

Principals & School Nurses: A Partnership for Student Success

Indiana



IASN

Indiana Association of School Nurses

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The School Nurse Experiment





What a difference a century makes...

- School nurses are still
 - *Fighting spread of disease*
 - *Battling absenteeism*
 - *Combating determinants of health*
 - *Making home visits*
 - *Educating families*
 - *Collecting data to prove our worth*

- School nurses are now also
 - *Addressing chronic health concerns that once prevented school attendance*
 - *Bridging the gap for access to health care*
 - *Confronting students' mental health needs and addiction struggles*



**“We can’t educate children
who are not healthy, and we
can’t keep them healthy if
they’re not educated.”**

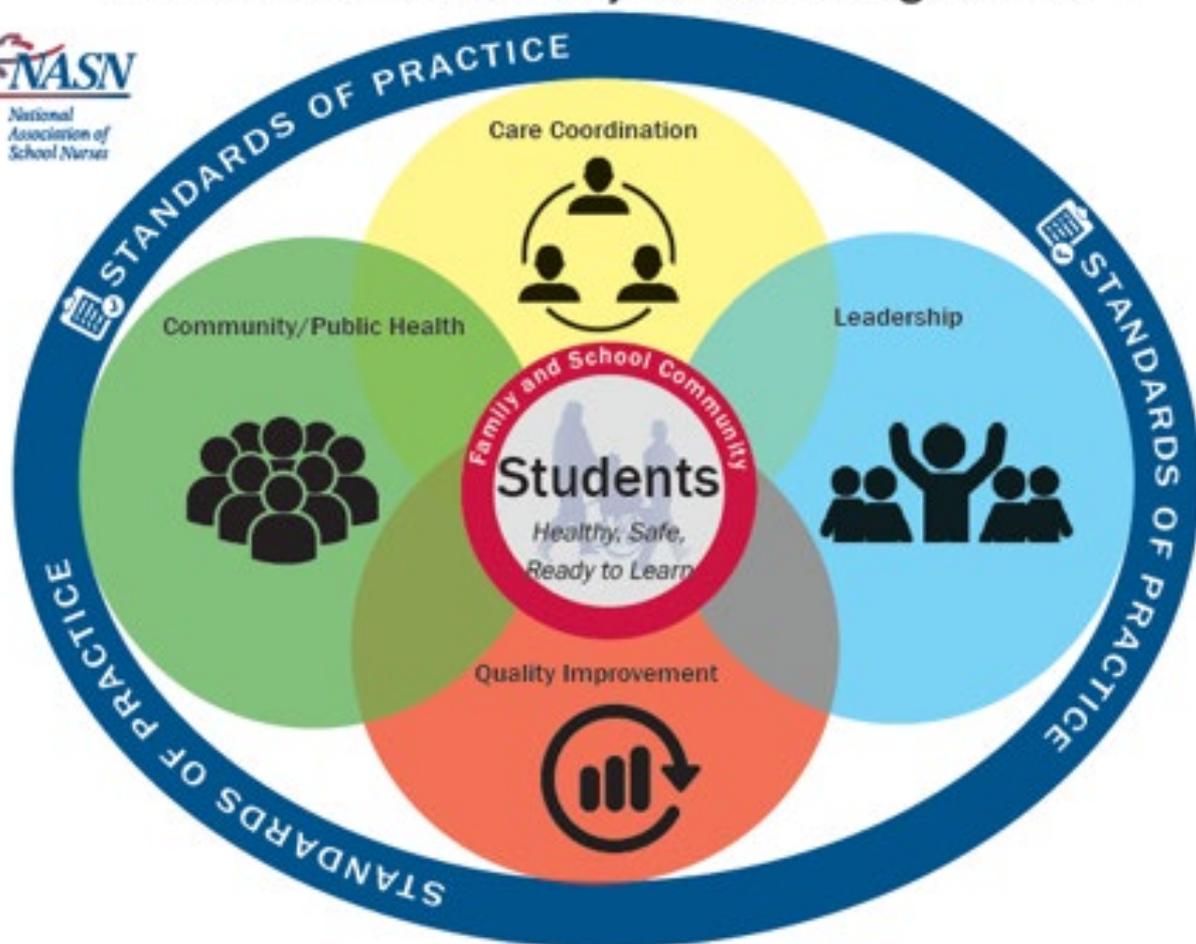
–Dr. Joycelyn Elders, former Surgeon General

Today's school nurse is so much more than the stereotype of "ice, lice and band-aids."

School nurses serve as a **critical health hub** for students, ensuring that students are **ready for learning** by **managing complex, chronic conditions**; identifying and **addressing mental health issues**; **leveling the field** on health disparities and promoting healthy behaviors; enrolling children in health insurance and **connecting families to healthcare providers**; **handling medical emergencies**...and now, navigating through the COVID-19 pandemic by testing, **tracking and vaccinating** students and school personnel.



Framework for 21st Century School Nursing Practice™



School nurses benefit schools through...



Improved attendance



Improved academic performance



Increased time



NASN
National
Association of
School Nurses



For every
\$1 invested

in a full-time, registered
school nurse, society would

gain **\$2.20**¹

School nurses are essential...for healthy kids...healthy
schools...and healthy communities.

¹JAMA Pediatr. 2014;168(7):642-648. doi:10.1001/jamapediatrics.2013.5441

School Nurse License and Accountability

- School nurses are health care professionals that are licensed in the state they live and work in.
- Follow state's nurse practice act which governs their actions and what they can delegate.
- Several Indiana nurses also hold their Student Services License – (Educator License)
- Work in public, private and parochial schools...follow the same regulations
- Previous hospital work but not familiar with healthcare in the school setting



Indiana School Health Services

According to school nurses when surveyed:

Top five health issues as most significant: asthma, severe allergies, injuries, poverty, and mental health

Top four school nurse roles: caring for injured or ill students, managing students with chronic health conditions, discussing health issues with parents, training and educating students, staff and families regarding student health conditions.

(Survey completed in 2018 Pre COVID)



School Clinic Models

Each Indiana school district has their own model for how clinics are run. These clinics can follow several models/templates:

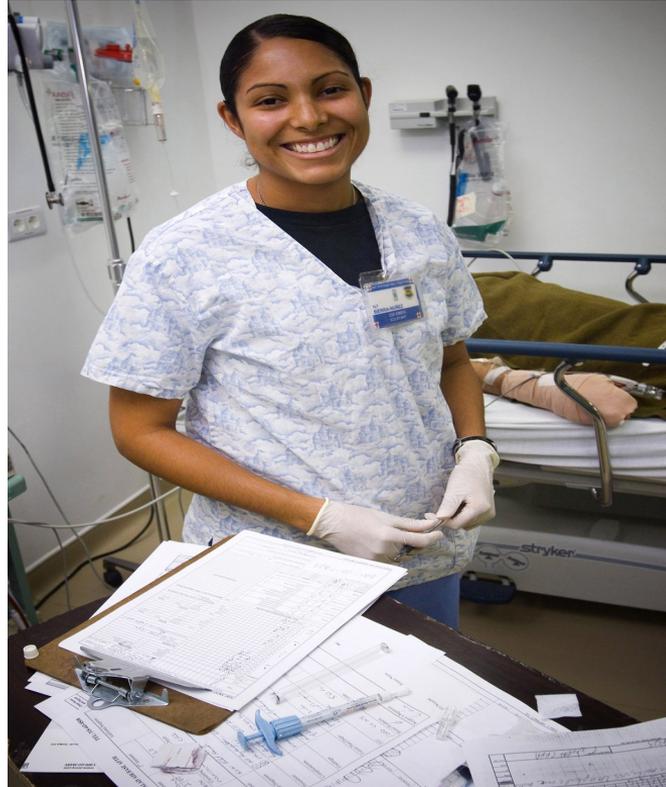
- 1) A registered nurse as district supervisor with health aides in clinics – accountability for that RN!
- 2) A registered nurse as district supervisor with a mix of nurses/aides in clinics
- 3) A registered nurse as district supervisor with a nurse in every clinic- nurse can be LPN or RN. **A health aide by law cannot be called the "school nurse" because they aren't licensed as a nurse.**

Why a Professional Registered Nurse – BSN prep

Public Health
Background

Advanced education
leadership and
assessment

Primary source of
family guidance



Creating emergency
care plans

Authority to delegate to
unlicensed personnel

LPNs and aides cannot
delegate health care

How to Obtain Indiana School Service License

- Information found:
- <https://www.doe.in.gov/licensing/school-services-employee#Nurse>
- Requires applicant to have a BSN and current RN license in Indiana
- Apply through the DOE website, fill out form, submit college transcript and pay 35.00 fee.
- Initial license for two years. Renewal process online.

Certified with educators license, more voice in school setting, possible pay raise



Administrator leadership styles – Davis article

- Administrator style of leadership directly correlates with staff satisfaction, building climate and overall effectiveness! Impact on School Nurse?
- School Nurse's role – very unique compared to other staff in Ed. Setting
- This includes their direct supervisor in most schools
- There are 3 most common styles of leadership defined by Kurt Lewin:
 - Laissez-faire
 - Democratic
 - Coercive/authoritarian

Lewis, Lippitt, & White, R (1939). Patterns of Aggressive Behavior in experimentally created "social climates" *The Journal of Social Psychology*, 10 271-299.

Laissez-Faire

- Administrator is primarily hands-off and lets others make decisions
- School Nurse can practice independently – little oversight or guidance
- Experienced SN – can be very effective and make decisions with little interference
- Inexperienced SN – may lack a network of mentors and needed guidance – professional practice and legal issues – delegation?

Democratic Leadership Style

- Leader involves team in decision making – welcomes input
- More likely to collaborate and provide direction & support depending on needs – more likely to respect expertise in school health matters
- This style is optimal for both experienced and novice SN
- More likely to encourage membership in professional association to optimize network and use of best practices!

Coercive/Authoritarian

- Practices total authority with little or no input in decision making
- Feels need to control all aspects of team's actions and decisions
- Most likely to dictate how to run clinic, provide care without seeking opinion
- May interfere for both experienced and inexperienced school nurse – lacking knowledge or practice act and other legal parameters
- GREATEST RISK to safe and effective work environment!

Importance of this?

- May demand SN to practice unsafely – delegation issues. May comply due to fear for job security etc.? (any level of experience)
- The School Nurse skills, expertise and scope of practice must be acknowledged and understood on at least a minimum level.
- Can become difficult and dangerous if RN's important and state mandated practices are not integrated into building's daily operations dynamics
- Critical for administrator to acknowledge and grasp the separate and unique set of laws, statutes and regulations SN needs to follow!

How do we communicate?

- Set up communication plans before the start of the school year!
- Nobody likes surprises – keeping communication open and honest!
- Team meetings – SN should be on administrative building level meetings and have a leadership role
- The importance of "check ins" - weekly, monthly, data points
- Support for each other in those “sticky situations” – complaints, tackle together
- Confidentiality issues – FERPA, privacy of medical information



Students with Chronic Conditions

- Nurse perspective: Care coordination for students with chronic conditions takes up a majority of my time: Health Care Plans. Emergency Care Plans, staff training, parent and physician phone calls; clinic visits, medication administration (25-33% of school population)
- Principal's perspective: Advocate your role; invite yourself to IEP/504 meetings; read the plans; know any legal implications
- Many times- only one nurse and one principal in building
- "Not just the School Nurse"- be an important part of the School Team
- Improving Care Coordination for Students with Chronic Conditions toolkit <https://www.pathlms.com/nasn/courses/25340> (free to NASN members)

What I need to evaluate my school nurse?

- Evaluating a healthcare professional – what is important?
- Administrative supervision, i.e., supervision of non-clinical skills, may be provided by the registered nurse or by school administrators, such as a building principal or district administrator (ANA, 2014).
- Non-clinical activities, attributes, adherence to school policy, state and federal regulations, organizational and communication skills, and collaboration
- Clinical (nursing) skills are evaluated by the district Nurse Coordinator
- NASN states School Nurse performance evaluation should consists of 3 components: self-evaluation, clinical evaluation, and a non-clinical evaluation
- What do I value? Results of tasks accomplished? Goals met for the year?

Recommendations for practice

- Work to develop a trusting, professional relationship and open communication
- Document conversations in email, concerns provide rationale – if its not documented it didn't happen.
- Build relationships with other building staff, students and families (janitors)
- Join IASN – through NASN information and support – opportunities for growth
- Attend SN webinars and conferences – network, get ideas and support
- Professional Days - reach out to other area SN address concerns and support
- Utilize state SN consultant/website if other measures not successful
- Interviewing for a new position - observe for clues, ask duties, professional development opportunities

Why join IASN?

- Gain updated knowledge and evidence-based resources!
- Networking with other school nurses!
- Assistance with Policy Development
- National, state and local advocacy on school related topics
- Assistance with compliance with Indiana Laws and DOE regulations
- Annual State and National Conferences with National Presenters
- Two peer reviewed journals published monthly, print and online access

IASN membership: Benefits to your school

- Access to lower cost professional liability insurance
- Freq. updates to members on emerging topics through membership List-Serv
- Opportunities for leadership improvement – future Leadership Academy
- Continuing Education opportunities – free or low cost to members
- VSP – free vision exams and correction for eligible students
- Award opportunities – School Nurse of the Year!

Benefits of IASN/NASN membership

- VSP benefit – vision for kids’ success!!
- Available only to IASN members – one voucher worth double the cost of membership
- Chronic disease Clinical Guidelines – Asthma, Seizures, Diabetes etc.
- Chronic Absenteeism: School Nurse-Led Active Surveillance Manual – now available from NASN



NASN members LOVE Sight for Students from VSP Vision

We asked brand new NASN members, "What one thing does NASN do that you value most?"

<p>"From a practical standpoint, (the) VSP certificate program is number 1."</p> <p>"Gives access to the Sight for Students vouchers! These have been immensely helpful in my district."</p>	<p>"NASN is a good resource for school nurses. The VSP program is also a very valuable resource. Our district is low income community and this resource gets used a lot. Students learn better when they can see their work."</p>	<p>"VSP vision vouchers are wonderful!"</p> <p>"The best thing I am able to utilize is the VSP."</p> <p>"VSP partnership for vision coupons for students."</p>
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NASN is grateful VSP Global® for Sight for Students®, an Eyes of Hope™ gift certificate program. This program provides gift certificates for a no-cost eye exam and, if prescribed, new glasses that public schools can distribute to students 18 or younger who qualify.

Thanks to our partnership, more than 600,000 students have been able to visit a local eye doctor to receive the vision care they need to succeed in school and achieve their dreams. Since 2007, together with VSP® network doctors, Eyes of Hope programs, including Sight for Students, have provided access to no-cost eye care and eyewear for more than 2.3 million adults and children in need.

What one thing does NASN do that YOU value most?
Tweet us: @schoolnurses #NASNPower



COVID-19

COVID-19 Considerations for School Nurses

Dental screening, Food allergy and anaphylaxis, School attendance, Asthma and COVID-19, Providing virtual care, and Care of students and staff that become ill.

[RETURN TO SCHOOL AND OTHER COVID-19 RESOURCES](#)

Leave a message



Any Questions?

Thanks for attending our session!

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