i> | CSDH demonstrates little or no understanding of individual health needs including backgrounds, cultures, skills, language proficiency, interests, and special needs. | CSDH demonstrates partial understanding of individual health needs including backgrounds, cultures, skills, language proficiency, interests, and special needs. | CSDH demonstrates accurate understanding of individual health needs including backgrounds, cultures, skills, language proficiency, interests, and special needs. CSDH is knowledgeable of normal growth and development. CSDH is cognizant of individual dental health needs with regard to backgrounds, cultures, skills, language proficiency, interests, and special needs. | CSDH actively seeks knowledge of individual health needs including backgrounds, cultures, skills, language proficiency, interests, and special needs from a variety of sources, and attains this knowledge for individuals. |
| <i>Evidence/Examples</i> | CSDH wore a mask and was unaware that a student who was receiving a dental screening had a hearing impairment. CSDH made no attempt to communicate with a student. | CSDH was aware the student did not speak English but did not make an attempt to communicate with the student. CSDH did not have a mirror or model to show the student what they were concerned about. | CSDH sent home referral forms in the child's native language. CSDH sent a note with a dentist's phone number and a number to contact the school to talk to someone who speaks their language to answer further questions. | CSDH incorporates the assistance of an interpreter for a student who spoke Spanish. CSDH used a computer language application to talk with the student. |
| Component | Failing | Needs Improvement | Proficient | Distinguished |
| <i>1c: Setting Service Delivery Outcomes/Identifying Appropriate Outcomes</i> | CSDH has not identified appropriate outcomes. | CSDH has identified rudimentary and partially appropriate outcomes. | CSDH has identified clear and appropriate outcomes. CSDH consistently identifies outcomes that are culturally appropriate and realistic in relation to the student's present and potential needs. CSDH is responsible for the management and oversight of student dental health needs. | CSDH has identified highly appropriate and measurable outcomes following consultations with students, parents and colleagues. |
| <i>Evidences/Examples</i> | CSDH doesn't identify a student with poor oral hygiene. CSDH allowed a student to eat candy during lesson without making healthy suggestive alternatives. | CSDH lectures, but doesn't instruct the student in oral hygiene instruction. CSDH offered student healthy solutions of rinsing with water if students couldn't brush after a sugary snack. | CSDH instructs the student in proper oral hygiene instruction by example and participation. CSDH offers solutions to not being able to brush after meals by eating their crunchy fruit or vegetable last at lunchtime. | CSDH instructs the student in proper oral hygiene instruction and collaborates with parents for a better regiment of home care. CSDH gave the student personal brushing time after breakfast or lunchtime with parent notification. |

| Component | Failing | Needs Improvement | Proficient | Distinguished |
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| <i>Id: Demonstrating Knowledge of Resources/Demonstrating Knowledge of Appropriate Laws, Regulations, and Resources</i> | CSDH demonstrates little or no knowledge of appropriate laws, regulations, and resources. | CSDH demonstrates basic knowledge of appropriate laws, regulations, and resources. | <p>CSDH demonstrates knowledge of appropriate laws, regulations, and resources.</p> <p>CSDH is cognizant of all federal/state laws and regulations applicable to registered dental hygiene practice.</p> <p>CSDH is cognizant of the state school health mandates as outlined in the Pennsylvania Public School Code.</p> <p>CSDH is aware of appropriate resources available through district, community, state, and national levels.</p> | CSDH demonstrates extensive knowledge of appropriate laws, regulations, and resources and utilizes them appropriately. |
| <i>Evidences/Examples</i> | <p>CSDH doesn't have appropriate license, certification or clearances to practice as a Certified School Dental Hygienist in Pennsylvania.</p> <p>CSDH allows her dental hygiene license to laps.</p> | <p>CSDH has a valid license, and clearances, but is unfamiliar with Child protective laws.</p> <p>CSDH publishes a photo of a child on public media without parental consent.</p> <p>CSDH screens a student without parental consent.</p> | <p>CSDH adapts the Pennsylvania school code to meet the needs of the district.</p> <p>CSDH adapts screening services in grades that are not preset by the Pennsylvania Department of Health School Health Code of K/1, 3, and 7.</p> | <p>CSDH pursues other resources to help meet the dental needs of their district.</p> <p>CSDH utilizes and supervises the services of Mobile Dental Units.</p> <p>CSDH involves the services of Children and Youth if dental neglect is evident.</p> |

| Component | Failing | Needs Improvement | Proficient | Distinguished |
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| <i>1e: Designing Coherent Instruction</i> | CSDH does not plan for age appropriate activities to attain expected outcomes. | CSDH partially develops age appropriate activities to attain expected outcomes. | CSDH develops age appropriate activities to attain expected outcomes. CSDH is responsible for appropriate and realistic outcomes to meet individual student needs. | CSDH develops extensive age appropriate activities to attain expected outcomes. |
| <i>Evidences/Examples</i> | CSDH doesn't provide any screening or educational activities to students. CSDH doesn't show up for a scheduled dental health lesson. | CSDH provides activities that are age-appropriate but doesn't follow through for expected outcomes. CSDH provides a dental screening, but doesn't notify parent of screening results. | CSDH provides dental activities to reinforce learning outcomes. CSDH provides example for experiments that reinforce the lesson (example: egg/soda experiment to show how sugars and acids attack teeth). CSDH uses sugar in test tubes to represent the amount of sugar in food. | CSDH provides age-appropriate examples and experiments to enhance learning outcomes and provides added feedback. CSDH provides brushing charts for students to track their brushing in school or at home. CSDH provides a "Find the Health Snack Worksheet" to assess learning outcomes from the Nutrition lesson. |
| Component | Failing | Needs Improvement | Proficient | Distinguished |
| <i>1f: Designing Student Assessments/Designing Outcome Evaluation</i> | CSDH's plan has no clear criteria or standards and is inappropriate to individual needs. | CSDH has a rudimentary design for outcome achievement that is only partially appropriate to individual need. | CSDH's plan for outcome achievement is aligned using clear criteria and is appropriate to the needs of the individual. CSDH systematically evaluates the quality and effectiveness of dental hygiene practice. | CSDH's plan for outcome achievement is fully aligned with clear criteria and evidence-based standards to meet individual needs. |
| <i>Evidences/Examples</i> | CSDH write a dental health curriculum that is not approved by the Pennsylvania Department of Health. | CSDH writes a dental health curriculum that is approved by the Pennsylvania Department of Health that is grade appropriate. | CSDH writes a curriculum for all ages and is age-appropriate and congruent with science and health curriculums of the district that is approved by the Pennsylvania Department of Health. | CSDH writes a curriculum for all grades and is age-appropriate and congruent with science and health curriculums of the district that is approved by the Pennsylvania Department of Health and provides assessment feedback for evaluation. |

| Domain 2: The Environment | | | | |
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| Component | Failing | Needs Improvement | Proficient | Distinguished |
| 2a: Creating an Environment of Respect and Rapport | CSDH's interactions with at least some members of the school community are negative or inappropriate. | CSDH's interactions with members of the school community are a mix of positive and negative. | CSDH's interactions with members of the school community are positive and respectful. CSDH establishes a respectful and professional rapport with the school community | Members of the school community seek out the CSDH, reflecting a high degree of comfort and trust in the relationship |
| Evidences/Examples | CSDH conducts him/herself in inappropriate conduct with another staff member or student. CSDH uses inappropriate language in front of a student. | CSDH knows some staff members, but has no interaction with them. CSDH doesn't include school nurse and principal when an emergency occurs. | CSDH is able to identify specific school staff members and has a respectful rapport with them. CSDH provides dental emergency treatment for a student and conveys information to school nurse, principal, and parent. | CSDH is able to engage and involve professional team members in student treatment planning. CSDH is asked to attend an IEP meeting to render a professional recommendation. |
| Component | Failing | Needs Improvement | Proficient | Distinguished |
| 2b: Establishing a Culture for Learning/Establishing a Culture for Health and Wellness | CSDH makes no attempt to establish a culture for health and wellness in the school community. | CSDH is partially successful in promoting a culture of health and wellness in the school community. | CSDH promotes a culture of health and wellness in the school community. CSDH acts a liaison between the school community and the dental community regarding access to dental care. CSDH provides age appropriate sequential dental health lessons. CSDH models positive dental health behaviors. | CSDH promotes a culture of health and wellness in the school community that is supported and sustained through collaboration with members of the school community. |
| Evidences/Examples | CSDH makes no attempts to encourage dental health for the school community. CSDH is never visible for students to identify with him/her. | CSDH provides information on good dental health, but isn't a good role model. CSDH walks around the hallway drinking a can of soda. | CSDH is an example of healthy dental habits. CSDH eat a healthy lunch in front of students, eating fruit or vegetable last. | CSDH promotes healthy dental environment and invites student participation. CSDH is responsible for student participation in National Children's Dental Health Month. CSDH models good oral hygiene, personal hygiene and professional appearance. |

| Component | Failing | Needs Improvement | Proficient | Distinguished |
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| 2c: Managing Classroom Procedures/Following Health and Classroom Protocols and Procedures | CSDH does not follow health and classroom protocols and procedures. | CSDH is inconsistent in following health and classroom protocols and procedures. | <p>CSDH utilizes effective health and classroom protocols and procedures. CSDH demonstrates infectious disease protocol as dictated by the Centers for Disease Control (CDC).</p> <p>CSDH follows guidelines set by the Pennsylvania Department of Health, Pennsylvania Department of Education, and the Pennsylvania Board of Dentistry.</p> <p>CSDH follows the Dental Hygiene Service Plan that has been submitted and approved by the Pennsylvania Department of Health.</p> <p>CSDH engages students during classroom instruction.</p> | CSDH utilizes effective health and classroom protocols and procedures and is able to readily adapt to unexpected situations. |
| Evidences/Examples | <p>CSDH doesn't follow universal infectious disease protocol.</p> <p>CSDH doesn't wear gloves while screening a student.</p> | <p>CSDH doesn't control classroom behaviors.</p> <p>CSDH allows students to freely leave the classroom during a dental health lesson.</p> | <p>CSDH allows for safe student interaction during a Dental Hygiene Curriculum approved dental health lesson or screening.</p> <p>CSDH allows for question and answer during lesson time.</p> <p>CSDH keeps all hazardous materials put away and out of the reach of students.</p> | <p>CSDH is prepared to provide multiple deliveries of a dental health lesson due technological difficulties.</p> <p>CSDH utilizes a DVD, VHS video and a lesson appropriate book to meet any technology challenge.</p> |

| Component | Failing | Needs Improvement | Proficient | Distinguished |
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| 2d: Managing Student Behavior/Promoting a Safe and Healthy Environment and Managing Student Behavior | CSDH does not promote a safe and healthy environment. CSDH does not have an established standard of conduct with little or no monitoring of student behavior. | CSDH makes minimal attempts to promote a safe and healthy environment. CSDH expects inconsistent established standards of conduct and possesses minimal monitoring of student behavior. | CSDH promotes a safe and healthy environment. CSDH response to student misbehavior is consistent and effective. CSDH establishes a standard of conduct and monitoring for student behavior. | CSDH effectively promotes a safe and healthy environment utilizing evidence based guidelines and strategies. CSDH response to student misbehavior is sensitive to individual student needs and respects student dignity. |
| Evidences/Examples | CSDH does not provide a save screening or learning environment for students. CSDH leaves students unattended in the classroom. | CSDH screens students in an inappropriate location. CSDH screens students in an unhealthy room conditions, but attempts to control cleanliness. | CSDH acts promptly to an altercation situation. CSDH notices two students that are acting inappropriately and separates them quickly to diffuse an altercation. | CSDH avoids potential accidents and prevents them from happening. CSDH asks classroom teacher for any information about the student population's diversity and special needs, reporting any incidences to principal or supervisor. |
| Component | Failing | Needs Improvement | Proficient | Distinguished |
| 2e: Organizing Physical Space | The physical environment is unsafe. | The physical environment is safe, somewhat organized, and is accessible to most members of the school community. | The physical environment is safe, organized, and accessible to all members of the school community. | The physical environment is safe, efficiently organized, and readily available to all members of the school community. |
| Evidences/Examples | CSDH provides unsafe placement of Dental equipment. CSDH leaves sharp dental instruments out in the open that are unattended. | CSDH applies to administrators for specific area conditions to conduct work from. CSDH notifies staff as to where dental screenings /lessons are to be conducted. | CSDH has a clearly identifiable office area. CSDH contacts staff through notes or emails of her location. | CSDH sets up an identifiable supply station. CSDH leaves dental supplies available to staff and students for dental situations that are needed when the CSDH is in another building. |

| Domain 3: Service Delivery | | | | |
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| Component | Failing | Needs Improvement | Proficient | Distinguished |
| 3a: Communicating with Students/Communicating Clearly and Accurately | <p>Expectations for goal achievement, directions and procedures, and explanations of content are unclear or confusing.</p> <p>CSDH's use of language contains errors or is inappropriate to culture or level of development.</p> | <p>Expectations for goal achievement directions and procedures, and explanations of content are clarified after initial confusion.</p> <p>CSDH's use of language is correct but may not be completely appropriate to culture or level of development.</p> | <p>Expectations for goal achievement, directions and procedures, and explanations of content are clear. Communications are appropriate to culture and level of development.</p> <p>CSDH utilizes age appropriate language for all members of the school community.</p> <p>CSDH effectively states student learning and models the process to be followed in assigned task.</p> | <p>Expectations for goal achievement, directions and procedures, and explanations of content are clear.</p> <p>CSDH's oral and written communication is clear and expressive, appropriate to culture and level of development, and anticipates possible misconceptions.</p> |
| Evidences/Examples | <p>CSDH makes no attempt to use grade level appropriate language during a dental health lesson</p> <p>CSDH doesn't talk about dental health during a lesson.</p> | <p>CSDH uses some grade level appropriate language.</p> <p>CSDH addresses classroom rules and expectations, but does not address infractions of the rules and expectations when they occur.</p> | <p>CSDH uses grade appropriate language.</p> <p>CSDH addresses classroom rules and expectations and holds students accountable for them most of the time.</p> <p>CSDH models proper tooth brushing method with students.</p> | <p>CSDH consistently uses grade appropriate language and remediates students to understanding dental terminology.</p> <p>CSDH consistently holds students accountable to classroom rules and expectations that were outlined at the beginning of the lesson time.</p> <p>CSDH provides question and answer time for students.</p> |

| Component | Failing | Needs Improvement | Proficient | Distinguished |
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| 3b: Using Questioning and Discussion Techniques/Using Data Providing Appropriate Assessment | CSDH does not provide appropriate assessment. | CSDH provides only partially appropriate assessment. | CSDH provides appropriate assessment. CSDH follows the Pennsylvania Department of Health's state report requirements for dental data collection. CSDH provides effective open-ended questions and fosters student engagement. | CSDH provides comprehensive, relevant assessment. |
| Evidences/Examples | CSDH does not follow the Pennsylvania Department of Health's recommendation for data collection during dental screenings. CSDH does not inform parent when dental referral is necessary. CSDH doesn't provide classroom education component of the dental hygiene services program. | CSDH only charts a "pass" or "fail" rather than charting what dental conditions require referral to a dentist during a dental screening. CSDH does not inform parent of student's dental need. CSDH provides dental education, but doesn't provide a measurable assessment component. | CSDH charts according to the Pennsylvania Department of Health's recommendations for dental screenings. CSDH sends written documentation of need of referral to student's family. CSDH records dental health education on dental health record. CSDH provides multiple forms of assessment during dental health lessons. | CSDH charts dental screening/education according to the Pennsylvania Department of Health's recommendations. CSDH sends written documentation of need of referral to student's family. CSDH works with nursing staff, social workers, parents and the dental community to try and see that the student's dental needs are met during dental emergencies. CSDH allows for open-ended question and answer session for dental health lesson. |

| Component | Failing | Needs Improvement | Proficient | Distinguished |
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| 3c: Engaging Students in Learning/Engaging the School Community in Health Education and Wellness Promotion | CSDH fails to promote health education and wellness. | CSDH displays partially effective measures in promoting health education and wellness. | CSDH promotes health education and wellness resulting in knowledge acquisition and application. CSDH provides materials and resources to support the learning goals. | CSDH promotes health education and wellness resulting in knowledge acquisition, application, and member participation. |
| Evidences/Examples | CSDH makes no attempt to arrange time to teach dental health education. CSDH doesn't contact a school to schedule dental lessons or screenings. | CSDH make an attempt to arrange time to teach dental health lessons to two grade levels; however, learning activities and handouts/worksheets are given out and are not appropriate to student grade-level . CSDH teaches wrong grade level dental lesson to a class. CSDH provides no take home information during dental health lesson. | CSDH arranges time to teach dental health lessons to a variety of grade levels. Learning activities and handouts/worksheets are somewhat appropriate to student grade-level. CSDH provides lecture and take-home information during a dental health lesson. CSDH participates in dental health month activities for students. | CSDH arranges time to teach dental health lessons to a variety of grade levels. Learning activities and handouts/worksheets are appropriate to student grade-level. CSDH allows time for assessment during dental health lesson. CSDH sets up time for students to actively partake in daily tooth brushing. CSDH encourages student participation in dental health month activities. |
| Component | Failing | Needs Improvement | Proficient | Distinguished |
| 3d: Using Assessment in Service Delivery/Utilizing Assessment Data and Resources to Deliver Appropriate Care | CDHS does not utilize assessment data and resources to deliver appropriate care. | CSDH occasionally utilizes assessment data and resources to deliver appropriate care. | CSDH regularly utilizes assessment data and resources to deliver appropriate care. CSDH collects, analyzes, and synthesizes comprehensive data pertinent to student's/staff member's dental health. | CSDH consistently utilizes assessment data and resources to deliver appropriate care using standardized language. |
| Evidences/Examples | CSDH does not use information gathered from dental screenings to make referrals of dental need to parents. CSDH doesn't write a dental health curriculum for the district needs. CSDH doesn't identify at risk children. | CSDH only uses information gathered from dental screenings as data collection. CSDH writes a dental health curriculum, but doesn't address the needs of the district. CSDH identifies "at-risk" students with dental needs. | CSDH uses information gathered from dental screenings to make referral of dental need to parents. CSDH helps to identify community resources for families without "dental homes." CSDH makes suggestions for dental insurance programs to cover student needs. | CSDH uses information gathered from dental screenings to make referral of dental need to parents. CSDH alters curriculum to meet changing needs of the district's population. CSDH provides alternate dental services, such as cleanings, fluoride treatments, sealants, and x-rays to meet needs of the district. |

| Component | Failing | Needs Improvement | Proficient | Distinguished |
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| 3e: Demonstrating Flexibility and Responsiveness | CSDH adheres to the plan or program in spite of evidence of its inadequacy. | CSDH makes modest changes in the plan or program when confronted with evidence of the need for change. | CSDH makes revisions in the plan or program as needed. CSDH makes adjustments to the lesson according to the needs of the group. | CSDH is continually seeking ways to improve the plan or program and makes changes as needed in response to input. |
| Evidences/Examples | <p>CSDH fails to review the district's dental hygiene services program and adheres to it in spite of evidence of its inadequacies.</p> <p>CSDH doesn't submit dental health curriculum to the Pennsylvania Department of Health for approval.</p> <p>CSDH doesn't know of special needs students in the classroom.</p> | <p>CSDH updates dental health program curriculum in a five-year time frame.</p> <p>CSDH submits dental health program curriculum to Pennsylvania Department of Health, but makes no updates to meet needs of the district.</p> <p>CSDH teaches same lesson for ten years with no updated product information.</p> <p>CSDH knows of special needs students, but doesn't address them in the lesson.</p> | <p>CSDH annually reviews the district's dental hygiene services program to assure that the district's dental needs are being met.</p> <p>CSDH notifies the Pennsylvania Department of Health of changes to the program plan.</p> <p>CSDH adapts dental health lessons to meet special needs situations with visual, audio, and kinesthetic restrictions addressed.</p> <p>CSDH seeks knowledge of new products and services through continuing education.</p> | <p>CSDH recognizes plan deficits and constructs a plan for improvement and change.</p> <p>CSDH carries out initiatives for change after notifying the Pennsylvania Department of Health of revision to the program plan.</p> <p>CSDH meets student needs with appropriate use of technology.</p> <p>CSDH recommends current dental products to meet student needs.</p> |

Domain 4: Professional Development/Professional Responsibilities

| Component | Failing | Needs Improvement | Proficient | Distinguished |
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| 4a: Reflecting on Teaching/Reflecting on Professional Practice and Certified School Dental Hygienist Process | CSDH does not reflect on practice or the reflections are inaccurate or self-serving. | CSDH's reflection on practice is moderately accurate and objective without citing specific examples and with only global suggestions as to how it might be improved. | CSDH reflection provides an accurate and objective description of practice, citing specific positive and negative characteristics. CSDH's makes specific suggestions as to how practice may be improved. | CSDH's reflection is highly accurate and perceptive citing specific examples. CSDH draws on evidence-based knowledge to suggest alternative strategies. |
| Evidences/Examples | CSDH does not keep current with standards of care as related to school-based dental hygiene services programs. CSDH does not meet biannual requirement for professional license renewal and allows license to lapse. | CSDH meets biannual requirement for professional license renewal, but makes no additional attempt to keep current with standards of care as related to school-based dental hygiene services programs. CSDH meets professional license requirements, but doesn't keep current with Pennsylvania Education Association's ACT 48 hours. | CSDH meets biannual requirement for professional license renewal and shows evidence of attending continuing education/ professional networking sessions that address the particular needs of dental hygienists working in the public school environment. CSDH offers input for conducting continuing education class instruction. | CSDH continually meets biannual requirements for professional license renewal and goes above the 20 hours of continuing education needed to meet this requirement. CSDH is endeavoring to learn more about his/her chosen field of work in the school environment. CSDH sites all evidenced-based information. |
| Component | Failing | Needs Improvement | Proficient | Distinguished |
| 4b: Maintaining Accurate Records | CSDH's reports, records, and documentation are missing, late, or inaccurate. | CSDH's reports, records, and documentation are generally accurate, but not always completed in a timely manner. | CSDH's reports, records, and documentation are accurate and are completed in a timely manner. | CSDH's approach to record keeping is highly systematic and efficient and serves as a model for colleagues. |
| Evidences/Examples | CSDH has difficulty accessing student data via his/her record keeping to respond to questions by school community. CSDH loses school screening data. | CSDH can easily access student data via his/her record keeping to respond to questions by school community. CSDH can convey a screening result to a parent who lost the referral form. | CSDH can easily access student data via his/her record keeping in order to respond to questions by school community. CSDH provides administration with data for the state report. | CSDH can efficiently and quickly provide dental health information to school community. CSDH provides administration with accurate state report data prior to time deadline. |

| Component | Failing | Needs Improvement | Proficient | Distinguished |
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| 4c: Communicating with Families/Communicating with Members of the School Community | CSDH provides little or no information to members of the school community. | CSDH provides limited, though accurate information to members of the school community. | CSDH provides thorough and accurate information to members of the school community. | CSDH is proactive in providing thorough, accurate, and timely information to members of the school community. |
| Evidences/Examples | CSDH cannot provide an accurate answer to a question. CSDH states that the dental services program was completed for the year; however, when assessed, evidence reports uncompleted components. | CSDH does not attempt to disseminate dental information to the school community, but when asked, does provide accurate, timely information. CSDH provides the dental schedule for the district, but doesn't adjust it unforeseen scheduling conflicts. | CSDH provides venues of disseminating dental health information to the school community via various forms of media (i.e. public service announcements, newsletter articles, web-page, etc.). CSDH provides information when dental services will be conducted through a mass telephone message system. | CSDH provides information to the school community regarding facilities/programs that offer free or reduced fee dental services (i.e. Sealant Saturday Programs, Have a Heart Free Care Days, etc.). CSDH provides referrals to parents about programs to enroll students in and provides follow-up conversations. |
| Component | Failing | Needs Improvement | Proficient | Distinguished |
| 4d: Participating in a Professional Community | CSDH avoids involvement. | CSDH participates only when specifically requested to do so. | CSDH participates actively and maintains positive and productive relationships. | CSDH makes a substantial contribution and assumes leadership roles. |
| Evidences/Examples | CSDH does not participate in the academic or professional dental hygiene community. CSDH doesn't respond to a request to attend a professional meeting. | CSDH attends professional meetings as required by the school district. CSDH attends some, but not all of the department meetings required by the district policy. | CSDH provides active membership to their professional organizations. CSDH attends all professional meetings as required by the school district and seeks ways to increase his/her involvement in professional organizations. | CSDH agrees to serve on professional District committees/curriculum councils. CSDH assumes leadership roles on committees within the school district or within his/her professional discipline. CSDH passes on professional information to school staff and colleagues. CSDH provides referrals for program enrollments and provides follow-up conversation. |

| Component | Failing | Needs Improvement | Proficient | Distinguished |
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| 4e: Growing and Developing Professionally | CSDH does not participate in professional development activities. | CSDH's participation in professional development activities is limited to those that are convenient or required. | CSDH seeks out opportunities for professional development based on an individual assessment of need. CSDH maintains active member status in local, state and national organizations. CSDH enhances professional dental practice performance by networking and interacting with peers and colleagues. | CSDH actively pursues and develops professional development opportunities and makes a substantial contribution to the profession. |
| Evidences/Examples | CSDH does not participate in professional staff development activities. CSDH does not attend in-service training. | CSDH only participates in professional staff development activities that are required. CSDH is inconsistent in attending in-service staff development by calling off sick frequently. | CSDH participates in all required professional development activities and seeks additional enrichment courses within the dental hygiene discipline. CSDH attends all in-service and department meetings required by licensure and district policies. CSDH is a current member of their national, state, and local educational/professional organization. | CSDH maintains active membership in local, state, and national professional organizations. CSDH enhances professional performance by networking and interacting with peers and colleagues. CSDH attends state/national conferences to promote school dental health and forwards the information to the school community. |
| Component | Failing | Needs Improvement | Proficient | Distinguished |
| 4f: Showing Professionalism/Demonstrating Professionalism | CSDH displays inappropriate interactions with members of the school community and violates principles of confidentiality. | CSDH is appropriate in interactions with members of the school community and protects confidentiality. | CSDH displays high standards of honesty, integrity, and confidentiality when interacting with members of the school community. | CSDH holds the highest ethical standards when interacting and advocating for members of the school community. |
| Evidences/Examples | CSDH violates HIPPA and FERPA standards. CSDH freely gives confidential health information about a student to the public. CSDH put a picture of a student in the newspaper without written consent. | CSDH occasionally violates HIPPA and FERPA standards by breeching student confidentiality. CSDH publishes a picture of a child with written permission, but does not contact the parent to inform them of what the situation is. | CSDH adheres to educational laws, health care laws, dental ethics and federal, state, and district regulations relating to privacy and confidentiality. CSDH contacts student's dentist to retrieve private dental report without parent permission. | CSDH holds the highest ethical standards as stated above, while advocating for members of the school community. CSDH assists parent in obtaining private dental report from their dentist with permission to do so. |