

**VSBPE**

**DATE:** January 10, 2019

**ITEM:** (65A) Associate School Nurse

**ITEM:** Should the VSBPE move to approve the revision to the (65A) Associate School Nurse endorsement?

**AGENCY RECOMMENDED ACTION:** The VSBPE approve the revised (65A) Associate School Nurse endorsement.

**BACKGROUND:**

Recently the (65) School Nurse endorsement was updated to reflect recent national trends and standards in School Nurse area. The VSBPE directed the Office to update the (65A) Associate School Nurse endorsement to reflect the changes made to the (65) School Nurse endorsement. The same revision group that revised the School Nurse endorsement was convened electronically and by phone in the revision process to revise the (65A) School Nurse endorsement.

**RATIONALE:**

The VSBPE has directed the Office to revise endorsements on a five-year cycle so that they stay current with state and national standards and trends. The (65A) Associate School Nurse endorsement was up for revision.

**SUPPORTING DOCUMENTS:**

1. Revised (65A) Associate School Nurse endorsement.
2. Summary of Changes/Crosswalk



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## (65A) Associate School Nurse Summary of Major Changes and Crosswalk

Purpose: To identify substantive changes made in November 2018 to the newly revised (65A) Associate School Nurse

### SUMMARY OF CHANGES:

New numerical formatting throughout entire draft reflects the request from the VSBPE to include such numerical formatting.

All the Knowledge Standards of the 65A have changed significantly to reflect the changes made to the 65. Performance Standards of the 65A have not changed. When incorporating language from Knowledge Standards of the 65 into the 65A, leadership competencies specific to the 65 School Nurse were not included.

### CROSSWALK:

In addition to changing the (64A) Associate School Nurse endorsement so that it reflects recent changes made to the (65) School Nurse endorsement, the following changes were made.

Change	Previous wording	New wording
Mention interpretive statements code of ethics	<i>None</i>	1.1.5. Code of Ethics for Nurses with Interpretive Statements (Authors: American Nurses Association (ANA) 2015)

Change	Previous wording	New wording
Mention of cultural competency	<i>None</i>	1.2.2. Access to Care, Cultural Competency, Disease Prevention, Environmental Health, Health Equity, Health Promotion, Outreach, Population-based Care, Risk Reduction, Screenings/Referral/ Follow-up, Social Determinants of Health, Family and Group Dynamics
New language pertaining to individualized healthcare plans	<i>None</i>	1.3.3. The school nurse develops, provides, and/or oversees implementation of student Individualized Healthcare Plans, health management protocols, and policies for all students with health needs, and recommends modifications to the school program.
New language pertaining to care coordination	<i>None</i>	1.3.4. Chronic Disease Management, Collaborative Communication, Direct Care, Education, Interdisciplinary Teams, Motivational Interviewing/ Counseling, Student-Centered Care, Student Self-empowerment, Transition Planning.
New language pertaining to quality improvement	<i>None</i>	1.4.1. The associate school nurse uses the nursing process: assessment, identification of the issue, development of a plan of action, implementation of the plan, and evaluation of the outcome. The school nurse collects data and utilizes evidence-based practice to improve one's own school nursing practice and student outcomes.
Language pertaining to amount of experience required	Four year of clinical nursing experience clinical nursing experience that must include community health and pediatric nursing.	6000 hours of clinical nursing as an RN with an active Register Nurse license. Experience must include community health and pediatric nursing.

5440-65A Associate School Nurse

~~(Reviewed June 2017)~~

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The holder is authorized to provide school health services in grades PK-12.

In order to qualify for this endorsement, the candidate shall demonstrate the following:

1. Knowledge Standards:

Demonstrates ~~knowledge of~~ general nursing and school nursing concepts and skills delineated in current national ~~professional~~ nursing and school nursing standards and health concepts and skills delineated in Vermont's Framework of Standards and Learning Opportunities, including:

*1.1. Standards of Practice*

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~~1.1.1. The associate school nurse demonstrates knowledge in general nursing and school nursing concepts and skills delineated in~~

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~~1.1.2. The Standards of Practice School Health Services Manual (Authors: Vermont Agency of Education and Vermont Department of Health)~~

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~~1.1.3. Framework for 21<sup>st</sup> Century School Nursing Practice (Author: National Association of School Nurses, 2015)~~

~~1.1.4. School Nursing: Scope and Standards of Practice 2nd Ed. (Authors: American Nurses Association (ANA) and National Association of School Nurses (NASN), 2017).~~

~~1.1.5. Code of Ethics for Nurses With Interpretive Statements (Authors: American Nurses Association (ANA) 2015)~~

~~1.1.6. Standards Of Practice Include:~~

~~1.1.6.1. Clinical Competence, Clinical Guidelines, Code of Ethics, Critical Thinking,~~

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~~Evidence-based Practice, NASN Position Statements, Nurse Practice Act, Knowledge of and adherence to current state and federal laws, regulations, and procedures governing identification, referral, healthcare, privacy issues, placement, and accommodation of students.~~

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~~1.1. Pediatric, community health, emergency, adult, and mental health nursing~~

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~~1.2. Current state and federal laws, regulations, and procedures governing identification, referral, healthcare, privacy issues, placement, and accommodation of students~~

~~1.3. Health promotion strategies for the individual and health risk factors, including the Centers for~~

~~1.4. Disease Control's Priority Risk Behaviors<sup>3</sup>~~

~~1.5. Interpersonal relationships, cultural, psychological, sociological, emotional, and environmental factors that influence health behaviors~~

~~1.6. Effective organization, time management, and communication skills~~

~~1.7. Problem solving and decision making skills~~

~~1.8. The Vital Results for personal development in Vermont's Framework of Standards and Learning~~

~~1.9. Opportunities~~

~~1.10. Professional and ethical issues in general nursing and school nursing~~

~~1.11. The Vermont Standards of Practice: School Health Services~~

~~1.1.6.2. As an advocate for the individual student, the associate school nurse provides skills and education that encourage self-empowerment, problem solving, effective communication, and~~

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collaboration with others. Promoting the concept of self-management is an important aspect of the associate school nurse role and enables the student to manage his/her condition and to make life decisions. The associate school nurse advocates for safety by participating in the development of school safety plans to address bullying, school violence, and the full range of emergency incidents that may occur at school.

### 1.2. Community/Public Health

1.2.1. School nursing is grounded in community/public health. The goal of community/public health moves beyond the individual to focus on community health promotion and disease prevention and is one of the primary roles of the associate school nurse. Associate school nurses employ cultural competency in delivering effective care in culturally diverse communities. School nursing is grounded in community/public health. The goal of community/public health moves beyond the individual to focus on community health promotion and disease prevention and is one of the primary roles of the associate school nurse. Associate school nurses employ cultural competency in delivering effective care in culturally diverse communities.

1.2.2. Access to Care, Cultural Competency, Disease Prevention, Environmental Health, Health Equity, Health Promotion, Outreach, Population-based Care, Risk Reduction, Screenings/Referral/Follow-up, Social Determinants of Health, Family and Group Dynamics.

1.2.3. The associate school nurse employs primary prevention by providing health education that promotes physical and mental health and informs healthcare decisions, prevents disease, and enhances school performance. Addressing such topics as healthy lifestyles, risk-reducing behaviors, developmental needs, activities of daily living, and preventive self-care, and the associate school nurse uses teaching methods that are appropriate to the student's developmental level, learning needs, readiness, and ability to learn. Screenings, referrals, and follow-up are secondary prevention strategies that associate school nurses utilize to detect and treat health-related issues in their early stage. Associate school nurses provide tertiary prevention by addressing diagnosed health conditions and concerns.

1.2.4. The associate school nurse provides a safe and healthy school environment through control of infectious disease, which includes, preventative immunization programs utilization of school-wide infection control measures, and disease surveillance and reporting to the Vermont Department of Health.

### 1.3. Care Coordination

1.3.1. The associate school nurse delivers quality health care and nursing interventions for actual and potential health problems. The associate school nurse provides for the direct care needs of the student, including medication administration and routine treatments and procedures. The associate school nurse provides education of school staff for the successful management of a child with a chronic condition or special healthcare needs.

1.3.2. The associate school nurse delegates healthcare tasks to unlicensed assistive personnel in order to support the health and safety needs of students in accordance with Administrative Rules of the Vermont Board of Nursing.

1.3.3. The school nurse develops, provides, and/or oversees implementation of student Individualized Healthcare Plans, health management protocols, and policies for all students with health needs, and recommends modifications to the school program.

1.3.4. Case Management, Chronic Disease Management, Collaborative Communication, Direct Care, Education, Interdisciplinary Teams, Motivational Interviewing/ Counseling, Student-Centered Care, Student Self-empowerment, Transition Planning.

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1.4. Quality Improvement

1.4.1. The associate school nurse uses the nursing process: assessment, identification of the issue, development of a plan of action, implementation of the plan, and evaluation of the outcome. The school nurse collects data and utilizes evidence-based practice to improve one's own school nursing practice and student outcomes.

1.4.2. The associate school nurse uses the nursing process: assessment, identification of the issue, development of a plan of action, implementation of the plan, and evaluation of the outcome. The associate school nurse collects data and utilizes

1.4.3. Quality Improvement includes: Documentation/Data Collection, Evaluation, Meaningful Health/Academic Outcomes, Research, Uniform Data Set.

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2. Performance Standards:

**The associate school nurse improves and protects the health status of students and staff by identifying and participating in the removal or modification of health related barriers to the learning of individual students. Specifically, the associate school nurse:**

2.1. Provisions of Health Services

2.1-2.1.1. Provides health assessments for individual students and initiates referrals to other school personnel and community health resources for health management or treatment as necessary

2.2-2.1.2. Provides direct health services and/or health counseling to assist students, families, and staff in making informed decisions on choices related to health

2.3-2.1.3. Develops, provides, and/or oversees implementation of student health care plans, management protocols, and policies to meet health needs of students and recommends modifications to the school program

2.4-2.1.4. Interprets the student's health status to parents/guardians and school personnel

2.5-2.1.5. Identifies or assists in identification, referral, and follow through on child abuse and neglect as required by law

2.6-2.1.6. Identifies and refers students for psychosocial and substance abuse issues and evaluates interventions

2.7-2.2. Preventative Health:

2.7-1-2.2.1. Maintains, evaluates, and interprets individual student health records

2.7-2-2.2.2. Develops and implements procedures and protocols for the prevention and management of injury and acute and chronic illness

2.7-3-2.2.3. Promotes and assists in the control of communicable diseases through development and/or implementation of early detection programs and preventative immunizations, surveillance and follow up of contagious diseases, and reporting, as appropriate, to the Vermont Department of Health

2.7-4-2.2.4. Provides health information to individuals

2.8-2.3. Involvement with Other School and Community Personnel:

2.8-1-2.3.1. Contributes as needed as the health professional on a variety of teams, including the child education evaluation teams that develop Individual Education Programs (IEPs), 504 Plans, Educational Support Team (EST) recommendations, and other specialized plans for students

2.8-2-2.3.2. Joins with other school and community personnel to ensure a safe and health-promoting school environment and program for students and staff

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- ~~2.8.3.2.3.3.~~ Participates in a Coordinated School Health Program (CSHP)
- ~~2.8.4.2.3.4.~~ Serves as a liaison on health issues among home, school, and community
- ~~2.8.5.2.3.5.~~ Develops protocols for, trains, and oversees those school personnel delegated to carrying out health service activities in accordance with Vermont Standards of Practice: School Health Services
- ~~2.8.6.2.3.6.~~ Develops procedures concerning health issues in accordance with school policies

3. Associate's Degree/Diploma from a nursing program accredited by the National League for Nursing (NLN). A current license as a Registered Nurse (RN) in the state of Vermont.
4. Current certificates in cardiopulmonary resuscitation (CPR), Automated External Defibrillator (AED), and first aid.
5. ~~Four years~~ 6000 hours of clinical nursing as an RN with an active Register Nurse license. Experience ~~that~~ must include community health and pediatric nursing. Completion of an approved educational orientation program provided through the Agency of Education and based on the requirements for delivery of health services as defined in the Vermont *School Quality Standards* and the Vermont manual titled *Standards of Practice; School Health Services*.

DRAFT