



Why Do We Need More School Nurses and What Will It Cost To Get There?

Sara O'Toole, RN BSN
Managing Officer, School Health Services
Pinellas County Schools

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Objectives

Participants will be able to understand the:

- o Rising need for school nurses
- o Role and importance of a school nurse
- o Current Pinellas County Schools nursing staffing plan
- o Desired staffing plan
- o Barriers to the desired plan, and possible approaches to overcome barriers

Definitions

- o UAP: Unlicensed Assistive Personnel
 - o Includes volunteers, teachers, school faculty, and school administrators trained and overseen by the school nurse
 - o Most of the day-to-day management of student health conditions is delegated to UAPs
 - o UAPs by law are designated by the principal and delegated to by the school nurse

Definitions (cont.)

- Delegation:

- The transference to a competent individual the authority to perform a selected task or activity in a selected situation by a nurse qualified by licensure and experience to perform the task or activity (Florida Department of Health, 2015).

So What Is The Difference?

- o UAP (Unlicensed Assistive Personnel):
 - o No licensure or certification from Dept. of Health
 - o Broad training on medications, student-specific conditions, emergency care, ~30 mins.
 - o Assigned to assist nurse with tasks, under the supervision of the nurse

So What Is The Difference?

- o CNA (Certified Nursing Assistant):
 - o Certification from Dept. of Health
 - o 120 hours in length (3-4 weeks)
 - o Job scope is “activities of daily living” – i.e. feeding, dressing, toileting.
 - o Can give medications and do some nursing procedures in school after training by the Registered Nurse
 - o Must work under the general supervision and direction of the Registered Nurse

So What Is The Difference?

- o LPN (Licensed Practical Nurse):
 - o Licensure from Dept. of Health
 - o 12 - 16 month program
 - o Can perform most tasks in the school setting, but cannot direct care
 - o Must work under the general supervision and direction of the Registered Nurse

So What Is The Difference?

- o RN (Registered Nurse):
 - o Licensure from Dept. of Health
 - o 2 to 3 years for Associate Degree
 - o 4 years for Bachelor's Degree
 - o Responsible for assessing, planning, implementing, and evaluating care
 - o Work independently with direction from physician orders

The Need Nationally

- o New Type 1 diabetes cases increased by 21% from 2001-2009 (SEARCH for Diabetes in Youth study)
- o Food allergies have increased by 50% in children between 1997 and 2011 (2013 CDC study)
- o Asthma affects almost 10 million children in the US (National Health Interview Survey, 2014)
- o 50,000 children under age 15 develop epilepsy each year (Epilepsy Foundation)
- o Obesity more than doubled among 6-11 year olds between 1980 and 2012, and more than quadrupled among 12-19 year olds in the same period (CDC Health Schools data)

The Need in Pinellas County

- o In 2015-2016:
 - o 2,665 students with severe allergies
 - o 6,530 students with asthma
 - o 586 students with cardiac conditions
 - o 243 students with diabetes
 - o 667 students with epilepsy
 - o 1,049 students with psychological conditions
 - o 763 students with GI/GU conditions
 - o 934 students with neuro/neuromuscular conditions
 - o 351 students with genetic conditions
 - o 4,138 students classified as obese

The Need in Pinellas County

- o 702 Epi Pens
- o 122 insulin
- o 112 Glucagon
- o 1,328 inhalers
- o 1,235 oral medications
- o 78 rectal Diastat
- o 96 tube feedings
- o 10 catheterizations

The Need in Pinellas County

- o October 2015 enrollment:
103,903 students
- o 33,803 students have a reportable health
condition (approx. 32.5%)
- o 12% increase over SY 2014-2015

National School Nurse Data

- o 38% of U.S. schools employ a full-time RN
- o 25% of U.S. schools do not have nursing services at all
- o Nationally, Florida ranks **49th out of 50** states for student-to-nurse ratio
 - o AAP, NASN, HHS recommends at least 1 RN for every school building at minimum

Pinellas County School Nurse Data

- o 5% of Pinellas County non-ESE schools have a full-time Registered Nurse
- o 21% of Pinellas County non-ESE schools have a full-time nurse (RN or LPN)
- o 40% of non-ESE schools have a full-time person with medical knowledge (CNA, LPN, RN)

BUT WAIT!

Data: January 2017

- o Increased 8 LPN positions
- o Possible through blended funding
- o Funding for one year – ends June 30

THANK YOU!

School Nurse Roles

- o Promote and advance student health
- o Identify and manage chronic illnesses
- o Manage immunization compliance
- o Manage potential life-threatening situations
- o Educate students, staff, parents, and the community about age-appropriate concerns and current school health-related topics
- o Develop nursing care plans and emergency plans

Five Ways a School Nurse Benefits the School

- o Attendance
 - o Full-time nurse:
 - o Return To Class rate: 93%
 - o Unlicensed person or Part time health staff:
 - o Return To Class rate: 85%
- o Academics
- o Time
- o Staff Wellness
- o Accountability / Safety

Principal Perspective

“Our nurse is our lifeline in all sorts of medical circumstances. I can’t imagine not having a nurse on staff in this day and age. At some point in time, every imaginable nurse-related scenario surfaces.”

~ Elementary school principal

When Nurses are Part-Time

- Student access to school-based health care is limited
- Student well-being is jeopardized
- Properly addressing health concerns is curtailed
- Minor health concerns are treated as major concerns or vice versa

Principal Perspective

“We all have students who are medically fragile and need the care of a trained full time professional nurse. Not overworked front office staff with multiple distractions and woefully inadequate preparation.”

~ Middle school principal

Teacher Perspective

“As a teacher, it is a huge burden not to have a school nurse. Teachers spend their time dealing with sick students instead of teaching.”

~ Middle school teacher

School Staff Perspective

“Parents sometimes ask us if we feel the student is truly sick or injured, and since I have no medical training I can’t answer the parent’s questions. So I almost always recommend they go home, just to be safe.” ~7th Grade Clerk, Middle School

“Because of the number of homeless students we have who cannot afford care, a nurse would be a valuable service for these children and their families.” ~6th Grade Clerk, Middle School

Parent Perspective

- o From a parent of a child with diabetes

“With Type 1 diabetes, there is not warning of what may happen on any given day and a medical emergency can happen at any time. Would you feel comfortable sending your young child to school trusting the front office staff to be capable to dealing with a very complex and dangerous disease? “

Barriers

- o Florida Statute 1006.062
 - o In MA: only licensed nurses can give medication. UAPs are trained for field trips only. Insulin and Glucagon only permitted by nurses.
 - o In CT: only licensed nurses can give medication. UAPs can be trained, but they must hold a state certification (i.e. teachers, coaches). Cannot train an office staff member.
 - o In DE: a nurse is required in every school.
 - o In FL: only things that UAPs cannot be trained to do are sterile catheterization; nasogastric feedings; care of a tracheostomy.

Barriers

- o Safe vs. unsafe delegation
 - o Not all staff are capable and competent to perform a task
 - o Staff also have the right to refuse to learn
 - o Delegation has become increasingly complex
 - o Schools are an independent practice setting where complex nursing judgments are frequently necessary

Barriers

- o Pay scale of School Nurses vs. other Nursing positions
 - o Across the state, there is no standard to fund school health
 - o Average 20% turnover in staff every year
 - o RN hourly salary: \$23.15/hr
 - o RN average salary Tampa area: \$29.27/hr
 - o LPN hourly salary: \$17.87/hr
 - o LPN average salary Tampa area: \$19.23/hr

Nurses Role in Mental Health

- o Nurses participation in YMHFA , Trauma Informed Care and Bullying Prevention trainings
- o Bullying and Mental Health
- o Recognize patterns in the clinic and refer to appropriate services
- o Ensure students are taking medications as prescribed and monitoring side effects
- o Communicating with doctors as needed

Project Aware Update

- o Over 950 Participants have been trained in YMHFA
- o Participants include district staff, agency staff, CPI workers, city recreational center staff, families, and other community members
- o Universal Screenings are being conducted at 10 middle schools
- o Suicide 2nd Leading Cause of Death in Children

Let's Work Together

“Coming together is a beginning; keeping together is progress; working together is success.”

~ Henry Ford

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